

digital

MAYNARD

DIGITAL THIS WEEK



Volume 14, Number 13

August 3, 1987

Digital changing the way it classifies employees

Beginning this month, Digital will begin to classify U.S. employees into two broad categories — "regular" and "temporary," replacing the previous "full-time," "part-time," and "temporary" categories. At the same time, Personnel will move its administrative systems from DECsystem 10s to VAX systems. Together, the new systems will help Digital and its managers to address the needs of the company and its employees.

"It used to be a major problem to ensure consistent treatment around pay and benefit policies for employees who worked between 20 and 40 hours a week," explains John Murphy, Corporate Employee Relations Programs manager. "Having just two classifications will solve many of these problems."

Regular employees are those who work a fixed, continuous schedule, from one to 40 hours per week (R01-R40). As before, temporary employees are those who are hired for a specific period of time not to exceed six months.

Participation in Digital's benefit plans is based on the number of hours that employees are regularly scheduled to work each week. Employees who work 30 to 40 hours a week can participate fully in all of Digital's benefit plans. Employees working 20

to 29 hours a week receive prorated holiday, vacation, and sick time benefits and can participate in the Pension Plan, the Employee Stock Purchase Plan or the SAVE Plan. Temporary employees can participate in the Pension Plan and the Employee Stock Purchase Plan, provided they meet the eligibility requirements.

"Our adjusted service date policy has also changed," John says. "In the past, employees who changed from part-time to full-time status were given an adjusted service date. Under the new policy, these employees will maintain their original part-time hire date for benefit accrual purposes. Only co-op students who transfer to regular (R40) status immediately after graduation will receive an adjusted service date."

"Our new classification system gives us the ability to track hours, not people," concludes John. "This system will enable us to take advantage of a growing pool of part-time professionals and will enable Digital to keep its operations going around the clock if necessary. It makes good business sense for us to move toward flexible work weeks." ■

Digital opens European Research Laboratory in France

Digital has selected a French research team to launch its European Systems Research Laboratory. The team is led by Patrick Baudelaire, former president of Tangram Inc. Patrick has also worked for Tecs Software Corp., a subsidiary of the French C.G.E. group, and the Xerox Research Center in Palo Alto, Calif. This research will help keep Digital in the forefront of key areas of future information processing technology.

Over the next two years, the new center, which is located near Paris, will develop a team of approximately 30 researchers. In addition to theoretical computer research, researchers will be involved in experimental work for the development of systems prototypes, especially in areas such as graphics software and hardware technology, parallelism, program specification, and programming environments. The Paris laboratory also will maintain an open dialogue with the European scientific community, especially with university and public research facilities.

Digital conducts research and advanced

development internally at corporate laboratories and sponsors research externally at strategic universities throughout the world. The Paris facility is Digital's only systems re-

search laboratory in Europe. Two other Digital Research Laboratories are located in Palo Alto, Calif., and another one is being established in Cambridge, Mass. ■

Victor Vyssotsky joins Digital



Victor Vyssotsky

Digital from AT&T Bell Laboratories, Murray Hill, N.J., where he was the executive director of the Information Sciences Division, re-

sponsible for research in computing, robotics, mathematics, statistics, speech processing and related topics. Victor also was associated with the development of computing hardware and software for the Safeguard missile defense system. In addition, he worked on computer systems which automate various business procedures of telephone companies, including engineering systems, design systems, inventory and logistics systems, real time monitoring, and control systems. Victor received his bachelor's and master's degrees in mathematics from the University of Chicago. ■

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J.W. Anderson (left), chair of the U.S. Industrial Film Festival, congratulates Kathy Gunst (center) and Connie Haskell (right) of the Educational Technologies Group for their award-winning video disc course, "Managing for Success."

Digital wins Silver Screen award

Digital has received the U.S. Industrial Film Festival's Silver Screen[®] Award for "Managing for Success," a computer-based interactive video disc course for line managers and human resource representatives. More than 1,250 entries from 29 countries competed for awards.

"Managing for Success" shows what can happen when job expectations and feedback are not communicated clearly to employees. Users play the role of consultant to an organization troubled by revenue loss and customer dissatisfaction. They then listen to different perspectives of the situation from managers, employees, and personnel to determine the underlying cause of the business problems.

The project was led by Connie Haskell. Other key contributors were Kathy Gunst, producer; John Lundgren, software engineer; Laura Valbona, graphics designer; and Martha Schley, scriptwriter.

"Managing for Success" was developed for Field Compensation and Benefits and Field Employee Relations by the Educational Technologies Group, which also develops courses for Digital customers. The course is available through Field Service Training Centers.

The U.S. Industrial Film Festival is the world's largest competition for industrial film and video productions.

The Silver Screen Award is a trademark of the U.S. Industrial Film Festival.

Entries sought for Arts and Crafts Fair

Artists and craftspeople are encouraged to reserve space now for the Maynard Employee Activities Committee (meac) Arts and Crafts Fair, which will be held Saturday, Nov. 7, from 10 a.m. to 3 p.m. at the Elks Lodge in Maynard. The fee is \$15 per table, limit one table per Digital employee. Only new, handcrafted goods may be displayed. Yard sale-type items and perishable foods cannot be sold.

Entry blanks are available in employee information racks located in Greater Maynard Area facilities. Reservations will not be accepted through interoffice mail. ■

Student loan information available

Digital, in cooperation with the non-profit organization Help America Learn, is sponsoring a program that helps employees, their children, or their spouses to obtain college loans through the Guaranteed Student Loan (GSL) Program and the PLUS/SLS Program. To be eligible, the employee must be a permanent or retired employee in the United States or Puerto Rico with at least two years' service with Digital.

