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# WESTERNER

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Omaha Works  
January/February 1989





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Jan./Feb. 1989

Vol. 33, No. 1

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## On the cover

Just as these nine Omaha Works employees are "part of the picture" for this issue's cover, all of us are part of the picture as Works employees working together to make our business successful. For some of us, being a part of the overall picture also includes a process of "networking" which brings out the best we have to offer as AT&T employees. For a look at how two minority organizations are accomplishing this, turn to articles starting on Page 6. Pictured on the cover are (front, from left) Rosemarie Desautels, Ellie Ferraguti, Nick Johnson, (middle, left) Patrick Tyrance, Evelyn Dawson, Ray Belmudez, (back, left) Judy Mallory, Tony Militti and Cecilia Baratta. Photo by Rog Howard.

## WESTERNER

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Published for employees of  
AT&T Network Systems,  
Omaha Works  
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Omaha, Nebraska 68137  
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# Program certifies vendor quality

Cheryl Cincetti was still in Omaha on the last day in January when temperatures neared 70 degrees. Two days later when the wind chill index neared the 70-below mark, she was on a plane to Minnesota.

It's not that it wasn't already cold enough for her here, but she was meeting with one of the Works' vendors to conduct an on-site quality program evaluation.

Cincetti makes trips like this as part of her job as a planning engineer in Dept. 711. She, Bob Burdett and Dick Huffman work for Herb Rhodes, and together they are embarking on a program that aims to ensure high-quality materials purchased for manufacturing operations while cutting costs. The program is vendor certification.

The vendor certification program is one of the latest developments in the Works' continued commitment to quality products and service.

"Quality has always been important to us," said Rhodes, who is manager for project management/vendor certification.

### A formal approach

However, there are at least a couple of reasons why the company is taking a more formal approach to quality, such as this certification program. For one, competition for a share of the market dollars grows keener by the day, Rhodes said.

For another, American-made products don't seem to enjoy the fine reputation for quality they once had. Although AT&T has continued to maintain its high quality standards, an unfavorable perception of American products eventually could erode AT&T's reputation unless we make an extra effort to ensure that our quality is above reproach, he explained.

The good news is that an increased emphasis on quality doesn't mean that it will cost us more to make our products.

"Certification means that a

vendor has a program and control in place to maintain quality," Cincetti explained. "If there is a problem, the vendor is capable of taking care of it. The vendor's internal controls provide us with good product."

That means that we won't have to invest extra money to double-check the quality of a vendor's product by engaging in extensive sampling procedures. "We'll still conduct in-house purchased material audits and field inspections by quality management and engineering (QM&E — a resident organization), but on a lesser scale," Rhodes said.

Certification will also permit a reduction in the number of vendors with whom the Works does business. For example, if the Works now alternately contracts with five or six different vendors to provide the same material, the goal is to grant certification only to the vendor with the best quality controls and service at reasonable cost to us.

The idea is to establish a closer working relationship with vendors and thereby maintain better quality control, Rhodes said. "They know we are reducing our vendor base and they want our business," so the vendors are being most cooperative in the certification process.

Once a vendor is certified, the cooperation continues because a vendor now has a vested interest in our product. If we're successful it means the vendor will be successful, too.

The certification process is very thorough, Rhodes said. Fifty of the Works' high-volume vendors are targeted for certification by the end of two years. Also, certain lower-volume vendors will be granted "select vendor certification."

Overseeing the effort is the Vendor Evaluation and Review Board (VERB), chaired by Rhodes. With him on the board are two engineering managers, two pur-





*ONLY THE BEST . . . Everyone stands to benefit from the Works' vendor certification program which strives to make sure that only the best raw materials and piece parts are used. Pictured in the sheet metal shops of the high bay area of Building 30 are (from left) planning engineer Bob Slothower, Cheryl Cincetti, Bob Burdett and shearer operator Gary Kushinsky.*

chasing managers and two strategic business unit (SBU) quality managers.

