

Nortel - this is the way



NORTEL

The new corporate vision at Nortel is about much more than just a change of name. Clent Richardson, Nortel's Chief Marketing Officer, explains what it means to our partners and customers.

When I joined Nortel in April 2004, I was very impressed at the sheer quality and scale of what we do as a company. In my role as Chief Marketing Officer, it's my job to make sure that we communicate our brand attributes and the value we bring to our customers in the most effective and compelling way.

Rebranding exercises are all well and good and our new strategy has been designed expressly to ensure our customers get a clearer message about what we do and the value we bring as a company. But the rebranding of Nortel is about more than making us better at marketing our products and solutions. It's also about developing and delivering the next-generation communications solutions. Increasingly, you will hear about the real-world examples of Nortel delivering the next-generation capabilities that enhance the human experience, ignite and power global commerce and secure and protect the world's most critical information.

Central to the whole exercise is how we've taken a long, hard look at the way we do business with our customers, and we've made some significant changes that will help us

to help our partners and customers to be more successful.

Nortel: more than a new name

The first thing we've done is drop the word 'Networks' from the company name. Simplification of the brand is important. Less is more. We've also given our globemark a fresh new look and have launched a world-class advertising campaign.

In addition, our company vision has evolved to include a whole lot more than building networks. Nortel will always be recognised as a networks powerhouse with solutions that span enterprises, service providers and regional and central governments. But in addition, we also bring 'capability with character' - a differentiator in the form of our networking and consulting expertise.

That's why we're shifting from a primarily technology-led vision to one that is market-driven, one where we concentrate our efforts on helping our customers discover the potential that can be unlocked from the network. Research and development will continue to be the foundation of our business, enabling us to focus on our continued technology leadership and deliver high-performing networks for our customers. And at the same time, we will be increasing our focus on being responsive to the specific and

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unique communications challenges our partners and customers face.

Nortel leads the way in converged voice, video and data infrastructures and the real-time collaborative applications that are becoming ever more essential to the way enterprises communicate. And that's thanks to our leadership position not only in the network technology itself, but also our unique expertise in layered network security and our pioneering work with Session Initiation Protocol-based applications.

Communication matters

When I talk to my colleagues throughout the business, there's one thing that really strikes me - and that's just how proud everyone at Nortel is of the work that we do. Our technology

continued on page 4



Editorial

Dear all. Welcome to the Summer edition of NewsLink, which I am very sorry to tell you will be my last as editor. Some of you will be already aware that the Pension Plan Trustee has taken the decision to appoint an external organisation to administer the pension fund. This means that after 29 July, I will no longer be your

Payroll Manager, or indeed editor of this periodical. Details of all the changes together with the new contact details can be found on pages 4 and 5.

I will be taking my usual two weeks in Norfolk before the 'joy' of our son's GCSE results. I also hope to visit Boston and Toronto to meet up with two of my closest friends from my time at Nortel. After that? We shall see...

So I now hand you over to Louise Hammond who was appointed as the UK Pensions Manager and who will be overseeing NewsLink going forward. You can find out more about Louise on page 4.

Laura

We're sure you would like to join us in thanking Laura for editing NewsLink for the past 9 years

Important information about Plan Administration see page 4 for more details

NewsLink is produced especially for our pensioners by Nortel Networks UK Pension Plan. We try to fill the pages with interesting and relevant information.

If you have any queries relating to your pension, please contact:

Pensions Payroll,
Nortel Networks UK Pension Plan
C/o Watson Wyatt
PO Box 311
Redhill, Surrey RH1 1YH
Pensions Helpline: 01737 788106
(9.00am - 5.00pm)

Please note all changes of address and bank details must be made in writing. Changes of address only may be E-mailed to:

Nortel.Networks@eu.watsonwyatt.com
or sent via the 'Contact Us' email form on our website at www.nortelpensions.com

It is always helpful to receive letters and articles each quarter, but we do have to give a deadline date. The next deadline is 30 September, for NewsLink to be dispatched in December 2005.

For articles for inclusion please write to:

The Editor, NT NewsLink,
PO Box 44484
London SE1 2TP
Telephone Number: 020 7357 0070

WE LOOK FORWARD TO RECEIVING YOUR LETTERS AND ARTICLES AND FEEDBACK, GOOD OR BAD

Letter from The Chairman

I am pleased to be able to write to you again to update you on events since my last letter in March 2005.

Dear Member

Funding status of the Plan

Recently, the Trustee and the Company have been working hard to agree additional funding for the Pension Plan on a regular basis. The Chairman and the Trustee would like you to know that an agreement has been reached which is satisfactory to both parties. This has resulted in Nortel's agreement to the following;

- payment of an additional £10 million in June 2005
- commitment to pay £46 million in the Plan year 2005/2006

and

- commitment to pay £46 million in the Plan year 2006/2007

The payments for 5 April 2005 to 4 April 2007 will be made quarterly in arrears. The Trustee has already received the first quarterly payment of £11.5 million.

An updated Actuarial Valuation of the Plan is also being carried out by the Plan's actuary and the results of this are expected to be ready in September 2005. This will give the Trustee a greater understanding of the longer-term funding obligations imposed by the new scheme-specific funding requirement, so that they can continue their talks with the Company for future funding.

