



Digital This Week

Volume 15, Number 15

September 12, 1988

Ken Olsen discusses stock price, other matters at luncheon

At a recent officers' luncheon, Ken Olsen, president, addressed several rumors and misconceptions regarding Digital. He emphasized the importance of making sure that employees know how the company is really doing. The following is a summary of his remarks:

Early retirement rumor

"Somebody in the press speculated that we are planning an early retirement program. This is wrong. We hired engineers, software people, and a large number of sales specialists to develop our position in the high-end commercial market. We also have had major projects to secure a major segment for us in the desktop com-

puter business. In both of these areas, we've been a major player, but we plan to be much more significant. These investments are working out very well. We are very enthusiastic about them, and the idea of cutting the staff because somebody suggested it is absolutely ridiculous.

"Somebody in the press also made a connection between our Job Evaluation and Classification (JEC) Project and the rumor about early retirement. That's dead wrong. Rather than being a way to get rid of people, as the person suggested, JEC is part of our effort to make sure we properly value our people and their work — so we can keep them and attract more good people, as we need them. JEC is a huge effort, something we've needed to do for a long time. And once it's done, it should last us for a good while."

Stock price

"People ask why the price of our stock has fallen so low. Although our profit and our growth continue to outpace the industry, our profit margin is down from what it was a year ago. And, unfortunately, investors tend to focus on the short

term and downward trends, rather than see the underlying goodness and value of what we're doing.

"There are many reasons why profit is down. First, we set out to sell a lot of high-end products last year, and customers didn't buy as many of them as we had anticipated. Fortunately, they bought our workstations and other low-end systems instead. Also, we've been making major investments at both the high end and the low end. These investments temporarily reduce profits, but are important for the future strength and growth of the company.

"So our profit is down. But when you consider the investments we're making, we're doing very well."

Conclusion

"We have some problems. We always have and always will. But we do so many things so right. We shouldn't let the problems be the messages that get out to the outside world. We have so many good things going for us, so many exciting products, so much fun coming this fall." ●

DECworld'88 begins

DECworld '88, the first DECworld exposition to be held in Europe, begins today in Cannes, France, and runs through Sept. 23. This year's theme is "Integrating the Enterprise."

From its origins in the early 1980's as Digital's "DECtown," DECworld has grown to become the largest single-vendor event in the information technology industry. More than 17,000 visitors are expected to visit the Palais des Congres, where the exposition will be held. Some 320 integrated workstations spotlighting Digital systems and know-how will be on display, and visitors will view more than 300 daily demonstrations.

To stage this massive event, Digital has virtually taken over the French Riviera. More than 4,000 rooms in 34 hotels have been booked. Some 3,000 Digital employees from Europe, the United States and GIA will be working at the event. ●

Dom LaCava appointed vice president



Dom LaCava

In recognition of his fine contributions and the significance of his position to Digital, Dom LaCava has been appointed Low End Systems vice president.

Dom has managed the Low End Systems group for over a year. He has made significant progress in strengthening the Low End Systems strategy, organization design and budget, and has implemented important changes to his own staff.

After he joined Digital in 1977, Dom held several senior-level hardware and software engineering positions. From 1984, he managed the creation of the successful MicroVAX family and led the dramatic turnaround in the PDP-11 business. ●

digital

Digital participates in National Quality Month

"Quality First: Beyond Customer Satisfaction" is the theme of the fifth annual National Quality Month (NQM) this October. NQM is sponsored by the American Society for Quality Control (ASQC) which organizes and directs all NQM programs. Digital will participate in several activities along with other corporations that are leaders in the quality movement, such as AT&T Network Systems, Corning Glass Works and IBM.

The theme "Beyond Customer Satisfaction" emphasizes that quality is customer-driven and customer-defined, and that successful companies are achieving quality by taking extra and sometimes unprecedented measures to please customers. A special "Fortune" magazine supplement to be published today will examine how corporations throughout the U.S. are doing this. The supplement will carry a short article about Digital's relationship with Chase Manhattan Bank and a two-page ad on Digital and Quality at Inland Steel.

Digital will also participate in the National Quality Forum, a gathering for corporate and government leaders co-sponsored by ASQC, Eastman Kodak, General Motors Corp., and "Fortune." A series of ads from Digital's television campaign on Quality will be shown to attendees, including one involving NQM Chair Colby H. Chandler, chairman and CEO of Eastman Kodak. ●



Digital This Week

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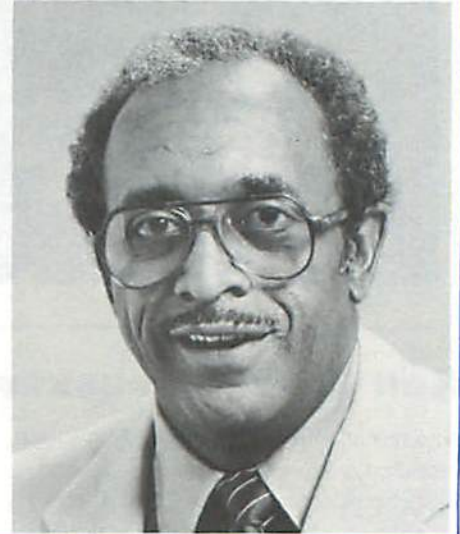
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"Digital This Week" is published every other week by the Corporate Employee Communication Department of Digital Equipment Corp. for its employees in the Greater Maynard Area.