The board selects candidates for certification by assessing a number of factors, such as the amount of product purchased by the Works, current appraisal costs, past quality performance, Just in Time (JIT) impact, the attitude of the vendor and the importance of the parts or materials to the Omaha Works. Past quality performance is determined by reviewing the preceding two years of records concerning shop complaints, QM&E field inspection results and the results collected by Dick Huffman's team of purchased material inspectors.

### Meet with vendors

The VERB gets further input from its ADVERB (Action Determination Vendor Evaluation and Review Board) subcommittees — one for each vendor being considered for certification. Each

ADVERB subcommittee consists of product engineers, assistant buyers and shop supervisors who have direct dealings with the respective vendors.

Rhodes said that input from the subcommittees, which are chaired either by Huffman or Cheryl Cincetti, is valuable because it relates past experiences with vendors: Is the vendor on time with deliveries? Is the product properly packed to prevent damage? Is the vendor's quality consistent?

The ADVERB subcommittees meet face-to-face at the Works with their vendors to review product issues and try to resolve difficulties. If the subcommittees are comfortable with the results of their meetings, they ask the VERB to authorize an on-site evaluation of the vendor's operations which is conducted by Cincetti.

Each vendor must satisfy 17 key elements in the evaluation, and when they do Cincetti then recommends to the VERB that cer-

tification be granted.

Rhodes said the new program is close to granting certification to the first of 50 high-volume vendors. And soon, he said, employees will start to notice the positive impact of the program. For example, there will be less rework on product lines due to defective raw materials. We will do better at shipping our products out on time too, he said, because of less rework required and because vendors will get their materials to us on time for production to begin.

Currently some set-up employees and raw materials inspectors have been involved in meetings with outside vendors. As the program gains momentum, Rhodes expects that interest and participation by employees will grow. He said they will express what they like and don't like about a vendor, and ultimately that will result in better products and better business.



# Employees' suggestions earn awards

Three Omaha Works employees have found that even seemingly simple ideas can result in sizable suggestion awards. Each has received checks from the employee suggestion program for more than \$1,000.

John Lassek of Dept. 724 was awarded a total of \$6,010 for suggesting a floor layout plan in the cable shop that greatly improved product flow and cut down on scrap. Lassek said he has earned other suggestion awards but this is by far his largest award.

Larry Fisher of Dept. 577 earned a \$3,630 award for his idea on how to reduce cycling time and increase production on a molding tool used



Larry Fisher



John Lassek

in the manufacture of the 110C connector.

Ronald Schaaf of Dept. 581 suggested that mounting brackets and rubber channels in 80-type cabinets could be eliminated because they were no longer needed. For his idea he was awarded \$3,110.

Other recipients of suggestion awards include: Douglas Carlson, Dept. 581, \$822; William Eisele, Dept. 577, \$375; Ronald Schaaf, \$310; Larry Hawkins, Dept. 571, \$275 and \$200; Delores Ludwick, Dept. 572, \$180.

# New feature highlights employees

A new feature starts in this issue of the *Westerner* (see opposite page) called "Our kind of people."

At least one Omaha Works employee will be highlighted in each issue for being the kind of person that you — the *Westerner* readers — believe deserves recognition.

Some of the best people anyone would be proud to know and work with are right here at the Omaha Works. They are unsung heroes and heroines who may not have invented a cure for the world's top 10 diseases, but nevertheless, the things they do make us glad to count them among our co-workers.

Do you know someone who deserves a moment in the spotlight? Maybe you know someone who does volunteer work in the community or somebody who's always ready to help a neighbor in need? Or maybe you know an individual whose indomitable spirit is to be admired and emulated?

These are "our kind of people" and you are invited to submit their names. Nominees must be employees or retired employees of the Works. Those who submit nominations must give their names and daytime phone numbers where they may be reached for verification and further information.

The selection of a person to be featured will be an editorial decision of the public relations department. No person selected for the honor will be featured without that person's permission. And no nominee will be considered unless the nominating person identifies himself or herself.

Use the form on the opposite page to submit a name. More forms will be available in the Employees Activities Mall or in the public relations department. Be sure to fill out the form completely. Send the forms to Linda Ryan, public relations (Dept. 523), P.O. Box 37000, Omaha, Neb., 68137.