Trustee Board

There have been several changes to the Trustee Board.

Lorraine Evans resigned at the end of 2005 due to personal commitments and following further company 'restructuring' Laila Abrahams has also left us. I thanked them personally for their significant contributions over the years and wished them well for the future.



Subsequently Maggie Wilson and Norma Bowles have both been appointed directors to Board.

Peter Newcombe who was appointed as a Company representative is regrettably looking to stand down due to pressure of company work and Hitesh Mehta has been appointed to the board as Company representative to replace Mitch Stone who has resigned.

Sadly I have recently heard that former Trustee Oswald D'Mello died on 30 June. Oswald was a Trustee from 25 November 1998 to 31 August 2003. He was the Company Trustee based in Brampton, Canada and, during those years, he provided valuable help to the Trust.

Consultative Committee election results.

I thank all those who stood in the election and those who took the time to vote.

There were 4904 ballot papers received, nearly a quarter of those eligible to vote. Out of all votes cast only 9 papers were spoiled and therefore not counted.

The successful candidates were



*Maggie Wilson
(re-elected)*



Brian Izzard



*Lorraine Evans
(re-elected)*

Congratulations to the successful candidates and commiserations to the unsuccessful - maybe next time?

continued on page 4

The New Pensions Administrators

During 2004 the Trustee carried out a detailed review of the Plan's administration as part of its due diligence, to ascertain whether any changes needed to be made in preparation for the new pensions regime from 2006. Particular issues addressed were increased responsibility in relation to fund management and the Trustee's existing broad range of accountabilities.

The result of this was a decision to outsource all the day-to-day administration of the Plan to Watson Wyatt, a highly reputable firm of pensions specialists with a proven track record of administering large pension plans like ours. This decision was endorsed by the Company. The result is expected to be a streamlined service provided by highly trained pensions professionals. Watson Wyatt has a significant IT infrastructure specially designed for running large schemes and a well established administration resource. Four of the existing staff from the Pensions Department at Potters Bar will be transferring to Watson Wyatt to provide continuity of service.

With effect from 1st August 2005 all the day-to-day administration of the Nortel Networks UK Pension Plan, including the payment of all pensions will be carried out by Watson Wyatt. You can visit their website at www.watsonwyatt.com if you would like to know more about them.

The Chairman and members of the Trustee Board would like to express their gratitude for all the good work done over many years by the Pensions Department.

Nortel appoints a new UK Pensions Manager

Louise Hammond has been appointed by Nortel as UK Pensions Manager. Based in Maidenhead, she will oversee the service provided by the new administrators Watson Wyatt and provide support to the Trustees and Company in the running of the Pension Plan. Louise replaces Jerry Gandhi who had worked for the Trust on an interim basis for 10 months. I would like to thank him for his help over this time and wish him well for the future.

Before joining Nortel, Louise spent 17 years working in the City for a leading firm of pension Actuaries as a senior consultant where she was also a Trustee of the staff pension scheme. Louise has joined Nortel at a very interesting time both from a pension's legislation point of view and from a corporate point of view so I'm sure she will have plenty to keep her busy!

One of the tasks Louise will be undertaking is to review the communication of information about the Plan to the members. It is important for all members to be informed about developments within the Plan and how this affects them. It is also important for members to know how they can find out more information about their benefits and the right contact for their enquiries. This means that this edition of NewsLink will be the last in its current format and the next communication you will receive will be in December 2005.



Nortel - this is the way *(continued from page 1)*

makes a positive impact on the lives of literally millions of people every day, and one of the key challenges I relish in this job is telling people about how much of a difference the right technology can make.

It's incredibly exciting to get our messages out - with the proof points that demonstrate we are at the centre of some of the most critical communications networks in the world. For example, Nortel powers and supports **many** of the world's most

important stock exchanges, enabling billions of transactions in New York, Australia, Sao Paulo, Buenos Aires, Shanghai, Bombay and Seoul.

Additionally, more than 80 percent of the top 100 banks in the US rely on Nortel every day - as well nine out of 10 Fortune 500 companies and each of the world's top 20 airlines.

Our products are at the heart of the top 25 service provider networks globally and we're the only vendor to have deployed 50 million telephone

lines and 50 million Ethernet ports. That means we've delivered secure connectivity to over 100 million users across the entire globe.

All those organisations and end users are acutely aware of just how much communication matters. And at its core, that's what the new Nortel vision is about: igniting and powering global commerce while helping people solve the world's greatest challenges.

NEW CONTACT DETAILS


With effect from 1 August 2005 Watson Wyatt will take over the day-to-day administration of the Plan.

