

40 YEARS OF LOOKING FORWARD

Forty years ago, when I started Compunetics, somebody asked me: “There are so many good companies. Why make another one?” I answered: “There are so many good people. Why make more?” I saw the company as a living organism, which grows and develops its own culture and its unique personality. I knew that my wife Luisa shared my vision and would always be by my side.

Now, 40 years later, much of what I could say about our companies is expressed in the pages of this book. From the early days of turbulence, through the arduous years of growth, come many rich stories and lasting memories.

As we pause briefly to reflect on the hurdles and achievements along the way, we are pleased that we have promoted circulation of ideas, intellectual curiosity, professional growth and entrepreneurial drive. We have promoted a company environment marked by a strong sense of solidarity, shared objectives and shared ownership by the employees.

We have promoted symbiotic relationships with our clients and with the communities in which we operate.

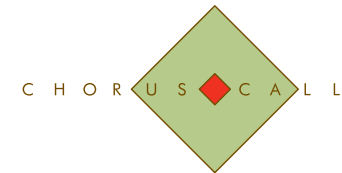
The opportunities we face now are as challenging as they have ever been, and as promising. We will continue looking forward.



from the **SILENCE OF SPACE**, *to the* **BEATING HEART OF**
FROM THE IMAGINATIONS OF A SMALL, PASSIONATE GROUP OF

there is:

compunetics



From North and South America
to Europe, Africa, Asia and
Australia...from the submarines
that cruise the seas to the satellites
that orbit in space...the technologies,
products and services of Compunetics,
Compunetix and Chorus Call play
significant, enabling roles.

For 40 years the Compunetics companies have served a diverse roster of clients and customers who ask, and will accept, only one thing: Quality and Reliability of the highest order. NASA. The Federal Aviation Administration. Each branch of the U.S. military. The U.S. Senate, Postal Service and Social Security Administration. Government installations on every level. Premier universities and medical facilities. And commercial concerns like Intel, Novartis, CARE and the most prominent telecommunications providers in the world.

Our 40th anniversary is a celebration of relationships: Between our customers and our companies. Between our employees. And perhaps most of all, between our dreams and our achievements...those that have occurred thus far, and those that will come tomorrow.

AN INFANT.

ENGINEERS, TO THE FINE HANDS AND WATCHFUL EYES OF SKILLED TECHNICIANS.

“A ship in harbor is safe — but that is not what ships are built for.”

JOHN A. SHEDD, “SALT FROM MY ATTIC,” 1928

Compunetics, Inc.

Compunetics, Inc. is a leading manufacturer of **printed circuit boards for the defense, aerospace, communications, high speed computing, medical and semiconductor markets for rigid, flexible and rigid-flex printed circuit boards**. The Company's Engineering Department is an independent profit center that serves the most demanding needs of its customers, as well as engaging in Research and Development. The Manufacturing Department is a key supplier for several high-profile organizations for the commercial and defense markets, and the Engineering Services Division offers schematic capture, layout, auto-routing and artwork generation to customers both as an overflow service and as a support function on a contract basis.

compunetics

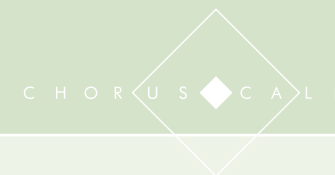
Compunetix, Inc.

Compunetix, Inc. develops state-of-the-art **multimedia multipoint telecommunications systems for audioconferencing, videoconferencing, and mission-critical applications**. Compunetix also provides sophisticated engineering and manufacturing services. Compunetix develops state-of-the-art multimedia multipoint telecommunications systems, both in the commercial and government markets, through its Communications Systems Division, Video Systems Division and Federal Systems Division. Compunetix also provides engineering and manufacturing services through its Instrumentation Systems Division. With more than 400,000 ports installed in more than 25 countries, Compunetix has **the largest worldwide deployment of teleconferencing systems in the industry**.



Chorus Call, Inc.

Chorus Call, Inc. is a **world-class teleconferencing service provider** with headquarters in Monroeville, PA and nine satellite offices in Canada, Europe, South America, Australia, India, and South Africa. As a pioneer of high quality conferencing, Chorus Call offers a broad spectrum of audio, video, data, and web-based conferencing services. Chorus Call affords customers a full suite of standard and value-added offerings, including assisted and unassisted services, web conference control, media streaming, translation, site captions, tools for investor relations, and collaboration tools including iPresent and Data Presenter, which includes desktop sharing, application sharing, chat, annotation, file transfer and recording capabilities.



The family of companies at a glance.

DR. ING. GIORGIO CORALUPPI

Giorgio Coraluppi was born in *L'Aquila*, the lovely hilltop medieval capital of the *Abruzzo* region of central Italy, where his family was temporarily residing. He excelled in school and pursued his studies in *Milano*, where he received a Doctorate in Electrical Engineering from the *Politecnico di Milano* in 1958.

As a university student, Dr. Coraluppi was an enthusiastic participant in student politics. Occasionally, he would go to the railroad station and “catch the first train towards anywhere.” He knew that, inevitably, he would encounter a place of unsurpassed natural, artistic and historical interest where he could spend a memorable weekend. Upon earning his doctorate, Dr. Coraluppi remained at the *Politecnico di Milano* as a research assistant in the *Istituto di Fisica Tecnica*. He then served in the Italian Air Force as a Technical Officer for 18 months.

In 1961 Dr. Coraluppi joined the Electronics Research Laboratory of Olivetti, where he worked in circuit development and in numerical control of machine tools. During the same period, he held a teaching position at the *Politecnico di Milano*.

A few years later, in 1964, Dr. Coraluppi and his wife Luisa decided to move to the United States with the intention of experiencing the country for a “couple of years.” Soon afterwards he accepted a position in the Space-Defense Division of the American Optical Company in Pittsburgh, PA. Initially, he served as Senior Project Engineer for a special purpose digital computer controlling the NASA-Lewis Flight Simulator. He assumed design and project engineering responsibilities for a satellite attitude simulator, which was installed at the NASA-Ames Research Center at Moffett Field, California. Later, he became Senior Project Engineer of a filmed data acquisition system. In June 1967 Dr. Coraluppi engaged full-time in research projects at Carnegie-Mellon University.

In 1968 Dr. Coraluppi founded Compunetics, Inc. which grew steadily and eventually spun off two sister companies: Compunetix, Inc. and Chorus Call, Inc. Currently, his major research interests are in the areas of number theory and complex information processing systems.

Dr. Coraluppi is an avid reader. In his office, next to IEEE Journals, one can find: *History of Greek Mathematics* by Thomas Harvey, *Novum Testamentum Graece et Latine* of Nestle-Aland, *Historia Monachorum in Aegypto* by Rufinus, *Disquisitiones Arithmeticae* by Carl Friedrich Gauss, *Storia della Sicilia Medievale e Moderna* by Denis Mack Smith, *Truth and Method* by Hans-Georg Gadamer, *The End of Iraq* by Peter Galbraith.