John Sims receives award from National Urban League

John Sims, vice president, Strategic Resources, received the National Urban League's Don McGannon Award at the League's 1988 Conference. The award is given to a member of the corporate community who has demonstrated strong support of the League in achieving its goals. John is a member of the organization's Board of Trustees. Digital is currently involved in networking the League's offices nationwide through a grant from the Corporate Contributions Program.



DIS Achievements Program recognizes excellence, innovation

Bel Cross, manager of Corporate Digital Information Systems (DIS), presented the spring 1988 DIS Achievements awards at the recent IDECUS symposium. The program recognizes individuals and groups in the information systems community who make outstanding contributions to Digital by displaying leadership and by pioneering new ways of delivering integrated business solutions.

The spring '88 award for "Winner with Distinction" went to CAN BUILD, an inventory simulation tool. CAN BUILD is a joint project of the Applied Expert Systems Group and the Inventory Programs Team at Computer Systems Manufacturing. The project team addressed the problem of high inventory. It used artificial intelligence technology to apply rules-based logic that led to both inventory reduction and significant cost savings through improved inventory turnover.

Five other projects were named "Winners:"

- The DRP II (Distribution Resource Planning System) project in Computer Systems Manufacturing.

- The CACHE (Cost Accounting, Capital, Headcount, Expense) project in Business and Office Information Systems MIS Group.

- DSWIFT (Distributed Software Product Introduction Forecasting and Tracking System) project from the European Software Distribution Center in Mervue, Ireland.

- FOCUS Order Management Program from the U.S. Area Order Management.

- X.400 Pilot, a European effort to pilot the use of Digital's MRX product in Europe to extend electronic mail communications to outside business partners.

More information on these projects is available on videotex. To access, type VTX IDECUS or VTX DISINFO at the \$ (dollar sign) prompt. ●

Coping with 'back-to-school' stress

(The following article was prepared in cooperation with the Greater Maynard Area Employee Assistance Program.)

It's 7 a.m. Monday, and your family is slowly readjusting to the back-to-school routine. Your son wants to know if he has any clean socks. Your daughter wants to eat a peanut butter sandwich instead of corn flakes for breakfast. Your spouse reminds you that the car needs to go in the shop because it's still making that funny

clunking noise.

Meanwhile, you're frantically trying to find a substitute babysitter for your youngest child — who just dumped her sister's corn flakes all over the floor — because your regular caregiver's kids all have the measles and neither you nor your spouse can take the day off from work.

Finally, your next-door neighbor agrees to watch the youngest for the day. The

continued on page 7

Bill Hawe promoted to Senior Consulting Engineer



Bill Hawe

Bill Hawe has been named Senior Consulting Engineer, reporting to Tony Lauck, Corporate Consulting Engineer in the Distributed Systems group.

In this position, Bill will continue in his role as manager and technical leader of the Distributed Systems LAN Architecture Group.

Bill joined Digital in 1980. He was instrumental in the design of the 10 Mbps Ethernet, beginning with performance analysis and expanding into the design

and analysis of adapters and systems communicating, using the Ethernet. He has contributed to the design on numerous implementations of the Ethernet across Digital. He was also a major influence on the IEEE standardization of the Ethernet.

Bill also was the leader of the DECnet Architecture Group. In addition, he drove a performance improvement program which aided DECnet's performance over LANs. While in the Corporate Research Group, he was a key member of the design team with the Networks and Communications Group which originated, developed, and created a prototype of the concept of extended LANs. ●

Jane Hamel named Corporate Contributions Manager



Jane Hamel

Jane Hamel has been named Corporate Contributions manager for the Corporate Community Relations Group, reporting to Nancy Dube, manager, Corporate Community Relations. Jane is responsible for all administrative operations for the Corporate Contributions Program, as well as the development and execution of strategies and programs in the areas of education, health care, handicapped, cultural and civic/environmental affairs. In FY88, the Corporate Contributions Program donated over \$26 million in cash and equipment to non-profit organiza-

tions worldwide.

Jane joined Digital in 1980 in the Large Computer Group. At that time, she also served as the administrator for the Marlboro Contributions Committee. She joined the Corporate Community Relations Group in 1982, and was the Corporate Contributions Programs manager responsible for the evaluation and execution of corporate grants in cultural, handicapped, health care and civic affairs. In that capacity, she has also managed major projects including the DECtalk Grant Program, which to date has provided over \$2.5 million in grants to more than 500 organizations for the disabled community worldwide.

She attended Providence College and the Katharine Gibbs School. ●

CSS manufacturing facility earns 'Class A' certification

The Computer Special Systems (CSS) manufacturing facility in Nashua, N.H., was recently given a "Class A" MRPII certification, making it one of only 250 plants worldwide in this elite classification. Manufacturing Resource Planning (MRPII) is a management process that helps plants utilize their resources more efficiently. CSS earned its rating a little more than two years since the MRPII approach to plant management was implemented.

The results of MRPII implementation have included an efficiency rate in the high 80s or 90s in almost all areas of measurement. The plant is at 98% for inventory accuracy and 100% for routing accuracy, according to Pat McCarthy, CSS plant manager.

