



# Digital This Week

Volume 15, Number 3

February 8, 1988

## Digital, Evans & Sutherland announce high-end VAXstation 8000

Digital announced its highest performance workstation to date, the VAXstation 8000 color graphics workstation, in a joint announcement with Evans & Sutherland Computer Corp. The new workstation can manipulate complex three-dimensional objects instantaneously.

The companies said the new workstation offers the best of their highly respected technologies — a combination of Digital's VAX computer processors and real time interactive 3D graphics from Evans & Sutherland. It will be marketed and sold by both companies.

Peter Smith, vice president, Product Marketing said the workstation is intended for specialized applications areas that require the highest levels of computer graphics speed and clarity. These areas include: mechanical CAD (computer-aided design) in the automotive, aerospace and manufacturing industries; computer animation; command and control; and molecular modeling and computational fluid dynamics in science and research.

First customer shipments of the new product will begin this month.



*The VAX 3D vector performance and the market's highest image quality.*

Peter said the workstation will play an important role in Digital's marketing strategy for integrating a customer's entire organization with networked VAX computers and cost-effective workstations.

The Evans & Sutherland joint development effort is the third major technology agreement between Digital and other leading vendors over the past 12 months. Other agreements are with Cray Research, Inc. for the VAX Supercomputer

Gateway and Apple Computer, Inc. to integrate Macintosh<sup>®</sup> personal computers and AppleTalk<sup>®</sup> networks with VAX systems and DECnet/OSI.

Evans & Sutherland Computer Corp. is widely recognized as a pioneer in real-time, three-dimensional visualization, and a leader in interactive graphics technology. The company is headquartered in Salt Lake City, Utah. ●

Macintosh and AppleTalk are trademarks of Apple Computer, Inc.

## Child Care Resource and Referral Program announced



*The Child Care Resource and Referral Program helps employees find the type and location of the care they want for kids from infancy to age 15.*

Digital has introduced a nationwide Child Care Resource and Referral Program to help employees find quality care providers for their children.

Work/Family Directions, Inc., an organization that specializes in child care resources, has been retained to manage the program.

"The program helps employees find the type and location of care they want for their child or children from infancy to 15 years of age. For example, some people prefer care in a home-like setting, while others prefer a pre-school or nursery-type situation. Still others need after-school care," says Bruce Davidson, manager of the Employee Assistance Program (EAP).

*(continued on page 8)*

digital



## Digital makes \$1.2 million grant to Urban League

Digital has awarded a \$1.2 million grant to the National Urban League to establish a network that will allow the League to communicate with its four regional offices and 112 affiliates throughout the United States.

"Digital's partnership with the National Urban League is important in many ways," says Alan Zimmerle, Corporate manager, EEO/Affirmative Action/Valuing Differences. "It provides us, within a national organization, a showcase for our products in a major urban center. And it supports visibly our commitment to making a difference in the communities in which we do business by providing sophisticated office automation tools to the 112 Urban League affiliates."

As part of the grant, an "Executive on Loan" program has been created which will help the League to take advantage of Digital's networking expertise.

Zella Edwards has been named project manager and is Digital's executive on loan to the League. Reporting to Alan, she will manage the network design and implementation, Digital's National Urban League conference activities and coordinate future work with the League through its educational initiative in urban schools. This program is targeted at helping inner-city youths acquire the skills needed to enter the labor force in the 1990s.

Zella joined Digital in 1980 and has held a series of increasingly responsible IS positions. Most recently, she was Information Resource manager for Corporate Distribution. ●



### Digital This Week

**Editor: Kate Nelson**

DTN 251-1307

ENET: @ CFO or CELICA

::KNELSON

"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.

## Asian-American Awareness Week celebrated



Corporate Operations celebrated Asian-American Awareness Week Jan. 25-29. From left are Cynthia Brunson-Hyde and Carol Martin, co-chairs of the Valuing Differences Task Force for Personnel Operations, and Barbara Smith-Decker of the Japan Society of Boston. Throughout the week, presentations at Greater Maynard Area facilities highlighted the history, culture and peoples of Asia.

## Rick Carwile named Corporate Compensation manager



*Rick Carwile*

Benefits. In this position, Rick will continue to concentrate on the successful completion of the JEC Project and its im-

Rick Carwile, technical manager of the Job Evaluation and Classification (JEC) Project, has been named Corporate Compensation manager, reporting to Harvey Jones, manager, Corporate Compensation and

pact on the development and delivery of compensation program policies and systems. He also will be concerned with the ongoing management of the project, as well as with the day-to-day handling of compensation issues.

Rick has been with Digital since 1980. Prior to joining the JEC Project, he was Compensation and Benefits manager for the Corporate Finance, Administration and Strategic Resources organizations. He held various positions in the Field Compensation Group as well. ●

## Laurie Macintosh new Marketing Programs manager for GSIM



*Laurie Macintosh*  
communications.