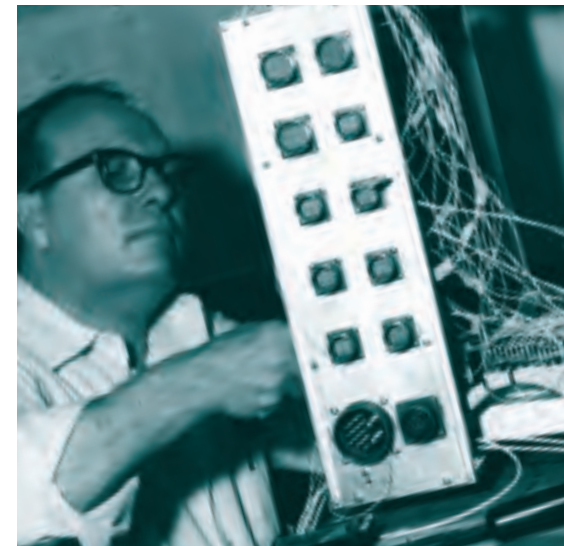
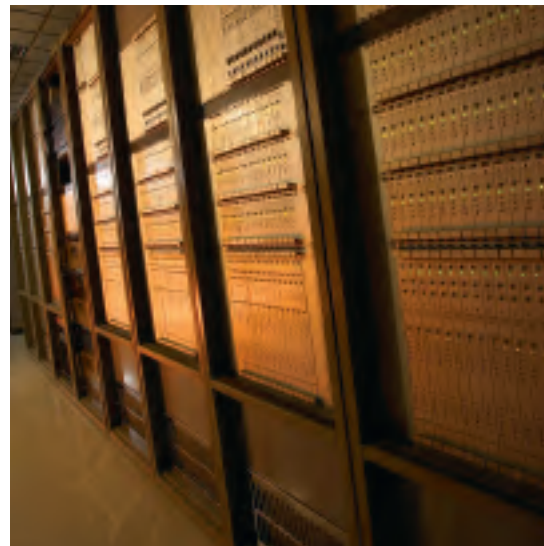
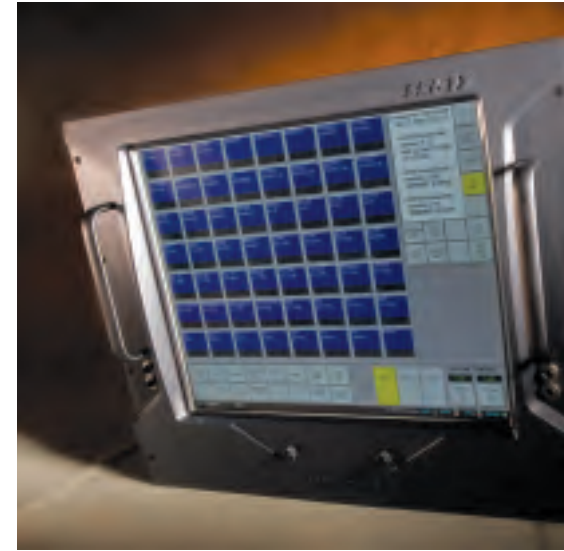
In his personal life, which he keeps quite private, Dr. Coraluppi is very close with his family and with his wife Luisa, who shares and supports his vision of life. The Coraluppi family are proud parents of four children and grandparents of six grandchildren.



The Launch

“When I decided to start Compunetics I had never seen a financial statement or a business plan; I didn’t even know what one was. And I was in a new country. But I knew there was opportunity to do something great,” said Dr. Giorgio Coraluppi on the founding of the company in 1968. “But everybody in their life comes to the point where they think they can do anything. That was the time in my life that I thought I could do anything. So I just jumped into the pool and I didn’t check whether there was water or not, but I just jumped in.”

Compunetics, and its sister companies Compunetix and Chorus Call, were born, and have thrived for 40 years, not just on the desire to meet challenges, to innovate and create new products and technological directions, but also to do so while maintaining its corporate integrity and independence, and rewarding employees by promoting their intellectual and professional growth, and making them collectively the companies’ largest stockholder.



Early Years. Lean Years. Triumph and Turbulence.

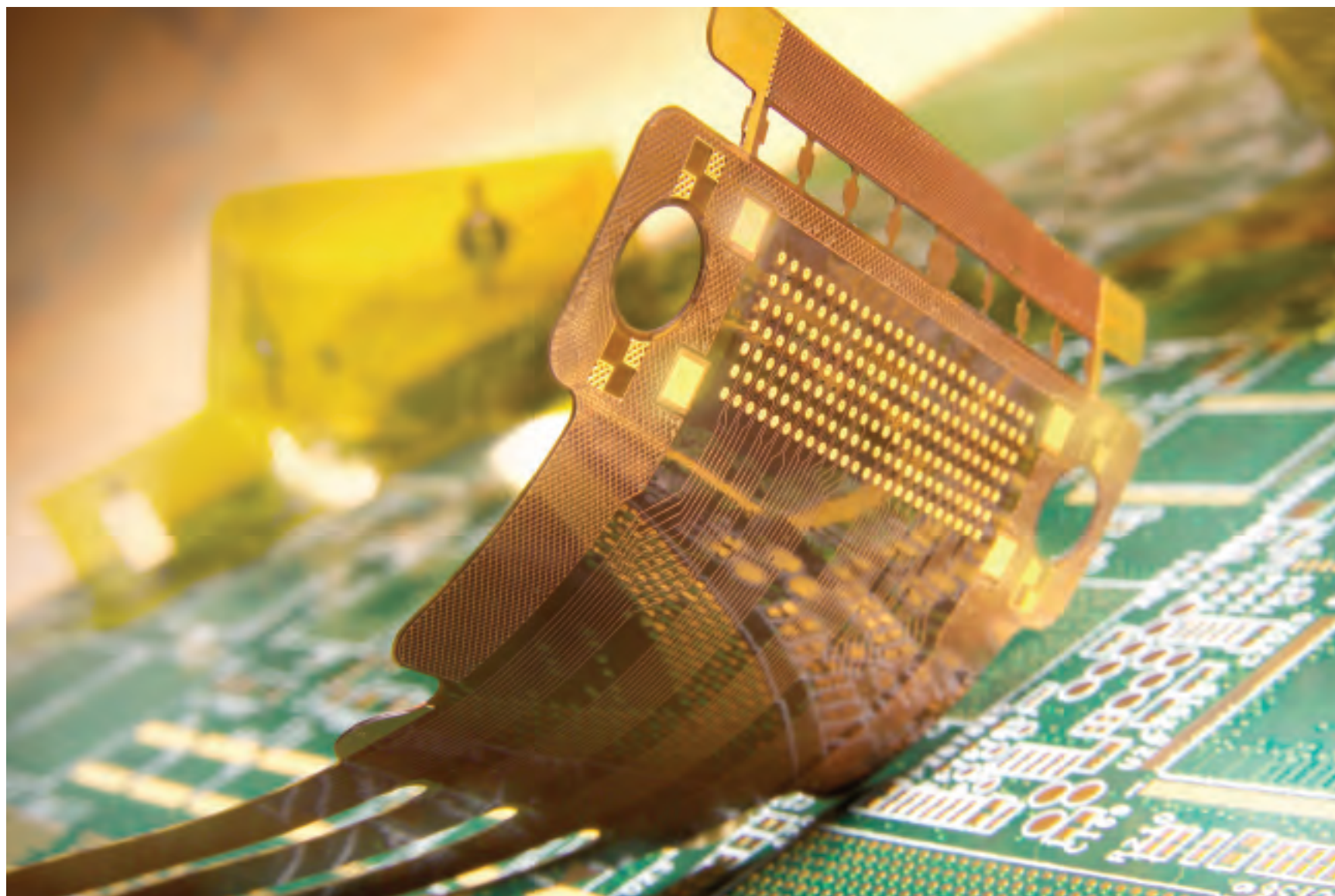
“The first year of Compunetics was a little rough,” Dr. Coraluppi remembers. The company was submitting communications proposals to federal agencies, trying to compete against bigger, more experienced players. But Dr. Coraluppi believed in the talent of his individuals. “I said that no matter how large a competitor is, the people making the proposal are probably a few guys and we are a few guys. One-on-one they are no better than we are. So the fact that we are a small company is irrelevant.”