In addition to the Nashua plant, such Digital plants as Boston, Augusta, Maine, and Clonmel, Ireland, have also received MRPII Class A. ●

Jim Doyle named U.S./Field Headquarters Purchasing manager



Jim Doyle

Jim Doyle has been appointed U.S./Field Headquarters Purchasing manager, reporting to Ron Payne, vice president, Purchasing, and Mike Kalagher, U.S. Administration manager. In his new

position, Jim will provide overall functional management to existing Field Purchasing groups in Field Headquarters and the U.S. Areas, and will develop a long-term Purchasing strategy across the Field. He will also work closely with Europe and GIA to ensure their participation in Purchasing plans and strategies, and will represent their needs to the broader Purchasing community.

In addition to his new role, Jim will remain as the Field Service Logistics Purchasing manager until a migration plan is in place.

He joined Digital in 1977 as Purchasing manager for Maynard Manufacturing, and most recently served as Corporate Field Service Purchasing manager. Jim is a graduate of the University of California/San Fernando, and Loyola School of Law, Los Angeles. ●

'Marketplace' notice

"The Marketplace" in the Oct. 3 issue of DTW will be devoted to seasonal (fall/winter) rentals. Employees who would like to advertise their rentals in Marketplace should send their ads (hard copy only) to Marketplace, CFO2-3/K23, by 5 p.m. Sept. 21. Clearly mark the envelope "seasonal rental." ●

The Marketplace

How 'The Marketplace' works

"The Marketplace" is a free service provided by *Digital This Week* for Digital employees in the Greater Maynard Area. Ads are printed on a first-come, first-served basis, as space allows, regardless of category. If your ad is time-sensitive, keep in mind that ad volume is heavy, so you should allow four to six weeks for your ad to appear in print.

1. When submitting an ad, please include your full name, mailstop, and internal telephone number (DTN).
2. Please submit only one ad at a time. Multiple submissions will not be accepted. Ads will appear only once.
3. Ads must be submitted in writing (hard copy) and sent to Marketplace, CFO2-3/K23.
4. DTW does not print ads for services (babysitting, snow-plowing, etc.) or profit-making enterprises. Ads must be worded clearly, typewritten or printed, and in good taste. DTW reserves the right to edit for space.
5. Ads can be cancelled simply by calling the Marketplace office. If an item has been sold, please cancel the ad so that space can be opened for another listing. If you have any questions about the Marketplace guidelines, call the DTW office at DTN 251-1308.

Appliances

STEREO SYSTEM, Akai AA-R32/L receiver, Akai HX-R5 Cassette deck, EPI Speakers, \$700/80, Brad, 226-5294

GAS RANGE, 30", self-cleaning, harvest gold, excellent cond, \$160/80, Carole, 289-1673

RECEIVER, Sharp MTS/SAP broadcast stereo tv receiver/adaptor, new, \$125, Scott, 273-5462

Freezer, Hotpoint, 15 cu ft, white upright, door lock, exc working cond, \$150, Warren, 273-5201

ELECTRIC STOVE, C.E., 31", gold, door w/window, clock timer, vent, very gd cond, \$75, Ken, 241-3027

Cars

'85 MERCEDES BENZ 300SD, metallic blue, snrf, 29k mi, mint cond, \$30k/80, Fernando, 297-7230

'85 TOYOTA MR-2, am/fm/cass, ac, cruise, z-lock, dealer maintained, 48k mi, \$7200, Jim, 251-1088

'75 CATALINA, good cond, ps, pb, cruise, \$400; '66 GTO, red lacquer, restored, no rust, \$6000, Nigel, 297-7992

'67 CAMARO, coupe, auto, body and interior in excellent cond, radials, Kay, 223-4294

'80 TRIUMPH TR8, rare, convertible, orig 3.5ltr v8, 55k mi, exc restrd cond, \$8000/80, Gene, 221-5737

'85 TOYOTA, extra cab, 2WD pickup, matching cap, 4cyl, 5spd, am/fm, \$3500/80, Cheril, 291-8324

'77 MGB, blue, convertible/hardtop, premium cond, in storage, \$3500, Rick, 291-9114

'87 FORD BRONCO, full size, 11k mi, 6 cyl, 4spd creeper trans, ps/pb, \$13.5k/80, Dawn, 268-3567

'67 THUNDERBIRD, 429 auto, suicide doors, restoratn started, some spare parts, \$1800, Joe, 293-6150

'86 HONDA CRX, 5-spd, white, am/fm/cass, exc cond, \$6500, Grace, 287-3340

'82 VOLVO WAGON, 4-spd/overdrive, am/fm cass, exc cond, \$6000/80, Bill, 293-5984

'83 NISSAN SENTRA WAGON, automatic, 4dr, am/fm, good cond, \$1900, Paul, 226-2307

'82 NISSAN STANZA SE, 2dr htch, pwr snrf, am/fm ster, 5spd man, 83k mi, \$2200/80, Claudia, 289-1570

'83 CHEVY MALIBU WGN, V-6, auto, am/fm, lugg rck, ps/pb, rear defr, exc cond, \$3400, Tom, 296-5261

'80 FORD MUSTANG, hatch, auto, snrf, 83k mi, \$1300/80, Dave, 381-1154

'87 CORVETTE, convert, brgndy/blk-rgtp/chrcol gr int, 10kmi, cover, \$29k/80, Ron, 293-5760

'88 NISSAN MAXIMA SE, sedan, std, 5-spd, red, mint cond, 24k mi, loaded, \$12,995/80, Craig, 275-3444