The new contact details for all enquiries you may have with regard to your pension from the Plan are shown opposite:

Nortel Networks UK Pension Plan
C/o Watson Wyatt
PO Box 311, Redhill, Surrey RH1 1YH

Tel: 01737 788106 **Fax: 01737 768182**

Email: Nortel.Networks@eu.watsonwyatt.com



Private & Confidential

Mr J Smith
 23 Arcatia Avenue
 Croydon
 CR0 8TY

**Telephone number
for tax enquiries**

Total gross premium

Nortel Networks UK Pension Plan			Payments	
Payroll number 0000090	NI number NH123456A	Tax code 66Y	PENSION 345.67	
Taxable pay to date 1728.35	Tax deducted to date 214.28	Tax period 5		
Bank sort code 123456	Account number 56723410	Building society roll number	Total payments	
Messages			Deductions	
To query tax please call the Inland Revenue on 0845 3000628 quoting PAYE reference 581/E270299. Please check your new address details.			TAX 42.90	
General helpline number for enquiries For pension payment enquiries please telephone: 01737 788106			HSA1 13.45	
			Total deductions 56.35	
			Net payment 289.32	

Only complete and return if you change your bank or building society and/or home address details. Please complete and sign the appropriate section and return to:
 Watson Wyatt LLP, PO Box 311, Redhill, Surrey RH1 1YH.

NI number NH123456A

Name Mr J Smith	Payroll number 0000090
New bank/building society details with effect from / /	Name of bank
Account number	Sort code
Building society roll number	New contact address
New home address with effect from / /	New home address
Signed	Date / /
	Post code

Please be assured that this change will not affect the amount or frequency of the payment of your pension. It will, however, result in some changes to the payslip you receive in April each year with your letter regarding the pension increase.

In future, only the letter will contain the breakdown of your pension into its component parts and the payslip will show only your gross pension. In addition the payslip will be a computer produced one with perforated edges which you need to tear off. There will also be a section on the payslip for you to notify Watson Wyatt of any changes to your details.

An example of how a payslip will look is shown opposite.

Please note that from 1 August you'll be allocated a new payroll number. You will need to quote this in all correspondence about your pension.

Cut off section for you to notify Watson Wyatt of any changes

The NEW Pensions Regulator

The Pensions Regulator is the new UK regulatory body for work-based pension schemes. It replaces Opra, the Occupational Pensions Regulatory Authority. The new Regulator's aim is to ensure high standards in the way pension schemes are run and to tackle any problems with members' benefits. In order to achieve these aims, the Regulator works with pension scheme trustees, administrators and employers.

There are a number of ways the Pensions Regulator can protect members' pensions. It can help the trustees and employer come to an agreement about levels of contributions to the scheme and help to put in place a long-term funding plan. It also has the power to order an employer to pay any shortfall in a scheme or to ask scheme administrators to improve the service they provide to trustees. In addition the Regulator can also make sure that any money stolen from a scheme is returned.

There are also other kinds of action that the Pensions Regulator can take depending on the circumstances of the problem. It may issue an improvement notice to individuals or companies, requesting specific action to be taken within a time limit. Where a wind-up is pending and it is possible that members' interests may be at risk, a freezing order can be issued. This allows for a temporary halt on all activity within the scheme, such as new retirements or transfers out

allowing, the Regulator to investigate any problems and encourage negotiations. Trustees who are not considered to be fit and proper for their role can also be disqualified by the Regulator. Fines can also be imposed on any breaches and certain offences may be brought to a criminal court.

PAYING FOR THE PENSION PROTECTION FUND

The new Pensions Regulator will also work in partnership with the Pension Protection Fund (PPF). Like the Pensions Regulator, this is a non-departmental public body established by the Pensions Act 2004. It acts as a compensation scheme for members of defined benefit pension schemes where the sponsoring employer becomes insolvent and the scheme is underfunded.

The costs of the fund will be met, in part, by levies collected by the Pensions Regulator. However, where possible the Pension Regulator will monitor high risk schemes and try to minimise any claims for compensation. The levies for the PPF for 2005/06 comprise an initial levy (to be applied for 12 months only from April 2005) and an administration levy. From 2006/07 onwards it will comprise a pension protection levy and an administration levy. The initial levy and the pension protection levy will be used to fund the compensation payable to

members of the scheme where the PPF has assumed responsibility of it. The administration levy will be used to pay for the initial start-up costs and ongoing administrative costs of the PPF. These initial start-up costs will be collected over a three-year period.

The Secretary of State for Work and Pensions will set the initial levy, estimating to collect around £150 million. Based on the membership of the Plan in April 2004, it is estimated that Nortel will be required to contribute approximately £500,000 towards the PPF in 2005/06.

From 2006/07 the pension protection levy will be established by the PPF and will be determined on a combination of scheme and risk-based factors. It is expected that the PPF will need to raise approximately £300 million per year.

The scheme-based element will take account of the level of the scheme's liabilities relating to its members. For example the PPF may consider the number of members within a scheme and the total amount of pensionable earnings of active members. The risk-based element will take account of the level of funding in a scheme and the risk of the employer becoming insolvent, amongst other factors. This means that in the long term, costs are minimized for good employers with well funded schemes whereas those that pose a higher risk will pay more for the PPF compensation cover.

Why defer your State Pension?

State pension deferral, means delaying claiming your state pension when you reach state pension age, or choosing to stop receiving it after a certain period. The state pension age is currently 60 for a woman and 65 for a man. However by 2020 both men and women will have the same state pension age of 65. The age at which you retire from employment does not affect when you can start drawing your state pension.

New measures effective from April 2005, aim to promote the options for older people to delay their retirement and extend their working lives by offering a better reward for those who put off claiming their state pension. If you choose to delay taking your state pension you will now be eligible to receive a higher pension when you do start drawing it. Your state pension will now increase by 1% for every five weeks you put off claiming and this equates to about 10.4% extra per year. Before April 2005 the increase was 7.5% per year.

