



Lucent Retirees Organization

www.lucentretirees.com

December 2004

The LRO Connection

LRO Winter 2004-2005 Newsletter

Note to LRO Members: If you have received this newsletter by mail, it is because we do not have a valid email address for you or, for some other reason, your email agent rejected our message. The LRO can save printing and postage costs in the future by sending you an email version of the newsletter. Also, you'll periodically receive important email messages from the LRO. Please go to www.lucentretirees.com/lro-register-m.htm and re-register. Be sure to mark the box near the bottom of the form "changed registration". If your email address has changed since you registered, you can change it by going to www.lucentretirees.com/change-email.htm.

LRO Dues-----2005 Kickoff

The initial kickoff for 2005 dues has commenced. As reported in our July newsletter, the dues period is on a calendar basis, from January 1, through December 31, of each year. Dues can be paid by conventional check or money order by enclosing the payment form from the last page of this Newsletter along with your payment, or by credit card utilizing our on-line capability accessed through our WEB site (www.lucentretirees.com). For budgeting purposes, it is preferable for dues to be paid early in the year, however dues will be accepted whenever most convenient for the member. If your personal contact information has changed, please either update your profile electronically through our WEB site or **highlight** the specific change(s) on the form on the last page of this newsletter when submitting payment.

LRO dues are **\$25** for Annual membership or **\$350** for Lifetime membership. Your dues are both necessary and critical for supporting LRO's core initiatives and plans, and frankly, instrumental for the success of LRO. In addition to dues, special contributions are always welcomed. Any questions pertaining to dues and/or financial matters should be directed to Bob Janish-LRO Treasurer. Your financial support through your dues, that allows the LRO to cover essential expenses, is greatly appreciated. We thank you for your past contributions and we welcome your support in the future

During the LRO's first two years we have sent the LRO Newsletter and Emails to dues-paying members as well as to those who have not paid dues in our endeavor to inform as many retirees as possible about the LRO. The LRO Board has decided that, in fairness to those who are paying dues, after August 31, 2005 we will not send the newsletter and emails to those persons who have not paid their 2005 dues.

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Attract New Members

Although the LRO has come a long way in such a short time since being formed in early 2003, much more can and must be done to attract new members. Your LRO Directors are primarily responsible for soliciting and canvassing for new members, however our greatest opportunity for new enrollment may very well remain with our existing members. Through various social functions, such as lunch cloches, credit union meetings or advertisements, pioneer gatherings, etc, where former Lucent employees congregate, just a simple mention of the LRO might very well stimulate interest in joining our organization. Would you like to help us solicit for membership? If each current member merely encouraged one other retiree to become part of the LRO, we could rapidly expand our member base. For other ideas in attracting new members, please contact your local Regional Director. **Your help and support are needed.**

Current LRO members with Internet access are encouraged to review their registration data for accuracy by going to the LRO Home Page and clicking on "Review Your Registration Information" at the top of the page. Type in your Last Name, First Name and Email Address, then click on the bar that states: 'Send Me My Registration Information'. You will be sent an automatic email with your registration information. If any of the information needs to be corrected (check that the last digit isn't missing from your phone number) go to the LRO Home Page and click on the "Join Us" icon. Type in your current information and click on the "re-registration" option at the bottom of the page. Note that the LRO is collecting some additional information that may not have been requested during your original registration, such as Years of Service and How You Discovered The LRO.

As far as members without Internet access, they are encouraged to call their Regional Director (see directory in this newsletter) and inquire about the accuracy of their data. Regional Directors have access to the membership data base and can search and tell members about missing or incorrect information.

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Two retirees and the spouse of a third – all of whom are Lucent shareholders - have filed three proxy proposals to address present shortcomings. Their objectives are to set higher performance and accountability standards for their former employer.

The proxy statements, intended for a vote by Lucent shareholders at the company's annual meeting in February 2005, focus on establishing auditor independence, requiring performance-based executive stock options and limiting golden parachute packages.

