

Montclair Kimberley Academy's recent achievement in receiving the U.S. Department of Education's Blue Ribbon Award.

The Blue Ribbon Award gains its prestige from the intense competition it generates. Nearly 500 public and private schools throughout the United States, Virgin Islands, and Puerto Rico were nominated for this honor. Montclair Kimberley Academy is 1 of 161 secondary schools and only 9 independent schools to receive this award.

The schools were judged by a panel of 100 recognized school educators and local leaders. These individuals evaluated the schools on the basis of several criterium dealing with the academic accomplishments and dedication of both the students and teachers.

The Montclair Kimberley Academy has been providing sound education to its students for over 100 years. Since its meager beginning as a one-room schoolhouse of only 35 students, the academy has been dedicated to a curriculum focusing on individual attention and the freedom to develop personal initiatives. Over the years, this center of learning and culture within my district has seen many considerable changes. A strong school spirit and a loyal alumni had a great deal to do with building this school into such a proud institution. Today, the Montclair Kimberley Academy spans three campuses and educates over 1,000 students from kindergarten through grade twelve.

The true strengths of the Montclair Kimberley Academy are the special relationships between the faculty and students and the welcoming and productive learning environment it provides. Working together, the students and teachers of the academy affirm their commitment to the words on the school seal: knowledge, vision, and integrity. This Blue Ribbon Award is a tribute to the teachers for their hard work and dedication to personalized attention and to the students, whose curiosity and motivation is matched only by their achievements. It is my hope that the Montclair Kimberley Academy's long traditions of excellence in education will provide a shining example to other schools, both public and private, so that they too, might rise to new levels of academic excellence.

TRIBUTE TO EDWIN MICHAEL
TRAYNER, M.D.

HON. MARGE ROUKEMA

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 6, 1996

Mrs. ROUKEMA. Mr. Speaker, I rise to congratulate Dr. Edwin Michael Trayner, on his completion of service as president of the Bergen County NJ Medical Society. Dr. Trayner is a dedicated and talented physician whose skill is well respected by colleagues and patients alike. He has served the medical society with distinction and I am pleased to extend our congratulations to him on this occasion.

Indeed, the medical community has been fortunate to have a person of his outstanding accomplishments to serve the public.

Dr. Trayner, who holds undergraduate and medical degrees from Columbia University, began his career as an intern at Roosevelt Hospital in New York in 1956. He did postgraduate work at Harvard Medical College in

1957 and 1958, then returned to New York for residencies at the Bronx Veterans Hospital and the Manhattan Eye and Ear Hospital. He held a teaching appointment at Manhattan Eye and Ear until 1993 and performed a fellowship in ultrasound of the eye there from 1968 to 1975.

Dr. Trayner, who is board certified in ophthalmology, has his home and private practice in ophthalmology in Tenafly. He is affiliated with Englewood Hospital, where he is a former chief of ophthalmology, Holy Name Hospital in Teaneck, and Manhattan Eye and Ear Hospital.

Dr. Trayner is a member of the American Board of Ophthalmology, the American College of Surgeons, the American Medical Association, the New York and New Jersey Academies of Medicine, the Medical Society of New Jersey, the Medical Society of Bergen County and the New Jersey Academy of Ophthalmology and Otolaryngology, of which he is a former president.

Dr. Trayner's service to the Bergen County Medical Society dates to 1963, the year he became a member. He served as a member of the executive board from 1990-94, as president-elect in 1995, and president in 1996. He has provided exemplary leadership that has helped establish the Bergen County Medical Society as one of the most respected groups of medical professions in the region.

During these recent years, when health care issues have risen on the congressional agenda, Dr. Trayner has been a reliable and valued resource to me and the New Jersey delegation. We greatly value the contributions to the debate of Dr. Trayner and the Bergen County Medical Society.