Laurie Macintosh has been named Marketing Programs manager for General Services Industry Marketing (GSIM), reporting to Peter Robohm, GSIM director, and Ed Kamins, manager, Corporate Com-

munications. Laurie will be responsible for developing marketing programs, using resources from Media Communications and outside vendors. She will work with GSIM Marketing managers to insure that marketing campaigns and deliverables support corporate communications objectives.

Laurie joined Digital in March, 1987 after a 10-year career with IBM in sales, market support and marketing communications, in both the United States and Canada. She is a graduate of Smith College, Northampton, Mass. ●



## AIDS education plan emphasizes understanding

(Second of two parts)

In the fight against AIDS, education is "our greatest ally," believes Paul Ross, manager of Digital's AIDS Program Office. To that end, the company has begun an education program designed to help people understand the AIDS epidemic and encourage behavior which will prevent the spread of AIDS.

Explains Paul, "The AIDS education plan is a major commitment on Digital's part to provide information to employees and to demonstrate just how valuable employees are to the company. It's been proven that the spread of AIDS can be curbed by education, and we know that information is empowering. It legitimizes discussion, acknowledges any fears that people might have, brings those fears into the open, and tells people that those feelings are acceptable. From there, people can go on to be supportive when they encounter people with the virus."

Digital's response to the AIDS crisis is multi-faceted. "Senior Personnel managers and line managers are beginning to participate in educational awareness briefings," says Paul. "These briefings include medical information and, as appropriate,

an understanding of the psychology of fear. After the briefings, managers will be able to work with the AIDS Program Office in developing an educational strategy for their own organizations." For example, special AIDS Education Teams (AETs) have been formed.

By the end of Q2, about 25 senior Personnel and line managers were trained to become part of the AETs. Says Paul, "The AETs have been trained in the basic medical facts and the psychological issues surrounding AIDS. They're trained to assist sites or facilities in dealing with workplace problems related to AIDS."

Paul adds that the teams will assist in developing and possibly delivering education for Personnel, line managers, Employee Assistance Program counselors, and occupational health professionals. Other AETs also will be formed based on organizational needs.

"We're in the process of developing communication packages, which will include external resources and information such as volunteer opportunities. These should be available in Q4 to both managers and employees," says Paul.

An important part of the education

plan is ensuring that it is tailored. "Each organization's culture is different, so education strategies will differ, too," Paul says. "A Manufacturing site, for example, where there are a large number of people working in the same place, will approach its needs and concerns differently than a Field site, which may be quite decentralized," Paul says. "So we're working on strategies to meet the awareness needs of decentralized environments. In all our efforts, we're trying to strike a balance between heightening employees' awareness of the problem and minimizing panic."

Paul adds that it's a smart business decision to educate people about AIDS, because it touches every facet of our lives. AIDS is expensive, both in terms of lost productivity and in actual dollars. Thousands can be spent on medical care, and medication alone can cost \$8,000 to \$10,000 a year.

But the important thing to remember, says Paul, "is that this is in best interests of both the company and the employees. In helping to manage AIDS, we're showing leadership, interest in and commitment to the community and responsible corporate citizenship." ●

## New U.S. policy limits employee smoking to designated areas

The Executive Committee recently approved a new smoking policy. All facilities in the U.S. are expected to be in compliance with the smoking policy, which limits smoking to designated areas, by Jan. 1, 1989. Below is a summary of the new policy and the reasoning behind it.

The policy change is the result of numerous requests from employees to limit smoke within Digital. A Smoking Task Force, which included smokers, ex-smokers and non-smokers from all functions, researched the subject and recommended the new policy.

John Murphy, Corporate Employee Relations Consultant, says a combination of factors resulted in the policy change. "Passive smoke from cigarettes, pipes or cigars has been found to be harmful to non-smokers. In light of this evidence, a changing social environment that encourages non-smoking, and legislation limiting smoke in public areas, we feel it is time for Digital to address this problem."

John emphasizes that the intent of the new policy is to reduce the impact of pas-

sive smoke and not to legislate employees' personal habits.

"We estimate that 25% of our U.S. population smokes," he says. "We realize that to completely eliminate smoking in the workplace might be difficult for many employees who choose to smoke."

Under the policy, a designated smoking area (DSA) will be enclosed by floor to ceiling walls and separately exhausted to the outside. In locations where venting is not possible due to lease restrictions, the facility will provide an area that is not separately ventilated.

The DSAs will be furnished with chairs and tables, but no terminals or work-oriented equipment. The smoking areas are to be used during breaks or lunch, not as work areas. Enclosed offices do not qualify as designated smoking areas.

"All facilities, regardless of the number of smokers, must provide at least one designated smoking area," John says, "because employee populations change, and customers and others visit Digital sites."

The smoking policy will be in effect on a 24-hour, seven-day-a-week basis. More detailed information has been distributed to line managers and supervisors who will be responsible for implementing the policy, so they will be better equipped to answer employees' questions regarding the new policy. ●

## Employee Kudos



Pat Cataldo, vice president of Educational Services, was recently elected to the Board of Directors of the National Society of Sales Training Executives. A member of NSSTE since 1983, Pat will serve a two-year term on the Board. ●



# 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. To serve as many employees as possible and keep the ads as current as possible, DTW needs your cooperation.