Jim Stickel, a Lucent shareowner from The Villages, Florida, is seeking to amend the company's audit services pre-approval policy so that the public accounting firm retained to audit the corporate financial statements will perform only audit and audit-related work, and not perform services generating tax or consulting fees, including non-audit services related to Lucent's pension and benefit trusts.

Stickel said his proposal specifically includes pension and benefit trust services because of the unusually large impact the pension trust has on Lucent's finances. Lucent manages pension trust assets valued at more than double Lucent's \$13 billion market capitalization. PricewaterhouseCoopers currently audits Lucent's corporate books as well as the pension trust funds.

"I believe this simultaneous audit arrangement presents the potential for a conflict of interest that could be detrimental to both shareholders and retirees," Stickel said.

Joanne Raschke submitted a proxy proposal that requests the Lucent Board of Directors to adopt a policy whereby at least 75% of future equity compensation (stock options and restricted stock) awarded to senior executives be performance-based, and the performance criteria be disclosed to shareholders. "As long-term shareholders, Joanne and I support compensation policies for senior executives that provide challenging performance objectives that will motivate executives to achieve long-term shareholder value," said Ken Raschke, Joanne's husband. "We believe that Lucent is the classic case of a company that awards an unnecessarily large quantity of standard stock options that can yield windfalls for executives who are merely lucky enough to hold them during a bull market."

Walt Ehmer, an Atlanta, Georgia retiree, has resubmitted his "golden parachute" proxy proposal that received support from 65% of the shares voted at Lucent's annual meeting last February. The resolution was considered "advisory" rather than "mandatory." To be mandatory, a resolution must garner support from more than 50% of all outstanding Lucent shares, not merely those voting. Subsequently, Lucent announced a policy agreeing to seek shareholder approval for certain future severance agreements. "I've submitted the proposal again because I believe the company's policy falls short of the standard endorsed by shareholders," said Ehmer, the LRO's Southeast Regional Director. "First, Lucent explicitly reserved the right to modify the policy at any time. More critically, by counting only the multiple of salary and bonus toward the 2.99 threshold for shareholder approval, it reflects only a portion of the true cost of golden parachutes. This resolution ensures that the total cost, including 'perks', "consulting" payments, and the vesting of contingent equity grants, determines whether shareholders vote on the agreement." "I think that last year's overwhelming support for my proposal showed that shareholders believe that Lucent's severance agreements for top executives are unjustifiably costly," Ehmer said. "Given Lucent's high levels of executive compensation, golden parachutes are unnecessary and their costs reduce the value ultimately received by shareholders."

To make the golden parachute proposal mandatory, Ehmer acknowledged that more shareholders would have to be informed of the importance of his proposal thereby ensuring that it receives the majority vote of all Lucent shareholders.

Lucent Shareholders File Three Proxy Proposals

New Book "Optical Illusions" Provides Inside Look At Lucent

The new book "Optical Illusions, Lucent and the Crash of Telecom" by Lisa Endlich, takes the reader on a Lucent roller coaster ride. With pointed descriptions and telling anecdotes, the author shows how executives allowed Wall Street expectations to distort their view of reality and tamper with their moral compass. Some members of the LRO Board were given the opportunity to read an advance copy of the book. They recommend it for anyone interested in gaining insight as to how Lucent went from one of the hottest technology companies of the 1990s to losing 99% of its market value in a matter of months. The bookstore price of the book published by Simon & Schuster is \$26.95.