Both the GSL and the PLUS/SLS programs offer low-interest loans, but there are some important differences among them. Students obtain GSLs on their own behalf and begin repayment six months after leaving school. Generally, the repayment period does not exceed 10 years. Students may borrow \$2,625 per academic year for the first two years of undergraduate study, and \$4,000 per year for the remainder of undergraduate study. The maximum that can be borrowed for all undergraduate study is \$17,250. To qualify for a GSL, all borrowers must demonstrate need for the loan as a result of a needs analysis performed by the school.

The PLUS loan is an installment loan that parents can take out for their children. The first payment must be made within 60 days from the date of disbursement, and the repayment period may be as long as 10 years. Parents may borrow up to \$4,000 per academic year for each dependent undergraduate or graduate student in the family. The maximum that can be borrowed is \$20,000 for each student.

SLS loans are designed for independent undergraduate or graduate students. Students may borrow up to \$4,000 per academic year, in addition to any GSLs they may have for the same period of time. The maximum amount cannot exceed \$20,000. Borrowers must pay any interest charges while in school.

Brochures that explain the programs, application forms and the names of participating lenders are available from local Personnel offices.

DIGITAL THIS WEEK



Editor: Kate Nelson

Send stories, photos, ideas or suggestions to DTW, CFO2-3/K23 or call the editor at DTN 251-1307. Electronically, the editor may be reached on DECmail @CFO or at CELICA::KNELSON. 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 Corp. for employees in the Greater Maynard Area.

Bob Gregorio named Corporate Employment Manager



Bob Gregorio

Bob Gregorio has been named Corporate Employment Manager, reporting to Carol Burke, manager, Corporate Personnel. Bob will be a member of the Corporate Personnel staff.

In this position, Bob will be responsible for setting employment directions and strategies to insure that they meet Digital's present and future business needs and plans. He will work closely with group employment managers, the Employment organization, and other Personnel professionals,

as well as with line managers.

Bob previously was with Field Personnel, where he has held several positions over the last 12 years. Most recently, he was U.S. Operations Human Resource manager. Bob also has been Mid-Atlantic/Southern States Area Personnel manager and Mid-Atlantic Region Personnel manager. He was the first District Personnel manager for New Jersey, and as a senior personnel representative, he opened Digital's New York District office. Prior to joining Digital, Bob was U.S. Employment manager for Coca-Cola.

Bob holds a bachelor's degree from Brooklyn College, Brooklyn, N.Y., and has attended the Executive Development Program at Columbia University in New York City. ■

The Digital Video Network (DVN) will broadcast "Field Information for Storage Products" on Thursday, Aug. 13 from 4-5 p.m. Eastern time. Sponsored by Mass Storage Maintainability Engineering East, this program is designed to provide training on new and current products to Field Service technicians and unit managers.

The panel will consist of representatives from Customer Services System Engineering (CSSE). Diane Parker will discuss the TK70; Steve Piazza will address the TU78/TA78 and TU79/TA79 Field Change Order (FCO); Bob Sture will focus on the TK50 FCO; Ragnu Minisandram will give an overview of the RD53 on MicroVAX; and Bart Lasky will address RX50 diagnostics. Topics will also include an overview of order numbers for FCOs, tools to be ordered, and face sheets of FCOs.

The program can be viewed at the following sites in the Greater Maynard area. Site coordinators' names and telephone numbers are in parentheses:

- Bedford (Mariann Polcari, DTN 249-4528)
- Boylston (Marguerite Shaw, DTN 245-5270)
- Chelmsford (CHM) (Bill Cadden, DTN 272-7307)
- Chelmsford (ICO) (Tom Ehnstrom, DTN 269-2441)
- Marlboro (Tammaris Mitchell, DTN 297-2525)
- Stow (Lisa Judd, DTN 276-9217)
- Parker Street (Bob Curtis, DTN 223-2097)
- Shrewsbury (Lisa Okerlund, DTN 237-3245)
- Westford (Don Schwabe, DTN 282-1369)

Digital Video Network to broadcast 'Field Information for Storage Products'

The Field Service Product Protection Group (FSPP) recently held its annual Product Protection Conference in Merrimack, N.H. From left are Rick Bernier, electrostatic discharge consultant Bill Larkin, Ralph Spinelli, guest speaker Dan Anderson of Anderson Effects, Inc., Mike Wade, Tim Allard, and Bob Ridley.

Athena Costopoulos has joined Digital as manager of a new marketing effort which will establish and enhance the company's relationships with university-based executive consultants. She will report to Gerhard Friedrich, manager, Executive Marketing.

In her new role, Athena will work closely with senior faculty at targeted business schools to increase faculty understanding and use of Digital's style of computing in their work with strategic consulting firms, in their teaching at prestige executive development programs, and in research for corporate clients. The Executive Consultant program is part of Consultant and Information Systems Marketing, led by Vice President Rose Ann Giordano.