Still, the contracts were not coming. “So I decided that the next proposal, which was for the Navy, we had to win no matter what,” Dr. Coraluppi said. “We are going to bid so low that we get the job. Then on the strength of that we will figure out what to do next.” The Navy received the bid. And they were bewildered. “They called me and said, ‘Do you know what you are doing? You’re bidding this job based on just the cost of the materials.’ I tried to act very self-assured, saying, ‘Oh, don’t worry about money.’” The Navy decided they’d better visit Compunetics before awarding a contract. “I had to go to Sears and Roebuck to buy chairs just to seat these guys,” Dr. Coraluppi said. “And I asked a friend of mine and my attorney to be in the room with me.” Dr. Coraluppi remembers it as a long day, and a difficult test, but one that the young company passed. Compunetics delivered a communications system for anti-submarine warfare, followed by a contract for the Safeguard antiballistic missile system facility at White Sands, New Mexico. The Compunetics reputation for reliability and quality was well on its way.

The following years saw company milestones, both internal and external. The development of the world’s first full-screen word processor; enabling technology for the SURTASS submarine detection system (later used to control the world’s underwater traffic); and the establishment of the Employee Stock Ownership Plan (ESOP) immediately after Congressional legislation was passed in 1979. Then, in that same year, a freeze in government contract financing that was devastating to the company, its employees, and its president.

“In 1979 we were in severe turmoil. We were pronounced dead by everyone. It was a wrenching period,” Dr. Coraluppi remembered. “It takes resilience when you are in trouble.” It was a time of great employee sacrifice, seven-day work weeks, four-day paychecks, a time when the faith of the Compunetics employees faced its greatest challenge.

The company resisted and persisted, turning away from suggestions to sell or close, and continuing to deliver premium quality components and leading-edge engineering. Because of this survival it was also the time when the Compunetics environment of a protective family, the thrill of achieving success in the face of being told that failure is unavoidable, was born. In this case the axiom was indeed true: What didn’t kill Compunetics made it stronger.



NASA, Patents, Conferencing and Chess.

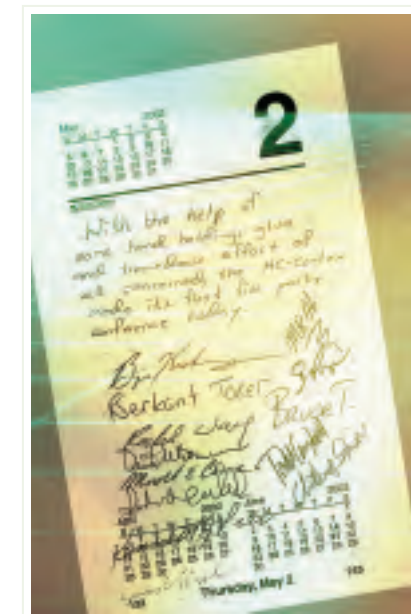
The late 1980s began the period of remarkable growth for Compunetics, and the birth of Compunetix and Chorus Call. In September of 1987 there was jubilation in the halls of Compunetics with the awarding of the first NASA contract, a \$4-million project to build a switching network for the Goddard Space Flight Center in Greenbelt, Maryland that served as the hub of NASA's entire mission control communications network, providing voice and data conferencing for up to 4,000 communications links. In winning the contract, successfully developing it, producing it and installing it, Compunetics once again triumphed over industry titans.

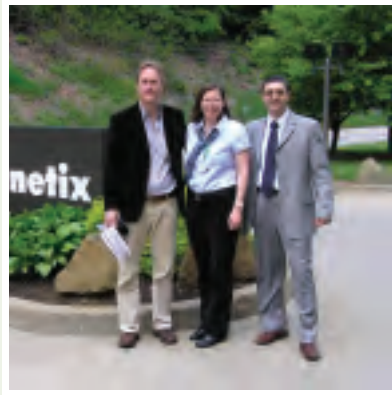
In the following years the company was awarded its first of four patents; the first sale of the CONTEX voice/data conferencing platform to the Federal Aviation Administration; the introduction of the ORCHESTRATOR video conferencing platform; the development of industry-leading printed circuit boards for a variety of applications, including a pediatric heart monitor the size of a pencil eraser; and the development and installation of the hardware platform for IBM's Deep Blue, the nemesis of World Chess Champion, Garry Kasparov.

At the beginning of this decade the structure of the corporate family was established as the three divisions of Compunetics were spun off to become three separate corporations: Compunetics (ICS), Compunetix (IX) and Chorus Call.

On our independence: *"We have been stubborn in protecting the independence of Compunetics, even in the most difficult circumstances. Our resistance to mergers, buy-outs and dominant partners stems from the significance for us of this business experiment. We are here to stay, and grow, independently."*

DR. GIORGIO CORALUPPI
President, Compunetics, Compunetix, Chorus Call





On selling: *“One of our standards in selling is that we never sell to an organization. We sell to Fred, Joe, Nancy. It is the people who have the objectives, goals, and needs, and we have to understand those needs.”*

DR. GIORGIO CORALUPPI
President, Compunetix, Compunetix, Chorus Call

Today and Tomorrow. Culture and Commitment.