'84 CHEVY CAMARO, sport coupe, ps/pb, stereo, exc cond, 42k mi, \$4000/80, Carol, 234-5389

'72 CADILLAC COUPE DEVILLE, collector's item, exc cond, all elec, air, \$1500/80, Karen, 275-2451

'79 CHEVY MALIBU, station wagon, 98k mi, good cond, no rust, \$700, Sylvia, 223-8189

'83 PLYMOUTH RELIANT, auto, ac, ps/pb, am/fm/cass, 4 door \$1995/80, Tom, 289-1518

'87 NISSAN SENTRA, 2dr, exc cond, 17k mi, radio am/fm/cass, gray, Jacqueline, 241-3410

'75 PLYMOUTH VALIANT DELUXE, slant 6, ps, gd tires/exhaust, moon roof, \$750, Christine, 268-3087

Furniture

OAK PLATFORM BED, qu sz, 2 full-length drawers undr, bkcs hdbd, matt, \$475, James, 287-3139, Cris, 249-4277

DININGROOM SET, table/2 leaves, oak, 2 captain chairs, 4 straight, \$600, Alana, 381-2291

2 SOFA SET/1 LOVE SEAT, custom made, good cond, price negotiable, C.N., 226-7518

STUDENT DESK, white pedestal, 3 drawers, Sears model, \$75/80, Dan, 223-9761

Miscellaneous

PIANO, Wurliitzer, 42" console, oak, 5yrs old, like new, \$1750, Bruce, 226-2011

MATERNITY DRESSES, professional, mother's work, fall/winter fabrics, sz 6-8, Beth, 244-6178

CAR COVER, Honda Prelude, carry bag, exc cond, used once, Martha, 264-1376

COMODORE C-64C, 1571 disk, xetec prnt interface, PROMAL, GEOS, SW, games, books, \$350, Mike, 297-6563

SEWING MACHINE, Singer one-touch, \$30/80; STEREO RECEIVER, Lafayette, \$20/80, Tandy, 223-4382

TIRES, 2 stlbld radial snows, P/195/75 R14, new last winter, \$175, Diana, 292-2086

SAND TIRES/RIMS, set of 5, for Jeep, 31x11.50-15LT, 4 chrome hubs, cape bch legl, \$500, Kathy, 223-3214

GARDEN TRACTOR, 18hp/6spd, cart, vacuum, snow blower, \$2200, Bill, 223-6204

BRIDGEPORT MILLING MACHINE, 1hp, 42" table, trak dial readout, swivel vice, spray, \$3750/80, Tom, 289-1518

LEVELOR BLIND, for patio door, 80"x84", off-white, never used, \$80/80, Jane, 223-3556

Motorcycles

'88 FLST HARLEY DAVIDSON, heritage softtail, candy wine/crimson, 330 mi, \$8500, Paul, 296-3877

Pets

LAB/AIRDALE CROSS, spayed female, 9 months old, large, house broken, kid lover, free, Kate, 223-6260

HIMALAYAN KITTENS, CFV/CPA registered, males/females, \$200-250, Lou, 223-7493

GOLDEN RETRIEVER, AKC, pups, ready for xmas, (Oct Nov), \$250, Jim, 297-7329

KITTENS, free, 3 male, 3 female, all orange tiger, 8 wks old on 8/21, Norm, 287-3759

PONY, mare, 13-2 hnds, dk bay, Morgan/Welsh, all shots current, grt w/kids, \$700, Joanne, 296-3932

Real Estate

CAMBRIDGE, Harvard Sq, condo, 1000 sq ft, 2 bdr, pkgng, frplc, deck, d/d, \$180k, Beth, 244-6178

WESTMINSTER WOODS, townhouse, 2 bdr, 1.5 ba, like new, Avail Sept 1, \$650 + util, Donna, 297-6172

STOW VT, Trapp family lodge lux timeshare resort, 2br, 2ba, fp, slps 6+, float, wk \$9.5k, Bruce, 226-2077

BROOKLINE, lux condo, grt loc, deeded pkgng, doorman, pool, sauna, ac, funct rm, \$119.9k, Lori, 276-8632

CHELMSFORD, 7rm, 3bdr, colonial, 1.5ba, eat-in-kit, hwd flrs, dtd studio, rt 3/495, \$156k, Chip, 292-2279

WORCESTER, end unit, townhse, 2bdr, 1.5ba, deck, pool, tennis, appl kit, nr 290/20/9/90, \$92k, Cindy, 237-2924

MERRIMACK NH, condo, 2bdr, 2nd flr, end unit, lg appl kit, slider/bal, pool, ten, cable, \$76k, Jimmy, 248-4128

MARLBORO, 8 rm colonial, 3bdr, vinyl sided, 2 car gar, deck, snprc, cath cells, \$175k, Betsy, 223-1389

LINCOLN, 3 + 1 twnhse, walls of glass, oak flrs, centr air, garage, wd stove, \$264.5k, Joyce, 292-2417

CONCORD MA, Concord Green condo, 2bdr, 2ba, exc cond, \$187k, Bill, 262-8527

S.NASHUA NH, townhse condo, 8 rm, \$120k, Bob, 226-7627

LINCOLN NH, at Loon Mtn Village, bldg lot for 4 sea vac home, bldabl 1990, exc vu, \$54,999k, Ken, 237-2082