## Works observes E-Week

The Omaha Works' technical professionals observed National Engineers Week the week of Feb. 20.

Keynote speaker at a gathering of the tech-pros in the Works auditorium on Feb. 21 was John O'Neill, executive vice-president of AT&T Network Systems products.

Patent award winners Bob Loesch, Karen Moser and Rick Beggs also were honored.

Other speakers for the week included Gerald Lowrie, senior vice-president, AT&T public affairs department, and Bob Dynes, director of AT&T Bell Laboratories chemical physics research.

The planning committee for this year's observance was chaired by Jerry Alvarez. Assisting him were committee members Al Dusek, Matt McDonald, Ron Monroe, Dick Runnels and Gene Schwickerath.

In addition to the annual observance of Engineers Week, monthly

engineering communication forums have been held to foster a continued exchange of ideas within the tech-pro universe, Alvarez said.

Frequently the forum speakers are members of the Works' tech-pro staff, but outside guest speakers have been featured since the first forum was held last August.

Topics of local tech-pro speakers have ranged from AMAPS flow systems to AT&T's international sales, Alvarez said. Outside speakers have included Marty Shukert, who is director of economic and policy development for the city of Omaha, and NASA astronaut Ken Reightler who discussed the space shuttle.

More recently, the Works tech-pros got an overview of the direction research is taking at the University of Nebraska at Lincoln when the guest speaker was Dr. William Splinter, UNL associate vice-chancellor of research.



Jo Ann Alback is . . .

# 'Our kind of people'

If you've ever had one of those days when you wish you had never crawled out of bed (and who hasn't), it's reassuring to know you have a co-worker nearby like Jo Ann Alback.

Walt Armstrong, who works with Alback in Dept. 573, describes her as "a very compassionate lady. She's a good listener and she holds a confidence.

"She has really helped me a lot when I've had a 'down' day," Armstrong said. Working with people like Alback is important, he explained, because "this is the kind of person who helps you get through an eight-hour day."

Alback has a knack for giving a person "another point of view you may never have considered."

Regardless of what may be bothering an individual, "after you talk to her you can go back to your job with a whole different outlook."

Armstrong also said that when Alback is asked for her advice, she is straightforward and "helps you face reality. Basically she can give you good criticism without hurting your feelings. It's truly constructive."

There have been times when Alback has encouraged co-workers to seek appropriate outside help when needed, he added.

"I know she has helped me personally. But more than that, by her example she's helped me to be more helpful to others," Armstrong said. "You want to help others just like she does."



Jo Ann Alback

## THE WESTERNER "OUR KIND OF PEOPLE" NOMINATION FORM

Submitted by \_\_\_\_\_

Dept. \_\_\_\_\_ Work Ext. \_\_\_\_\_ Shift \_\_\_\_\_

I nominate \_\_\_\_\_ of Dept. \_\_\_\_\_

to be featured in "OUR KIND OF PEOPLE."

Briefly state why your nominee deserves special recognition (be specific): \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

All nominations will be verified with those who submit them and with the nominees.

No one will be featured without his or her consent. Send or bring this form to:

**Linda Ryan — PR Dept. 523  
AT&T — Omaha Works  
P.O. Box 37000  
Omaha, Neb. 68137**

# Minority reaffirm

**C**ivil rights and equal opportunity issues have left an indelible mark on our social conscience.

Safeguarding the rights of minorities and ensuring equal opportunity is a vigilant effort. There has been an evolution, however, in the approach some minority groups are taking today to reach these goals.

It is an approach embraced by two minority groups at the Omaha Works: The local chapters of the Alliance of the Black Telecommunication Employees and the Association of Hispanic Employees of AT&T, also known as HISPA. Membership in the national organiza-

tions consists of AT&T employees from across the country.

What does their approach entail? It emphasizes involvement in business and community affairs. It stresses becoming better informed and educated to meet job qualifications. And just as important, it fosters working within the system. Membership in both local chapters is open to any Omaha Works employee who is interested in advancing the efforts of the black or hispanic minority groups.