Athena was formerly vice president of the New England Council, an economic and policy-setting group. She has written two books on the global competitiveness of New England businesses, and has worked extensively with business school faculty and senior executives to address strategic policy issues affecting their industries and the region's growth. Athena graduated from Boston University, where she was named Phi Beta Kappa, and she received her master's degree from Harvard University. ■

Athena Costopoulos joins Digital



Athena Costopoulos

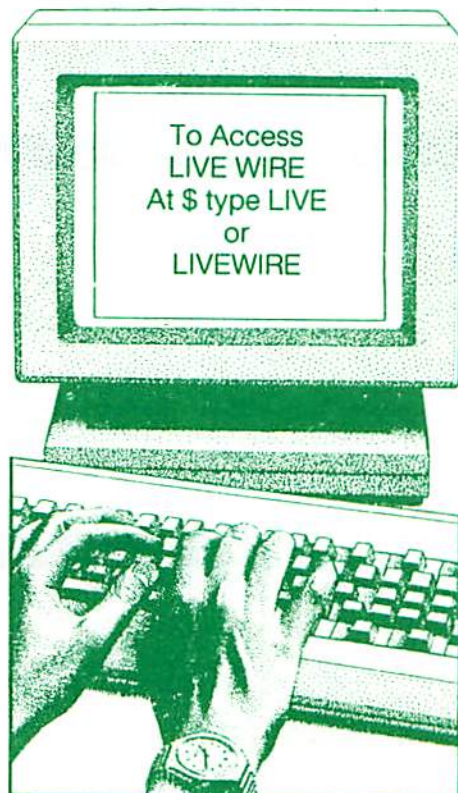
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To Access LIVE WIRE At \$ type LIVE or LIVEWIRE



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THE MARKETPLACE



APPLIANCES

AIR CONDITIONER, Emerson, 8000 BTU, 2 position fan, 8 pos cool cntrl, hardly used, \$125, Steve, 297-7145

MICROWAVE OVEN, 1.5 cu ft, 3yrs old, Litton, \$150, Lucy, 226-2142

CARS

'81 HONDA Accord Htchb, red, 5spd, 99Kmi, well maintd \$1800, Pam, 272-7433

'80 PLYMOUTH CHAMP, 51Kmi, 1.6L eng, no rust, exc cnd new tires/exhaust, \$2400/80, Lee, 617-533-5432

'81 TOYOTA TERCEL, SR5, 5spd, 88K, much new, asking \$1750, Fred, 226-7388

'74 CORVETTE, red w/tan int, auto trans, T-Tops, am/fm cass, \$7500 or 8/0, Liz, 223-7796

'83 DODGE CHALLENGER, blk, 70Kmi, std, 5sp, spd-cntrl auto wndw/mir/srnf, am/fm, \$3500/80, Debbie, 297-4839

'83 HONDA CIVIC, 5spd, 4dr sdn, Alpine am/fm cass, new Michelin rdls, grt cnd, brown, \$3500, Beryl, 225-5594

'79 CHEVETTE, 4dr, 86K, new trans, htchbk, green, auto no rust, grd cond, \$700/80, Mary, 226-2461

'80 HONDA ACCORD, 4dr, 5spd, 42K orig mi, cream puff \$3250/80, Milt, 269-2262

'79 DODGE VAN, new exhat/new body work, '81 engine 60K, exc cond, asking \$3800, John, 234-4287

'86 ISUZU IMPULSE turbo, red, 5sp, srnf, \$12500/80;

'86 FORD AEROSTR crgo van, \$9950/80, Donna, 297-6702

'79 DATSUN 310SX, 5spd, new tires/stereo, 68K, depndb transportation, \$1000, John, 268-6051

'80 SUBURBAN, auto, V8, 4wd, a/c, am/fm, good cond, asking \$3200/80, Bob, 297-4472

'75 BUICK LESABRE convert, classic, clean, new int, litl rust, rns grt, 98K, much new, \$2500, Jim, 223-0344

'79 TOYOTA COROLLA, 2dr, sedn, Sony am/fm cass, mntd smtires, runs well, \$800, Mitch, 223-5291

'84 RED FIERO, 46Kmi, 4spd, srnf, new tires, recent tuneup, asking \$6200, Danielle, 262-8444

'77 TOYOTA CELICA hrdtop, 5spd, a/c, \$1200, blue, 115K mi, new tires, minor rust, nds TLC, Jon, 223-1022

'84 CORVETTE, 40Kmi, silvr, air, Chapman, cruise, auto, ex cond, \$17K, Nancy, 224-1626

'85 HONDA PRELUDE, auto, a/c, am/fm cass, pwr roof, dk gray, mnt cond, \$10000/80, Betty, 223-7989

'82 PLYMOUTH RELIANT, radio, p/s, a/c, 81Kmi, good run cond, \$2200, Jack, 297-2486

'80 PONTIAC SUNBIRD, p/s, p/h, am/fm radio, auto, 74K mi, \$1400/80, Ken, 244-6235

FURNITURE

DINING TABLE w/4 chrs & buffet, very good cond, \$300, Elaine, 223-7074

SEALY SLEEPER, qn size, exc cond, medium blue paisley, \$600/80, Simon, 297-2182

BUNKBED, drk pine, 3 yrs old, \$100, Warren, 234-4232

SOLID PINE CANNONBALL BED, qn size, 2 yrs old, exc cond, moving, must sell, \$250/80, Linda, 223-5544

OLD MAGOGANY DROP LEAF TABLE, 4 chrs, \$150/80; Sofa, colonial brown plaid, \$100, Pam, 297-6684

TRIPLE DRESSER, 6ft, maple, exc cond, \$200, has bn used as drnw buffet w/match htchtop \$50, Helen, 223-9116

CANOPY BED, white, Early American, twin size, exc cnd \$140, Judy, 297-7931

DINING ROOM TABLE w/4 chrs, leaf & htch, exc cond \$300, Erin, 297-4171

MISCELLANEOUS

RAINBOW, 100A, 5MB hard disk, MS-DOS, CP/M, Mbaseic-86 Multiplan-86, hrdly used, \$1200/80, Cathy, 226-7072

7 FT ALUM CAP for pickup truck, Dana, 297-6082 or MRNFGL:D_Marchant

F, LIVING WELL MEMB, exp 3/89, \$2 ea add yr, good @ other gyms, incs all equip, Janice, 251-1034