You receive this extra amount on top of your normal state pension when you do eventually claim. It is paid for as long as you carry on drawing your state pension and increases each year.

Alternatively, you can opt for a lump sum payment based on the amount of normal weekly state pension you would have received during the period it was deferred, plus compound interest. If you do this, your state pension will be paid



at the normal rate. However, in order to be eligible you would need to have delayed claiming your pension for at least 12 consecutive months, which must all fall after 5 April 2005.

In summary, before 6 April 2005 you could only earn extra State Pension by deferring for up to five years. Now you can put off collecting your State Pension for as long as you wish in order to earn extra State Pension, or a lump sum.

If you have already reached state pension age, you can still take

advantage of the new rules if you wish. If you claimed your state pension from state pension age, you can later choose to put these payments on hold and build up entitlement to extra state pension or a lump sum. If you reached state pension age before April 2005 but have not yet started receiving your state pension, when you do finally claim it you will receive an increase based on the rates that applied before and after 6 April 2005.

For more information about State Pensions visit
the Department of Work and Pensions
website:

www.dwp.gov.uk

LETTERS TO THE EDITOR

Dear Editor,

Further to the letter from George Long, Rubery, Birmingham, in the Spring, 205, edition of NewsLink, my late husband, Jimmy Adams, was a member of British Tab.

Jimmy did pen some memories to the Editor of NT Diary in 1993. I know that Jimmy cherished fond memories of his time there.

*Yours faithfully,
Brenda M Adams (Mrs)*



The British Tab team setting off for Castlereagh in 1952

*Back Row: Leo Picket (Acct.), Ken Moorehouse (M.S.D.), George Wood, ? , Alan Cross (M.S.D.), Bernard Allan, Con Conway (J.&T.), Johnny Morrison (J.&T.), ? , Bill Bramwell (H'ing Shop)
Front Row: Jimmy Adams, Derek Monahan (M.S.D.), Tony Huckle, Alf Bellamy (R.&D.)*

Dear Editor,

George Long expressed disappointment at the absence of ex-BTM/ICT/ICL contributions (Spring Edition). Is it possible that the hectic years of change in the 1970-1980s era, has left us feeling wounded? Frequent changes to the management structure, to the Company name, the hitherto unthinkable redundancy programmes, left many folk with a feeling of lost identity. The memory of working for British Tab is the one that provides the warm feeling - partially because we were a happy and successful business - and our work colleagues couldn't have been bettered.

There is one anecdote from the 1960s era, that George might appreciate.

At this time, such was the unreliability of TV sets that they were mainly hired - not bought. In Sheffield, Wigfall's was a major supplier and its accounts office was mainly occupied in the recording the 1000s of weekly rental payments. This task was accomplished using punched cards with a variety of electro mechanical sorters, collators, printers, reproducers and a Type 550 electronic valve calculator.

Periodically, all the accounts were summed, requiring a couple of hectic days when 100,000s of cards were

processed in order to produce a massive print-out detailing the payers and the debtors, culminating in the 'Bottom Line' business figure for the period. As with many of the mechanised accounting systems, there was an alternative check and balance, providing just the line figures derived from the retail outlets cash turnover. On one such occasion, the bottom line figures did not tally, there was a figure 1 printed in a most significant column, representing an extra £10,000; over and above the expected figure. (Engineers salaries were then in £100s a year.

The only recourse was to do a complete re-run working continuously through the weekend, and trust that accurate figures could be presented to the MD on the Monday morning.

Some time late on the Sunday afternoon, the Accounts manager sheepishly called me in his office to show me a 'free-standing' black figure '1', which he was moving around on a small piece of paper. It was a house fly's leg, complete with the foot/knee joint giving it a true appearance of a printed character. How it had got attached to the original print-out in such precise manner, we could never know!

Vic Hopkins, N.Cambs

Dear Editor,

I should like to get in touch with some colleagues of mine at Southgate with whom I used to play tennis in the tournaments; I know two worked in the assembly department wiring and two others in the Radio Department, I think one was Palmer. I am 89 now but I still play golf and now only pat ball on the tennis court.

I am very fit and healthy and my golf handicap is 17. A bandit I am told.

Yours

Walter J. T Stewart

Ps I have contacted a golfer who worked for STC Mr Granger at Woolwich.

He is a youngster in his 70s now.

Dear Editor

I am writing to ask if you can please help me find a former workmate. The person I wish to contact is Mr Terry Underwood, who worked for the Cable Division in Newport Forest, so far I've been not able to find his home address. I worked for the Electrical Division Corporation Ltd, Newport.

Yours Sincerely

K Holland

Dear Editor,

Software development was my old job. It's had rather a bad press recently - your March 2005 editorial suggests some reasons why users aren't always happy.

Anyone who's tried to put up a few shelves in a frantic hurry can understand part of the problem. Budget is usually short. Software writers are urged to be focused. Focused can be wonderful, but just occasionally it can mean tight schedules, targets, short-term pressures every day, tense nights - and unhappy managers. Then anyone who produces really beautiful, scrupulously-tested work deserves an Oscar.