The chapters have the full support of the Omaha Works, according to Gene Saab, personnel and

## The Alliance

**R**oy Seals get directly to the point when explaining the goals of the Alliance of Black Telecommunication Employees: It is "to advise, to inform and to educate."

But while the goals may be simply stated, the president of the Omaha Chapter of AT&T's Alliance is careful to point out that achieving them requires organization, determination and participation. And so far the Alliance has had a steady supply of all three.

It there is a glitch in the organization's smooth operation, said Seals, ironically it may be the enthusiasm of its supporters: "We want to see our goals reached quicker than might be possible."

At the heart of the Alliance's purpose is to act on the opportunity for black employees "to become a vital part of the company.

"We're a group of persons helping each other to get into decision-making jobs, preparing ourselves for promotions — basically, we're

working to run up the corporate ladder."

Since its formation a little more than a year ago, the chapter has sponsored numerous workshops and seminars toward that end. Among them was a public speaking workshop to help attendants

feel more at ease when speaking before large groups — in business meetings, for example.

Another, conducted by Works production control manager Don Allen, focused on the Just-in-Time concept and how the JIT philosophy is being incorporated into manufacturing operations. The three-hour workshop, like the speaking workshop, was conducted off Works' premises and after work hours. Still, close to 100 participants attended the JIT workshop.

Participation levels in such events, both by members and non-members of the Alliance, indicate an eagerness to be as well-informed and competent as possible. The Alliance espouses a philosophy of gaining decision-making positions not just to satisfy a number count, but "because of our capabilities. We want to be qualified for these jobs," Seals said.

(Continued on Page 8)

### **Established:**

October 1987, the Alliance of Black Telecommunication Employees of AT&T — Omaha chapter.

### **Officers:**

Roy Seals, president  
Helen Solomon, vice-president  
Johnnie Shambley, secretary  
Carolyn Yates, treasurer  
Charles Taylor, financial secretary  
Jim Perryman, parliamentarian  
Nick Johnson, sergeant-at-arms  
Ron Johnson, sergeant-at-arms



# groups goals

labor relations manager.

"We recognize HISPA and the Alliance as organizations committed to the advancement of their members primarily through education," he said. That objective coincides with a similar goal of the company, he indicated.

"We encourage all employees to further their education, because an educated work force helps us stay competitive in a rapidly changing manufacturing environment," Saab said.

Tied in with each chapter's goal of advancement through education is to strive for minority representa-

tion in the total work force and in management ranks that tracks well with minority ratios within the city of Omaha.

Saab said he expects that efforts of the Alliance and HISPA will have an impact on the Works' minority numbers "so they will more accurately reflect the area average."

He also thinks that by the two groups identifying and encouraging the educational growth of their minority members, "we can't help but improve our Affirmative Action commitments because we will have a larger pool of qualified candidates from which to draw."

## HISPA

**A**sks Richard Carmona what's in store for the Omaha Works chapter of HISPA in 1989 and he will break into a broad grin and ask you, "Where do you want me to begin?"

Where to begin, indeed.

Now in his third year as president of the local chapter, Carmona is well aware of the complexities involved in guiding HISPA toward its objectives. The HISPA/Omaha chapter, which is affiliated with the national Hispanic Association of AT&T Employees, states as its mission: "To establish a common-interest Hispanic organization committed to the development, advancement and general well-being of hispanics and other minority employees." Membership is open to all AT&T employees.

An organized and dedicated membership is critical to the success of HISPA, said Carmona, as it is to any group wanting to bear an influence in the workplace and community. But HISPA has an

added challenge in its quest.

"In order for us to shape our future, we have to understand our past," Carmona said. "That's especially important for hispanics to realize because we come from such varied backgrounds.

"Hispanic" is not a race indenti-

fication but an ethnic classification, he explained. Hispanics may trace their roots to Spain, Mexico, Cuba or Puerto Rico or to countries in Central and South America.

What they share in common is their Spanish culture or origin. However, what they perceive to be important to their future and how to attain it is influenced by the physical and political environs pertinent to their upbringing.

The diversity among hispanics gives rise to varied approaches toward common goals, Carmona said. "So a critical step in HISPA's development is learning and understanding what we can about each other so we can work in unison to reach those goals."

