



Engineering organizational changes announced

Putting a framework in place to accomplish plans relating to the company's product strategy, several Engineering organizational changes have been made. They will put more emphasis on delivering complete computer systems that effectively tie together both local and wide area networks.

A single focal point is especially critical to integrate workstations, servers, interconnect, software and market messages for Local Area Systems products. To help Digital with this complex integration task, Bill (BJ) Johnson, vice president and group manager, has been made responsible for the Local Area Systems and Networks/Communications groups in addition to his present responsibilities for Computer



Jim Cudmore



Bill Demmer



Bill Johnson



Jeff Kalb

Integrated Manufacturing (CIM), Business, Office Systems Engineering (BOSE), Image Systems Engineering and European Engineering. Mary Breslin, manager of the

Continued on page 3

'One company' stressed at Annual Meeting

President Ken Olsen told a group of about 400 at the Annual Meeting of Shareholders on November 1, that Digital is one company, with one strategy and one message.

"We will be the most disciplined and most organized company in the industry. We will offer our customers complete systems to meet their computing needs," Ken said.

Exuberant about the positive reaction from customers and press to the recently introduced VAX 8600, Ken said "we are concentrating on one architecture and one software system."

"We insist on compatibility and continuity in our products, so that customers who buy them can do so with total assur-

ance that our development strategies will always support them and safeguard their investments. This is what the Digital computing environment is all about," said Ken.

Bill Heffner, Systems Software Group manager, reinforced the concept of one architecture, one software system, "the range of consistent VAX hardware from desktop to data center operates under a single VMS operating system."

In addition to one architecture, one software system, Ken explained that Digital's core product strategy includes tying everything together with Ethernet, clustering for high performance and data access, and integrating personal computers and workstations.

Digital products help Geneva scientists earn Nobel Prize

Two researchers recently awarded the Nobel Prize in Physics do much of their work on Digital computer systems.

Dr. Carlo Rubbia and Dr. Simon van der Meer are researchers at CERN, the European Organization for Nuclear Research in Geneva, Switzerland, where more than 30 VAXs and 60 PDP-11s are installed. CERN was Digital's first European customer.

The scientists were recognized for their discovery of the w^+ and w^- and Z^0 field particles. The existence of these particles verifies the relationship between the electromagnetic and "weak" forces, the first step toward proving Einstein's "Unified Field Theory," which hypothesizes that all the forces in nature are actually different manifestations of the single force that was present at the beginning of the universe.

CERN's data analysis lab contains the VAX-11/780, which is directly involved in the particle experimentation. VAX is also the computer of choice for the on-line data analysis of CERN's next generation of experiments.

When the award was announced, Glen Scratchley and Mike Peterson of Digital's LDP (Laboratory Data Products) marketing group in Marlboro were visiting CERN with account manager Jan Eklund. The center immediately declared a one-day holiday.

Dr. Rubbia is a senior physicist at CERN and a physics professor at Harvard University. Dr. van der Meer is a senior engineer at CERN. The Nobel Prize was a first for CERN researchers.



Ken Olsen, president, speaking about Digital's philosophy of one company, one strategy and one message at the Annual Meeting of Shareholders held on November 1.

Al Bertocchi retires as chief financial officer

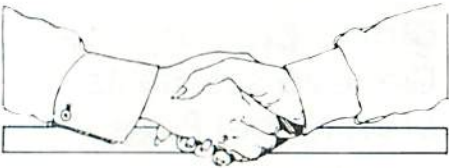
Al Bertocchi, who has managed Digital's worldwide financial affairs for the past 13 years, has decided to step down from his position as Digital's Chief Financial Officer. "We are sorry Al will be leaving day-to-day



Al Bertocchi

operations, but I am pleased to report that he will be available to consult with us on financial matters and other key corporate issues," said Ken Olsen, president. "So, we will continue to benefit from his knowledge, experience and good advice."

Al joined Digital in 1971 as vice president of Finance and Administration. Since then he has built a strong F&A organization. His successor will be named in the near future.



Employee Kudos

Alice Bucca, Corporate manager of Employee Services and Recreation, was recently re-elected to another two-year term as vice president of research and professional development for the National Employee Services and Recreation Association (NESRA).

In addition, Alice is a co-founder of the Massachusetts Association for Recreation and Employee Services and will be serving as general chairman for NESRA's 1985 national conference and exhibit in Boston.

DIGITAL THIS WEEK



Editor: Jane Littlejohn

Send stories, photos, ideas or suggestions to DTW, CFO2-3/K23 or call the editor at DTN 251-1307. Ads must be submitted in writing to Marketplace, CFO2-3/K23. Please direct all Marketplace inquiries to DTN 251-1308.

Digital This Week is published every other week by the Corporate Employee Communication department of Digital Equipment Corporation for the Employees in the Greater Maynard area.

Digital named number two software and service company in industry

Digital has been named the number two software product and service company in the industry for 1984 by the ICP Business Software Review.

The sixth annual ICP 200 report is primarily an independent analysis of the top 200 US suppliers of software products and services. Its purpose is to provide an accurate statistical portrait of the industry in terms of revenues, growth trends and other data used to identify and track leading suppliers.

The information represented in the ICP 200 was compiled from Dun & Bradstreet, Standard & Poor's and companies' annual reports. Companies are ranked on the basis of total revenue derived from the sale of software products and services, not total

corporate revenue.

A list of 13 measurement categories varying from Application Software Supplier to OEM Distributor were used in the ranking. Digital is listed as being the only company actively supplying products and services in every category ranked and is classified as the largest software product and service company to provide custom software programming. IBM provides products and services in less than half of the categories.

The ICP listing noted that although IBM is approximately eight times the size of Digital, in the area of software products and services, IBM is barely double Digital's size.

DIS Achievements Program winners chosen

Digital Information Systems (DIS) has recently chosen the winner of the Fall DIS Achievements Program. Twice a year the program recognizes Digital employees and organizations for their leadership in utilizing new ways of managing and distributing information within the company.