FLOPPY DISK DRIVE, for Atari 400 or 800, inc OS disk, asking \$65, Ron, 297-7113

AM/FM STEREO CASS RECORDER, Realistic slimln prtahl ex cnd, \$70, operates AC, 6 "C" batt, Alan, 251-1604

HAY, combination of alfalfa, clover & timothy, Lots, 297-2024

STEREO SPKRS, EPI 180, \$550/new, w/1 sel/145; Technics semi auto turntbl w/super cart \$75, Bruce, 225-5441

CASEMENT WINDOW, 76" w x 64" h, insulated glass, wood frame, delivery available, \$100/80, Tom, 297-2458

SNOW TIRES (4), Dunlop radials, 185-70 14", used one season, \$95, Wendy, 223-5770

FNRD RHODES88 PIANO w/ac, Peavey TK065 amp, DOD mtr all exc cnd, prefer pkg deal, \$800, Chris, 226-6179

PICTURE WINDOW, early American style, inc storm window, \$90, Dan, 223-5294

WEDDING GOWN, sz 8/10, satiny tea length, w/ll provid picture, asking \$400, w/veil \$450, Dorothy, 223-3998

NECKLACE, rosequartz (pale pink, quality stones), 22" never worn, pd \$45, asking \$25, Claire, 223-7159

TIRES (2), used only 3 mos, size P195/75R 14MS, radials on rims, Goodrich, Jan, 223-8994 or 251-1049

MOTORCYCLES

'83 YAMAHA 750 MAXIM, used 1 yr, 3500 mi, has alarm & cover, \$2200/80, John, 293-5278

'77 COLUMBIA MOPED, lo mileage, exc cnd, \$250/80, Betty, 223-7989

'82 SUZUKI GS750EZ, mint cond, only 1100 mi, garaged in Sterling, \$1750, Paul, 264-3001

PETS

PUPS/LAB/RETRIVER, free for a good home, 7M, 2F, ready Aug 1 @ 7 wks w/1st shot, Donna, 225-4541

AKC BRIT SPANIEL, 13 mo, spayed, \$250, Anne, 223-4274

FEMALE CAT, 2yrs old, blk/wht, v gd w/chldn, lived w/dog, nds gd hnc befr 1 go ovrseas, Becki, 276-9692

REAL ESTATE

DRACUT, 1 yr old, 2br, cath clg livrm, a/c, priv gar, util rm, attic, wooded view, \$105K, Michele, 274-6424

STOW, Harvard Acres contmpy, 4bdr, 2 1/2b, office area, overlook pond, \$259K, Shyam, 617-897-6871

CHELMSFORD, 2bdr endo, 1.5yr old, ful appl, a/c, w/w d/d, balcony, \$105K, Barb, 226-7688

DERRY, NH, 2br contmpy endo, 1.5bth, solar hr, bsmt, loft, air, super energy eff, \$110K, Mike, 236-2259

SUDBURY, 3br ranch, 1 1/2b, 1 wooded acre, furn, fpl deck, \$219K, Lindy, 223-2848

UPTON, 3br ranch, lacr, conv to 495/MRO/HLO/SRR, innac, nr school, nice nrhd, \$155K, Tom, 225-6888

MARLBORO, 3br twhs, 1800+sq ft, 1 1/2b, cnt air, new rugs, attc/bsmt, 1/2mi/495 & 20, \$128K, Robin, 268-3355

COMM AVE CNDO, 1 br, priv prkg, beaut bldg & loc, low comm fee, \$159000, Sue, 296-4624

MARLBORO, 9rm gar, 2 car garage, 4yrs old, deck, 1 1/2 bth, 1st flr furn w/fpl, \$222.9K, Joanne, 223-3270

CAMBRIDGE, PORTER SQ, 2fam, 3, 6+, seprate sys, gar, pkg lge yrd, porch, T-Stop, \$285K, Tom, 297-4620

ASHBURNHAM, MA, 8ra, 3br spll lvl, w/w, all appl, solar ht, wldr/deck, lg yd, lo tax, \$124.9K, Evelyn, 223-7148

BOXBORD, 6 1/2 r cape, priv 1.25 acr, fpl lr, eatn kit, dr, snrm/study, 2br, gar, \$179K, Andrea, 223-2286

NORTH ANDOVER, 2br twhs, 1 1/2bth, end unit, 3levels finished bsmt, \$125.9K, Jo, 221-5649

NASHUA, NH, cape, 3br, 1.5b, eatn kit, hwd flr, abuts cnsv land/pond, nr RT 3, \$138.9K, Angela, 381-2162

CHARLTON near ROCHDALE, 3br passive solar contmpy slt bx on acr, 40mn/Hudson, \$146.9, Juan, 225-6145

FRAMINGHAM, 1750 Colonial, exc cnd, orig beams, flrs nu grmt kit w/akylts, 4br, dr&lr w/fpl, Rob, 223-2874

RECREATION VEHICLES

31' CAC SLOOP SAILBOAT, '69 fbrglas, full instr, auto pilot, 4 sails, exc cond, \$21.9K, Bill, 296-4154

'74 31ft AIRSTREAM TRAILER, rear twin bdrm, cntr bth exc cond, extras incl, \$10K, Faith, 223-7725

'83 PACE ARROW MOTOR HOME, 27', diesel engn, fully loaded, exc cond, \$26.5K, Bob, 225-4391

22' CATALINA SAILBOAT, 1985, main, jib, 150 gen-trailr dock for '87 season, \$11K, Peter, 223-5122