The Omaha chapter of HISPA considers one of its main goals to be increased upward mobility among the 78 hispanics on the Works roll.

(Continued on Page 9)

### **Established:**

August 1986, the Hispanic Association of AT&T Employees or HISPA — Omaha chapter.

### **Officers:**

Richard Carmona, president  
Manny Alba, vice-president  
Cathe Velasquez, secretary  
Paul Perez, treasurer  
Irene Palma, assistant vice-president, human relations  
Grace Romero, assistant vice-president, public relations



# The Alliance

(Continued from Page 6)

The young Omaha chapter, which currently has 118 dues-paying members, asks members to fill out a fact sheet when they join. Information requested includes job experience and expertise and other skills and talents.

"We're still finding out about

each other," Seals said. As the Alliance determines the various capabilities and talents of its membership, it can better define the direction it must take to improve upon those talents, he explained.

Although the Alliance keeps careful notes about the needs and wants of its members, Seals pointed out that the organization's services are available to all black Works employees whether they choose to join or not.

He also added that membership is open to all Works employees — regardless of racial background — who are interested in furthering the goals of the Alliance.

Seals is optimistic that the Alliance will achieve even greater success in its endeavors during 1989. It has a very ambitious schedule, he said.

To expand employees' social involvement the Alliance will continue its support and participation in community activities much like it did last year. In 1988 the organization became involved with programs aimed at helping black youths in the Omaha community. The Alliance helped with expenses

to send a black Burke High School student to Washington, D.C., to attend a seminar on U.S. government and politics. Members also treated youths from the North Branch YMCA to the Golden Gloves Tournament.

In July several members volunteered their own time to staff an AT&T booth at the Nebraska State Fair. Last December the Alliance collected and distributed food items to needy families in the community.

The organization is looking at educational seminar offerings and will urge its members to pursue formal education courses through the Works and in the community to further career development, Seals said. It also would like to develop a scholarship program for black students to attend the University of Nebraska at Omaha and other institutions of higher learning.

Seals said he expects members to have more direct involvement in traditionally company-oriented programs and projects, such as those pertaining to the WEOMA Club and Cornhusker Telephone Pioneers.

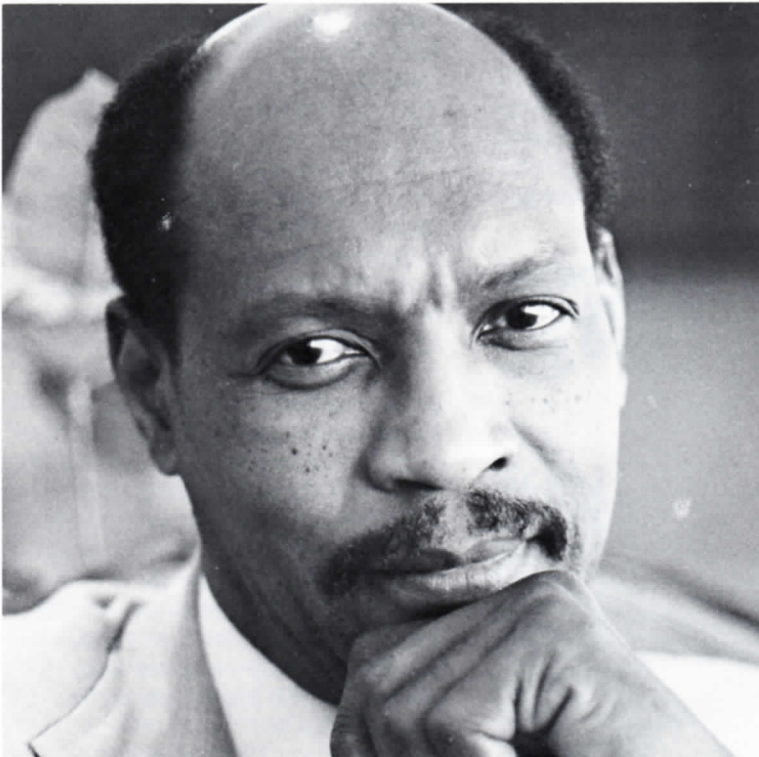
"We have so many things to share," Seals said, adding that he hopes membership and participation in the Alliance increase in the year ahead.