In addition, the program showcases achievements to customers, and DIS has been supporting the sales force by serving as a reference account through the DIS Executive Contact Program.

Pat Mullen, Senior DIS manager and sponsor of the program, says "I think the program exemplifies Digital's goal of achieving excellence in information systems. It's a great vehicle for sharing and exchanging information while offering incentives and special recognition awards. The program allows us to publicize our internal achievements, thereby promoting Digital as an industry leader in the use of information systems."

A committee of MIS managers selected six groups of individuals as winners for this fall's program. In addition, several people received Honorable Mentions for their achievements. Criteria for winning submissions included innovation, risk taking, leadership, productivity improvement, reference account potential for the sales force, and support for the DIS Vision.

Bel Cross, DIS Corporate manager, will present achievement awards to the following program winners:

- **NETCASH** ... EFT at Digital, an application developed by Corporate Disbursements using EASYNET to pass electronically authorized transactions from Digital sites to a central disbursements system.
- **"PROVIDE"** PRO/VAX Integrated Data Extract System developed at the Northeast Area States (N.E.A.S.) Management Cen-

ter, N.E.A.S. uses a cluster of VAX-11/780s as a data warehouse with about 75 Professional 350 personal computers running a PRO Office Workstation (PRO ALL-In-1), to access the warehouse via a customized extract menu.

- **GENISYS**: The implementation of a fourth generation environment developed by Canadian Subsidiary MIS Systems Development and CAS Groups. GENISYS (Generalized Information System) is a VAX-based fourth generation language relational data base management system implemented by the Tools Design and Programming Group.

- **GIA Data Network** — GIAnet Phase II from GIA Telecommunications. With GIAnet, Digital's internal network (EASYNET) has been extended to Australia, Hong Kong, and Japan.

- **"Service Bureau"** for the Transmission of Electronic Computer Originated Mail, developed by Publishing and Circulation Services (P&CS). Using Digital's electronic mailroom software, P&CS has established a "Service Bureau" for transmitting computer originated mail.

- **Literature Order System (LOS)**, also developed by P&CS. LOS is a Videotex pilot with over 200 accounts, 70 percent in the field. LOS lets users browse and then select literature on line from the P&CS Electronic Catalog.

The DIS Achievements Program committee encourages individuals and organizations to participate in the spring program. Submissions for the next program must be received by IDECUS no later than January 4, 1985. For more information and/or a submission form, contact Internal DECUS at DTN 273-3383, or at mailstop VRO3-3/B9.

Engineering changes . . .

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Local Area System Program, will now report to BJ.

A task force of BJ's current staff will determine appropriate transition plans for their respective functions from the Systems and Clusters (SAC) Group to the new organizations. During this transition these functional managers will continue to report to Bill.

In addition, to emphasize Engineering's commitment to the development of complete systems, Bob Glorioso, Bill Demmer, and Bill Heffner will now report to Jack Smith, vice president, Engineering and Manufacturing.

Bob Glorioso, group manager, will be responsible for the High Performance Systems. This will include the Large Systems Integration Group and the Clusters Program Office as well as the High Performance End of our 32-bit System Developments.

Bill Demmer, vice president and group manager, will be responsible for the Mid-Range Systems. In addition to continuing to provide leadership with our current 32-bit Systems, Bill will expand multi-processor and parallel processors into a range of systems products.

Bill Heffner, group manager for Software

Systems will now be responsible for UL-TRIX and Layered Products development, as well as for VMS.

Jeff Kalb, vice president, Low End Systems and Technology, will, in addition to his current responsibilities, be responsible for workstation programs. Reporting to Jeff will be: Cathy Learoyd, manager of Low End Workstations; John Gilbert, acting manager of High End Workstations; Ron Ham, manager of the Professional Group, and Bill Picott, manager of Low End Engineering Group.

To assure that management systems and procedures are in place, Jim Cudmore, vice president and group manager, will be responsible for the newly created function of Product Operations. Jim will work closely with both the Manufacturing and Engineering organizations to improve overall performance in the products dimension.

These changes will clarify responsibilities and increase Digital's effectiveness in accomplishing the system completeness of the company's product strategy.



Mary Breslin



John Gilbert



Bob Glorioso



Ron Ham



Bill Heffner



Cathy Learoyd



Bill Picott

Annual turkey distribution dates announced

Digital resumes its traditional holiday turkey distribution in December, with employees receiving a 12-to 14-pound hen turkey.

In New England alone, 40,000 turkeys will be distributed to employees between Dec. 3 and 19.

Employees will receive turkey cards with their paychecks on the Thursday prior to the date of distribution at their particular site (listed below). This card must be presented to receive a turkey.

Any employee wishing to donate his or her turkey to charity may do so by marking "charity" across the turkey card and depositing the card in one of the charity boxes that will be located in each facility. These turkeys will be donated to local agencies for distribution.

If you are unable to pick up your turkey on the date listed below, you must arrange for someone else to pick it up for you. No turkeys will be available after Dec. 19.

Turkeys are highly perishable, and there is not sufficient freezer space to accommodate unclaimed birds.

Posters will announce the exact location, date and time that employees may pick up their turkeys.



MONDAY, DECEMBER 3

Augusta, ME (ASO)
Boston (BOO, BXO)
Burlington, VT (BTO, KMO)
Enfield, CT (ENO)
Portland, ME (PDO, PLO)
Providence, RI (PVO)
Somerville (BNO)
Springfield (SPO)
Westfield (WFO)
Westminster (WMO)

WEDNESDAY, DECEMBER 5

Auburn (FIO)
Boylston Headmasters (HRO)
Boylston (BYO)
Franklin (FXO)
Hudson (HUO)
Northboro (NRO, EAO)
Westboro (WZO)
Worcester (WCO)

FRIDAY, DECEMBER 7

Andover (APO)
Bedford (BUO)
Billerica (BKO)
Concord (CFO, VRO)
Lawrence (VVO)
Littleton (LJO)
Lowell (LWO)
Southboro (HYO)
Tewksbury (TWO)