LRO Leaders – Effective January 1, 2005

President – Jim Breslin – jbres10379@aol.com
770-416-8459; 5150 Cralyn Court – Duluth, GA 30097

Vice President – Ken Raschke - kraschke@triad.rr.com
336-765-9765; 231 Pinetuck Lane - Winston-Salem, NC 27104

1st Secretary – Eli Shaff - retiredelishaff@aol.com
972-307-5777; 3224 Prestonwood Drive – Plano, TX 75093

2nd Secretary –

Treasurer – Bob Janish - rajanish@att.net
908-276-7596; 208 Richard St. - Cranford, NJ 07016-2546

Board Member – Mike Bard - mbard@charter.net
910-270-2394; 515 Olde Point Road – Hampstead, NC 28443

Board Member- Herb Zydny - eherb@att.net
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Public Affairs Director – Bill Kadereit – wkhome@worldnet.att.net
972-772-0692; 2308 Versailles Court – Heath, TX 75032

Communications Director – Ed Beltram – edbeltram@msn.com
719-687-6157; 420 Fairfield Lane – Woodland Park, CO 80863

Regional Directors

New England (MA,ME,NH,RI,VT)–Paul Bayliss–bayliss@suscom-maine.net; 207-725-1431; 5 Wren Drive–Topsham, ME 04086

Northeast (CT,DE,NJ,NY,PA)– Currently Open

Mid Atlantic (DC,MD,NC,SC,VA,WVA)–Hal Worley–hworley@triad.rr.com; 336-725-3603; 839 Glen Echo Trail–Winston-Salem, NC 27106

Southeast (AL,FL,GA,KY,LA,MS,TN)–Walt Ehmer–wjehmer@att.net; 770-392-0935; 1785 Brandon Hall Drive–Atlanta, GA 30350

Southwest (AR,KS,LA,MO,OK,TX)–Bob Allen–vetb@bellsouth.net; 318-797-5804; 10090 Chenier Point–Shreveport, LA 71106

North Central (IL,IN,MI,OH,WI)–John Woodruff–jwcepi@aol.com; 317-846-6496; 12444 Pebblepoint Pass–Carmel, IN 46033

Mountain (AZ,CO,IA,MN,ND,NE,NM,SD,UT,WY) Pete McCarthy–prm806@comcast.com; 520-529-8828; 4288 N. Placita de Sandra–Tuscon, AZ 85718

West Coast (CA,HI,NV)–Howard King–sanjose.king@att.net
408-268-0429; Mail Address: 6118 Monteverde Drive–San Jose, CA 95120

Pacific Northwest (AK,ID,MT,OR,WA)–Charles Whiteley–cwhiteley@adelphia.net; 208-772-8268; 1632 E. Hanley Avenue–Dalton Gardens, ID 83815

The LRO Connection

From Ken Raschke President's Perspective

This will be my last column as LRO President. On January 1, 2005, I will hand off my duties as President into the capable hands of Jim Breslin. I will continue to serve the LRO in the role as Vice President. Eli Shaff, our current Vice President, will become the LRO Secretary. Bob Janish will continue to perform his yeoman's work as the LRO Treasurer. These changes will be effective January 1, 2005.

I want to thank the LRO Board and LRO Members for the support I've received while serving as the first President of your organization. It has been two years since a few retirees started making phone calls and exchanging emails discussing whether we should form an organization for Lucent retirees. When we decided to file the papers to form a non-profit organization, our thinking was that our main objective would be to function as an ally to Lucent to help it return to the status of the world's leading telecommunications systems company.

Before our paperwork was finalized, thousands of management retirees were notified in a letter from Lucent in early January 2003 that their Death Benefit would be eliminated on February 1, 2003. This was our first indication that the honeymoon we expected to have with Lucent would be short. LRO leaders had their first meeting with Pat Russo and Henry Schacht on April 14, 2003. We questioned the wisdom of Lucent providing bonuses and retention payments to its executives while the retirees were suffering the erosion of their benefits and incurring increased costs to maintain their existing level of benefits.

On April 22, 2003, the LRO issued its first news release in which we announced that retirees were upset that Lucent had eliminated the Death Benefit and could move to cut other pension and health care benefits.