1. When submitting an ad, please include your full name, mailstop and 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).
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 are printed on a first-come, first served basis, as space allows, regardless of category. Due to the heavy volume of ads, allow four to six weeks for your ad to appear.
6. Ads can be cancelled simply by calling the Marketplace office. If you have any questions about the Marketplace guidelines, call the DTW office at DTN 251-1308.

## Appliances

MICROWAVE OVEN, Amana, model MR-3, with instruction manual Jayne, 223-2849

OVEN, Toastermaster, counter-top, bake, broil, continuous clean, vry gd cond, Lou, 297-7854

ELECTRIC STOVE, Westinghouse, lks nw, exc cond, 13 yrs old, gold, \$125/80, Paula, 297-2137

## Cars

'86 AUDI CUATRO CS, fully loaded, 26k mi, best offer, Margo, 223-2497

'81 TOYOTA CORONA, mid-az hthbk, orig owner, vry well maint'd, auto, 10 mi, \$2.4k, Vicki, 274-6476

'75 FIAT SPIDER, red, 5 spd, exc cond, no rust, am/fm cass, sporty \$1900, Louie, 244-7785

'74 SAAB-99, for parts only, many mech exc, body exc, prof repaint, in Acton, \$600, firm, Trish, 223-5072

'83 DATSUN 280ZX, blue, 59K mi, std, t-tops, a/c, exc cond, \$7200/80, Maureen, 258-8392

'81 BMW 320i, 5spd, white, am/fm cass, garaged, a/c, snrf, exc cond, runs great, \$6495, Manjit, 223-3702

'78 CHEV CAPRICE, one owner, must see, new brakes, and shocks, ps, pb, a/c, \$1100, Jon, 269-2061

'70 PONTIAC GTO, good cond, V-8 "400", rns vry well, spoiler, tac, a classic, \$3995, Lou, 249-4353

'87 MAZDA LX 323, 4dr, am/fm cass, ps, snrf, 5spd, rst prf, 100k warr, 10k mi, \$8500 firm, Peter, 276-9969

'86 TOYOTA CELICA GT, white, ac, ps, pb, wpl, cruise, am/fm cass, 5spd, exc cond, \$9600, Mahmoud, 223-2010

'85 CHRYSLER 5TH AVE, V-8, auto, am/fm cass, a/c, defog, hiwy mi, exc cond, \$7500/80, Marilee, 293-5407

'77 FIREBIRD FORMULA, 4 spd, good condition, \$1600, Skip, 247-2227

'86 VW JETTA GL, 4dr, 15k mi, 5 spd, Dave, 224-7418

## Furniture

DESK, exc pedestal, oak const, good cond, \$150/80; HATCHCOVER TABLE, unfinished, \$75/80, Rich, 296-4173

COUCH, neutral color + pattern, \$100, Mark, 226-2145

SLEEP SOFA + LOVESEAT, navy blue w/flowers, \$300, Pat 297-2192

TABLE, 48" round white formica, \$50; 800KCASES, 2 30"x73", white formica, \$50, Lesley, 249-4005

TABLE, coffe, Ital mbl tp, 66" lng, \$85; CONSOLE, am/fm/phono, Magnavox, cab exc cond, \$175, Rose, 244-6023

BEDS, 2 twin, box springs, mattresses, frames, like new, \$385, Bill, 226-2227

## Miscellaneous

JACKET, women's, lined, leather, size 7, worn once, excellent condition, \$75, Carol, 291-8391

TIRES, w/rims, 205/75R14, \$25; 195/R14, \$25/pr; BATTERY Sears, 1yr old, \$25; 2 RADIOS, \$10 & \$60, Pat, 297-6866

PLANE TICKETS, Bos-Orlando, Feb 26, 7:40pm, return Mar 6, 2:30pm, paid \$545, Rick, 234-5218

SKI PASSES, 2 adult, any 5 consecutive days '88, \$300 val, Stratton Mtn, Vermont, \$250/80, Linda, 223-9673

AWNING, 20 ft, for trailer, Faith, 223-7725

ENCYCLOPEDIA, Britannica, complete, 30 vol set, exc cond, 15th ed, Paul, 234-4905

COMPUTER, Apple Macintosh plus, additional floppy drive, software, \$1500, Jayne, 223-2849

FUR JACKET, blk, rabbit, size med, never worn, new \$500, asking \$350/80, Lata, 223-2656

OIL BURNER, Beckett hl eff, H'wall smoke stack switch almost new, both \$200/80, Bob, 297-5494

VCR, Toshiba, 4 head, remote, like new, \$250, Bill, 225-2227

## Pets

CATS, free to good home, tan male, black female, 4yrs old, both neutered, all shots, Paul, 283-7659

## Real Estate

TAMPA, FL, 2br, 2.5 ba, twnhse, hot tub, lakefront, leased to tenant, \$60k, firm, David, 269-2433

HARVARD, gambrel, 3bdr, 2 cr gar, storg, lg entry kit, 3.45 quiet acres, in-law apt, \$286.9k, Mary, 241-3004