MONDAY, DECEMBER 10

Contoocook (DOO)
Hudson (HDO, QLO, UHO)
Manchester, NH (MHO)
Merrimack (MKO)
Nashua (ZKO, NMO, NHO, NNO, NPO, NQO, OWO, NUO)
Salem (NSO, IMM, NIO)

WEDNESDAY, DECEMBER 12

Burlington (UFO, FPO, OFO, RMS)
Hudson (USO)
Marlboro (MRO, MOO, BPO, LMO, UPO)
Westboro (YWO)
Woburn (WOO)

MONDAY, DECEMBER 17

Chelmsford (ICO)
Hanscom Field (HNO)
Hudson (HLO)
Littleton (LTN)
Waltham (WAO)
Westford (WJO)
Weston (RIV)
Wilmington (ZWO)

WEDNESDAY, DECEMBER 19

Acton (ACO, AKO)
Maynard (MLO, PKO, MSO, BGO)
Shrewsbury (SHR)
Stow (OGO)
Sudbury (VGO)

Digital employees involved with building homes for the needy worldwide

Wanting to help people less fortunate than themselves, George Yu, Distribution Business manager, Corporate Distribution, and Hal Potter, an advanced development Operations manager in Storage Systems, became involved with building houses for the needy through an organization called Habitat for Humanity, Inc.

George and Hal learned about the international, non-profit organization at their local churches in Westminster and Acton. Habitat for Humanity was created by Millard Fuller, a former millionaire businessman and lawyer, who went to Africa and dedicated his time and money to developing a housing project in Zaire.

Both Hal and George are members of the Board of Directors for the Northeast region of Habitat, which is headquartered in Acton. Their region is currently working on renovating a multi-family building in the Lower East Side in New York City and building a house in Laconia, New Hampshire.

"After working all week at Digital it is nice to turn my energy towards helping others improve their everyday life," says George.

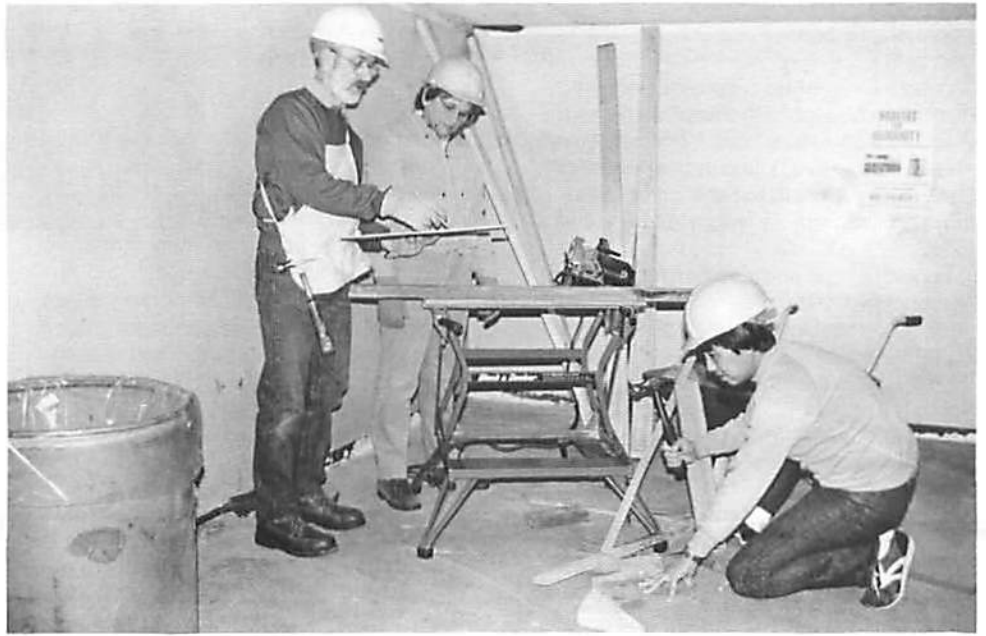
Funding for the projects is raised locally with some support from the international organization. Each local group has committees to select recipients based on need and to coordinate fundraising and construction. "A project really works because of volunteer labor and contribution of materials," says Hal. Digital's Matching Gifts Program, managed by Corporate Contributions, has matched financial contributions of approximately \$2,000 given to Habitat by several Digital employees including Hal and George.

Although needy individuals are given funding to improve their living situations, they are expected to contribute by putting in a certain number of hours a week towards the project. Also, when new housing is built, the people chosen to receive it, must pay an interest-free mortgage. In selecting recipients, committee members review applications and focus on financial need as the primary factor. This is a loan

New course from DME

This program focuses mainly on the control aspects of project management. How do you manage your project without line authority? How do you establish and monitor productivity indicators? What planning technique do I use? These and many other questions are answered in this 5-day, hands-on workshop in which you will work with a computer-simulated case. This simulation stresses planning and control, managing human resources, decision making and leadership enabling you to bring in any size project, in any field, on schedule and within budget.

DATE: DECEMBER 17-21 BEDFORD
To register, call the DME registrar at: DTN: 249-1881/1882 or (617) 276-1881/1882.



Hal Potter, an advanced development operations manager in Storage Systems and his wife Margaret working with George Yu, Distribution Business manager, Corporate Distribution, to renovate a multi-family building in the Lower East Side in New York City as part of their contribution to Habitat for Humanity.

program and factors such as ability to pay and size of family are taken into consideration.

Hal emphasizes that "the houses built are small and simple and tailored to the standards and needs of the area. In Africa, what may be considered a decent house, would not be considered a decent house in Acton."

A project under construction in Africa is classified by Habitat as sponsored, and Habitat takes full responsibility for funding and securing of personnel. A project done in the United States is an affiliated project, where individuals from the region are responsible for fundraising and local promo-

tion. Currently in the Northeast region, there are plans for affiliated projects in Burlington, Vermont, and in Worcester and Boston.

For information on how to become a volunteer or to start a Habitat for Humanity project, call George at DTN 225-4351 or Hal at DTN 237-3328.

For more information about Digital's matching gift program contact your personnel office.