LRO leaders met again with Mr. Schacht and some Lucent vice presidents on July 8, 2003 in an effort to establish a meaningful dialogue on issues important to retirees. We offered to have a number of cooperative "joint ventures" with Lucent in order to cut costs without reducing retirees' benefits. Those good faith offers were never acted upon by Lucent. We asked questions about Lucent's "next steps" regarding health care benefits, but were only told that benefit information for 2004 would arrive in the mail in mid-September.

Two months to the day following that meeting, Lucent made a filing with the SEC that announced the elimination of the medical insurance subsidy for the dependents of thousands of management retirees; canceled their dental benefits, and did away with the reimbursement for Medicare Part B. The LRO responded with a news release charging that Lucent executives had created a "moral chasm" by drawing multi-million dollar salaries for themselves while eliminating health care benefits that had been promised to retirees and their dependents.

Earlier this year we sought expert guidance on our chances of litigating to restore all of Lucent's recent health benefit cuts and reductions. The conclusion was that depending on the time and circumstances of retirement, certain – relatively small – groups of retirees might have legal recourse to compensate for their lost health care benefits. Lucent's position that it has the absolute right to reduce or terminate every retiree's health benefit is therefore subject to legal challenge. The LRO continues to collect Plan documents to determine whether Lucent's asserted absolute right to terminate is borne out by Plan language. (Lucent itself has repeatedly refused requests to supply the LRO and several of its members with copies of earlier Plan documents).

As critical as health benefits are to our membership, however, the overriding concern is the manner in which Lucent and AT&T have managed and used pension assets in the past; and Lucent's repeated refusal to even discuss any changes. The LRO therefore has begun concentrating during the past year on efforts to protect our pensions while attempting to gain action by Congress to prevent the further loss of health care benefits.

Lucent has rejected the LRO's repeated requests for an independent audit of the pension and benefit trust funds. Accordingly, the LRO has written dozens of letters requesting support for an independent audit to the Department of Labor, the Employee Benefits Security Administration, the Pension Benefits Guaranty Corporation and the Securities and Exchange Commission. We still have hope that one or more of these agencies will provide assistance. Letters from the LRO and from its members have been sent to many in Congress informing them of Lucent's actions against retirees and soliciting their support. Some U.S. Representatives and Senators have sent letters to the Secretary of Labor requesting that she force an audit of the Lucent pension plan.

I want to assure our members that the LRO will continue to pursue our prime objective of protecting our pensions. And we will do as much as we possibly can to prevent the further erosion of health care benefits. I urge members to provide Jim Breslin with the strong support you have given me. I look forward to seeing the continued growth of our membership. The number of LRO members enhances our ability to contact, work with and have influence with persons in such organizations as the AARP and the NRLN plus members of Congress and federal agencies.

I hope more members will become involved in the leadership of the LRO and volunteer for the myriad of tasks we need performed. The strength of our organization will depend not only on the number of dues-paying members, but also on individuals willing to contribute their personal time and talents.

We have come a long way together in our first two years, but our journey toward fairness and justice for Lucent retirees and their dependents has only just begun.

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Jim Breslin Will Become LRO President

When Jim Breslin becomes LRO President on January 1, 2005, he will bring leadership skills gained during 36 years of service to Western Electric and AT&T Network Systems. Jim retired in 1996. His home is in Duluth, Georgia.

After graduating from Purdue University, he began his career in 1960 at Western Electric's Indianapolis Works as a Manufacturing Engineer. He received an MBA from Butler University in 1963 and was promoted to Department Chief in 1965.

In 1968, Jim attended Western Electric's six-month Management Development and Training Program in New York. After completing that program, he was assigned to the Hawthorne Works where he was involved with the manufacture of #1ESS (Electronic Switching System). In 1969, he was promoted to Assistant Manager to establish the manufacture of the #4 Electronic Switching System for toll applications. In 1973, he moved to the Southwest Region (headquartered in Ballwin, Missouri) to coordinate #4ESS installations. He was promoted to Manager three years later with responsibilities for repair engineering in all Service Centers.