LANCASTER, 4br, col, exec area, 2 car gar, lg kit, new rf, 1/2 + acre, nr rt 117, \$235, negot, Nancy, 234-4651

SO. ASHBURNHAM, 3br, col, new cptg, bath, kit, 1 cr gar, 3 20x20 3 seas rms, \$129.9k, Gale, 241-3448

WORCESTER, 2 br, duplex hse, nrly new, fully appl, w/w cpt, expandable, \$97.5k, Mark, 297-4902

WORCESTER, condo, exc loc & cond, lrg rms, all appls, hwd flrs, rfdec, chtr flid, \$89.9k, Lynn 237-2904

BOXBOROUGH, 1bdr condo, ful appl, a/c, sliders t/bal, new wtn, new w/w, low fee util, \$73k, Bill, 251-1610

NAHANT, 1br, lba, loft, cath cell, nr ocean, wa/dr, pkg, gd nborhd, nr sch, gd starter, \$160k, Tom, 262-8302

LOWELL, 2bdr, condo, corner unit, on Pawtucket Blvd, pool, a/c, parking, storage, Claudette, 275-2432

WEST COAST FLORIDA, sm waterfront mobile/rv park, good income, \$230k, Scott, 237-2620

MARLBORO, 2 family house, great loc, well maint, newly vinyl sided, \$190k, Kathy, 296-4501

ANDOVER, 3bdr antiq cape, lg lr, newly dec, lg kit w/new flr, nr plngd + scs, \$159.9k, Pat, 275-2492

CAPE COD, new acorn style contemp, 3br, 2ba, 3deck, gar, quiet, min to beach, \$185k, Mary Jane, 297-2353

## Recreational Vehicles

BOAT/MOTOR, '76 Renken 16' + trailer, Johnson 70hp motor, exc cond, hold to spring, \$2800, Rick, 234-5218

## Rentals

PENSACOLA, FLA, tmshr, 2br, alp 6, rent/trade for ski, several wks avail, pool, tennis, Chris, 225-6770

WHITE MTS, ski chalet, 4bdrm, 2ba, fplc, slps 10, nr Loon/Cannon, avail Sun-Fri, \$350, Carl, 223-8907

NEWTON, 10 rm hse, 3-4 bdrms, 2.5ba, pool, exc loc more, from 1/88-6/88, \$1300/mo, Mike, 285-6245

ARUBA, efficiency on white sandy beach, 1wk, \$600, Bernie, 268-1392

MERRIMACK, NH, twnhse condo, 2bdr, 1.5ba, full social, appl kit, gas heat/hw, \$675+util, Art, 275-2157

ASCUTNY, ski idg, alp 6, Sunope 22m, 7 oth w/i 45m, 3/4m to lake skat, xc, snow, ice f, Gall, 262-8380

SHIRLEY, large new condo, approx 10 mi to LKG, LTN, BXB, \$800/mo, Don, 226-7684

NANTUCKET, walk to beach, 3bdr, 2ba, fplc, deck, slps 9, weekly, spring, summer, fall, Heide, 297-7114

LOON, studio ski condo, slp4, pl, whpl, saun, sht bus, nr shps, rest, \$160/wknd, Lori, 296-4161

MARLBORO, renov, 5rm, 2br, 1ba, ranch, lake front, avail till 6-15, no pets, \$800+util, Al, 225-7097

WORCESTER, Bloomingdale, condo, 2 bdr, 2 ba, full appl, security + fire protection, Bob, 753-2756

WORCESTER, new saltbox duplex, 2bdr w/skylit, 1.5ba, lg appl kit, no pets, \$700/mo+util, Bev, 226-2653

NO CONWAY, ski chalet, 3br, slps 8, wd stove, fully furn, xcrry nearby, wk/wknd, Diane, 264-7096

E. DENNIS, duplex, 2bdr, snrm, eat in kit, slps 6, boat lch nr, wk/wknd/summer/off season, Cathie, 221-5477

WHITE MTS, ski chalet, lakfrnt, fplc, slps 8, nr loon/Cannon/Montau, \$500/wk, Marcia, 251-1440

S. YARMOUTH, 3br cottage, walk to ocean beaches, private, quiet, \$525, Gall, 223-4896

LEOMINSTER, 3 rms, stove/ref, heat/hw, no pets, ref required, first/last+sec, \$425/mo, Joyce, 234-4049

CLINTON, immed occ, 1st flr, 6 rms, gar, ref/stv, wsh/r dryr, no pets, \$675/mo+util, 1st+sec, Bob, 223-6735

WHITE MTS, Loon area, 2br, slp6, 2ba, avail w/wknds, ful equip, skiing, wd stv, hiking, Bill, 249-1190

WATERVILLE VALLEY, Black Bear lodge, condo, slps 6, spts ctr, day/wk/wknd, Alex, 234-5197

DRACUT, condo, 2 yr old, lg rms, 2 bdrms, kit, lvrn, lndr rm, 1car gar, \$750+util, Barbara, 269-2141