RENTALS

HAMPTON BCH, endo on ocn, 2br, w/d, deck, 2 car prkg, \$600/wk, \$2200/month, Lori, 276-8632

HYANNIS, CAPE COD, rncb hse, 2bdr, quiet str, nr Craigvill Bch, Cape Cod Mall, Nathan, 223-8560

W HARWICH, 2bdr, slp 6, 5mi/bch, ful kit, bth, dead end Jul-Aug \$500/wk, Sep \$300/wk, Jim, 296-6698

LK WINNIPESAUKEE cottg, 2br, swim, ten, golf, avail wk/mnthlit rntls, June-Sep, Lorraine, 234-5131

N YARMOUTH, CAPE COD, 3br ranch, lmt/Seagull Bch, slp 6 nr/shop, Hyannis, last 2 wk/Aug, \$650/wk, Pat, 297-5310

ALLSTON/BRIGHTON, 2-3br, 2nd flr, blcny, fplc, pkg, hdd nr T, jst pntd, 950/m (inc utl), Aug 1, Boris, 223-4454

WHITE MTNS, nr shps, golf, rest, hike, fish, stdo endo, slp 4, pool, tenn, sauna whlp, \$75/nite, Lori, 296-4161

CAPE COD, E HARWICH, br new 3br, 2bth, lmt/ocn, near Chthan, Orleans line, Jul/Aug, \$595/wk, Fran, 223-3681

M.V. EDGARTOWN, last avl 2wks Aug 8-22, new 3br, 2bth 8'sldrm/dk, all appl, \$725/wk, Dick, 268-3257

VERMONT, endo, Sugarbush, slp 4, pool, tennis, hiking, wknd, wkly, mnthly rates, Liz, 223-4470

WHITE MTNS, Franconia, br new 3br, 2b w/all amen, view & privcy, slp 6, \$350/wk, wknds avl also, Tom, 244-6608

POCASSETT, 3br, slp 6, 100 yds/bch, watrvlew, avl July, Sept, \$550/wk, Kathy, 617-584-9549

MARTHA'S VINEYARD, hse, nr bch/harbor/town, \$550/wk, off season rates also, Russ, 268-3440

LEXINGTON, nr ctr & RT 128, M, nonsmkr, bdrm, share bth/kitchen, quiet, \$425 inc utl, Al, 297-6821

LAKE WINN/Gunstock acres, 5bdr, trlrvl, furn, slp 12, 3bth, 2fpl, rec area, wk/wknd, Rick, 247-2766

NO CONWAY, 3br chalet, slp 8, wdstv, fl furn, bch/Saco Rvr, tenn, canoe, ride, wk/wknd rentls, Diane, 264-7096

NORTHBORO, 3br renov rncb/fam nrhd, bsmt w/cedar closet, eatn kit, dck, \$950/mo+util, Annette, 297-2564

FALMOUTH, 4bdr cape, slp 7, 5min walk/beach, \$475/wk Jack, 223-7196

BRIDGETON, ME, 2br cottage, Highland Lake Bch, boat, raft, \$375/wk, 2wks left, Tom, 251-1206

WORCESTER, 2bdr, 1 1/2bth, cellar, ful appl, deck, pool, ten, no dogs, nr DEC/SRR, \$650/mo, Dick, 223-4583

WEST YARMOUTH, Cape Cod, 2br, quiet street, 1mile/Seagull Beach, \$400/wk, Lisa, 247-2608

SESUIT HARBOR, Dennis, 3bdr, 2bth, wld, 5min walk/hrbr bch, no pets, avl Aug, Sept, \$675/wk, Cell, 296-3222

ROOMMATES

M/F, nonsmkr, prof, shr lux 2Ksq ft Ridgfld endo, prv bth, fpl, ldry, nr/MRO, MLO, \$400+1/2utl, Bill, 297-5153

F, 40yr prof shr 2br w/same in Norwood complx, min/128, walk to T, \$350 inc ht, Sharon, 268-3096

F, prof, 27-37, shr 4br hse in Newton, nr 128/Pike, w/2 M6F, w/d, cleang avc, \$350+, Dave, 223-3669

F, nonsmkr, shr 2bdr, 2bth apt, N. Andover, pool, tennis clbhs, avl 7/1, \$385+1/2 util, Claudia, 284-3166

F/M, nonsmkr, respn adult shr 2bdr nr Arlington Cntr conv RT 2/93, prkg, w/d, \$350+util, Ken, 223-5627

F, nonskr, shr 2br apt, Acton, 2A, pool, Indry, avl Jul, \$400/mo, inc all utl, Anton, 223-9644

F, nonsmkr, in 20s, shr duplx/Maynard, w 1/P43M, lr, dr, 2bth, 5br, pool, \$260/mo+1/5 utl, Kevin, 223-4897

ROOMMATE, Temporary, nonsmkr, shr new lux 2br twhs Maynard, furn, 8/1-10/25 or wkly, Steve, 223-1265

ROOMMATE, nonsmkr shr 2bdr apt/Acton, tennis, blcny pool, ac, avail 8/1, \$375 w/heat, Ron, 223-9008

SPORTING GOODS

RONER, Tunturi Americ, \$60/80, Kenney, 381-2292

WANTED

OLD WOOD STRM WNDWS & SHUTTRS, 6-7' hi; lg crystl or bras gas lt, chndfltr, 3-4 upglobes, Carrie, 297-7304

BASKETBALL SETUP, fibrglass backboard, hoop, net and pole, Marylou, 226-2716

1 BDR APT wanted for couple, Boston/Framinghu area w/easy access to "T", Aug 1 occup, Betay, 297-5649

WANTED - RIDE to and from ZKO to Pepperell, hours are flexible, Dave, 381-2206

news briefs

32nd Update to Personnel Manual available next week

The 32nd Update to the Personnel Policies and Procedures Manual will be distributed next week. Copies may be obtained by requesting Part No. EH-96001-32 on a Request for Literature Form (Part No. EN-01878-05-REVC). Send all orders to Publishing and Circulation Services, NRO3-1/W03.