Jim was promoted to Director of Division Staff for Materials Management and Investment Control in 1978. Two years later, he transferred to the Southern Region (headquartered in Atlanta, Georgia) where he was responsible for Systems Engineering, Installation, and Repair and Distribution for Western Electric's Southern Bell customer.

Jim became the General Manager of the Denver Works in 1984. He transferred to the AT&T Network Systems staff in New Jersey in 1988 to establish worldwide sourcing for business products. In 1992, he became Vice President for Labor Relations and negotiated agreements with the CWA and IBEW in 1992 and 1995.

Jim's breadth of experience and his commitment to fair treatment of retirees provide a strong foundation for leading the LRO.

For the past two years I have watched from "the sidelines" as Ken Raschke and the LRO Board have grown the organization into a strong advocate for Lucent retirees and their dependents. On January 1, 2005, I'm going into "the game" as your new President.

We owe Ken and the Board Members a debt of gratitude as the original leaders who have built the solid foundation that the LRO is on today. We are fortunate that Ken has agreed to stay on as Vice President and an LRO Board Member. His advice and guidance will be especially valuable to me as I climb the learning curve.

Looking ahead, the vision I have for the LRO is to continue with the "game plan" for growing our membership base with dues-paying retirees. The more members we have the stronger our voice will be. Our prime directive will continue to be the efforts to protect the pension trust funds that we rely on as the core of our financial security. We will also endeavor to do whatever possible to prevent the further erosion of our health care benefits.

The LRO has staked out its position that we believe an independent audit of the pension trust is necessary to provide retirees with a clear picture as to the status of the pension plan. Since Lucent has refused the LRO's repeated requests for a "second opinion" audit, we will continue to seek ways to force this much-needed review. We will continue to call for it through the news media, as well as to members of Congress and federal agencies who have responsibilities to protect retirees' pensions.

In addition, I intend to obtain advice from one or more attorneys with extensive ERISA experience to determine what recourse we might have through the legal system to assure the security of our pensions. Recognizing the high cost of extended litigation, we will be prudent in reaching any decision that would involve the courts. However we know the strong support we will receive from our members, as well.

The LRO will continue to be prepared to participate in any dialogue with Lucent executives that offers the potential for a productive exchange of candid views and beneficial information. I share Ken's belief that a profitable Lucent is the retirees' best hope for a more secure future.

I'm looking forward to working with the LRO Board Members and being an advocate of the hopes of Lucent retirees and their dependents. Please help me spread the word about the work of the LRO to your former co-workers who have not yet become LRO members. By working together, we will be in a stronger position to protect our interests.

From Jim Breslin Incoming LRO President Looks Ahead

The LRO Connection



Western Region - Increasing our current membership continues to be our primary activity. We have 308 members in the Western Region. With everyone's help we hope to increase that number significantly in 2005. Letters were sent to every U.S. Senator and Representative in the Western Region, requesting their "pledge of support" for those issues affecting our pensions and benefits. So far we have had limited response. We have been successful in attracting media attention. Interviews of our retirees by the San Francisco Chronicle and the Los Angeles Times have resulted in a significant article in the Chronicle on October 12th, and a pending article in the Times. My thanks to Ralph Fitzsimmons for his efforts in getting this accomplished. We continue to meet monthly with local groups of retirees and try to help them with their questions and fears. **Howie King**

Pacific Northwest - Howie King and I attended the annual WECO Pioneer get-together in San Jose, California on December 2, 2004. This gave us a chance to ask attendees if they can provide me with the names of Lucent retirees who live in our Pacific Northwest Region - Oregon, Washington, Idaho, Montana and Alaska. **Chuck (Bungee) Whiteley**