## Roommates

MAYNARD, shr house, walk to ML, PK, \$400/mo inc util, no pets/smoke, own living rm, Liz, 223-7001

SHREWSBURY, spacious apt, m/f, 2bdr, pool, tennis, saun, nr 290, \$310+1/2 util, Bill, 234-5050

LANCASTER, female, non-smoker, 25+, share house, \$300/mo, Diane, 223-3701

LANCASTER/CLINTON, prof, female, non-smok, seeks, fem, 2 bdrms, \$247.50+276-8502

HUDSON, sh elegant twnhse, 2.5 ba, balcony, yard, \$400+util, nr 495/290, Feb 1, Steve, 297-4743

LOWELL, nonsmkr, shr 2 bdr twnhse, nr 495, 1/deck, a/c, \$350+1/2 util, Ron, 258-8308

MAYNARD, m/f, share nice 2 bdr apt w/m, mid 20's, conv to mill, \$320 + 1/2 util, Frank, 223-3381

HUDSON, m/f, non-smoke, share 7 rm hse, nr 495/290 + many DEC fac, \$350 + 1/2 util, Bill, 223-4284

MARLBORO, I smoke, looking for female 25 +, 3 family house, \$275/mo+util, no pets, Diane, 223-2298

MAYNARD, m/f, new house, 3br, spacious, 2 fireplaces, wash/dry, gar, many extras, \$275, Dave, 223-3896

BURLINGTON, female, nonsmkr, shr lrg 3 br house, nr rt 3/128/62/3A, \$350 + util, Alice, 249-1740

CLINTON, f/w, nonsmkr, prof, shr lux condo, own ba/phn, pool, fplc, indy, \$400 + 1/2 util, Bill, 291-7614

MAYNARD area, 2 females looking to share/find apt, w/i or 2 others, March 1, Deborah, 223-2766

## Sporting Goods

HOME GYM, Soloflex, exc cond, \$425, Ross, 251-1377

SKI BOOTS, Nordica, mod 520, men's 9 1/2, rear entry, used 1 season, \$50, Ken, 225-4708

DIRT BIKE, '85 Kawasaki KX250, has new chain + sprocket, \$1000, in Leominster, Debbi, 262-8215

SKI BOOTS, Salomon SX-61, rear entry, mens 8 1/2, used 1 season, good condition, \$70, Carl, 247-2352

BICYCLE, Trek 311 w/new f+r derailleurs, freewhls, chain, wel maint, 22 1/2, accs, \$300, Marcia, 251-1440

X-C SKIS, Trak tour, t-1000, Salomon bindg; BOOTS, Salomon SR301 sz42, \$50/80/set, Susan, 293-5332

SKIS/BOOTS, child's Rossignol 120cm, Salomon S137 bindg, size 2 boots, \$75/80, Donna, 297-2046

## Wanted

ELECTRONIC TYPEWRITER, good condition, prefer under \$100, Mark, 296-3824

TAPES, Spanish language, Tom, 225-5402

TO RENT, motorhome for 10 day trip to Atlanta, GA, April, family of 4, safe driving recd, Ann, 297-5292



## News Briefs

### Deadlines for 'Digital This Week'

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

Feb. 29 issue — Feb. 17 deadline

March 14 issue — March 2 deadline

April 4 issue — March 23 deadline. ●

### Digital Kennel Club to meet Feb. 27

Tony Cherubini, a consulting animal behaviorist, will be the featured speaker at the next meeting of the Digital Kennel Club on Saturday, Feb. 27 at 5 p.m. in the LTN1 Cafeteria. An American Kennel Club (AKC) obedience judge, and breeder, Tony will speak on a variety of dog-related topics, from tips on selecting a puppy to behavior problems and solutions. All Digital employees and their families are welcome. A potluck supper will be served, and a small donation is requested from non-Digital Kennel Club members. Employees are asked to bring a main dish for the potluck supper. For more information, contact Linda Saisi, DTN 289-1647 (LIONEL::SAISI) or Sheryl Namoglu, DTN 381-1435 (STAR::NAMOGLU). ●

### Course offered by High Performance Systems Software Engineering Group

The High Performance Systems Software Engineering Group (HPSSE) will offer the course "Developing Complex Systems — A Pragmatic Approach to Program Management," March 23-25 in the Marlboro Amphitheatre, MRO3-3. The instructor for this course is John Manzo, the Corporate manager for HPSSE. This course combines an approach to the management of software engineering with an examination of the issues surrounding complexity, and offers an approach to managing system development which has proven effective over a wide range of applications. The course includes commentary, experience and examples from Digital's hardware and software engineers and projects. No prerequisites are necessary.