Today Compunetix continues to maintain its reputation as a leader in printed circuit board design and manufacturing for military, aerospace and commercial customers. Compunetix continues to deliver innovative, highest quality software and hardware for voice, data and video conferencing, adding greater capacity and capabilities. And Chorus Call continues to build its global presence, now with 10 offices worldwide, serving clients at thousands of end-point locations.

The future? In general, a company-wide commitment to maintaining the same environment, the same dedication to personal and corporate growth, integrity and intellectual stimulation that has generated the company's current high standards in products and services. “What is important is for the company to grow by retaining its culture,” Dr. Coraluppi said. “The company has to continuously rejuvenate itself. Otherwise, it is not a stable company. You are either growing or decaying, so the company must grow. But the controlling factor is the culture of the company.”

“Everything in the future is all anchored to specific projects,” Dr. Coraluppi notes. At Compunetix, printed circuit boards are being developed now for microprocessor chip technologies that are so fast that they are nearing the limits of physical possibilities. In communications, the world maintains its ever-quicken pace of coming together virtually, across continents and oceans, instantly and without physical limitations. Every day Compunetix enables people to see and hear each other, working and communicating in ways that were impossible just a few years ago. Compunetix today is developing projects, some of which will be launched in the very near future, that will enable audio and video communication that is startling in its richness and capability. And Chorus Call will be there to deliver these communications to unprecedented numbers of users. **Details of the technologies? Stay tuned.**



1968



1968 First U.S. Navy contract for control and communications equipment, employed in the ASW (Anti-Submarine Warfare) program at Patuxent River, Maryland. Compunetics was involved in this program until 1979.

compunetics

Compunetics, Inc. is incorporated — Dr. Coraluppi created the name by combining “computer” with “cybernetics.” The offices were located on Saltsburg Road in Penn Hills, just behind the building of an ice cream store.

1969



Compunetics enters the Printed Circuit Board (PCB) market and moves to the Monroeville Industrial Park (now Monroeville Business Park) on Seco Road.

1971








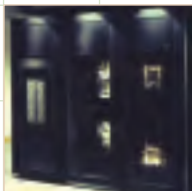



Simulation facility for U.S. Army's antiballistic missile system, “Safeguard,” at the White Sands Missile Range in White Sands, New Mexico. Compunetics had complete design, production and integration responsibility.

1976



Development of enabling technology for the SURTASS submarine detection technology, later used by the U.S. Navy to control the world's underwater traffic. Naval Ocean System Command, San Diego, California.

1979 Employee Stock Ownership Plan (ESOP), an improvement to the company's profit-sharing plan, established immediately after corresponding legislation was passed by U.S. Congress.

1986	1987	1988	1990
  		 	  
<p>1984 Development and installation of camera positioning system at the U.S. Steel Homestead Works. The non-contact measurement system allowed operators to safely and accurately measure hot steel slabs for cropping by a shear knife.</p> <p>First NASA contract, worth \$4 million, to develop the first large-scale conferencing system on the market, expandable to 4,000 ports.</p> <p>1987 First U.S. Patent (#4,654,842): "Rearrangeable Full Availability Multistage Switching Network with Redundant Conductors." Basis for the Compunetix Space Division Switch which is the core of the original NASA VSS and VDS conferencing systems and CONTEX 240 & 480. The company would subsequently earn three more U.S. patents and several patents in nations around the world.</p>	<p>First visit by Pennsylvania U.S. Senator Arlen Specter. The visit, and meeting with Dr. Coraluppi, drew media and public attention to the importance of high technology jobs to the region.</p>	<p>Compunetix ISD (Instrumentation Services Division) produces its first Surface Mount (assembled) circuit board for IBM in Boca Raton, Florida, used in one of the first IBM PCs.</p> <p>1989 Compunetics enables successful completion of IBM RP3X, 64-Way Parallel Processor Prototype System, a milestone supercomputer that achieved significant advances in the research of particle physics.</p>	<p>Visit by Vice President Dan Quayle, including tour of facilities and meeting with Dr. Coraluppi, resulting in extensive media coverage for Compunetics.</p>

On the company:

"There are many things that have been constant in the company. Number one is the desire to develop an environment where there is intellectual stimulation for everybody who is part of the team. That means accepting challenges that people think may be insurmountable."

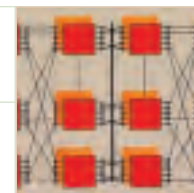
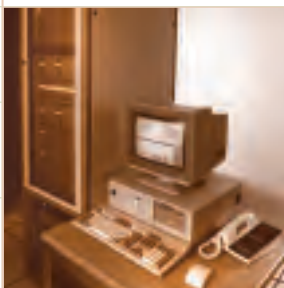
DR. GIORGIO CORALUPPI
President, Compunetics, Compunetix, Chorus Call

1990

1990

1992

1994



First sale of CONTEX to FAA (\$4.5 million contract). Development and delivery of a dedicated voice telecommunications system, a critical element of the FAA's Central Flow Control Facility program, used to control the nation's air traffic.

Second U.S. Patent (#4,975,909): "Broadcast Network." Still used today in "conferencing engine," although the number of ports that can be handled has multiplied significantly.



1990 Compunetix is formed as a separate corporation to undertake commercial applications of unique, advanced voice and data switching and conferencing technology.

1990 Third U.S. Patent (#4,654,84): "Programmable Conferencing Module for Ring Arrays and Switchable Ring Array Networks." Digital conferencing ring technology used to enable the core products of Compunetix.

1992 Compunetix adds Concert Call division, a precursor to Chorus Call, Inc., to provide teleconferencing services.





CONTEX 240 is introduced to the commercial market and is installed the same year at the U.S. Senate, which remains a customer to this day.

1993 Chorus Call SA (Lugano, Switzerland) opens; the first international office for Chorus Call with eight others to follow.



1993 Chorus Call is incorporated.

Mini-CONTEX introduced: 120-port capacity, digital multipoint teleconferencing system.