Mountain Region - In the Mountain Region we have been focused on membership growth by promoting LRO at Pioneer luncheons, distributing new brochures, and encouraging involvement from retirees. We have recruited someone to assist us with duties in Nebraska and North Dakota and South Dakota, and we anticipate additional volunteers from other states to help get the word out. We have found that postcards help as reminders and have developed a new Mountain Region brochure to aid in spreading the word and increasing membership in LRO. The brochure is mailed to every new member who joins the LRO Mountain Region. Gary McKee, the Mountain Region LRO Communications Director, would be willing to help any other region that might like to produce its own brochure. Please contact him at toptrack@msn.com. Keep the focus and grow is our goal! **Jack French**

Mid-Atlantic Region - The Mid-Atlantic has the second largest number in membership, but it remains a fraction of the number of retirees residing in our area. We need every member we can recruit. When you are in contact with a retiree, tell them about the LRO and give them my name and address (see directory) if they are interested in learning more. Many mail contacts have been made with the Congress, numerous government agencies and the presidential candidates. By working with other retiree organizations, we are exerting an influence with our lawmakers. Be a recruiter for LRO. **Hal Worley**.

New England Region - With the help of state legislative contacts Bill Banton and John Bellefeuille in New Hampshire and Vermont respectively, I wrote to all 27 members of Congress in this region in late August requesting their support for the LRO's legislative agenda. I also asked that they write to Lucent

(Continued on page 6)

Now that electioneering is over and a legislative new-year is coming upon us, it is time to assess where we are and what we want to do in 2005.

This year we were successful in putting together a nationwide network of state leaders working with LRO members and other NRLN association members

across the country in support of legislative initiatives. State leadership was assigned based on which association had the largest number of members in each state. The LRO assumed lead responsibility in 9 states. Our task is to coordinate legislative campaigns by stimulating one-on-one visits with local Senators and Representatives and to initiate calling, letter writing and email appeals to them and others in Congress and the Executive Branch of Government regarding issues and bills important to retirees.

State leaders from the LRO are:

Arkansas – Tom Nordengren; **Georgia** – Jim Breslin (LRO 2005 President); **Illinois** – John Saban; **Louisiana** – Bob Martina; **Missouri** – Charlie Waldron; **North Carolina** – Wood Nordenholz; **Ohio** – Larry Buynak; **Oklahoma** – Charlie Stapp; **Texas** – Kevin Kelly.

This LRO / NRLN coordinated effort was organized in the late summer of 2004 and was first used to influence Congress on HR 4520. Congressional staffs complained that our people were clogging fax and email devices. While the exercise worked well, your U.S. Representatives and Senators did not listen or act in our favor.

Nevertheless, we did a great job! Many of you responded to our website appeals for letters, calls, emails, and faxes. Convincing others is hard work that sometimes seems fruitless, but it must continue with a vengeance until we turn the heads of our elected officials who are supposed to represent retiree interests as well as those of corporations. Doing the hard work is what counts!

Another major 2004 effort came from Bob Ardis, Chuck Graves, and Herb Zydney, and resulted in an online Legislative Directory that lists and defines important pension and healthcare legislation. The Directory explains our position on particular legislation and a full text library is linked to the summary page. We made our Directory available to all NRLN associations. It was well received as being informative and thorough for members. See our LRO website link to the Legislative Directory. **In 2005 we will:**

- Expand State and Regional staffing to include people in Legislative Districts and keep working to influence the thinking of members of Congress. **WE NEED YOUR CONTINUED SUPPORT!**
- Firm up coalitions with and through the NRLN, AARP, CWA & IBEW and retiree groups.
- Lobby Congress through the NRLN new staff members and coalition partners.
- Continue to enhance and maintain our Legislative Directory as a tool to inform members.

Focus on:

- Protection of Pension Assets – elimination of IRS Sec 420 and a call for COLA's, establishment of a separate auditor for our pension trust, separation of executives from plan fiduciaries in day-to-day policy and investment selection decisions.
- Protection of Healthcare – Continued support for HR1322 or an even better version,

Revision of EEOC rules and the Medicare Prescription Drug law to protect our current Prescription Drug Plan, approval of a bill to allow importation of lower cost drugs.