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:

Aug. 17 issue — Aug. 5 deadline
Aug. 31 issue — Aug. 19 deadline
Sept. 14 issue — Sept. 2 deadline.

'Godspell' set for Sept. 10

Corporate Employee Services and Recreation has made tickets available to Digital employees for a performance of "Godspell" on Thursday, Sept. 10 at 8 p.m. at the Act I Arena Theatre, Ashland. The deadline for reservations is Wednesday, Aug. 26. For more information, contact your local Employee Services and Recreation representative or call DTN 225-4624.

Friday air service to Burlington temporarily discontinued

Aviation Services has discontinued its Friday flights to Burlington, Vt., until Sept. 4. Regularly scheduled service will continue to operate Monday through Thursday. For more information, contact Aviation Services, DTN 223-4003.

Nagog to hold blood drive

On Wednesday, Aug. 5, Nagog Health Services will sponsor a blood drive in the Sydney Conference Room, AKO1-2, from 9 a.m. to 2 p.m. To schedule an appointment, or for more information, call Maryann Orcutt at DTN 244-6832.

Keynote speaker set for Hispanic Heritage Week

Don Luis A. Ferre, former governor of Puerto Rico and a member of President Reagan's Commission for the Celebration of the Bicentennial of the U.S. Constitution, will be the keynote speaker at a corporate celebration of Hispanic Heritage Week on Friday, Sept. 18. Activities, including a panel discussion and a cultural fiesta, will highlight the theme, "Hispanics: Excellence, Diversity, and Contribution."

Consult LIVE WIRE, Digital's electronic bulletin board, future issues of "Digital This Week," and site bulletin boards for more information about the week's activities.

DECdirect changes toll-free number

DECdirect has changed its toll-free 800 number to (1-800) DIGITAL (1-800-344-4825). All services, including order placement, are available from 8:30 a.m. to 8 p.m. Eastern time. The (1-800) DIGITAL number is also the number to call for technical support for assistance at the Electronic Store.

Calls to (1-800) DEC-INFO are now being answered by Corporate Customer Assistance.

Marlboro Bowling League meets Aug. 25

An organizational meeting of the Marlboro Tenpin Bowling League will be held on Tuesday, Aug. 25 at 5:30 p.m. at the Brunswick Maple Lanes. Complete teams must send one representative to this meeting, and any bowler who is not on a complete team must attend. The league begins its 1987-88 season on Tuesday, Sept. 1. For more information, call Tim Regan, DTN 297-2245 (CASSAN::TREGAN).

Digital Chinese Association to hold annual picnic

The Digital Chinese Association (DECCA) will hold its annual picnic on Saturday, Aug. 15, from 10 a.m. to 4 p.m. at Hopkinton State Park on Cedar Street in Hopkinton, Mass. Rain date is Sunday, Aug. 16. Tickets are \$5.50 for adults and \$3.50 for children. For more information, contact Jory Tsai (ANTARE::TSAI), MRO1-1/L26.

Permanent air service begins to Westfield, Mass.

Aviation Services announces regularly scheduled air service from the Parker Street complex to Westfield, Mass. (WFO). Two round-trip flights will operate on Tuesday and Thursday. Return trips also stop in Tewksbury (TWO) if necessary. Flight times are as follows:

Depart		Arrive	
PKO	7:15 a.m.	WFO	7:55 a.m.
WFO	8 a.m.	PKO	8:40 a.m.
PKO	4:15 p.m.	WFO	4:55 p.m.
WFO	5 p.m.	PKO	5:40 p.m.

For reservations, call DTN 223-3085 (PKO) or DTN 242-2803 (WFO).

educational opportunities

Operator Training Program to be offered in October

The 11th offering of the Operator Training Program (OTP) begins on Monday, Oct. 19. The OTP is designed to train Digital full-time personnel who are eligible for transfer to become computer operators. The 17-week program consists of one week of orientation and four weeks of classroom training and lab, followed by 12 weeks of on-the-job training. The deadline for applications in Friday, Sept. 4.

The first four weeks of on-the-job training are typically spent at a Data Center other than the trainee's permanent job assignment. The next eight weeks are spent working in the sponsoring manager's Data Center. Formal training includes Hardware, Software and Communication Concepts, Data Center Procedures and Standards, and an emphasis on verbal communication skills.

The hands-on laboratory experience is focused on the VAX.

Upon satisfactory completion of the program, the trainee will be promoted to Operator II (D61) and will work in the sponsoring Data Center on a full-time basis.

Participation in the program requires a minimum of a one-year commitment to work for the sponsor after program completion (total of one year and 17 weeks). Additionally, the trainee must make commitments to work other than first shift, as most Data Centers operate on a 24-hour basis seven days a week. Trainees may not take any time off during the training.

For further information about this program, contact the department coordinator at DTN 273-3427, or Art Raiche, OTP manager, at DTN 273-3108. ■

WPI offers graduate courses

Worcester Polytechnic Institute (WPI) will offer graduate courses in computer science and electrical engineering at Marlboro High School this fall. The following three-credit courses are available:

Computer Science

- CS 502 Operating Systems (Monday, 5:30 p.m.)
- CS 507 Data Structures (Wednesday, 5:30 p.m.)
- CS 525A Topics: Logic Programming (Monday, 5:30 p.m.)
- CS 534 Artificial Intelligence (Tuesday, 5:30 p.m.)
- CS 544 Compiler Construction (Tuesday, 5:30 p.m.)