For further information regarding registration, and for a complete abstract on the course, contact Nancy Cross, DTN 223-3620 (MODEL::CROSS). ●



### Marlboro to sponsor lunchtime seminar

What was American art and music like between the two world wars? Martha Barry McKenna of the Worcester Art Museum will answer this question by conducting a lunchtime seminar on Friday, Feb. 19 from noon to 1 p.m. in Marlboro (CAE Conference Room, MRO3-1/R17). The seminar, which will highlight the lives of famous artists and musicians who emerged during this period, is sponsored by Greater Marlboro Employee Services. All are welcome; just bring a lunch. To register, send \$1 along with your name, badge number, DTN, and mailstop to Greater Marlboro Employee Services (MRO-1/G13), as soon as possible. ●

### Volunteers needed for Digital Hockey Tournament

The Eastern Massachusetts Digital Hockey League will host the Ninth Annual Digital Hockey Tournament and is seeking volunteers to organize daily activities for the Canadian, Colorado, Vermont, New Hampshire and Western Massachusetts teams. The tournament will be held April 15-17 in the Westboro Northstar Youth Forum and the Marlboro State hockey rink. For more information, contact Mark Stjean at USMRW4::MST-JEAN or Scott Marshall at REMACP::MARSHALL. ●

### Marlboro Health Services slates events for February

February is Heart Month, and Marlboro Health Services is sponsoring a series of events focusing on better heart health.

**Feb. 8, noon-1 p.m., Capacitor Conference Room, MRO1**

"Low Cholesterol Cooking," a demonstration and taste-test of low cholesterol foods. Call MRO Health Services, DTN 297-6219 for more information.

**Feb. 16, 1-5 p.m., Oaks Conference Room, MRO3**  
"One-Man' Cardiopulmonary Resuscitation (CPR)."

**Feb. 16-17, Westboro (WFR)**

First Aid Class. Call WFR Health Services, DTN 268-3255, to sign up.

**Feb. 23, Marlboro (MET)**

"One-Man' CPR."

To sign up, call Health Services, DTN 291-7500. ●



# Educational Opportunities

## Technical seminars

This is an integrated calendar of seminars for HLO, MRO, LKG, LTN, ZKO, MLO, SHR and DLB5.

Unless otherwise indicated seminar locations are as follows:

APO Training Center  
DLB5 Cafeteria  
HLO Hall of White Mists (HWM)  
HLO Mt. Washington (MTW)  
LKG LKG1-3 Cafeteria  
LTN1 Cafeteria  
MLO Mill Cafeteria Conference Room  
MRO Hardware/Software Conference Room  
SHR Amphitheater  
ZKO Babbage Auditorium  
APO 289-1226 ERIE::HANLEY  
DLB5 291-8252 ISTG::PARTRIDGE  
HLO 225-5244 SHARE::HOLT  
LKG 226-7065 DELNI::NAPERT  
LTN 293-5230 MSBCS::TURBIDE  
MLO 223-3674 MILRAT::DUMONT  
MRO 297-5097 HYPER::CSMALL  
SHR 237-3258 APOLLO::HEDIN  
ZKO 381-1055 UCOUNT::FORBES

Feb. 16, 2-3 p.m., ZKO

*"Overview of ADA® Product Strategy"*

David Quigley, Digital

Feb. 17, 2-4 p.m., LMO2 Cafeteria

*"The Design for Testability Process: Definition and Exploration"*

Jim Beausang, University of Rochester

Feb. 18, 9:30-11 a.m., MRO

*"Building Distributed Computer*

*Programs Using the ISIS Toolkit"*

Kenneth P. Birman, Cornell University

Feb. 19, 10-11 a.m., ZKO

*"Computational Linguistics"*

Henry Kucera, Brown University

Feb. 24, 10 a.m.-noon, HLO/HWM

*"UNIFLOW Process"*

Ting Hsiao and Ken Liu, Digital

March 1, 9:30-11 a.m., DLB5

*"Introduction to Object Oriented Programming"*

Topher Cooper, Digital

March 1, 10 a.m.-noon, HLO/MTW

*"Bi-CMOS: Process and Device Design"*

Andre Nasr, Digital

March 1, 2-4 p.m., MLO

*"Reducing Product Development Time by Design"*

Dr. Don P. Clausing, MIT

March 2, 3-4:30 p.m., LKG 1-3

*"DECnet-SNA Gateway Model"*

Richard Pitkin, Digital

March 3, 10-noon, HLO/MTW

*"Competitive Analysis: Manufacturing Perspective"*

Steve Severson, Digital

March 8, 9:30-11 a.m., DLB5

*"Object Oriented Databases"*

Dr. Stanley Zdonik, Brown University

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## Field Service Training announces courses

Space is available in the following courses, which will be held at the Bedford Training Center. To register, call Field Service Central Registration at DTN 249-4660.

### VAX/VMS Utilities and Commands

Feb. 29-March 4, April 4-8, May 9-13, June 20-24 Course No.: EY-4463E-LO

This course is aimed at both technical and non-technical employees who need to use VMS in their daily routine. Course objectives include understanding Digital Command Language (DCL) syntax and commands, using EDT editor, communicating with other users, assigning logicals and creating symbols, and writing command procedures. Students who have taken "ABCs of Computers," managers who want to learn to use VMS better, and field engineers servicing VAX systems may find this course of special interest.

### VAX/VMS System Management

March 28-April 1, May 16-20 Course No.: EY-5767E-LO

Intended for engineers doing VAX systems support and for any employees who are managing VAX/VMS systems. The course topics include system installation and customization, system startup and shutdown, managing users and security, managing queues, and backing up the system. "VAX/VMS Utilities and Commands" or "VMS Level I" are prerequisite to this course.