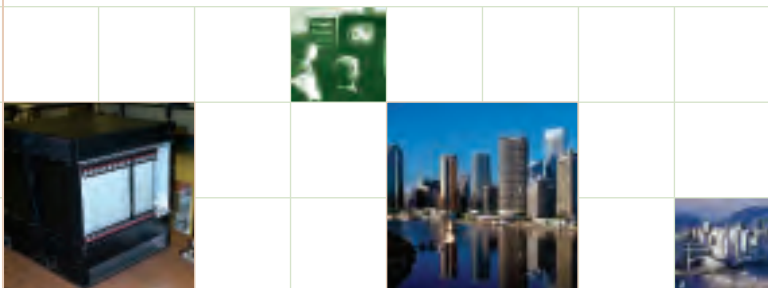
1996					1998					2000				
					 									
<p>1995 CONTEX 480 is introduced, doubling the ports of the CONTEX 240. The larger capacity ushers in the era of on-demand reservationless conferencing.</p>					<p>1996 ORCHESTRATOR videoconferencing platform introduced. The next year the International Teleconferencing Association (ITCA) selects the ORCHESTRATOR 80 as winner of the Product/Services-of-the-Year Award in the Multimedia category.</p> <p>Compunetics develops and installs hardware platform for the IBM Deep Blue computer, the first computer to defeat a reigning World Chess Champion (Garry Kasparov).</p>					<p>1997 First multiprocessor system for the Trident Nuclear Powered Submarine</p> <p>1998 Compunetix opens new six-story, 103,000 square foot facility at 2420 Mossie Blvd. in Monroeville, Pa., more than doubling the capacity of the nearby Seco Rd. location.</p>				
					<p>1999 Chorus Call Italia, S.r.l. (Milan, Italy) opens.</p>					<p>2000 Boeing Reusable Space Systems awards Compunetix its annual "Exceptional Company Performance Award" for support of the voice communications system for Boeing Engineering/Mission Support Room for NASA Space Shuttle launches.</p>				
					<p>2001 Compunetix and Chorus Call, formerly subsidiaries of Compunetics, are spun off to create three independent entities.</p> <p>2001 Acquisition of Chorus Call (Pty) Ltd. (Johannesburg, South Africa).</p> <p>2002 Chorus Call Hellas A.E. (Athens, Greece) opens.</p> <p>2003 Acquisition of Conference Call do Brasil S.A. (Sao Paulo, Brazil).</p>									

On the pride in what we produce:

"If I were a painter, the painting would be a reflection of who I am. Well, if I design a machine, the machine is also a reflection of who I am. Our employees have this sense of ownership, the sense that what you are doing is, to some extent, what you are."

DR. GIORGIO CORALUPPI
President, Compunetics, Compunetix, Chorus Call

2004



CONTEX Summit introduced: Industry's first Concentrated Media Processor (CMP), combining the quality and reliability of traditional conference hardware with the scalability and flexibility of a media server.

2004 Acquisition of Chorus Call Australia Pty Ltd (Brisbane, Australia).

2004 Chorus Call Canada Corp. (Vancouver, British Columbia, Canada) opens.

2004

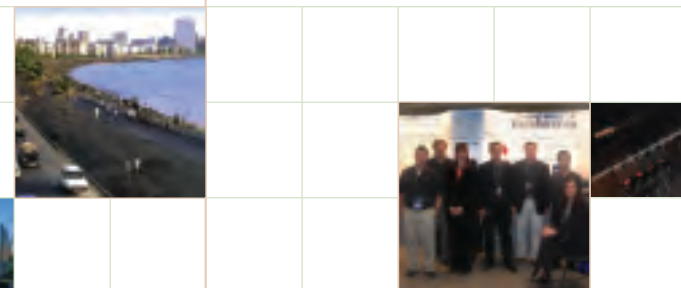


"Take Time to Vote" initiative for which Dr. Coraluppi gives employees who vote during the work day "paid time off." He and the company are featured by local news media for the effort.

2005 Chorus Call Germany GmbH (Frankfurt, Germany) opens.

2005 Chorus Call Conferencing Service India Private Limited (Mumbai, India) opens.

2006



CONTEX Summit IP Solutions delivered, allowing customers to network over the Internet through Ethernet connections, as opposed to older TDM, circuit-switched networks.

On the future:

"We are currently designing a machine that is going to be used initially for video conferencing, but that has specifications that have much, much greater potential than just video conferencing. And there are projects in printed circuit boards that have significant enabling roles for the whole industry, and they are very exciting. The people who are working on it are excited. That is the great thing."

DR. GIORGIO CORALUPPI
President, Compunetics, Compunetix, Chorus Call

2006



First sale of Summit to China, one of the most important, fastest-growing markets in the world.

2007



Fourth U.S. Patent (#7,239,606 B2):
“Scalable Configurable Network of Sparsely Interconnected Hyper-Rings.”
Interconnects a large number of microprocessors to share and manipulate information effectively and efficiently, moving information with minimal delay. The invention is at the heart of the Advanced Ensemble Continuous Presence/Transcoding implementation for the ORCHESTRATOR and VIRTUOSO.

2007



Dr. Coraluppi and Gerard (Jerry) Pompa, Vice President and Division Manager of the Compunetix Communications Systems Division (CSD), receive TeleSpan Pace Award, designed to honor teleconferencing professionals making more than a decade of contributions to the industry.



CONGRATULATIONS *and* THANK YOU *to these employees who serve with passion, dedication and*



thirty plus

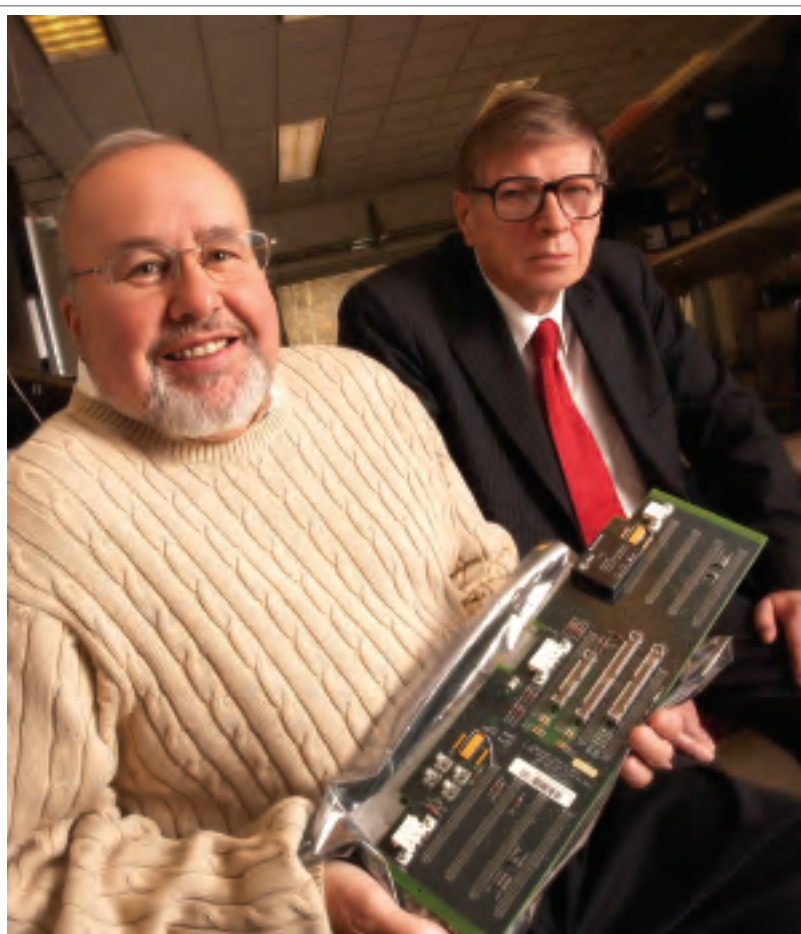
left to right, first row LARRY L. COREY, GARY J. SCHUETTE