LRO and NRLN staffs are planning to develop specific pension and healthcare bills and amendments that support our focus. They will then seek legislative sponsors who will introduce them to Congress.

From Bill Kadereit

Public Affairs Update

The LRO Connection

(Continued from page 5) *Report On Regional Activities*

CEO, Patricia Russo, to inquire whether Lucent was planning reductions in its prescription drug benefits. Two Congressmen responded supportively to my letter, Barney Frank, Massachusetts 4th District and John Tierney, Massachusetts, 6th District, and also wrote to Ms. Russo. It is more effective when someone from a Congressman's own district writes to them and when we can demonstrate real support from a sizeable membership. Currently less than 5% of the LRO's membership and dues support comes from this region. With the sizeable operations Lucent once had here, I would hope for a much larger representation. Please let all of your fellow retirees know of the LRO and our efforts to protect their interests. Also, I would be pleased to contact any Lucent retiree directly, if you will provide me with their contact information. **Paul Bayliss**

North Central Region - In December we will be sending out membership forms for 2005 asking each member to sign up at least three new members next year. **John Woodruff**

Southeast Region - We continue to try to keep our retirees abreast of what is happening in the areas of healthcare benefits and pensions. In addition we are trying to enlist new members and remind our members of our need for prompt payment of annual dues so that we can hire the expertise needed to get the facts regarding the pension and healthcare trust funds. **Walt Ehmer**

Southwest Region - Letters and emails to elected officials have not produced much response. We continue to seek ways to contact retirees who are not members of LRO. Bob Martina, the Louisiana Director, is seeking volunteers to develop lists of retirees who live in Louisiana and are not members of LRO. We currently have only 78 members out of a pool of approximately 3,000 who worked and retired from the Shreveport Works. Across the entire Region, the State Directors are talking to retirees at social gatherings and Pioneer meetings. **Bob Allen**

LRO Seeking Prospective Leaders & Communicators

For the LRO to be a robust organization it needs members willing to become involved in activities that could lead to future leadership roles. The LRO wants to hear from members who support our goals and are willing to recruit and enroll members, interact with members in their state/region and represent the

LRO on legislative and other issues important to retirees.

As the LRO grows, members are asking more and more questions about benefits and pensions. Many of these are directed, one at a time, to Lucent—and not everyone receives the same answer. The LRO believes it's time to form a Retiree Advocate Champion Team to champion the concerns and issues of members and retirees in their day-to-day dealings with Lucent, its agents and others. The ACT team will provide facts, references, templates and shared experiences to help members and retirees deal with benefit concerns. Team members will also review Lucent communications sent to retirees for accuracy and completeness. The LRO website would feature the Q&A's generated by this effort. Your co-retirees need a few good volunteers to serve on this team.

The LRO also is seeking a member willing to serve as the Assistant Communications Director. This person should have writing skills and the ability to use email to communicate with members. Some experience in writing letters to political leaders and dealing with reporters is desirable, but not mandatory.

An individual interested in serving as a prospective leader, an ACT team member and/or communicator should submit his/her name, phone number, U.S. Mail address and email address to Bob Janish at rajanish@worldnet.att.net or send via U.S. Mail to: Bob Janish, LRO Treasurer, 208 Richard Street, Cranford, New Jersey 07016

Please take time today to write your check to the LRO and mail it to:

Mr. Bob Janish, LRO Treasurer
208 Richard Street, Cranford, NJ 07016-2546



yearly dues are \$25
life-time dues are \$350

LRO Membership Information

Renew My LRO Membership

Register Me As A New LRO Member

First Name

MI

Last Name

Street Address or P.O. Box #

City

State

Zip Code

Phone

Email Address

Check one: Retiree Active Employee Surviving Spouse

Check one: Management Non-Management

Retirement Date _____ Company At Retirement _____ Years of Service _____

How did you learn about LRO? from a friend/former co-worker; from the LRO web site; from News Articles; from Credit Union Publication Ad; Other (please specify) _____