Our Nation enjoys the world's highest standards for modern health care, which is vitally important to every citizen. Dr. Trayner has exemplified the highest professional standards. We express our deepest gratitude to Dr. Trayner and physicians like him who see that the highest quality of care is maintained. Best wishes to Dr. Trayner as he continues his exemplary service to his patients and the Bergen County community, and to his wife, Rita, and their three children, Dr. Edwin M. Trayner Jr., Elizabeth L. Monz, and Andrew J. Trayner.

CORPORATE RESPONSIBILITY AT
HOME AND ABROAD

HON. BART GORDON

OF TENNESSEE

IN THE HOUSE OF REPRESENTATIVES

Thursday, June 6, 1996

Mr. GORDON. Mr. Speaker, today one of my constituents from Northern Telecom [Nortel] participated in a congressional panel discussion on corporate responsibility at home and abroad convened by my colleague from Illinois, Representative LANE EVANS. Megan Barry, who is Nortel's senior ethics advisor and is based in the company's Nashville facility, participated on this panel. I would like to commend Megan and Nortel for the fine standard they have set in pushing for ethics in business practices and I commend to you and all of my colleagues, her remarks:

CORPORATE RESPONSIBILITY AT HOME AND
ABROAD

(By Megan Barry)

Good morning. My name is Megan Barry and I'm here today representing Northern

Telecom, Nortel. Nortel is an \$11 billion global corporation with 63,000 employees around the world. We build, design, and integrate digital networks for information, entertainment, education and business. In the U.S. we have over 22,000 employees at major facilities such as Raleigh, NC, Dallas, TX, Atlanta, GA, Santa Clara, CA, Nashville, TN, Sunrise, FL, McLean, VA. Nortel is very honored to be included in these discussions today.

All of the companies that are represented here today are being recognized for something "exceptional"—for example, Pfizer is here because they provide low income individuals access to prescriptions.

So why is Nortel here? I'm actually here today to talk about what some might consider to be the "unexceptional." I'm here to talk about the day-to-day ins and outs of just being an ethical company.

Unlike a lot of multinationals, we, at Nortel, have an established Business Ethics function. Our function is set up to deal with everyday ethical issues that confront our employees, our suppliers and our customers.

We do this in several ways, but the key piece that has made our function so successful has been the adoption and distribution of our International Code of Business Conduct. We call our Code, "Acting with Integrity."

Before 1995, Nortel had a Code of Conduct—but guess who wrote it? Lawyers. The old Code tended to be more rule-based and had a lot of "thou shalt not" phrases. We felt that it was very important to move towards a more value-based approach. We wanted to provide a "working document"—one that gave our employees help and guidance. So we did something pretty radical—we asked our employees what they wanted to see in a new Code. With the help of the International Business Ethics Institute, we conducted over 35 focus groups in the U.S., Canada, Caribbean and Latin America, Europe and Asia Pacific. We also invited all 63,000 of our employees to read the draft versions of our Code and give us input and ideas. The overall response was amazing. This gave our employees a voice in the process and a true sense of ownership of the completed Code.

This approach also helped us write a document using international language that crosses all of our locations. For example, we use Questions and Answers throughout the Code to make it more readable. One of our focus groups from Europe pointed out a true "North Americanism" for us.

In one question, we ask, "Do people really get dismissed for violating Nortel's ethical standards?" In one of our original drafts, we had asked, "Do people really get terminated for violating Nortel's ethical standards?" The Europeans were horrified. As one focus group member said, "When you say we terminate them—do you mean we kill them?"

Of course the answer is no, you don't get killed for violating Nortel's Code, but yes, you can be dismissed for violating our Code.

It took us a year and many drafts before we had the Code as you see it today. It is something all of us at Nortel are proud of. It addresses a wide range of important ethical issues. For instance, the Code makes it clear that Nortel does not and will not condone the use of enforced labor or child labor. It strictly forbids the reproduction, distribution or alteration of copyrighted materials without the permission of the copyright owner or authorized agent.

But does having a final Code mean its over? Of course not. As I said earlier, we want our Code to be a "working document." Nothing in our business stands still for long and our Code can't either. From the calls our office receives daily, there are already new and emerging issues that we need to address. For example, the Internet raises a whole