"The more diverse we are, the better and stronger the group will be," he said. That equates to a better and stronger Omaha Works, too, because the talents and expertise of employees will be identified and available to maintain a healthy business.

Seals acknowledged that substantial inroads into the executive ranks of the company's corporate structure will come slowly. But he is motivated by the effects the Alliance already has had on him and his black co-workers.

He said the isolation, frustration and bitterness that black employees have felt at some point in their jobs are diminishing.

"We're beginning to find each other . . . and we feel good about ourselves."



Roy  
Seals



# HISPA

(Continued from Page 7)

"We're ready now to take on management responsibilities as the opportunities arise," Carmona said, "but we recognize the value of continued education and training, so we encourage hispanics to take advantage of such programs through the company and outside."

The organization distributes a newsletter to its 53 members which includes information about courses and seminars. It also highlights company participation in community events, frequently soliciting employee volunteers to help staff information booths and distribute flyers and brochures about AT&T services.

Last year HISPA members and supporters volunteered on their own time to help out at the Nebraska State Fair and an exposition at the University of Nebraska at Omaha. The latter featured several AT&T displays at which volunteers served as hosts and hostesses.

"Taking part in these kinds of events not only serves as a learning experience for us, but it indicates to management that we are interested in representing the company and promoting AT&T in the community," Carmona said.

Participation also is an opportunity to get recognition in the community for the HISPA members," Carmona said. "As we meet people at these functions, some ask about our organization . . . and we tell them."

The HISPA chapter gets even more exposure when it participates in hispanic festivities in the community as well as within the Works, he said.

Last year's events calendar was full. The HISPA chapter participated in a Mexican celebration — "Cinco de Mayo Fiesta" — in South Omaha, which included being in a parade and staffing an AT&T booth that offered free long-distance calls to hispanic countries.

HISPA representatives went to South High School to take part in a career day, too. "We were able to

talk with hispanic students there about career opportunities at AT&T," Carmona said.

"Offering assistance to the young generation of hispanics is just as important as helping ourselves," he noted. "We want these kids to realize that there are more job opportunities than just those at discount stores and packing houses."

The chapter awarded three scholarships last year to hispanic high school graduates and will do so again this year.

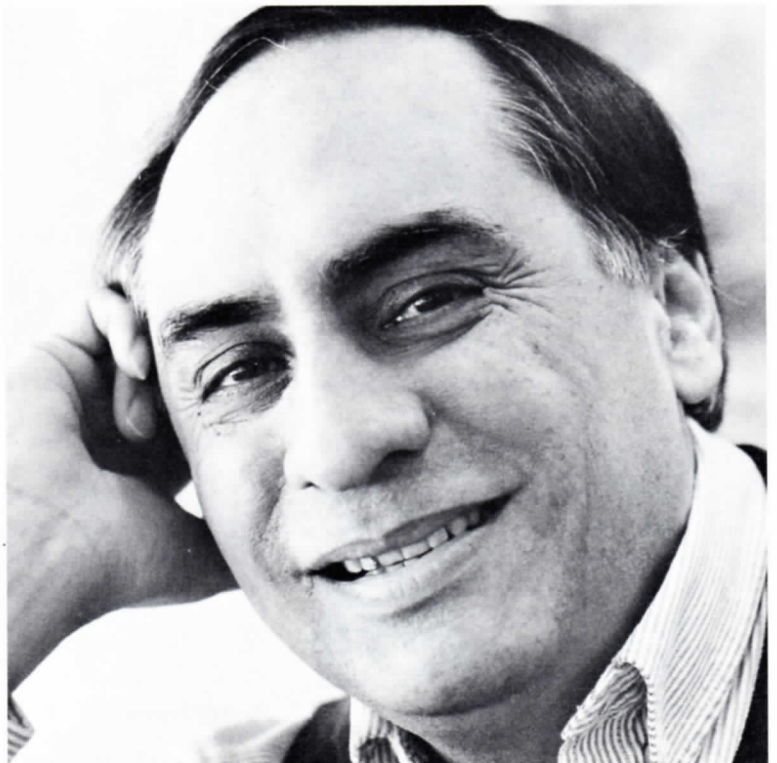
In September, the HISPA chapter joined other hispanic groups in observing National Hispanic Heritage Month which culminated with a citywide banquet in Downtown Omaha. Carmona said that AT&T has agreed to be corporate sponsor for the observance and its festivities this year.