second row DENISE M. BERKSTRESSER, MARISSE LYNN NAUGHTON, JANET L. GERTHOFFER

third row DENIS J. GIELAS, OSCAR A. CURTIS, TERRENCE CULLIGAN, ROBERT J. HANNUSH, MARGARET E. ZWAHLEN,
JOSEPH M. SPATARA, TERRY ZIMMERMAN, ARCHIE LOUGHREY III

MARYANN MILCIC *not pictured* JOHN L. DRISCOLL *pictured on adjacent page*

*their customers and co-workers
professionalism, and have done so for more than half of the company's lifetime.*



Terrence Culligan: Record-setting service

DR. CORALUPPI HIRED TERRY CULLIGAN IN MARCH, 1969...JUST A FEW MONTHS BEFORE AMERICANS FIRST STEPPED ON THE MOON. NOW THE MATERIAL CONTROL MANAGER AT COMPUNETIX, TERRY SETS THE RECORD FOR LONGEST CONTINUOUS SERVICE WITH 39 DEDICATED YEARS.



twenty-five plus

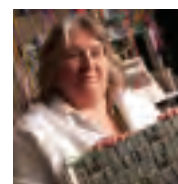
left to right, first row CHRISTINE H. SCOTT, GWEN MILES, BETTY MOXSON,
DONNA M. VANSYCOC, JEROME M. SCHMITT

second row JERRY M. KNOX, JOHN A. SUSKA, MARK W. KOPA, THOMAS G. KNIGHT,
CHARLES S. GORSKI, JANET R. HELD, SHARON KRAMER

JAMES F. WALKER *not pictured* KATHY L. CRISMAN *pictured below*



JOHN L. DRISCOLL
30+ YEARS



KATHY L. CRISMAN
25+ YEARS



MICHAEL F. GIELAS, JR.
EMPLOYED 1968-2004
RETIRED

twenty plus



left to right seated ANITA J. SIMMS, PAMELA M. SKWARKO
standing SUSAN V. GASBARRO, MICHAEL A. SWIDORSKY,
CHARLES W. BROWN, VICKY L. YEAGER,
MICHAEL F. KIRBY, BRENDA S. BOEHME



left to right seated MARY AGNES MARUSKO, GLENN MARROW,
JAMES J. MONDA, JR.
standing CINDY STEMMLER, MARK MANN,
JODENE C. SANDIN, JOSEPH P. KASUNICH,
BETHANN LANG, MILDRED O'LEARY, TIMOTHY SCHMITT

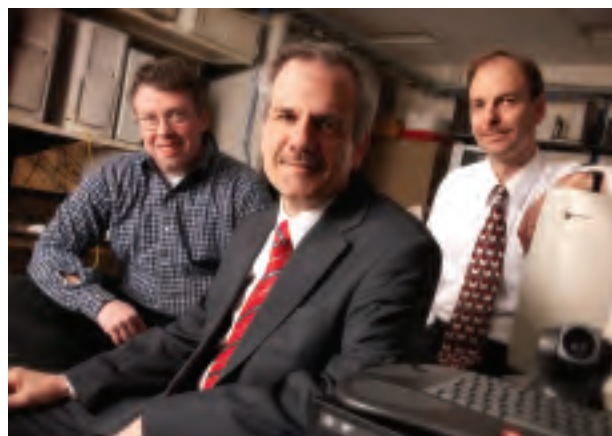


left to right seated HOLLY O. HEBDITCH, RICHARD H. BOSSARD,
JAMES L. KLUEBER, OMAR SHAHEED
standing LAN WAI WONG

CANDICE P. ULISHNEY *not pictured*
RICHARD L. YEAGER *not pictured*



left to right KAREN BALBACH, WENDY NICHOLSON



left to right BENJAMIN H. KROKOSKY, GERARD A. POMPA,
MICHAEL L. HOCKENBERRY,

IN MEMORIAM

As we commemorate our 40th anniversary, we pause to honor the memory of:



THOMAS W. HUNTER



GEORGE J. SCHMITT



DR. DAVID L. SPENCE

The vital contributions of these directors, their guidance, faith and wisdom, still resonate in the current culture and achievements of our companies. Today, each of us reaps the benefits of their integrity and dedication, and they are greatly missed.

JOE KASUNICH

*Vice President and Division Manager,
Instrumentation Systems Division, Compunetix*

On employee-customer connections: *"You often build a connection between the customer and employees. When our customers come in, we give them a tour, and they're thrilled to meet the people that consistently work on their projects. We try to allow our employees to ask questions of the customers and discuss the product—and a lot can come from that, on both sides. I will never forget the day that we had some very important customers who came to our facility and met one of the women, a long-time employee, who worked on their project and took a lot of pride in what she did for them. When the customers walked in she stood up in the shop and hugged them. It was just one of those great moments, seeing how attached she was to their product. And it was a mutual appreciation, because this major customer, with a huge project worth hundreds of millions of dollars, was meeting a Compunetix employee who was enabling it to happen."*

On the reaction of new employees to the Compunetix culture: *"A new employee once said to me, 'I worked for a company for 20 years before I started at Compunetix, and they never once gave me a Thanksgiving turkey.' So, one of the things that amazes me is the attitude of new employees when they tell you how great it is to work here. Whether it's, 'Wow! We get vacation time the day we start,' or 'Hey, I got a turkey to take home.' It's not the \$15 or \$20 that the turkey costs. I think it's just the idea that the company cares to carry on that tradition. The company recognizes that the employees ARE the company"*

JIM KLUEBER

*Division Manager, Video Systems Division,
Compunetix*

On Dr. Coraluppi's commitment to technology: *"He is a quality guy. He will come in and sit in our design reviews and he will contribute to those design reviews. He won't just sit in there to just see what is going on; he is into the technology. Being able to work for a president like that who has always invested very heavily into R&D, that is a commitment and that is the type of person, and type of company, I want to work for."*

On the future: *"This is what excites me about the future of Compunetix, and our role in the area's technology community. For the last 15 to 20 years we have been into conferencing, but I can see us branching into a lot of other areas. At the Pittsburgh Technology Collaborative and Robotics Alliance I see robotics applications that we could easily impact. The type of information processing they need to do with the real-time processing—we are doing very similar levels of that in our video and audio conferencing products. And the kinds of things we are developing for video can be used for robots—for defense, surface exploration, mining, whatever it happens to be. So the future of Compunetix is very bright, because we have a lot of knowledge in-house and a lot of excellent technology that has absolutely widespread applicability."*

"Celebrating with company shipping parties after a grueling efforts to meet deadlines (or) delivering the "FAA" proposal to DC in 2 hours 56 minutes with 4 minutes to spare before deadline in a two-car race.... And the Oscar goes to: Dr. C. I have known Dr. C since 1968 with a "working" relationship & admiration of him. What an example of perseverance, dedication, and honesty. I am proud to be a part of this 40th and to know him."