Technical Seminars

This is an integrated calendar of seminars for HLO, MRO, TWO, APO, LTN, ZKO, AND MLO.

Nov. 21 10:00 - 12:00 APO

Penny Smith/Digital Law Department
Do You Want A Technical Patent?

Nov. 26 10:00 HLO

Doug Engelbart/Tymshare Inc.
"Augment Knowledge Workers"

Nov. 26 3:00 HLO

Bruce Croft/University of Massachusetts
"Task Support In An Office System"

Nov. 29 2:00 - 3:00 MLO

Bob Supnik/Corporate Consulting Engineer
The Microvax Chip Set

Nov. 30 10:00 HLO

Alice Parker /USC/Los Angeles
"Design Automation For VLSI At USC"

Remember,
you can
choose your
medical
coverage from
Nov. 26 to
Dec. 14

Simply complete the appropriate forms, which are available at your local Personnel office. Before choosing, you may want to read the Benefits Bulletin sent to your home in mid November. Any changes take effect on January 1, 1985.

NEWS BRIEFS

Deadlines for 'Digital This Week'

Deadlines for *Digital This Week* have been established to help you plan events and publicity around certain editions of the paper. Deadlines don't pertain to Marketplace, which is first come, first served. The next four issues and deadlines for DTW:

Dec. 3 issue -- Nov. 21 deadline

Dec. 17 issue -- Dec. 5 deadline

Jan. 7 issue -- Dec. 26 deadline

Jan. 21 issue -- Jan. 9 deadline

Holiday sale at Employees Purchase warehouse

The Employee Purchase Program is having a Holiday Sale at the Employee Purchase warehouse in Nashua, New Hampshire from December 13-15.

The over-the-counter sale will offer selected add-ons and accessories for reduced prices which amount to savings up to 75 percent off the Maynard list price. Employees will be able to take advantage of an additional five percent discount on all non-sale, in-stock items. Personal checks up to \$500, Mastercard and Visa credit cards will be accepted.

Sale prices are effective December 13-15 and only at the warehouse. This offer is good only while supplies last.

Sale hours are from 7 a.m. to 8 p.m. on Thursday, December 13; 7 a.m. to 8 p.m. on Friday, December 14; and from 8 a.m. to 5 p.m. on Saturday, December 15.

To get to the warehouse, located at Northeastern Boulevard in Nashua, take Exit 4 off Route 3, follow the signs to the FAA Center, take a right at the first traffic light after the exit. Bear right at the Holiday Inn onto Northeastern Boulevard. The warehouse is on the right directly across the street from Bank East.

For more information, contact the Employee Purchase Center at 800-235-0505 for additional details.

Artificial Intelligence coloring book at Computer Museum

Artist, author and Artificial Intelligence pioneer Harold Cohen will be at the newly opened Computer Museum at Museum Wharf in Boston on Thursday, December 6.

Harold will talk about his recent book, *Art and Computers: The First Artificial Intelligence Coloring Book*, an exploration of the process behind his computer programs that draw.

He will be available to autograph books in the museum store from 5 to 7 p.m. and his talk will begin at 7 p.m. in the museum auditorium. Admission to the museum and the talk is \$4 for adults, \$2 for students and senior citizens or free with a book purchase.

Diabetic screening program at Marlboro cluster

The Marlboro Cluster Health Services Department will conduct a Diabetic Screening Program during the month of December for all cluster employees.

This screening will consist of a simple finger-stick blood test done two hours after eating a special meal.

Heredity plays a major role in development of diabetes. People with relatives who are diabetic are much more likely to develop the disease than those who do not.

A memo containing dietary instructions and testing dates will be distributed to Marlboro employees by November 30.

On the move

The following Original Equipment Manufacturer (OEM) Groups have moved from Hudson (HLO2) to Mount Royal (UPO2): OEM Group Administration; OEM Market Development; OEM Product Marketing; OEM Storage Marketing; Strategic Planning; Marketing Programs Development; Marketing Analysis and Planning; Advertising; Finance & Administration (except Micros and MIS) and Sales Programs.

Telephone extensions and mailstops are available respectively from Telecommunications and the Mailroom.

Renewal of auto registrations at Registry of Motor Vehicles

A large number of Massachusetts automobile registrations will have to be renewed by January 1, 1985. As a result, in December, the lines at the Registry of Motor Vehicles will be long.

Employees insured through Metpay who would like Metpay to go to the Registry for them must send Metpay their renewal forms and fees no later than Friday, December 7. Anyone who does not receive a renewal application from the Registry by December 1, contact your Metpay representative.

DCU seeking candidates for board of directors

The Digital Credit Union (DCU) is now seeking candidates for its 1985 board of directors. There will be three positions up for election.

The board is responsible for establishing DCU policy, selecting management, evaluating performance, defining the purposes and setting the objectives of the credit union. Members of the board also oversee DCU's annual budget, set interest rates, plan for long term development, and handle the credit union's investments.

Anyone interested should contact Communications director Donna-Lane Nelson at DTN 223-6735 for further information and an application package.

Metpay customers to receive dividends

Metropolitan Property and Liability Insurance Company, which offers Digital's Metpay program, has agreed to pay a dividend to Massachusetts employees with Metpay homeowners, renters, or condominium insurance.

The dividend is a result of negotiations by Corporate Risk Management and Personnel Administration. According to Ronald Lamb, Corporate Risk manager, the dividend period will be calculated fiscal year end (June 30, 1984) by Metpay. This means that individuals with homeowners policies in effect on June 30, 1984 will be eligible for the dividend. The actual amount of the dividend will be determined by the policy effective date, how long the policy was in force and the annual premium. The amount of the dividend on homeowners, renters, and condominium insurance policies is 25%; this is based on the cumulative loss ratio of Metpay members at Digital. In addition, Metpay is making application to the Commonwealth of Massachusetts for permission to increase the discount on these policies, at Digital, from 5% to 10%.

Metropolitan will be mailing dividend checks to the employees' homes beginning November 30, 1984.