Some brilliant open-source PC software is written for free by programmers who want the satisfaction of a bit of good work. But major projects genuinely need the weight of a big firm behind them.

There must be loads of experience out there. Any brilliant ideas?

Phil French

Dear Editor

I just discovered your website and excellent newsletter NewsLink. I retired from Nortel in 2001 after working for 35 years in Canada and the US at various locations. I have not been able to find a similar organisation in the US and wondered if you have contacts with US or Canadian pensioner organisations. Having been to Monkstown, Maidenhead and Paignton a few times during the glory days of fibre optics, it's great to read about some of the people who retired from those locations.

*Tom McManus, Atlanta Georgia
(by email)*

Dear Editor

It is such good news that our pensions are to increase, although it is a statutory requirement. However, I do note that this Labour Government have increased the tax, at least on my modest pension. The result is that I shall be at least £3 per month worse off. What can I say?

I wonder whether any other recipients of a Nortel pensions are in a similar position!

David Bartholomew, Trowbridge, Wilts

MEMORIES REVIVED

By a member of the Quarter Century Club

Nostalgia: a sentimental yearning for the past. This summed up the feelings of the two hundred members of the STL Chapter of the Harlow Quarter Century Club who met at the Nortel Laboratories on Friday 19 November 2004 for their annual dinner.

Members were greeting members like long lost family and friends and the noise level of the conversations was sometimes a few decibels higher than a disco! Out of the attendees only 13 were ladies, so with 187 men, the ladies were accepting compliments graciously as, it was said, they would have to last until the next dinner. Apart from the compliments much other news from the past year was exchanged, if hand gestures were anything to go by, the Chapter had some of the best fishermen, gardeners and golfers in the country.

The President, Brian Edwards, after welcoming new members and presenting them with their Quarter Century Club ties, reminded members that their Chapter had now reached its 40th year. He therefore felt it fitting to indulge in a little nostalgia himself and recalled some of the company's achievements taking place 40 years ago. He mentioned that, in 1964, the company had been established in the UK for 80 years and employed 30,000 people on 20 sites. A new laboratory extension - S Block - was planned for the Harlow Labs and STC/STL would be spending £4 million on research in 1964. Alec Reeves, the inventor of pulse code modulation (p.c.m) completed 40 years' service with the company and Peter Blair,

present this evening, then 27 years of age, had successfully bounced a signal off the moon and back to an \$8 million site in Puerto Rico using an aerial made from a wooden frame and chicken wire!

Gordon Harris, replying on behalf of the members thanked everyone involved in the organisation and preparations for the dinner for ensuring an enjoyable evening for all. He then presented the President with a birthday cake whose candles did not wish to light. It proved fortunate that there were plenty of engineers present to cope with the situation.

Gordon then went on to present Myrtle Good with an award for "good attendance" as she had not missed a single dinner since qualifying for membership.

With so many past memories the evening finished on a nostalgic high except for one poor member who has a reputation for being a little late. This time he created a personal record - three hours late having been stuck on the motorway. Trying to feed him was a little difficult, the food, being delicious, had all but disappeared. Nevertheless he was able to catch up with some ex-colleagues and it was felt that this was a measure of how people regard the annual Quarter Century Club dinners.

ICL Retired Colleagues Club, Kidsgrove

It was with mixed feelings that members held their Christmas party 2004. Sadly the factory has closed and with it the social club where we held our meetings, so this was our last get together.

In the 1980s, when redundancies and early retirements were happening, my late husband Eric and Mr Harvey Simmonds thought a club would help to keep in touch with friends and colleagues we had spent so many working hours with. So, with financial help from the S.A.S. Association, the club was started

in 1988. Club events included, speakers who gave talks on a variety of subjects, outings to places of interest, Bingo, and ballroom dancing, usually to the tunes of the 1960s and 70s, so the non-dancers also enjoyed the music.

We had 80 members at the first meeting. Of the remaining 30 members, 15 were with us at the beginning. 2004 saw the end of an era, Kidsgrove and all we are left with is fond memories.

Joan Roberson, Club Secretary

2005 Semiconductor Div. Footscray Reunion (held from issue 20)

Due to illness and family commitments, this year's reunion did not see the usual attendance of between 90 and 100 ex-employees. However, a total of 64 people met up at the Footscray Rugby Club venue, to bring back to life the old camaraderie of the work place that was Semiconductors Footscray.

Some people had travelled a long way to spend a few hours with old friends and colleagues: Tony and Marion Lawrence from Lincoln; Dave Brown and Steve Hooper from Paignton; Doug Drew from Bognor Regis; and Katie Bethkie from Chelmsford, Thanks are due once again to Maureen and her staff for providing the food for the buffet - it was great - and for keeping the drinks coming across the bar to ease the throats made hoarse by chatting. Paul Young also deserves a big pat on the back for enabling the use of a really superb venue for this truly enjoyable occasion.

I hope to see you all again next year, on 3 February 2006, the venue, same as this year, has already been booked.

Don Stevenson, Ditton, Kent.

Wider Consultation

The Nortel Pensions Consultative Committee forum is a valuable mechanism established by the Company to allow Plan members to raise any concerns they may have over Plan benefits or the Plan's operations. The Committee feels that it would be helpful for members to have an input to the consultative process.