### VAX/VMS Cluster Management

April 4-8 Course No. EY-2505E-LO

Prerequisite: "VAX/VMS System Management" ●

## Digital Information Systems offers FOCUS training program

Digital Information Systems (DIS) is offering the following courses on FOCUS. Information Systems professionals who want to build or maintain FOCUS applications or use FOCUS for data retrieval, data analysis, and report writing will benefit from these courses. All courses will be held at the Bedford Training Center.

### Basic FOCUS for IS Professionals

April 20-22, May 2-4, June 1-3 Course No.: EY-4403E-LO

### FOCUS Application Integration for IS Professionals

May 5-6, May 12-13, June 20-21 Course No.: EY-4404E-LO

### FOCUS — Database Design

March 28-29, May 23-24 Course No.: EY-4442E-LO

### FOCUS — Advanced Techniques

March 30-April 1, and May 25-27 Course No.: EY-4443E-LO

### FOCUS — Basic Reporting

April 4-5, April 27-28 Course No.: EY-4440E-LO

### FOCUS — Advanced Reporting

April 6-7, May 12-13 Course No.: EY-4441E-LO

To enroll, contact Jan Sousa at DTN 249-4670 (FSTVAX::DISREG) with your name, badge, cost center, DTN, mailstop, and cost center manager's name. To obtain detailed course descriptions, contact Kam Lee at DTN 249-1461 (FSTVAX::KLEE). Course descriptions will be sent through the network for immediate references.

To arrange for on-site training, contact Doreen Ricard at DTN 249-4434 (FSTVAX::RICARD). ●



## EEO policy statement posting reminder

Corporate Affirmative Action/EEO reminds sites that, according to federal law, the current EEO/Affirmative Action/Valuing Differences policy statement, dated July 1987, must be posted in a prominent area in the workplace.

"Digital is committed to valuing people's differences," says Alan Zimmerle, Corporate manager, EEO/Affirmative/Valuing Differences. "An environment that values these differences is crucial to each employee's individual success and to the success of the company."

In addition to being posted prominently, the statement should also appear in the front section of each of Digital's affirmative action plans. For copies of the policy, call Peggy Maysonet, DTN 251-1352. ●

## Digital to purchase shares for employee stock plans

Digital's Board of Directors has authorized the open-market cash purchase of up to three million shares of the company's common stock. To be used for employee stock plans, the purchase represents approximately two percent of the company's outstanding shares. The total number of shares of common stock outstanding, as of Dec. 26, 1987, was 130,008,231 shares.

Jim Osterhoff, vice president of Finance, says, "As was the case last fiscal year, this decision to acquire additional shares will avoid dilution and, we believe, enhance shareholder value by virtue of improved return on equity and earnings per share."

Digital completed an initial repurchase of five million shares of its common stock, for cash, in May 1987. The stock was purchased in the open market for \$782 million, and is being used for employee stock plans. ●

## Shrewsbury, Hudson to sponsor 'Manufacturing Opportunity Day'

The Northeast Technology Center in Shrewsbury and the Semiconductor Manufacturing and Technology Group in Hudson will sponsor a "Manufacturing Opportunity Day" for Digital employees on Friday, Feb. 12. Hourly tours will be conducted in both facilities from 8 a.m. to 8 p.m.

The Northeast Technology Center seeks assemblers to fill positions in the Heads Manufacturing Organization. Presently, over 100 assembly positions are available. For more information, call DTN 237-3250. For assistance with transportation, call DTN 237-3250 by 5 p.m. on Wednesday, Feb. 10.

There are over 100 non-exempt positions available in the Hudson facility (HLO1 and HLO2). Many, but not all, of these positions are entry-level and may not require semiconductor experience.

For more information about these opportunities in Hudson, call DTN 225-4022 or send an electronic mail message to SHARE::BYRD. For assistance with transportation, call DTN 225-4022, by 5 p.m. on Wednesday, Feb. 10.

## Project Management Winter Symposium to be held in Marlboro

The next Project Management (PM) Winter Symposium will be held in the MR03 Amphitheater on Friday, Feb. 19. Registration begins at 8:30 a.m., and the keynote speech, "Managing Without Authority," is set to begin at 9. The speaker is Christian Dane, who has extensive project management experience with Logan Airport and the Red Line Extension. A roundtable discussion and various vendor demonstrations will be offered throughout the day. The symposium will wind up at 4:45 p.m.

Sponsored by the Project Management Digital Interest Group (PM-DIG), the PM Winter Symposium allows project management tools and expertise to be shared throughout the company. The series also gives attendees the opportunity to become familiar with the vendors' offerings, as well as new trends in the project management discipline.