Metropolitan is also looking into the legality of paying a dividend in other states where Digital employees are insured under Metpay.

For more information about Metpay, contact your local office.

Digital Scuba Diving Club to hold fundraiser

The Digital Scuba Diving Club will hold a fundraising event from November 30 to December 2. The club will attempt to break the Guinness Book of World Record's underwater tricycle record. The current record is 60 hours of around the clock riding. The club's goal is 70 hours.

All contributions will go to charity. Anyone interested in contributing, participating or helping out at the fundraiser, contact Jose Lopes at DTN 223-3244, mailstop PKO3-1/K77; Hank Black at DTN 221-5605, mailstop WAO; and Wayne Lodor at DTN 223-8929, mailstop MLO5-3/E12.

Toys for Tots gets underway on December 3

Maynard Employee Activities Committee (meac) is sponsoring the Marine Corp Reserves "Toys for Tots" campaign at Digital. This year's drive will run from December 3-14.

For more information, contact Virginia Murphy at DTN 223-2007.

THE MARKETPLACE



APPLIANCES

DRYER, Westinghouse, electric, 1yr old, exc cond, \$150, Herb, 281-5779

DRYER, Maytag, electric, 18mos old, exc cond, \$195, B/O, Mario, 231-5720

CARS

'78 FORD FAIRMONT, 6cyl, manual, AM/FM, vty gd cond, \$2500, Roger, 231-4232

'76 HONDA WAGON, 90Kmi, mainly hi-way driving, great cond, well maint, \$800, B/O, Chuck, 274-6471

'75 MONZA 2+2, 262ci V8, 4spd, tilt whl, PS, rear defog, \$1200, B/O, Arthur, 247-2372

'78 CHEVY MALIBU WAGON, V6, 81Kmi, auto, PS, luggage rack, radials, \$1795, B/O, Bill, (617)366-1782

'67 CLASSIC MARLIN, beautiful cond, father's estate, from Indiana, \$2500, Al, 223-1394

'77 MERCEDES 350SE, European, about 60Kmi, metallic blue, sunrf, unique, exc cond, B/O, Siisi, 281-5633

'84 FORD MUSTANG GT5.0, 12Kmi, T-rf, all options, 60K mi wrnty, must sell, B/O, Paul, 249-1890

'81 RABBIT DIESEL, 4spd, 54Kmi, rustprf, AM/FM, new tires, Chapman, exc cond, \$3000, B/O, Naomi, 231-5354

'82 TOYOTA COROLLA, 4dr sedan, auto, 28Kmi, AC, snows, stereo, exc cond, Cornel, 247-2066

'81 MAZDA 626 LUXURY SPORT COUPE, exc cond, \$5500, Tom, 231-6186

'79 OLDS CUTLASS BROUGHAM, 63Kmi, AM/FM, PW, PD, power seats, vty gd cond, \$4500, B/O, Bob, 229-6342

'77 CAMARO, auto, PS, PB, AM/FM, vty gd cond, \$2000, B/O, Cindy, 234-4548

'79 DODGE OMNI, 4dr hatchback, manual, gray, sunrf, red int, 72Kmi, AM/FM, vty gd cond, \$2200, Charlie, 276-8152

'76 TOYOTA CELICA GT, fstrbck, 5spd, yellow, 85Kmi, nds some work, runs well, \$900, B/O, Tod, 223-6645

'71 OLDS CUTLASS, dependable transportation, incs snows on rims, \$600, Brenda, 278-4392

'78 TOYOTA PICK-UP, 5spd, 75Kmi, long bed, \$2500, B/O, Roger, 231-5136

'83 PLYMOUTH RELIANT WAGON, 5spd luxury, 21Kmi, exc cond, cass, cruise, lt blue, \$7300, neg, Jeff, 225-4090

'79 DODGE D50 TRUCK, 4cyl, 4spd, 7 1/2' bed, exc cond, \$2995, B/O, Frank, 229-6004

'79 MAZDA GLC, 5spd, sunrf, rustprf, AC, rear wiper+defog, new struts, shocks, AM/FM, \$2700, Vin, 288-6732

'81 DATSUN 210, 5spd hatchback, lt blue, AM/FM, exc cond, cloth int, must sell, \$2800, firm, Karen, 226-7196

'79 PLYMOUTH HORIZON, 4dr, 4spd, AC, well maint, new exh, brks, tires, batt, struts, \$2200, Mitzi, 288-6517

'75 BMW 2002, 4spd, AC, sunrf, AM/FM, no rust, lime green, exc cond, \$5700, Mike, 231-4166

'72 PINTO, 2dr sedan, auto, 75Kmi, 50Kmi on eng, \$500, Art, 247-2372

'82 MAZDA RX7, 40Kmi, exc cond, must sell, no rsmb offer refused, \$7000, B/O, Norman, 231-7873

'73 VOLVO WAGON, 145 fuel inj, 120Kmi, AM/FM, int gd, some rust, \$1000, Ted, 223-1205

'75 CHEVY C-20 PICKUP, 3/4 ton, auto, PS, PB, AC, full cap, 9 tires, exc cond in+out, \$3900, Dan, 232-2622

'83 PRELUDE, 5spd, AC, AM/FM, elec sunrf, silver, only 11mos old, like new, \$10000, Steve, 276-9154

'83 CAVALIER CL, deluxe, auto, 38Kmi, AC, PS, PB, AM/FM, PW, PL, vty clean in+out, \$6998, B/O, Jeff, 289-1217

'83 SUBARU GL, 2dr, sunrf, AM/FM, rear defog, tilt whl, 30Kmi, black, exc cond, \$9500, neg, Joyce, 249-1500

'78 MUSTANG COBRA, 4spd, exc cond, new frnt tires, frnt calipers, pinion+more, \$2395, B/O, Bob, 288-7732

FURNITURE

SOFA BED, brand new, never used, must sell, moving, \$450, B/O, Barb, 277-7338

TWIN BEDS, under same hdboard, king sz mattress on top, \$200, B/O, Beverly, 276-9291