NORTHBORO, condo, 2bdr, sunny corner unit, slider to bal, pool, nr 20/9/495/290, \$94.5, Deanna, 223-9759

LEOMINSTER, townhse, cntry kit, fam rm, 2bdr, 1.5 ba, 1300 sq ft, new cond, \$120k, Andy, 278-4417

DRACUT, 2-3 bdr, 1.5 ba, nr maj rts, big kit, gar, wd stv, gt nghbrhd, prch, 10ksqft, \$125k, Suze, 247-2586

Recreational Vehicles

SAILBOAT, '86 Shoal Keel, 24' c.g. pkg, jib/main, vhs, dinghy, used 3 mos, \$10,650, Mary Jane, 297-2353

'82 ANNIVERSARY SPECIAL HOBIE CAT, exc cond, 16', yellow, trailer + accessories, Bill, 206-4065

Rentals

N. FRAMINGHAM, bmt apt, all util, walk to Nobecot, quiet, nonsmkr, \$475, avail Oct-Nov, Dennis, 268-3250

ACTON, 2bdr apt, dshwshr, disp, w/d hook ups, priv ent nw cpts/lino, avail 8/1, \$650 + util, Irene, 249-4072

MAYNARD, townhse, 2-3 bdr, furn/unfurn, Kathy, 297-7701

MERRIMACK NH, new condo, country set, br, den, ba, full kit, gas, all socials, \$675 + util, Art, 275-2157

LEOMINSTER, 5 rm ranch, 2bdr, central air, avail Sept 1, \$850/mo, Mary, 297-5071

LONG KEY FL, RV, furnished, tennis, pool, boating, fish avail yr round, \$500/wk, Ann, 291-7587

MARTHA'S VINEYARD, contemp, 3bdr, 2ba, all amenities, avail 9/9-9/16, \$500, 9/18-9/25, \$450, Dan, 234-4855

WORCESTER, Greenhill pkwy, 5 rm apt, nr 290, \$500/mo incl util, Sue, 226-7162

WHITE MTNS, condo, on river, 2bdr, 2ba, slp 6, tennis, swimming, cable tv, wk/wknd, Leslie, 251-1228

Roommates

WHITINSVILLE, female, share townhouse style apt, \$200/mo + 1/2 util, Mary, 292-2150

NEWTON, m/f, prof, nonsmkr, <30, share 3bdr w/2 m's, nr pike/128, prkng, 1.5ba, \$317+, Brian, 237-2303

BOXBORO, f, share 2bdr apt, nr 495/2/BXB, \$350/mo inc util, Joyce, 223-9600

CHARLESTOWN, m/f, navy yard, 15 min wk to dwntwn Bos tennis, pool, 45 min to Marlboro, Rich, 291-7131

ACTON, nonsmkr, share condo, 2bdr, 1.5ba, tennis, pool, classical music, \$450/mo + 1/2 util, Guy, 244-6521

N. ANDOVER, f, nonsmkr, share 2bdr condo, w/d, a/c, dw, pool, porch, weight rm, \$400, Linda, 227-7007

NEW IPSWICH NH, f, share 3bdr hse, lndry rm, 2.5 acre well behved pet ok, \$300/mo + 1/2 util, Lisa, 226-5711

Sporting Goods

SCUBA GEAR, 2 tanks; BC Seaquest ADVI, REGULATOR; WETSUIT/access, prices negotiable, Lisa, 226-5711

BICYCLE, man's, 26" Huffy, 10 speed, 2 yrs old, never used, \$85, Maureen, 296-4239

SCUBA TANKS, aluminum 80s, boot and mesh cover, exc cond, \$120, John, 287-3758

Wanted

UPRIGHT PIANO, good condition, will move, Dan, 293-5107

PARKING SPACE NEAR ACTON COMMUTER RAIL STATION, to rent for overnight use, Nancy, 226-5106

BABY GRAND PIANO, Austin, 223-8819

CAMBRIDGE/BOS/BROOKLINE, sm apt or rm, prv ba, kit, priv, exc ref, mat wman, low rent, Christine, 223-2679

USED MERCEDES, excellent condition, Gloria, 268-3138

OUTDOOR PATIO FURNITURE, Jim, 291-7055

DOUBLE STROLLER, good condition, reasonable, growing family, Mike, 223-8843



Deadlines for 'Digital This Week'

Deadlines for "Digital This Week" have been established to help employees plan events and publicity around certain editions. Deadlines do not pertain to Marketplace, which is first-come, first-served. The next three issues and deadlines for DTW are:

- Oct. 3 issue — Sept. 21 deadline
- Oct. 17 issue — Oct. 5 deadline
- Oct. 31 issue — Oct. 19 deadline.

Women's Basketball League announces 1988-89 season

Looking for something to do Monday nights this fall and winter? The Digital Women's Basketball League announces its 1988-89 season. All captains, persons interested in starting new teams, new players or persons interested in helping or joining the Women's Basketball League this year, should contact league secretary Vicky Triolo, DTN 293-5881 (TARKIN::TRIOLO). Or send interoffice mail to BXB2-2/G03.

A captains' meeting will be held Sept. 19, and a mandatory league meeting will be held Sept. 26. Contact your captain or Vicky Triolo for more details.

On the move

Effective Sept. 15, the following groups will move from Shrewsbury (SHR1) to 500 Nickerson Road, Marlboro, Mass. 01752 (NKS5): CSSE, Tape and Optical Engineering (TOPS), and Storage Technical Operations (STO). The DTN for NKS5 is 291- plus the four-digit extension. The outside number is (508) 490-7111.