Seating is limited. For reservations, call Bob Graceffa at DTN 226-2616 (SPCTRM::GRACEFFA). ●

## Jack Rahaim named AI Marketing manager



Jack Rahaim

Jack Rahaim has been named Artificial Intelligence (AI) Marketing manager, reporting to Scott Flaig, Group manager, AI Technology Center. In this position, Jack will have worldwide responsibility for AI marketing strategy and related programs and third-party relationships. He will also be responsible for relationships with the various product and industry marketing organizations which focus on AI. Over the next few months, Jack will begin working with other Digital organizations involved in AI marketing and

products to define the relationships between AI Marketing and other allied organizations.

In addition, Jack will continue to manage the Technology Transfer Consulting Group and the AI Information Center.

Jack has been with Digital for seven years and has held a number of management positions in Personnel, Administration and MIS. Prior to accepting this position, Jack managed the Technology Transfer Consulting Group, the AI Information Center and the Intelligent Systems Training Group within ISTG.

He is a graduate of Worcester Polytechnic Institute and holds an M.B.A. from the University of New Haven, Conn. ●



## Child Care Resource and Referral Program announced

(continued from page 1)

The program provides:

- trained specialists who are familiar with area child care providers;
- referrals to child care providers;
- an updated list of child care vacancies; and
- information on making informed child care choices, including a Child Care Handbook for those who use the program.

Employees who call the Resource and Referral Program speak with trained specialists about their child care needs. Specialists then supply referrals to child care providers with vacancies, who are licensed by the state or have met other minimum standards.

Specialists will also give information on how to evaluate child care providers as well as background information on the providers that are selected.

Employees are responsible for following up on referrals by calling or visiting the child care site. "Keep in mind that your child care specialist makes referrals, not recommendations. Only your own observation and monitoring can assure that you will find quality child care," says Erica Fox, Child Care Resource and Referral Program manager.

If an area lacks sufficient child care providers, resources will be created where possible. Work/Family Directions will assist local resource and referral agencies in making every effort to recruit new providers.

The Child Care Resource and Referral Program is provided free of charge for all Digital employees. Actual child care provider fees, however, are to be handled by the employee.

For more information, contact your Personnel office, site Health Services office, or local Employee Assistance Program (EAP) office for a child care brochure. If you have additional questions, contact the Child Care Resource and Referral Program manager at DTN 251-1319 or (617) 264-1319. ●

## Calendar of events for Black History Month

February is Black History Month, and the Stow and Marlboro facilities will recognize contributions made by Black Americans with a variety of events. All events will be presented during the lunch hour (11:30 a.m.-1 p.m.).

Date	Event/Location/Time	Date	Event/Location/Time
Feb. 8	(month-long) Quilt exhibit MET	Feb. 17	The Voices of the Greater Framingham Community Choir, Richard Steward, Director MRO1 Cafeteria, 11:30 a.m.; MRO3 Cafeteria, 12:20 p.m.
Feb. 8	"Eyes on the Prize" Bolton Conference Room Stow, 11:30 a.m.-1 p.m.	Feb. 18	Poetry reading, exhibit and discussion UPO
Feb. 9	"Eyes on the Prize" TBA	Feb. 18	Reading/recitation by Tony Simmons MOO
Feb. 10	Poetry reading by Ted Thomas, including original works and those of classic Black poets MRO1	Feb. 22	"Blacks in Corporate America" Ronald Homer, CEO, Boston Bank of Commerce Erline Belton, manager, Corporate Employee Relations Nathan Kinnon, Field Service Logistics business manager 11:30-1:30
Feb. 10	"Cost and Benefit of a Diverse Workforce" — Dr. Robert Hayles TBA, 11:30 a.m.-1 p.m.	Feb. 23	Video Presentation "Eyes on the Prize" WFR
Feb. 15	(two weeks) Dana Chandler art exhibit Poetry reading and discussion YWO and MRO3 Cafeteria	Feb. 24	Jazz concert Robert Moore Quartet "Ballads and Blues" MRO3 Cafeteria Noon
Feb. 15	Art exhibit IND	Feb. 25	Lecture, Edna Spencer MRO3
Feb. 16	Video Presentation "Eyes on the Prize" WFR		
Feb. 17	Poetry reading by Beverly Smith including original works and those of other poets. MET		

The Stow facility will also feature a monthlong display of posters, books and artifacts.

For more information on Black History Month events in Marlboro, call Marilyn Perry, DTN 297-5208; Geneva James, DTN 291-7200; or Ed Hutchinson, DTN 297-7261. For more information about events in Stow, contact Elsa Rodriguez, DTN 276-8889. All programs will be listed on LIVE WIRE. ●

## Erica Fox to manage Child Care Resource and Referral Program



Erica Fox

Relations Programs manager.

In this position, Erica will manage the

Erica Fox has been named Child Care Resource and Referral Program manager, reporting to Bruce Davidson, Corporate manager of Employee Assistance Programs, and Laurie Margolies, Corporate Employee

Resource and Referral Program with Work/Family Directions, Inc., the consulting firm that Digital has retained to provide child care referrals. In addition, she will research, recommend and/or develop future child care activities for the company as needs are identified.

Erica most recently was a management consultant with Digital Management Education (DME). She earned her bachelor's degree from Brandeis University, Waltham, and her master's degree from Boston University. ●