Electrical Engineering

- EE 502 Analysis of Probabilistic Signals

- EE 532 and Systems (Monday, 5:30 p.m.)
- EE 532 Data Communications (Thursday, 5:30 p.m.)
- EE 565 Physics and Technology of Int. Semi-Devices (Tuesday, 5:30 p.m.)
- EE 576 Microprocessor and Bit-Slices Architecture (Monday, 5:30 p.m.)

Registration will be held in the Hudson cafeteria (77 Reed Road) on Thursday, Aug. 27, from 1-3 p.m. On-campus registration will be held on Monday, Aug. 31, and Tuesday, Sept. 1, from 6-8 p.m. Tuition is \$333 per credit hour, and may be charged to MasterCard or VISA.

For catalogs or for more information, contact the Office of Continuing Education at WPI at (617) 793-5301. ■

Boston Area seminars for September

(Note: Seminars are frequently attended by customers and employees. For registration information, call DTN 249-4949 or (617) 276-4949.

VAXcluster Technical Concepts

Sept. 1 Course No.: EY-5230E-SO

VAX/VMS System Performance Management

Sept. 2-4 Course No.: EY-3858E-SO

UNIX[®] Operating System Overview

Sept. 9-11 Course No.: EY-2257E-SO

VAXcluster System Management

Sept. 9-11 Course No.: EY-2342E-SO

Designing FMS Forms for DATATRIEVE Applications

Sept. 11 Course No.: EY-5229E-SO

VAX RALLY Overview

Sept. 14-15 Course No.: EY-6783E-SO

Advanced Data Communications

Sept. 14-16 Course No.: EY-1366E-SO

System Performance Management and Capacity Planning

Sept. 14-16 Course No.: EY-1009E-SO

Performance Management in a UNIX[®] Environment

Sept. 16-18 Course No.: EY-5228E-SO

Design of Applications Under VAX/VMS

Sept. 21-24 Course No.: EY-3859E-SO

System Performance Management Using VAX SPM

Sept. 22-24 Course No.: EY-5259E-SO

Introduction to Artificial Intelligence

Sept. 23-25 Course No.: EY-2399E-SO

Managing Your MicroVAX

Sept. 23-25 Course No.: EY-4831E-SO

VMS System Security Features

Sept. 28-30 Course No.: EY-2403E-SO

VAX LISP for Experienced Programmers

Sept. 28-30 Course No.: EY-2400E-SO

ALL-IN-1 Office Automation: A Managerial Overview

Sept. 28-29 Course No.: EY-2402E-SO

Getting the Most from Your ALL-IN-1 System

Sept. 30-Oct. 2 Course No.: EY-2080E-SO

UNIX is a trademark of AT&T.

'Powerhouse' course to be offered

Introduction to Powerhouse Aug. 17-21

This course is intended for data processing professionals with previous programming experience who intend to design and build systems using Powerhouse. Students should have completed "VAX/VMS Utilities and Commands" and have general knowledge in programming. Review of the Powerhouse Primer is also required (The Primer will be distributed to students a few weeks before class).

This two-part course includes an introduction to Powerhouse, which covers basics such as how to design default screens, reports, and batch jobs. The second part deals with refinements to the defaults.

To register call Cheryl O'Hern at DTN 249-4670. For detailed course description or other training information, call DTN 249-1461. Descriptions will be sent over the network for immediate reference.

Office Applications expands into southern New Hampshire

To meet the needs of employees in southern New Hampshire, the following Office Applications courses will be offered in the Squam Room of the Hudson, N.H., facility on Hampshire Drive (QLO).

Lotus 1-2-3 (2 days) Aug. 13

Intro to VAX/VMS (2 days) Aug. 6

EDT (1 day) Aug. 11, 12

Future flyers will announce additional course offerings. To register, complete an OA enrollment form and send it to the OA registrar, PKO3-1/B11. ■



EMPLOYEE KUDOS

Joan Hong, Market Analysis manager for the State and Local Government/Education Industry group (SLG/EDU), received the TIP award at the group's third-quarter meeting. Joan was honored for her achievement in developing the Education Software Library, a new program that allows educational institutions that have a large number of low-end VAX systems to acquire a wide selection of VMS and ULTRIX layered products for a modest annual fee. The TIP award is given each quarter to a person who has demonstrated teamwork, integrity, and persistence in meeting marketing goals.

Sharon Keillor, Corporate Software Engineering manager, has been named to "Who's Who in Professional and Executive Women." Sharon was honored for her professional achievements and for her membership in several professional organizations, including the Institute of Electrical and Electronic Engineers (IEEE) and the Society of Women Engineers.

Rick Catlino, U.S. Fleet manager, has won the "Professional Fleet Manager" award for 1987 from "Automotive Fleet" magazine. The magazine honored Rick for "coping with rapid change and utilizing human resources effectively," and for his cost-efficient management of Digital's 11,000-vehicle fleet. ■

Simon Tuttle Conference Center opens in Littleton



From left, Manager Paul McCarthy, Paul Jacobs, and Administrator Judy Sacco prepare for a meeting at the newly opened Simon Tuttle Conference Center, on the grounds of the King Street facility in Littleton. The 18th-century farmhouse, which has been converted for use as a meeting place, can accommodate groups of up to 50 people. For reservations, call DTN 226-7999.

Children's Museum, 'Big E' tickets available

Corporate Employee Services and Recreation has made the following tickets available to Digital employees.