Concerns raised by members are normally discussed by the Committee and, where these cannot be resolved within the Committee forum, passed on to the Company, the Plan Administrators or the Trustees as appropriate.

Your elected representatives have agreed to use the e-mail system to make contact easier and more responsive. A new e-mail contact address for the Consultation Committee has been set up and is shown below.

Consultative-Comm@nortel.com

Please note that the Consultative Committee members volunteer their time so an immediate reply may not be possible. It is however anticipated that an e-mail reply should be supplied within five working days. Committee members will pick up matters that affect Plan benefits and any other general issues in the pension field of a non-personal nature. **They cannot however provide any advice with regard to personal financial matters where it would be correct to speak to your own financial advisor.**

SAC History

In 1956 I transferred from SAC Transmission Laboratory Newport Monmouthshire, where I had been a development engineer, to the new SAC Information Processing Division also in Newport. The Information Processing Division designed, developed and sold the Static Zebra Computer. Mr Filly was Division head, Mr Morgan the sales director.

In the new division I worked as part of a two-man team with Geoffrey Hunt as a logical designer of special applications. The first such special I did was for connecting Hollered punched card equipment to Zebra for the Aircraft Research Association (ARE) in Bedford. The Hollered engineer assigned to help me,

Tom Cheshire, had recently done similar work at NIL connecting Hollered punched card equipment to the ACE computer. There, Tom told me, as a remarkable coincidence, the designer was another Donald W Davies, the now famous Donald W Davies the pioneer of package switching and security systems, both integral parts of the internet.

As you may know, the initial design idea for Zebra (Baiting Elektrnische Binary Rekning Appartus) came to STC from Holland via Bell Telephones Antwerp. Doctor van de Poel (of the Dutch Post Office I believe) was a leading figure in this until he handed over to Dr Jimmy Ord-Smith, who began his STC Zebra work, believe it or not, at the

sports field with a field telephone at the factory site within sight of the above mentioned Transmission Laboratory. While Dr Ord-Smith worked on the machine code software of Zebra, others, some recruited from the Radar Research Establishment at Malvern, developed the hardware. Who had designed the original logical model for Zebra was a mystery. Some people in Newport claimed to have done so but that was clearly not the case when discussion turned to details. Much later the name of Joe Ruice of STL was given to me as the true designer.

Donald W Davies

PAIGNTON STC REUNION

The next Paignton STC reunion will be on Friday 16 September 2005, at the 'Inn on the Green' Paignton.

There will be a buffet supper at £10 per head, payable on booking. Final numbers are needed by 26 August. Unfortunately we are unable to refund any money after this date. Cheques payable to 'Paignton STC Reunion'

For further information or to book your place contact:

Di Pattison - 13 Brookdale Park, Brixham TQ5 9JL
Tel 01803 850543

Paula Williams - 80 Hawkins Ave, Chelston, Torquay TQ2 6ES
Tel 01803 612190

Jackie (Mini) Thomas - 89 Haytor Ave, Roselands, Paignton
Tel 01803 665847

Note

The author of the article entitled

'Britain's first digital clock'

published in issue 20 of NewsLink was John Bennett.

Apologies for this omission.

Occasions



Mr Louis Armstrong-Heaton

Chairman Ken Gardener recently visited two pensioners in celebration of their 100th birthdays.

Mrs Dorothy Mitchell



We regret to announce the deaths of the following pensioners

**“Their memory
lives on in our
hearts”**

ARNDALE HOUSE

Cooke Edwin 71, 20 March 2005.

BASILDON

Alder Margaret 81, 20 February 2005, Clayton Maureen Ruth 73, 01 May 2005, Few Alfred Ernest 82, 30 May 2005, Gamage Elsie Enid, 79, 11 February 2005, Oakes Elsie Lilian 81, 13 August 2005, Pass James Frank 75, 27 March 2005, Payne Victor James 85, 05 March 2005, Widger Lillian Minnie 84, 19 February 2005, Worland Frederick George 84, 15 January 2005.

BATTERSEA

Fittock Reginald 81, 09 February 2005.

BIRMINGHAM

Eales Ronald Bernard 81, 31 January 2005, Thornhill Denzil Robert 73, 01 January 2005.

BRIGHTON

Brown Louis Albert George 92, 17 March 2005, Collins Stanley Gordon, 86, 22 May 2005, Funnell Leonard Frederick, 77, 11 February 2005, Hill Raymond Clive 78, 18 April 2005, Humphry Maurice 87, 08 Apr 2005, Panton Arthur Edwin 78, 17 February 2005, Paton Andrew Fulton 73, 24 Apr 2005, Widner Richard Gilbert 72, 04 March 2005, Woolven, Frederick George Herbert 83, 19 February 2005.

CONNAUGHT HOUSE

Mills Margaret 101, 29 Mar 2005.

CROYDON

Griffith Jack Gurney 90, 16 February 2005.

DARTFORD

Bell-Williams Phyllis Florence Edith 92, 28 February 2005

DEPENDANT

Ward Rosina Nellie N/A, 22 April 2005.

DUNKINFIELD

Parker Albert Edward 81, 28 February 2005.

EAST KILBRIDE

Brady Catherine 60, 12 February 2005.