Guide to Internal Software Product Authorization Keys available

The Internal Equipment Group (IEG) has been chartered by Digital Information Systems to administer the Internal Product Authorization Keys (IPAKs), which allow specific software to run on VMS Version 5.0. A guide on how to access and use keys has been developed and is available. For further information, please send mail to DISSRV::IEGHELP or call the IEG Customer Center at DTN 273-5515.

Lunchtime seminar on parenting

A series of six free lunchtime seminars on parenting will begin on Wednesday, Sept. 21, in the Oslo Conference Room in the Acton (AKO1) facility. The seminars are geared to expectant and new parents. Spouses are invited. For more information or to register, call Health Services at AKO1, DTN 244-6832.

Calling all bowlers

The Digital Hudson Tenpin Bowling League is looking for people who are interested in being substitute bowlers. The league meets every Thursday at 5:30 p.m. at the Marlboro Brunswick Maple Lanes through May 4, 1989. Contact Jean McCarthy, DTN 241-4287 (WMOIS::MC-CARTHY), if interested.

New league forming

Interested employees are invited to join the new Digital Tenpin Bowling League which is forming in Gardner, Mass. The league will bowl at Gardner Tenpins on Route 2A, Gardner, Mondays at 8:30 p.m. For more information, contact FHQ::GILMOUR.

Quality brochures updated

Corporate Quality has recently updated the following brochures, which are important resources for those involved in Digital's Quality and Customer Satisfaction programs. The brochures can be ordered over the system by sending to ORDER @NRO, by calling DTN 234-4323, or sending VAXmail messages to NEST::MC-NEIL. When ordering, indicate cost center, quantity, badge number and mailing address.

The brochures are:

- Teamwork Tools Quick Reference Summary (Order No. EZ-C7355-61)
- Corporate Quality Education Brochure (Order No. EJ-30415-87)
- Corporate Quality Resource Guide (Order No. EZ-32520-91).

SinfoNova subscriptions available

The SinfoNova Chamber Orchestra of Boston is offering subscriptions to Digital employees for the upcoming 1988-89 season. There will be three concerts in October, February and May, featuring the works of Bach, Mozart, Beethoven, and Strauss, and several premieres by contemporary composers. All concerts take place in Jordan Hall of New England Conservatory of Music in Boston. For more information, look for the SinfoNova flyers at employee information racks in Greater Maynard Area facilities. Deadline for subscriptions is Oct. 12.

Educational Opportunities

Office Applications Training October calendar

For a complete listing of OA courses and locations where those courses will be offered, consult LIVE WIRE, Digital's electronic news system. To enroll, call the OA registrar at DTN 223-2872, -4468, -5820.

ALL-IN-1

ALL-IN-1 Overview PKO: Oct. 11;
QLO: Oct. 5
ALL-IN-1 User MRO: Oct. 11; QLO:
Oct. 6,24; PKO: Oct. 5,10,20,27
ALL-IN-1 User with WPS-PLUS PKO:
Oct. 3,26; MRO: Oct. 31
ALL-IN-1 Electronic Messaging PKO:
Oct. 7,19,31; QLO: Oct. 26
ALL-IN-1 Basic WPS-PLUS PKO: Oct.
6,24; QLO: Oct. 11
ALL-IN-1 Advanced WPS-PLUS PKO:
Oct. 12,26
ALL-IN-1 Fundamentals of Applications
Programming PKO: Oct. 17
ALL-IN-1 Advanced Applications Pro-
gramming PKO: Oct. 31
ALL-IN-1 Manager PKO: Oct. 24

Office Productivity Training

New Hire Orientation Program PKO:
Oct. 31
Essentials for New Secretaries at Digital
MRO: Oct. 17
Keyboard Techniques PKO: Oct. 3
ABC Stenocript PKO: Oct. 3

Gregg Shorthand Refresher PKO: Oct. 3
Advanced Interpersonal Telephone Com-
munications MRO: Oct. 19
Influencing for Results PKO: Oct. 24
Effective Customer Relations PKO:
Oct. 20
Effective Business English and Grammar
Skills PKO: Oct. 17; MRO: Oct. 24
Business Writing Skills PKO: Oct. 11;
MKO: Oct. 26
Achieving Communication Effectiveness
MRO: Oct. 10; MKO: Oct. 3, AKO:
Oct. 24
Techniques for Developing Effective Pre-
sentations OGO: Oct. 17; MKO: Oct.
10; PKO: Oct. 24
Peer to Peer Communication PKO:
Oct. 25
Cost Center Expense Reconciliation
MKO: Oct. 18; PKO: Oct. 11
Maximizing Productivity Through Time
Management PKO: Oct. 10; MKO:
Oct. 19
Planning Successful Meetings PKO: Oct.
19; MRO: Oct. 6
Increasing Personal Effectiveness PKO:
Oct. 26
Secretary/Manager Team Building PKO:
Oct. 12; MRO: Oct. 31
Team Building and Team Leadership
Skills MRO: Oct. 20; MLO: Oct. 5
Advanced Reading Skills PKO: Oct. 31 ●

Maynard Area Engineering Training slates Technical Orientation series

Maynard Area Engineering Training kicks off its fall 1988 Technical Orientation series on Tuesday, Sept. 27, with a presentation on "Low-End Systems Products and Product Strategy" by Dom LaCava, vice president, Low End Systems.