WATERBED, Waterrest, pine frame, king sz, 5yrs old, B/O, Sandy, 274-6940

COUCH, Rowe, contemp, off white, exc cond, orig \$600, \$400, Joyce, 279-5823

MISCELLANEOUS

TOYS, brand new at half price, get ready for Xmas, great stocking stuffers, Crash, 223-4967

CAMERA, Ricoh, 35mm, flash+bag, rarely used, exc cond, \$125, B/O, Diane, 223-5794

LEATHER COAT, ladies sz 18, full length, cherry, worn twice, remov lining, \$75, B/O, Ellen, 231-5878

TIRES(2), P165 SR13, stl-bltd radials, vty gd cond, \$12/ea, Saeed, 231-4249

CAR STEREO, apkr inc, sounds great, gd cond, got new car, \$30, Theresa, 278-4192

WOOD STOVE, Temp-wood, only 2yrs old, \$225, Roger, 231-4232

DESK-OFFICE, 29x48x30, metal desk/walnut top, 3-side draws, inc swivel chair, \$95, B/O, Mike, 231-5130

SKI JACKET, London Fog, girl's sz 12, hood, beige, 3/4 length, fleece lined, like new, \$25, Milly, 225-5503

ORGAN, Baldwin Wonder Chord, \$1500, RECLINER, \$75, BABY'S CHEST OF DRAWERS, \$50, Dawn, 251-1600

TV, 13" color, \$125, Gary, 231-4089

INSULATION, Thermax, 2"x4"x8", R 14, 4, 19 sheets left, \$21/sheet, Rich, 279-5602

SEWING MACHINE, Sears, exc cond, many attachments, \$100, Janice, 241-3751

AQUARIUM, 30gal, all glass, stand, pump, filter+more, \$75, LIGHT FIXTURE, 12" hanging, \$15, Linda, 231-6420

VT78 (WS78) or DECMATE I, disk drvs, prntr + modem opt, Morrison, 234-4142

WOOD/COAL STOVE, Clinton pot belly, antique, early 1900s, decorative, exc cond, \$120, Neil, 247-2975

ATARI COMPUTER CARTRIDGES, 400/800 carts, PacMan + Atlantis, \$17/ea, \$30/both, Sonia, 234-4284

STEREO, Sony compact unit, AM/FM, trntable, dustcovr, 2 spkr, exc cond, \$125, B/O, Rita, 229-6351

TIRES(2), Sears Best, P205/75R14, M+S, mntd on Olds rims, used one season, \$60, Paul G, 257-1330

PIANO, golden oak upright, nds minor work, you move it, FREE, Joe, 223-9821

TI 99/4A, peripheral expansion sys, WP, Logo, extend Basic, monitor, lots more, \$950, Donna, 231-2372

RUG, 12x16, lt green, drk green+gold, nylon pile, vty gd cond, \$75, Dick, 223-4583

CABBAGE PATCH PREMIE, to swap for Cbbge Pch Kid, pref girl/yellow hair, must be new, Mylrae, 251-1087

SNOW TIRES, radial studded, 175 SR14, Tigar, like new, \$60, B/O, Richard, 234-4828

HUMIDIFIERS, West Bend console models, lg capacity, \$20/ea, Stan, 231-6945

BOXSPRING, queen sz, brand new, still in wrappings, \$100, B/O, Anita, 232-2357

PETS

CAT, 5yr old F, spayed, nds indoor adult home, Cathy, 231-5361

REAL ESTATE

UPTON, rustic-contemp, 3400sq ft, 3bdrm, mstr suite, 1.9 acres, wooded, pool, nr 495, \$125K, Bruce, 223-4691

MARLBORO, 11rm split entry, 3bdrm, 2bath, 4rm in-law apt, new deck, 1.5mi to MR1, \$135K, Randy, 223-3771

STOW, custom 8rm Garrison, many extras, attchd 2car gar, on quiet cul-de-sac, \$219K, Bette, 273-3253

TOWNSEND, land, 1+acre, apple trees, stone wall, percolation test, \$22K, Denise, 274-6455

TYNGSBORO, condo, newly built, low condo fees, 2bdrm, over-sz balcony, appliances, \$64.9K, Sherry, 247-2915

RECREATIONAL VEHICLES

SAILBOAT, 14', AMF Force 5, trailer inc, gd cond, \$1275, Ted, 223-1205

BOAT, 27' Bristol, classic, mahogany int, nav equip, fully restored, 4 sails, stereo, \$16K, Bruce, 278-4413

RENTALS

HOUSE, Stow, 3rm, 1bdrm, great location, avail on or before Dec 1, \$450/mo+utils, Phil, 251-1363

HOUSE, Fitchburg, 2-story exec, 4bdrm, 1 1/2bath, gar, 20x40 pool, priv bckyd, \$850/mo+utils, Beth, 241-3666

APARTMENT, Merrimack, NH, sunny 2bdrm, renov Victorian, no pets, dep required, avail now, Karen, 249-1448

CONDO, Sugarbush, VT, slps5, ski to and from slopes, nr village, frplc, Bill, 223-9811

CONDO, Loon Mt, ski, cable, frplc, sauna, jacuzzi, game rm, slps8, i/o pool, dshwshr, by wk/wknd, Jay, 276-9894

ROOM, furn, M, extra lg rm, sep kit+liv rm, across fr PK1, \$55/wk+utils, Richard, 229-6157

HOUSE, Acton, nr RT2+495, 4bdrm, furn, avail Dec 1 thru March 1, \$1500+utils, Rhonda, 231-6699

HOUSE, Conway, NH, 3bdrm, contemp, fully equip, located on Saco River, nr skiing+shops, Dino, 231-4477

CONDO, Loon Mt, 2bdrm, 2bath, slps6, frplc, sauna, fully furn, by wknd/wk/mo, Leslie, 251-1228

HOUSE, Marlboro, 2bdrm, wshr/dryr, refrig, stove inc, partially furn, \$700/mo, Judy, 278-4173