In conjunction with last year's observance, the HISPA chapter also set up displays in the main Works cafeteria, representative of hispanic contributions to the community and the nation. Employees were invited to view a videotape on hispanic cultures during day lunch periods.

Currently the chapter is organizing a national executive council meeting in May for the leaders of all 24 HISPA chapters across the country. "Our chapter differs from the other chapters because ours is the only one from a manufacturing location and we have more non-management members than any of the others," Carmona said. "We thought this would be a good chance for us to share our perspective of what direction HISPA should take.

"Involvement like this is a key to HISPA's success," Carmona added. "I think it's beginning to come together, and I'm confident that this year we will achieve many of the goals most important to us."

*Richard Carmona*





# Retirements

Not pictured:

Robert Albers — 40 years  
 William Barry — 37 years  
 Anne Baska — 19 years  
 Joseph Binko — 30 years  
 May Chollett — 19 years  
 Robert Dekker — 30 years  
 Richard Gregor — 41 years  
 Margarita Griffith — 20 years  
 Leo Killian — 20 years  
 Bernardine Kunce — 30 years  
 William Napier — 32 years  
 Marilyn Schoville — 20 years  
 George Simonson — 27 years

Louise Slizoski — 20 years  
 Eva Viliunas — 25 years  
 Priscilla Wright — 22 years