The series is designed to introduce participants to the design development process and groups one needs to successfully drive a product to market. It will run on subsequent Tuesday mornings throughout the fall. The program is targeted to engineers in the Greater Maynard Area who have been hired since September 1987, but all employees interested in Digital's product development process are invited to register.

New additions to this year's series include "Role of Marketing in Product Development," presented by Matt Kochan; "CSSE — Integrating Field Service and Engineering in the Development of Winning Digital Products and Systems," by Henry Adleman; and "The Manufacturing Process," by Rocky Bullock.

To see the complete list of topics or enroll in the program, contact MILRAT::COURSES. The course number is TOS8901. ●

Boston area seminars for October

For registration information call DTN 249-4380 or (617) 276-4380.

Advanced Workshop in VMS System Management

Oct. 3-5 (EY-4830E-S0)
VMS Version 5 Technical Update
Oct. 3-5, 17-19, Oct. 31-Nov. 2 (EY-6977E-S0)

VMS Version 5 Internals Update

Oct. 6-7, 20-21 (EY-6978E-S0)
Relational Database Design Using Rdb/VMS

Oct. 10-12 (EY-2258E-S0)
Implementing a Relational Database Using VAX SQL

Oct. 13-14 (EY-9211E-S0)
VMS Version 5 Planning Seminar
Oct. 13 (EY-6976E-S0)

Laboratory Applications of the MicroVAX II/VAXlab
Oct. 17-18 (EY-6784E-S0)

Designing FMS Forms for Data Retrieval Applications
Oct. 21 (EY-5229E-S0)

Database Technology: The Key to Software Productivity
Oct. 24-26 (EY-AX007-S0)

RMS Structures and Utilities on VAX/VMS

Oct. 24-26 (EY-5224E-S0)
VAX Hardware Overview for the Experienced MIS Manager
Oct. 24-25 (EY-5252E-S0)

VAX Software Overview for the Experienced MIS Manager
Oct. 26-27 (EY-5253E-S0)

Software Engineering Practices
Oct. 31-Nov. 2 (EY-1592E-S0)

Digital to IBM Interconnect Strategy
Oct. 31-Nov. 2 (EY-5251E-S0)

System Performance Management Using VAX SPM

Oct. 31-Nov. 2 (EY-5259E-S0) ●

Molly Sullivan on her way to Summer Olympics

Molly Sullivan, daughter of Joe Sullivan, a scheduler in the Wilmington plant, has won a spot on the American Olympic fencing team. A gold medalist in last summer's Pan American Games ("DTW," Dec. 7, 1987), Molly has been seeded fifth at the Summer Olympic Games, which begin Sept. 17 in Seoul, South Korea.

"We're all tremendously excited," Joe says. "It's a dream come true for all of us."

Molly, who has been fencing since she was 10, won the NCAA women's individual fencing title this year. She's won the American Fencing Association national women's championship, and in 1985, she held every fencing title a woman can hold, including the NCAA women's fencing crown. A graduate of the University of Notre Dame, she is also a four-time all-American, and led her team to the national collegiate fencing championships last year. ●



Molly Sullivan hopes to bring home the gold from the 1988 Summer Olympic Games in Seoul. A member of the U.S. fencing team, Molly is the daughter of Joe Sullivan, a scheduler in the Wilmington plant.

Coping with 'back-to-school' stress ...

continued from page 2

two older ones troop off to the school bus. As you're getting into your car, your daughter comes running back up the driveway. "I forgot to tell you," she pants. "I'm supposed to bring a tomato in for our class science project."

"People used to look forward to their kids' starting school again, because they'd be out of their hair from 8 a.m. till 2 p.m.," remarks Bruce Davidson, Corporate manager, Employee Assistance Program (EAP). "But getting the kids settled into a school routine after a relaxed, non-scheduled summer vacation can be a headache. Things that you may have allowed during the summer, like staying up late to watch TV, can't always be allowed on school nights. Most kids adjust to their new routine in a week or two, but it takes others longer to get back into the swing of things."

Easing your youngsters back into the routines of school, homework, band practice, soccer games, etc., is a real challenge for parents and often a source of stress. It's tough to juggle your youngsters' extracurricular activities with your and your spouse's work schedules, to say nothing of supervising their homework, attending parent-teacher conferences, and drying tears that were shed over a real or imagined slight by a classmate. Being the parent of "latchkey kids" — children who come home to an empty house after school — is another source of stress.

"You may have your personal expectations of your child's performance," Bruce adds. "It's natural to want your youngsters to do well in school, and to encour-

age them to work to the best of their ability. Meanwhile, you still have your regular job to do. If you expect everything and everyone to be perfect, you're heading for disaster."

Bruce offers the following suggestions for managing back-to-school stress:

- Examine your expectations. Are they realistic, given what you know about you and your family? "Sometimes, easing up just a little on yourself, your partner, and your kids can result in a happier, more relaxed household," Bruce says.
- Be flexible. Recognize that everyone needs to transition between work and home activities. Staying in balance as a parent often means being able to switch gears quickly and calmly. Bruce adds that it's natural to feel a little unsettled or a little tense during those first few weeks of school. "Think back to how you coped during the previous school year," says Bruce, "and try to re-use those skills that worked best."
- Teachers and other parents can be sources of support. "It's OK to ask other parents how they handled their child's school anxiety, or to ask a teacher if he has any tips on helping a child with her homework," says Bruce.