CHALET, Linderhof, NH, slps8, fully equip, avail Nov 1 thru Dec 25+Feb on, by wk/mo, Mike, 231-4826

HOUSE, Thornton, NH, ski 93, 3bdrm, 1bath, frplc, lg liv rm, slps6+, \$400/wk, Marge, 231-7408

CHALET, lake frnt, 3bdrm, 2bath, frplc, slps8, ski Wht Mtns, \$425/wk, Marcia, 231-5141

APARTMENT, Fitchburg, 4rm, stove, frig inc, wshr hook up, no utils, no pets, \$75/wk, Bob, 279-5525

ROOMMATES

M/F/COUPLE, Washua townhouse, 3bdrm, 2bath, 70% furn, yours wkdays+more, \$4-600, Peter, 251-1062

M/F, share lg Berlin colonial, frplc, wshr/dryr, lg wooded yd, \$237 inc elec, Randi, 225-5112

M/F, non-smoker, share 2bdrm Ashland condo, \$290+ 1/2utils, Linas, 259-3798

NON-SMOKER, share 3bdrm Shrewsbury house, \$250/mo+utils, Sue, 237-3485

SPORTING GOODS

BICYCLES, 20", boy's, \$35, girl's, \$25, TRICYCLES(3), exc cond, \$8/ea, Elaine, 251-1050

SKI BOOTS, Alpina Phantoms, men's sz 9, barely used, \$90, B/O, Mark, 231-5973

GOLF CLUBS, Dunlop woods, 1-3-5, \$60, PING BAG, \$80, PUTTERS, various, \$10/ea, Lou, 249-4353

SKI PACKAGE, X-entry, Mortalia boots, ladies sz 7, Rosignol skis, 180cm, poles, 120cm, \$50, Bob, 223-2022

WANTED

HOUSE, Framingham, sale by owner, Sheryl, 223-6568

BABY CRIB, gd to exc cond, Frank, 223-2582

Carol Burke named Personnel manager for Marketing F & A

Carol I. Burke has been named Personnel manager, Marketing Finance and Administration.



Carol Burke

In this position, she will provide Personnel support to the Marketing Finance & Administration organizations. Reporting to John Sims, vice president, Corporate Personnel, and the new Chief Financial Officer when he or she is named, Carol is also responsible to the five Marketing vice presidents for managing their Personnel functions and supporting the overall com-

pany effort.

She started with Digital in 1977 as Organization Development manager for Salem Systems Manufacturing and later became Personnel manager for that organization. Carol has served as Group Personnel manager for the following: Commercial/Technical Manufacturing; Computer Systems Manufacturing; and most recently, Systems and Clusters Engineering.

Prior to joining Digital, she was an organization consultant primarily working in school systems. Carol earned a BA from Furman University and an M.Ed. from the Harvard School of Education, where she specialized in organization behavior.

Linda St.Clair appointed Manufacturing Personnel Programs manager

Linda St.Clair has been appointed Manufacturing Personnel Programs manager, reporting to Bill Hanson, vice president, Manufacturing Operations, and Dick Farrah, Personnel manager, Engineering and Manufacturing.

In this position, Linda will be responsible for providing Personnel focus to the Manufacturing Operations Staff on all major Corporate and Engineering/Manufacturing Personnel Programs along with individual and group organizational consulting to the Manufacturing Operations staff.

A Digital employee since 1978, her most recent position was Human Resource/Organization Development manager for Manufacturing and Engineering. She has also been the Group Personnel manager



Linda St.Clair

for the Manufacturing Central Processor Group, Manufacturing GIA Group. Linda also worked in Management and Organizational Development and Employee Relations in Colorado Springs.

Prior to joining Digital, Linda was on the faculty of Rhetoric and Communication at the State University of New York, Albany. She earned a BA and MA from California State, Long Beach and a PhD from the University of Iowa in Communication Research.

Success Train: Traveling sales training trade show to visit eight cities

Success Train, Digital's traveling sales training-trade show, is rolling through the United States and Canada for five weeks, making stops in eight major metropolitan areas. Success Train VI will visit the New York-New Jersey area, Boston, Chicago, Los Angeles, San Francisco, Toronto, Atlanta, and Philadelphia.

The theme of the sixth Success Train is "The switch is on ... to Digital's style of computing." Participating members of the sales force will explore this theme and its market implications during three days of intensive training.

A highlight of Success Train is the

Roundhouse, a Digital trade show, held on the first evening of the training. Nineteen different exhibits are featured.

Sales managers decide which salespeople attend the Success Train. They all attend the Roundhouse, but it also attracts additional members of the local sales force.

Recently announced products such as the DECmate III are available for hands-on inspection by the sales team. In addition, headquarters personnel will be available that evening to help address account issues encountered by the sales force.

Employees recognized for years of service



Ilene Jacobs, assistant treasurer and Treasury Group manager, received a 10-year service award and Bob Dill, assistant treasurer and Investor Services manager, was recognized for his 25 years of service at Digital at a service awards dinner held recently in Framingham. Bob received a pewter and brass working replica of the Maynard Mill clock. Throughout the months of November and December, service award dinners are being held for employees in Massachusetts and New Hampshire in recognition of their 10 to 25 years of continuous service with Digital.