ENFIELD

Fisher Arthur Albert Edward 86, 21

January 2005, Mitchell Dorothy May, 100, 06 May 2005.

ENNISKILLEN

Armstrong John Christopher 76, 12 April 2005.

FIELD ENGINEER

Fox Ernest 81, 14 April 2005.

FOOTS CRAY

Bacon Harold 79, 25 February 2005, Crocker Emily Bessie 91, 21 April 2005, Fennell Inez Mary Cameron 83, 06 May 2005, Geall Anthony Reginald Edward 71, 01 February 2005, Gray James Ferderick 60, 13 February 2005, Mower Henry George 90, 31 January 2005, Shiel Patrick 82, 04 December 2004.

FOOTSCRAY

Saddington Maragret Lily 96, 29 March 2005.

GREAT YARMOUTH

Lee, Thomas George 88, 01 March 2005, Todd Peggy 79, 27 February 2005.

GREENWICH

Ashford Henry George 78, 28 February 2005, Grove Frank Ernest 88, 05 February 2005, Johnson Donald Herbert 86, 13 March 2005, Kingham Sidney 78, 19 March 2005, Penberthy Arthur Frederick 89, 13 May 2005, Saville Sidney Arthur Ruben 89, 26 March 2005.

HARLOW

Dawson Geoffrey 83, 13 March 2005, Elston Ronald 79, 12 May 2005, Feekery Francis 72, 10 March 2005, Goodwi Maurice Walter 77, 25 February 2005, Hooper Doreen 76, 01 May 2005, Kendall Peter Edward 76, 27 April 2005, Marfleet Isabella

k/a Babs 78, 04 May 2005, Pinder George Maxwell 80, 08 March 2005, Rowland Leonard Davey 81, 26 March 2005, Shadford Thomas Ronald 72, 20 May 2005, Sheppard Norman Eric, 71, 10 May 2005, Sheppard Norman Eric, 71, 10 May, Garwood Francis Stowe 81, 11 March 2005, Havanat Bennett, David Rossiter 73, 31 March 2005, Hollerith Darnell, Eric Albert 90, 04 March 2005, Gibbs, Donald Aloysious 88, 13 March 2005, Miles Ronald Clifford 87, 07 February 2005, Mills Noel Derek 74, 14 April 2005, Nicol John 79, 18 February 2005, North Edith Mary 88, 27 March 2005, Sewell Arthur Smith 79, 20 February 2005, Stokes Florence Edith 92, 04 April 2005, Tugwell Ruby Mar 83, 11 January 2005.

ICL HQ

Buxton Michael 77, 14 Apr 2005.

IRELAND

Davies Bryn 83, 22 February 2005.

KIDSGROVE

Ankers Dennis 76, 12 March 2005, Booth Cyril William 72, 06 February 2005, Douglas James William 79, 09 February 2005, Eaves Thomas Wilfred 79, 24 March 2005, Fallon Thomas 79, 17 February 2005, Grigg Hugh Anthony 79, 02 April 2005, Hankey Graham Henry 59, 18 March 2005, Ritchie Jane Blanche 79, 04 May 2005, Selman Harry 73, 01 March 2005, Smith John, 79, 17 February 2005, Thornton Iris 73, 08 March 2005.

LETCHWORTH

Bendon John Edward 84, 08 February 2005, Buckingham Donald Arthur 79, 24 April 2005, Bugden Rober 78, 23 February 2005, Burrows Eric Marshall 77, 29 March 2005, Fox Joel 81, 06 March 2005, Shayler, Colin Moreton 77, 16 May 2005, Thody Robert William 88, 31 December 2005.

LONDON

Handyside John Duncan 82, 20 February 2005, Hook Albert Frederick

Charles 82, 12 February 2005, **Rickcord** Richard Joseph 81, 19 February 2005.

MANCHESTER

Cox Derek Thomas 74, 22 February 2005, **Ward** Michael 58, 23 February 2005.

MONKSTOWN

Adamson Willia 76, 23 February 2005, **Armstrong** Robert 74, 28 March 2005, **Campbell** John 82, 04 April 2005, **Dennis** Brian John 70, 25 February 2005, **Forsythe** Agnes Maureen 77, 24 March 2005, **Johnston** Margaret Haze 70, 07 February 2005, **McClure** Josphe, 63, 08 February 2005.

NEW SOUTHGATE

Baldwin Frederick Leonard 81, 09 January 2005, **Bennett** John Samuel 79, 29 May 2005, **Brenchley** Violet May k/as Sally 86, 12 February 2005, **Brixey** Harold William 88, 21 February 2005, **Cullum** William Peyton 82, 09 January 2005, **Curd** Jesse William 80, 28 March 2005, **Dawton** Kenneth Cude 82, 02 March 2005, **Deering** Christopher 82, 16 April 2005, **Edwards** Robert Ellis 80, 30 Apr 2005, **Fenn** Raymond Marshall 77, 31 May 2005, **Frankling** Peter William 90, 11 April 2005, **Gallyer**, Daphne Doris 76, 18 April 2005, **Hanshaw** Robert Herbert 83, 08 May 2005, **Hedley** William Edward 88, 14 May 2005, **Heninhghem** Richard Collins 96, 08 February 2005, **Hodgson** Thomas Irving 88, 06 March 2005, **Humphrey** John, 81, 05 March 2005, **Hunt** Leonard Arthur 81, 19 February 2005, **Kelly** Joseph Patrick 85, 21 January 2005, **Lansdowne** Douglas Andrew 83, 26 March 2005, **Mathews** Anna Maria 83, 21 April 2005, **Rogers**, Gilbert Frederick 87, 24 April 2005, **Shaw** Kingsley Bernard 73, 06 March 2005, **Singh** Gurcharan 61, 06 March 2005, **Wareing** Gerard Frederick 94, 20 February 2005, **Williams** Vincent, 85, 19 May 2005, **Wollin** Leslie Albert 83, 12 March 2005, **Young** Robert 84, 17 March 2005.