The Greater Maynard Area EAP can help employees and their families handle the back-to-school crunch. For confidential assistance, call DTN 223-4439, or (508) 493-4439. Parents seeking after-school care for their children can call Digital's Child Care Resource and Referral Program, DTN 251-1319. ●

Fall registration begins for NTU

Now is the time to register for fall classes available through National Technological University (NTU).

NTU is a satellite consortium of 24 universities which offers master's degrees in electrical engineering, computer science, computer engineering, engineering management and manufacturing systems engineering. Southern Methodist University's master's degree in telecommunications as well as the University of Arizona's master of science degree in optical sciences are also available via the NTU network.

NTU will also broadcast two undergraduate courses, "Digital Computers I and Pascal/Algorithms," available through Northeastern University's engineering technology curriculum.

In the Greater Maynard Area, NTU is currently sponsored at the Mill, Tewksbury, Marlboro, Shrewsbury, and Littleton, with other sites coming on-line in the near future.

NTU's classes are eligible for Digital's tuition reimbursement program and all courses may be taken for either credit or audit. You do not have to apply for admission to NTU's graduate program to enroll for a class.

For further information, contact your site training manager or Theresa McAllister, Maynard Area Engineering Training (MAET), at DTN 223-6602 (MILRAT::MCALLISTER). ●

Digital announces ULTRIX-32 Version 3

Digital announced a major new release of its ULTRIX operating system, ULTRIX Worksystem Software, and products designed to provide ULTRIX and VMS users with connectivity and resource sharing. This enhanced ULTRIX computing environment, together with wide area software for enterprise networks, will be shown at DECworld '88, the company's international customer symposium and showcase for integrated enterprise solutions. The exposition will take place in Cannes, France, beginning today.

By complying with all major industry standards and specifications, ULTRIX-32 V3.0 now provides increased ability for applications to run on computers from multiple vendors (portability).

Markets for the new ULTRIX software include Computer Aided Software Engineering (CASE), scientific research and development, the automotive, aerospace, and oil and gas industries, universities, government agencies and the financial community. To support these markets Digital's ULTRIX application catalog currently includes more than 1,000 ULTRIX software programs.

"Digital currently offers its customers the broadest UNIX-based product line in the industry that is compliant with all key industry standards," said Don

McInnis, vice president, Engineering Systems Group. "Our customers and independent software vendors have expressed a need to protect their technological investments, and as such, we are aggressively participating in the formulation and establishment of industry standards," he continued. "In addition to our sponsorship of the Open Software Foundation, we currently have more than 250 employees participating on 150 standards committees. The work of these committees is reflected in the industry-compliant products we are bringing to market for the benefit of our customers and independent software vendors."

ULTRIX-32 is Digital's enhanced native-mode UNIX-based operating system, and includes more than 200 commands and utilities including program development tools and compilers. Because the ULTRIX operating system is compliant with the key industry standards, independent software vendors (ISVs) and customers are assured that software they develop on ULTRIX-32 will run on other platforms that meet these specifications. This significantly reduces porting time and effort for ISVs, broadens their potential market and therefore helps increase their profitability. ●

New SAVE statement format to be introduced

In response to employees' requests for more detailed and frequent information about their investments in Digital's 401(k) plan, Investor Services is introducing a new SAVE statement format. In addition, employees will receive the statement quarterly — in September, December, March and June — instead of every six months.

The new format provides snapshot totals as well as summary sections for more detailed information.

The new statement will also provide:

- Fund balance information for quick reference and quarterly summaries for

more detail.

- GIC rate information and other fund performance.
 - Information on any outstanding loans.
 - Changes in fund allocation and contribution percent from quarter to quarter.
 - A question-and-answer section for typical queries and key topics of discussion.
 - Touch-Tone® instructions for SAVE transactions.
- Questions about the new statement? Call Investor Services, DTN 223-9357. ●

Touch-Tone is a trademark of AT&T.

SAVE

Alpha Road donates to Camp Paul



Joe Castellani (right), site host manager for Digital's Alpha Road (ICO) facility in Chelmsford, presents a check for \$5,000 to Daphne Freeman (center) and Richard Burkinshaw (second from left), members of the board of directors of Camp Paul for Exceptional Children. Also in the photo are Len Briggs (far left), ICO Facilities manager; David Bausch, ICO Personnel; Roger Breau, ICO Facilities coordinator; and Diane Pierro, ICO Office Services supervisor. The site's Employee Activity Fund donated \$2,500, which was matched by the company's Matching Gift Program. ICO employees also help support the camp's Respite Program by donating the money realized from returnable bottles and cans.

Digital Kennel Club hosts annual barbecue

The Digital Kennel Club (DKC) will hold its annual barbecue at the Ayer Gun Club in Ayer, Mass., on Saturday, Oct. 1, from noon to 5 p.m., rain or shine.

All Digital employees, their families, and their leashed, well-behaved dogs are welcome to attend. For more information about the barbecue, contact Laura Holly, DTN 291-8044 (AITG::HOLLY).

In addition, the DKC will hold its September meeting on Sunday, Sept. 25. For more information about the meeting or the club, contact Victoria Janicki, DTN 381-2582 (MAGIC::JANICKI). ●