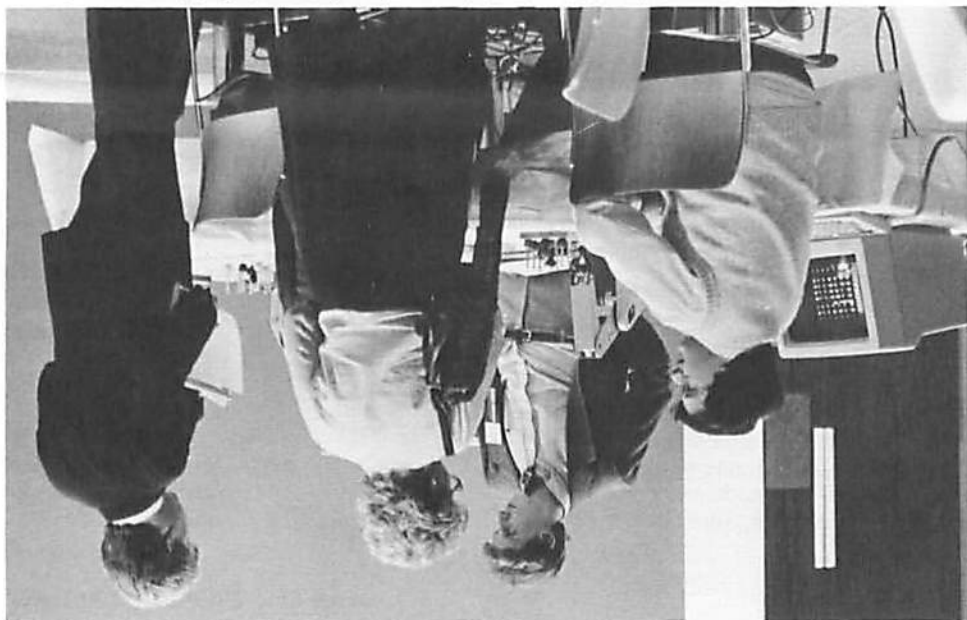
Rainbows used for closed captioning

The Voyage of The Mimi, a new series for public television, will be broadcast with both English and Spanish closed captions, due to new developments being made at the WGBH Caption Center using a Rainbow 100 personal computer donated by Digital.

This fall, viewers using closed-captioning decoders will be able to flip a switch to see either English captions or Spanish subtitles. The Voyage of The Mimi is the first series on American television to be captioned bilingually. All of the work of preparing the captions and inserting the captioning data stream into the master videotapes has been done in Boston on the Rainbow.

In addition, at WGBH's Los Angeles office two Rainbow 100+s computers, purchased at a discount from Digital, are being used to closed caption three hours a week of CBS programming, including Magnum P.I., Simon & Simon, Alice and The Jeffersons.

High school educators learn about personal computers at conference



University of Lowell students explain to high school educators how they used a Rainbow personal computer to program a robot to play a simple game at the Techbusters Conference held recently at MRO3.

geometry and students using a piece of

software which allows them to use arbitrary geometric constructions and easily

conjecture. In the first case, the student accepts the truth and never participates in

the "central act of mathematics which is making conjectures." In the second case,

several students discovered new theorems. It is like making students memorize

essays or poetry and never creating a piece of original writing. He also ques-

tioned the value of teaching programming for computer literacy purposes.

In discussing some of the generic business tools, he noted that word processing

has potential for influencing the way youngsters are taught the written lan-

guage. "But the teacher using it has to be able to distinguish between a good and

bad paragraph quite independently from the word processor."

talk, and a demonstration by students from

the University of Lowell Computer Science Department which used a Rainbow to con-

trol a programmed, simple robot to pick up and play a game with wooden beads.

Keynote speaker Dr. Judah Schwartz, professor and co-director of Harvard's

Educational Technology Center addressed computers in education by describing a

spectrum of software that is generically available for instructional purposes. He

said he is philosophically opposed to software designed for a particular grade, topic

and student because it most likely would be used only once by that student.

Judah then illustrated how powerful an educational tool the computer can be

when it becomes clear what to value in the process of education. For example, con-

sider the educational difference between students memorizing theorem proofs in

FY83 annual report cited 'best in American industry'

Digital has been awarded *Financial World* magazine's Gold Trophy, for producing the

best annual report in American industry. Digital's 1983 report was selected from

among 1,000 entries from U.S. corporations, by a 70-member jury of financial,

journals and communications experts. The entries were judged for content, pre-

sentation of financial information and overall design.

According to the November 13 issue of *Financial World*, "the brilliance of (Digital's) overall presentation made it a clear-

cut winner. Digital presents a clear statement of where it is right now and where it

intends to be in the future. One cannot report and the straightforward and informative breakdown of the various products

that Digital makes. In the process, the

active breakdown of the various products

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active breakdown of the various products

More than 200 educators from Massachusetts and New Hampshire public schools learned about personal computers while participating in the Tech Busters Conference held at MRO3 on Saturday, November 3. The conference was part of Digital's (PCHS) Program.

The PCHS Program, initiated last March, provided four Rainbow personal computers with printers and software to 48 high schools in Massachusetts and southern New Hampshire communities where there is a large population of Digital employees. Teachers from each school were trained to use the equipment and software.

According to Susan Dinga, designer and manager of the program, it was a challenge to get the schools to begin using the equipment in their classrooms. "We know that to make this successful we had to go beyond the usual equipment donation and provide training, a resource for on-going support, a communication link with Digital and forums for talking, sharing and learning from other educators."



Professor Judah Schwartz of Harvard University was the keynote speaker at the Techbusters Conference.

forum for educators. It focused on the

"tool based" approach to using computers in education using word processing.

There were exhibits by Digital and third party vendors, workshops, a keynote address and a panel. More than half of the 15

workshop topics offered involved "hands on" use of applications on Rainbows and

DECmates, and most were conducted by leading educators/consultants from Mas-

sachusetts. Participants could attend a maximum of three workshops on topics

ranging from "What Me Use Computers?", "Designing a Computer Plan for your

School," to the hands-on "Management Tools for Teachers and Student Activities."

Highlighted at the exhibits was a demonstration of the Interactive Video (IVIS) program developed by Digital and teachers

from Lexington and Lynnfield Public Schools for teaching junior high school

students word problem solving skills; DEC-

company presents a proud, but not boastful, look at what it has accomplished over the years."

The annual report was written, designed and produced by in-house staff, Mark

Steinkrauss, manager, Investor Relations, supervised the preparation and presentation of the financial section. The Corporate

Design Group, managed by Peter Phillips, was responsible for the writing, design and

production of the publication.

This year's Gold Trophy win marks the sixth consecutive year Digital's annual report has captured a major award in the

Financial World competition. In each of the previous five years, the report received a

Silver Award, as one of the top 10 in American industry. It has also been chosen as

the best in the Computer Industry category in each of the last six years.