Carl Moore  
37 years



Gloria Pacholska  
23 years



Lela Bisig  
20 years



Albert Spanel  
19 years



Ken Wild  
30 years



Leonard Perkons  
31 years



Donald Bell  
30 years



Geneva Dethloff  
22 years



Dwaine Huscher  
28 years



Lucille  
Christiansen  
29 years



Terry Ross  
30 years



Stanley  
Stefanski  
30 years



Gerald VanRoy  
29 years



Clarence Reitan  
27 years



Dolores Johnson  
27 years



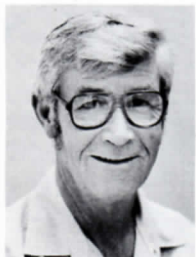
Elmer Johnson  
31 years



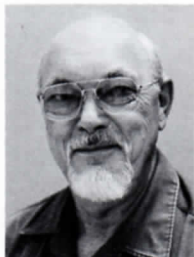
Donald Hunt  
30 years



Margaret  
Franklin  
23 years



Delbert Snell  
31 years



Floyd  
Schadendorf  
31 years



Ardis Enstrom  
30 years



Claire Enstrom  
30 years



Dean Hegarty Sr.  
30 years



# Service anniversaries

## 35 years

Maynard Wanetka 3/1

## 30 years

Darrel Anderson 2/4

Ralph Brewer 2/24

Norman Clark 2/2

William Dineen 2/2

James Dross 2/18

Allen Ellefson 2/2

Kenneth Fuss 2/16

Jack Hurst 2/9

John Kaszuba 2/20

Harold Kats 2/28

Clifford Kuhns 2/23

Henry Maass Jr. 2/11

Michael Miller 2/12

Karen Moser 2/3

Milton Nelson 2/2

Alvin Pegg 2/16

Wayne Peters 2/2

Daryl Reitmajer 2/11

Terry Ross 2/9

Richard Savicky 2/9

Ronald Schropp 2/23

Raymond Sempek 2/16

Charlotte Winston 2/9

Robert Wollenburg 2/16

John Beckman 2/11

Eugene Bielenberg 3/30

Gilbert Bruening 3/30

Larry Buck 3/16

John Carter 3/16

Donald Christensen 3/13

Kenneth Danahy 3/16

Dottie DeBoer 3/5

Patricia Downing 3/16

Ralph Gagliani 3/11

James Giles 3/12

Patricia Hartung 3/2

Richard Koltes 3/13

Frank Kros 3/9

Marvin Livengood 3/9

Harold McEvoy 3/31

Betty Murphy 3/28

Herbert Parks 3/7

Gerald Pote 3/31

Edgar Ruth 3/9

Paul Stolinski 3/30

John Tyrcha 3/19

## 25 years

Eugene Biglow 2/17

Katheryn Gates 2/17

Dolores Kopera 2/23

Mary Pinkerton 2/18

Charity Smith 2/24

Lucile Strode 2/11

Patricia Bader 3/14

Beatrice Gunia 3/7

Marjorie Lawrence 3/2

Roxanne Riepl 3/27

Willa Shelton 3/10

Margaret Williams 3/1

## 20 years

Alberta Brown 2/22

Joseph Castro 2/11

Frank Conley 2/10

Roger Escritt 2/17

Carol Fuksa 2/7

Roger Jirka 2/3

Joyce Johnson 2/25

Mona Johnson 2/3

Eloise Klosky 2/24

Thomas Kusek 2/13

Gerald Lohmeier 2/6

Catherine McCants 2/11

Paul McVicker 2/3

Steven Miller 2/3

Clifford Mindrup 2/24

Eldon Moser 2/3

James Nick 2/25

Dennis Stenzel 2/3

Ruby Wagner 2/17

Dana Anderson 3/26

Patrick Anderson 3/24

Kenneth Baxter 3/26

Joseph Borkowski 3/17

Donnie Brewer 3/30

Janice Connolly 3/17

Bernard Cork 3/3

Jerry Cornett 3/31

Richard Cowger 3/24

Charles Distefano 3/24

Michael Fager 3/31

Robert George 3/11

Gary Hanson 3/21

Barbara Krzemien 3/30

Terry Lewis 3/3

Dorothy Mitchell 3/25

Janina Pasieniuk 3/4

Clarence Patzloff 3/13

Robert Rican 3/1

Rose Rodgers 3/9

Richard Shropshire 3/11

Johnilla Simons 3/10

Robert Soppe 3/12

Jaquiline Spracklin 3/3

Jackie Stephenson 3/10

Robert Stern Jr. 3/3

Norma Thomas 3/10

Paul Warner 3/24

Michael Zagurski 3/10

## 15 years

Bennie Richardson 3/15

## 10 years

Anniece Farrell 2/16

Janet Holst 3/7

Guy Jones 3/1

Ray Muehlhausen 3/3

Matthew Peoples 3/25

Barbara Price 3/26

## 5 years

Linda Enterline 2/6

Lawrence Gritmit 2/27

John Gulizia 2/27

Christopher Juel 2/27

Terry Kamino 2/20

John Krance 2/28

Paul Perez 2/13

Bobi Pombrio 2/13

James Silknitter 2/6

Benjamin Bass 3/14

Michael Curly 3/26

Marilyn Davis 3/26

Emmett Hoover 3/5

James Hurd 3/19

Cathleen Lepert 3/19

Scott Mauch 3/26

Norman Thomas 3/19

Marialyce Wagner 3/19





## Last frame

**T**his is what a traffic jam now looks like at the exit intersection of the east office parking lot. See? There simply are no more tie-ups at 4 p.m.

That's been the case since traffic signals were installed at the exits

from east and west office parking lots. The signals function in the normal pattern from 4 to 4:15 p.m. The rest of the time they flash a yellow light to east-west traffic on the access road and a red light to those in the parking lots.

The lights control the traffic so well during the 4 o'clock quitting time that lines barely have time to form before traffic is moved out. They have eliminated the stop/go, stop/go pattern that previously dominated traffic flow as people took turns passing through the

intersections.

During the times when the lights are in a flashing mode, it is expected that they will help prevent accidents that could occur when motorists fail to yield the right-of-way. Before the lights were installed, drivers exiting from the office lots had the right of way — not the traffic that already was on the access road.

When the signals are flashing, now motorists exiting the lots must come to a stop and yield to any traffic on the access road.



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