■ **Denis Gielas, Engineering Services/Compliance Manager, CSD, 30 years**

"We've come a long way. Let's have a party!"

■ **Richard L. Rouse, Shipping/ISD Receiving Clerk, 10 years**

JERRY POMPA,

*Vice President and Division Manager,
Communications Systems Division, Compunetix*

On quality product: *"Supporting the launch of a space shuttle or landing airplanes requires a very reliable product, and that's why customers call us to do those things. But commercial users demand and require and deserve the same level of reliability for all their reasons. Bank mergers, corporate mergers, whatever. They're putting together multi-billion dollar deals. It has to work. So we're really big on that."*

On quality employees: *"At Chorus Call, for example, Dr. Coraluppi requires that every operator have a bachelor's degree. We want super, high quality people providing superior customer service, providing very high-touch customer services, and that's going to retain our customers for us."*

On Dr. Coraluppi:

"He's passionate about making sure that there's an environment where people can have a professional challenge to satisfy their personal growth, to generate a good livelihood, and to generate a good future, both financially and professionally."

"We can never underestimate the ESOP and educational benefits. They are one of a kind and very generous."

■ **Jerry Schmitt, Director of Global Services, Chorus Call, 29 years**

"My favorite thing about working here, hands-down, are the employees. Bright, dedicated engineers focused on bringing new ideas to fruition. A high level of teamwork and a special emphasis on meeting customer needs."

■ **Robert Haley, Director of Marketing, CSD, 11 years**

"Favorite things about working here: The culture, the people, our great building and facilities, and the family-oriented commitment of our leader."

■ **Sam Bain, Sales Engineer, ISD, 5 years**

"My co-workers are my extended family....Technology runs the company. Employees are constantly learning new skills...Watching the growth of the last 15 years has been amazing. I remember when Chorus Call started with three employees and two customers. I can see satellite offices all over the world within the next 40 years."

■ **Janis Baker, G & A, Accountant, 17 years**

*In Their Own
Reflections on*

"The variety of jobs and the fact that you can learn something new everyday... The people who work here. They are always there for you when you need them. In good times or bad. They make the company special...Here's to another 40!"

■ **Brenda S. Boehme, Wireperson, ISD, 22 years**

"A 'whatever it takes' attitude through good and not-so-good times. What do you do when your back is against the wall? Dr. Coraluppi said, 'You move the wall.' He keeps a very positive direction...It's been quite a ride, but, 'You ain't seen nothing yet!'"

■ **Terry Culligan, Material Control Manager, ISD, 39 years**

"Favorite thing: Working with the other engineers as a team to solve customer problems."

■ **Angela Eagle, Software Engineer, CSD, 11 years**

"Good people, clean and healthy environment, and safety....No place like home, Compunetix is my second home and family. Compunetix has state-of-the-art technology and products, professional and employee loyalty...Happy 40th anniversary! It just looks better and better every year. I am proud to be a Compunetix employee."

■ **Doddy Hadisapoetro, Buyer, ISD, 13 years**

"The personalities, diversity of skills...The vision of the company to poise itself as a dominant force in the conferencing market place...I have NO doubt that this company will be around for another 40 years!"

■ Robert Driscoll, Software Engineer, FSD, 11 years

"..To see a dream of one person become the dream of others."

■ Jerry Robison, Facilities Manager, 12 years

"Reading about future technology is one thing, playing an active role in it is another!"

■ Anthony Silvio, Films/AOT, Image Tech/Cam Tech/Cadd Tech, 11 years

Words...

40 years of looking forward.

Fliers entitled "Share Your Thoughts" were posted at company facilities and employees eagerly accepted the invitation to reflect on the company, Dr. Coraluppi, their co-workers, and more.

Enjoy these random thoughts, in random order.

"The sense of community and commitment here is much higher than at other companies. Also the quality of the people who work here is greater. I have never worked in an environment with so many nice and exceptionally skilled individuals. This environment is uniquely conducive to learning and growth both on the personal and professional levels, such that one is limited more by the scope of their imagination than the breadth of their position."

■ Katherine Hough, Software Engineer, Chorus Call, 9 years

"Opportunity—If you're willing to take on a challenge don't be afraid to ask...For Chorus Call, it's definitely the people. I know it's cliché, but even internationally the core group of people are great to work with...Congratulations Dr. Coraluppi. And thanks for staying right here in Pittsburgh."

■ Derek Payne, Video Operations Coordinator, Chorus Call, 3 years

MIKE HOCKENBERRY

Division Manager, Federal Systems Division, Compunetix

On the FAA project, 1990: *"At the FAA Command Center in Herndon, Virginia they were moving into a brand new building. It was typical for an engineering team—we were struggling with the schedule and last-minute challenges. The FAA made a big deal out of running a shift when they first moved in. They had the whole ribbon-cutting ceremony and all kinds of celebrations. And we had engineers sleeping on bubble pack just so we could be on site to make sure everything was working perfectly for them. It was exciting to be a part of that."*

SABINA CORALUPPI

Director of Operations, Chorus Call

On Chorus Call video conferencing... and saving lives: *"Servicing customers well and seeing the impact of our technology is very rewarding. A few years ago, I remember receiving a call from one of my contacts at a hospital we service regularly. My contact exclaimed: 'Sabina—One of the surgeons who attended last month's video conference was presented a few days later with a case that was very similar to the one discussed over video. The surgeon sent an email thanking us for the video program and explaining that our conference helped him save a life.'"*

On Dr. Coraluppi, her father: *"A good businessman, a good scientist, a good mentor, and a good father. A true renaissance man. He is extremely knowledgeable on so many different subjects. He can translate Greek into Latin, he can answer questions on world history and current events, he can engage in philosophical discussions, and he can work on abstract mathematical problems. There aren't many renaissance people out there."*