NEWPORT

Davies William Ashley 89, 27 May

2005, **Evans** Raymond 80, 29 Apr 2005, **Gibbs** William Stanley 77, 04 April 2005, **Jeffrey** Robert Henry 88, 06 February 2005, **Kane** Doris Maud 94, 20 February 2005, **Keeble** John Hambly 69, 21 February 2005, **Phillips** Hilda Lilian 81, 17 February 2005, **Powell** William Charles 77, 30 May 2005, **Richards** Robert Henry 83, 13 February 2005, **Rothwell** Frederick Phillip 84, 15 March 2005.

NORTH WOOLWICH

Alabaster Maureen Agnes 84, 05 February 2005, **Birt** Francis Edward 90, 22 April 2005 **Body** Rosa Margaret 91, 04 February 2005, **Davis** Alice Emma 98, 13 April 2005, **Rickwood** George Andrew 93, 24 March 2005, **Summers** Emily Annie 95, 27 February 2005, **Williamson** Micah 87, 01 March 2005.

PAIGNTON

Cowell Ronald 77, 18 February 2005, **Hocking** Derek Stanley 76, 19 March 2005, **Jolly** Arthur Frederick 85, 06 March 2005, **Lawrence** Ronald Joseph 77, 20 November 2004, **Manley** Harold George 76, 27 May 2005, **Pendry** Ena 87, 05 March 2005, **Stark** Samuel Frederick 90, 10 May 2005, **Turner** John 76, 22 May 2005.

POWERS-SAMAS

Biddle Ronald Alfred 82, 25 May 2005, **Cripps** Alexander Thomas James 84, 15 Nov 2004, **Page** Herbert Archie 87, 30 March 2005, **Payne** Robert John 81, 03 February 2005, **Strange** Eric William 96, 22 February 2005, **Williamson** Helen 103, 06 March 2005.

PUTNEY

Green Louisa Elsie 84, 02 April 2005, **Nicholls** Henry Alfred 85, 11 November 2004, **Terroni** Marie Antionette 74, 14 February 2005.

SOUTHAMPTON

Birkett Thomas Arthur 79, 20 May 2005, **McCormack** Allan Wentworth 90, 22 March 2005, **Whittam** Hubert Charles 82, 29 May 2005.

SOUTHEND

Quarton Henry Wilfred 79, 09 February 2005.

STC HOUSE

Walker Alfred Kenneth 86, 14 April 2005.

STEVENAGE

McClumpha Barbara 67, 26 February 2005, **Thomas** Barbara Ann 72, 22 March 2005, **Watkin** W B 92, 21 February 2005.

TAUNTON

Caddy Gwendoline Gladys 78, 28 March 2005.

TREFOREST

Atkins Merran 78, 05 April 2005.

TRUSTEE

D'Mello Oswald 61, 30 June 2005.

UNIDENTIFIED

Boor John Warren 88, 13 April 2005, **Chatfield** James Keith 77, 18 March 2005, **Chesters** George Raymond 69, 03 April 2005, **Douthwaite** Brian Hugh 85, 06 March 2005, **Jones** Benjamin David 66, 03 April 2005, **Jones** John, 73, 15 March 2005, **Musgrave** James David 66, 21 April 2005, **Richards** James Harry 68, 08 March 2005, **Vigar** James William 82, 01 March 2005, **Aldred** Arthur Bernard 92, 10 February 2005, **Downes** Alexander Stuart 92, 06 February 2005, **Hall** Bernard Charles 67, 07 February 2005, **Williams** William Henry Desmond 79, 11 February 2005, **Levitt** Walter Raymond 75, 03 May 2005, **Noyce** William John 82, 26 May 2005.

WEST GERMANY

Blackmore Norman Edward 79, 29 April 2005.

WEST GORTON

Hughes Joseph 85, 07 May 2005, **Lowe** Sydney 85, 02 January 2005.

WILMSLOW

Devlin-Jones David Malcol 68, 15 May 2005.

WINSFORD

Ashton Janet 83, 31 March 2005, **Charnock** Thomas Charles, 80, 28 March 2005, **Duff** John Alastair 75, 25 February 2005, **Estcourt** Horace 80, 09 April 2005, **Roberts** Ronald 66, 18 May 2005.

WREXHAM

Evans Jane 83, 09 February 2005.

Payroll dates

	Last date for amendments	Payroll run	Credited to accounts
August	5th	11th	18th
September	9th	9th	16th
October	8th	11th	18th
November	10th	11th	18th

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