Children's Museum of Boston

A limited number of free passes, which will be distributed through a lottery system, are available to employees. Entry forms are available in employee information racks in Greater Maynard Area facilities. Deadline for entries is Monday, Aug. 17, and the drawing will be held on Tuesday, Aug. 25. Only win-

ners will be notified.

Eastern States Exposition

Tickets will be distributed on a first-come, first-served basis for "The Big E," the Eastern States Exposition. The fair will be held Sept. 16-27 in Springfield, Mass. Tickets are \$4 (regularly \$6), and forms are available in employee information racks in Greater Maynard Area facilities. The deadline for ticket orders is Monday, Aug. 24. ■

GENiSYS Users' Group sets all-day symposium

The GENiSYS users' group will hold an all-day symposium on Friday, Aug. 14, at the Virginia Road facility in Concord (VRO3). GENiSYS allows business users access to their own data and gives them the ability to generate their own ad hoc inquiry and reporting.

Hosted by the DIS Strategy, Technology and Architecture group (DSTAR) and the Canadian GENiSYS development team, this symposium will feature workshops, presentations and discussions for both the developer and user community. For more information, see Note 143 in the GENiSYS notesfile (KAOA05::GENTEC) or send mail to WISDOM::GENUSER. ■

Sign language interpreter helps hearing impaired

Webster's New Collegiate Dictionary defines "communication" as "an act or instance of transmitting." Sharon Caserta, Digital's only certified sign language interpreter for the hearing impaired in the Greater Maynard Area, relies on this form of communication. Through her interpreting, the hearing world opens more fully to the deaf. In turn, the world of the hearing impaired opens to those with normal hearing.

Sharon first became interested in "signing" when she babysat for a deaf couple. "I learned a little sign language from this family, and they encouraged me to become a sign language interpreter," she recalls.

She entered the Interpreter Training Program at Northern Essex Community College, where she also earned degrees in computer maintenance technology and electronics technology. "Thirty-five people started in my Interpreter Training Program," Sharon says. "Only 12 of us graduated." Out of that 12, only Sharon became a certified sign language interpreter.

Sharon joined Digital in 1985, and has worked out of the Greater Maynard Temporary Personnel Department since last August. Says Gail Martis, department Programs manager, "Sharon consults with managers and work groups on training programs, adapting the workplace to the needs of the hearing impaired, and other communication issues. She has a unique perspective on these issues, and for that reason she's become one of our most requested temporaries."

In her interpreting, Sharon draws heavily on her technical background; in fact, her first job at Digital was interpreting for a technician who had a hearing impairment. "Interpreting technical material is really challenging," she notes. "Signs haven't yet been established for many of the technical terms that hearing people take for granted. My job is to work with deaf persons to create signs that reflect the technology, which often uses very abstract words. The deaf people with whom I work have college degrees and a very high level of skill. When I sign for them, I have to respect that professionalism."

Sharon uses American Sign Language (ASL), a "very conceptual, very visual language." In ASL, one sign may be used to interpret a whole phrase, while in the English format, each word of the phrase is signed individually. "I use both the American and the English modalities, depending on the needs of the consumer," she says.

Body language is also an important part of interpreting. "It's essential to use facial expressions to interpret the tone of the speaker's voice. If the speaker is telling a funny story, for example, I need to get that



Sharon Caserta (right), a certified sign language interpreter for the hearing impaired, interprets Tom Couming's presentation during a recent meeting at Parker Street. In addition to interpreting, Sharon consults with managers and work groups on training programs, adapting the workplace to the needs of the hearing impaired, and other communication issues.

across," Sharon says. "On the other hand, I don't want to exaggerate. I also have to be conscious of the clothes I'm wearing. I usually choose solid colors. People are watching every single gesture I make, so wearing prints and stripes when I interpret is out of the question. They're too tiring to the eye."

Interpreters get tired, too. "It's impossible to interpret 40 hours a week," says Sharon. "To do a quality job, you can only interpret for 25 or 30 hours a week. Signing requires total concentration, and it just isn't possible to work at that level for long periods of time."

Like other certified sign language inter-

preters, Sharon adheres to a strict code of ethics adopted by the National Register of Interpreters for the Deaf. According to the code, interpreters must remain objective, and must not advise their clients. "I care about my clients, so remaining objective can be pretty difficult at times," says Sharon. "But my number-one job is to be a communication link. The hearing impaired person needs the interpreter to sign what the hearing person says, and the hearing person needs the interpreter to translate the hearing impaired person's signs. It's a two-way street." ■

Digital named tops in quality by 'Quality Review'

The premier issue of "The Quality Review," published by the American Society for Quality Control (ASQC) this spring, chose Digital as one of the 10 best companies in terms of "quality of products and services." Digital was the only computer company to make the list.

The magazine explained its selection process as follows: "To produce its 1987 feature on 'America's Most Admired Corporations,' 'Fortune' magazine surveyed 8,200 senior executives, outside directors, and financial analysts for their opinions on what are the nation's best, and worst, companies. They then allowed us to noodle their raw data to come up with the 10 highest-ranking companies in the category of 'quality of products and services.' The top 10, listed in order, are: Dow Jones & Company, Inc.; Merck & Co., Inc.; The Boeing Company; The New York Times Company; Rubbermaid Inc.; Caterpillar, Inc.; Digital Equipment Corporation; The Procter & Gamble Company; and, tied for ninth place, Anheuser-Busch Companies, Inc., and The Coca-Cola Company."

ASQC is the international professional organization for quality and quality-related technology. It has 53,000 individual and corporate members in the U.S. and 61 other countries.