On her father's courage: *"In terms of what makes him a good businessman and a good scientist, I would say that he is focused, determined, brilliant, and very brave. To accomplish what he has, despite the many challenges, you need a lot of courage. I remember a picture hanging in his office. The picture showed a small ship in a harbor, surrounded by a stormy ocean. The text said: 'A ship in harbor is safe, but that is not what ships are built for.'"*

TIM SCHMITT

Engineering Manager, Compunetics

On the company philosophy of "wearing many hats": *"I had a business card with a bunch of blocks for the title. Depending on the week you just checked that block. You could be anything. That's one of the great things about working here. Dr. C. believes that to do a good job you need to have broad experience, to know what's going on in all segments of the company. In other words, you can't understand what it's like to be a production manager unless you are one. You can't relate to a production manager as a sales manager."*

On the value and excitement of new research, and new creations: *"At Compunetics you are allowed to 'do.' Dr. C's philosophy is basically unrestrained research, developing new ideas and basically giving free rein or a long leash. You have to make money and he helps you do that, but you're allowed to follow state-of-the-art and develop those processes. When I was technical director, and ever since, we would go out and find a customer that needed something that's never been done before, we would talk them into giving us an order and we would develop new techniques. There's been a never-ending list of accomplishments."*

On the pediatric heart sensor: *"We developed a pediatric sensor for an ultrasound and it had to be tiny, about the size of a pencil eraser. It was complicated, with eight layers and all sorts of weird structures of connections. We made it, and it was actually sent down a newborn's throat and placed near the heart. The doctors said that by detecting a heart problem with this device within the first three months of life there was a 90% chance that it could be corrected, as opposed to waiting after that when it was usually fatal."*

CHORUS CALL

Lugano, Switzerland



left to right: Carmen Sanchez, Ben Brenner, Pascale Hersberger, Ylenia Megna, Michela Solca, Gaudenz Beretta, Betti Suergiu, Cristina Gasparotto, Massimo von Alvensleben, Viky Koutantis, Katia D'Argenio, Stéphanie Bartocci, Marlene Eichmann, Patrick O. Gratz, Jairo Andres Vasquez

Milan, Italy



left to right kneeling: Renata Zanchi, Emanuela Craveri
standing: Paolo Prando, Claudia Gruppioni, Silvia Crosti, Sherry Carling, Massimiliano Stanca
inset: Federica Mauri

Johannesburg, South Africa



left to right seated: Jackie Gaunt, Charmaine Karappen, Elizabeth Motsbegwa
standing: Dylan Moss, Louise Davis, Ari Meyerthal, Priyashini Moodley, Felicity Hecht, David Cameron

Athens, Greece



left to right: Manolis Kazantzidis, Myrto Basdravala Themistokles Kardambikis, Chrysa Kardambikis, Marina Skombis-Anagnostopoulou, Evi Stathouli

Chorus Call around the world... *These photos from our international offices are a portrait of a distant, yet close-knit, family. Bringing the world together through the highest quality conferencing services is their common goal.*

From all of us at the United States headquarters to all of our co-workers around the world...thank you!

Lugano, Switzerland

Milan, Italy

Johannesburg, South Africa

Athens, Greece

Sao Paulo, Brazil

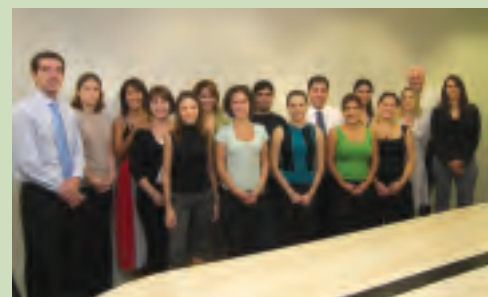
Brisbane, Australia

Vancouver, British Columbia, Canada

Frankfurt, Germany

Mumbai, India

Sao Paulo, Brazil



left to right: Marco Antonio Casini, Rosanna Curci Madeira, Jandira Dera Santos, Ana Filipa Horemans, Melise C. Bragion, Jaqueline F. Gomez, Silveria Ninin, Moises M. Pinheiro, Jr., Caroline Cuvace, Francisco Moscaritolo, Gilmara Deoli Tavares, Alessandra Ferreira, Natacha Grazi Cravero, Luciana Schwab, Christopher Potter, Bruna Wells Amato
not pictured: Stephanie Ruiz, Kleber Casini, Vilma Dandida De Almeida

Brisbane, Australia



left to right: Letechia Wilkinson, Jane Edmiston, Jodie King, Tanith Gordon, Phillip Wing, Morley Foster
not pictured: Julianne Downes

Vancouver, BC, Canada



left to right: Brock Stine, Maria Shechter, Andrea Bargetzi, Gaylene Van Dusen

Frankfurt, Germany



left to right: Patrick Gratz, Jens Braun, Michael Merz

Mumbai, India



left to right seated: Rochelle Fernandes, Jerry Bindra, Soniya Pillai
standing: Pratik Arora, Marina David, Pinkesh Sanghvi, Valentino Dowling, Poonam Sanjanwala, Eish Arora
not pictured: Anujit Saha



Profiled by the tech press...

RECENTLY PITTSBURGH TEQ MAGAZINE,

PUBLISHED BY THE PITTSBURGH TECHNOLOGY

COUNCIL, SPOTLIGHTED THE CONTRIBUTIONS

OF THE COMPUNETICS FAMILY OF COMPANIES

TO THE INDUSTRY AS A WHOLE, AND

TO THE BURGEONING WESTERN

PENNSYLVANIA TECHNOLOGY

COMMUNITY IN PARTICULAR.

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President and Director

Luisa Coraluppi
*Director
Stockholder*

Stefano Coraluppi
*Director
Stockholder*

Timothy Schmitt
*Director
Engineering Manager*

Adeodato Vigano
*Director
Stockholder*

Constance F. Michael
*Controller, Secretary and
Treasurer*



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*Controller, Treasurer,
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*Secretary
Attorney-at-Law*

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*Director
Stockholder*

Terry Zimmerman
*Director
Division Manager,
Video Conferencing Services*

Gordon Scherer
Chief Financial Officer

Joseph Onomastico
Controller and Secretary



FORTY YEARS OF COMMON VISIONS, CELEBRATING
ACHIEVEMENTS, WEATHERING STORMS. FORTY YEARS OF
HIGH EXPECTATIONS AND ACCLAIMED INNOVATIONS.
TO OUR ENTHUSIASTIC, LOYAL EMPLOYEES AND TO
THE CUSTOMERS AND CLIENTS AROUND THE WORLD
TO WHOM WE DEDICATE OUR SERVICE...THANK YOU!

40 YEARS OF LOOKING FORWARD

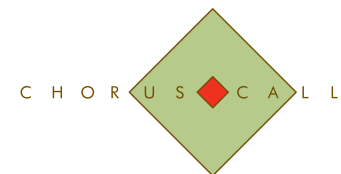


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