



Digital This Week

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Jack Smith discusses Q4 results, notes some positive trends

(Reprinted from LIVE WIRE)

In response to press inquiries after announcement of Digital's Q4 results, Jack Smith, senior vice president, outlined Digital's commitment to return to profitability, with a three-pronged emphasis on cost containment, revenue and the balance sheet.

Cost containment

- From a high of 126,000 people in 1989, plus 11,000 added through acquisitions (137,000 people total), we have reduced by 23,000 people or 17.5%.

- We have also downsized our floor space by 7.2 million square feet.
- Overall, such actions to date have removed about \$1 billion from the yearly cost of running the company.

Revenue

- While Europe and GIA remained weak during the quarter, business in the U.S. seemed to be stabilizing and provided some grounds for cautious optimism. In particular, we addressed the erosion of our core VAX business in the U.S. with a variety of innovative programs, including the Alpha Ready

program and DECWORLD, and saw encouraging customer response.

- Our PC and workstation business is growing, but we need to work to improve the margins.
- Service revenues are growing, mainly due to new kinds of services, such as network management, facilities management, desktop integration and multi-vendor service.

Balance sheet

- We have \$1.3 billion in cash, thanks to over \$400 million positive cash flow from operations. This comes in large part from improvements in inventory (from 4.4 turns at the end of Q3 to 5.4 turns at the end of Q4) and receivables (a four-day improvement in Days Sales Outstanding from Q3 to Q4).

Brad Allen, director of Investor Relations, also clarified a few points related to the results:

- The increase in R&D costs was due in part to the Philips acquisition and in part to Alpha. Without Philips, R&D spending would have been flat year-to-year.

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Enrollment
 August 17 - September 11

DIGITAL DISABILITY PROGRAM

You will receive:


- 50% Company-provided core coverage

You can also choose:

- Additional 25% coverage for longer-term disabilities
- Additional 50% coverage for longer-term disabilities

Enrollment on VTX!

- Enter \$VTX Disability__US
- Choose any additional coverages
- Receive on-line confirmation of your choices



New Disability Program effective Sept. 28

Effective Sept. 28, Digital's new Disability Program will be available to all U.S. employees scheduled to work at least 30 hours per week. Employees who are not actively at work on Sept. 28 will continue to be covered under the current disability plans until they return to work.

The new program represents a whole new approach to providing disability income protection at Digital — both in the benefits provided and in the choices available. This approach is expected to offer more equitable benefits that are flexible enough to meet the needs of Digital's diverse employee population.

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Electronic payment services expand Sept. 10

In response to employees' suggestions, U.S. Payroll and Employee Expense will initiate several new services effective Sept. 10.

- **Additional Direct Deposit account for employee expense payments**

Under this new option, eligible active U.S. employees can establish two separate Direct Deposit accounts, one for Payroll and one for Employee Expense payments. You can continue to use one Direct Deposit bank account for both Payroll and Employee Expense if you prefer.

"Eligible" means employees who are classified from R1-R40, including DECTemps. Contract employees are not eligible to enroll in Direct Deposit.

Generally, those who participate in company car plan "A" and Traveletter draft holders will not be eligible to participate in the program, either. However, these employees may have tuition payments, relocation advance payments, and miscellaneous

procurement payments deposited in a separate account other than the one used by Payroll.

- **Enroll in Direct Deposit by TouchTone phone**

The Digital "PAYEEphone" will be accessible 24 hours a day for employees to enroll in, change, or stop deposits to Payroll Direct Deposit and Employee Expense EFT (electronic funds transfer) accounts. PAYEEphone eliminates the need for paper authorization forms. Every U.S. employee will be given a Personal Identification Number (PIN) to access the service.

- **TouchTone access to payroll information**

Finally, employees can use PAYEEphone to verify payroll

PAYEE phone

(Payroll/Employee Expense)

information (gross pay, net pay, taxes, deductions, etc.) for the current pay period. This will help employees who are traveling or away from their worksite on payday to have timely access to basic weekly pay information.

According to Len Haug, Corporate Payroll manager, "At present, over 48,000 employees — 88% of the total U.S. population — use EFT to receive their weekly salary and wage payments as well as supplementary payments, such as relocation and Fleet Program payments. An increasing number of employees are using EFT for advances and expense reimbursements.

"We're excited about these changes," Len added. "They support Digital's decision to close petty cash windows, process vouchers from central locations, and transition from paper to electronic payments. Digital has the highest percentage of Direct Deposit participation of any company in the computer industry, and we feel these new services will help us maintain that position."

Detailed procedures and PINs will be distributed to all employees prior to implementation. Information sessions are being planned for late summer and early fall. □



Digital This Week

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Policies & Procedures Manual updated

The 40th update to the Personnel Policies and Procedures Manual is now available on VTX and in hard copy.

The manual (and previous updates to it) can be ordered electronically. Send ALL-IN-1 orders to ORDER@NRO and VAXmail orders to NEST::ORDER. Refer to part number EF-A1878-50.

When ordering, include your name, badge number, cost center, site code/mailstop, shipping address (if using outside mail), part number and quantity desired. □

Bob Palmer talks to employees in DVN broadcast

The Digital Video Network (DVN) recently broadcast a 10-minute address to employees by President- and CEO-elect Bob Palmer. The following is a transcript of that speech.

Taped copies of the broadcast are available through the Media Catalog by accessing VTX AVCATALOG (tape number 5363).

"I feel extremely privileged and honored that Ken would recommend me as his successor. In the history of various industries, it's rare that someone comes along such as Ken and revolutionizes the entire industry with a new idea and concept, a new vision.

"Ken had a vision of interactive computing. That vision resulted in Digital Equipment Corp. and in transforming our industry.

"Because that sort of thing happens so rarely, no one can really replace Ken. But I feel competent to carry on his vision, particularly his value system that has made Digital what it is today.

"In this regard, Ken believes in empowerment and entrepreneurship. As an entrepreneur myself, I know what he is talking about. We are talking about the empowerment of all of our people in the enterprise to help the common objectives.

"We believe in diversity. There is a richness of humanity that is well represented in our company across the globe. We can take advantage of all of that diversity of

idea and thought, providing we encourage people to express themselves and to be open.

"This is an outstanding corporation with a culture that is unique in my experience. And I am very proud that Ken would recommend me to succeed him to maintain that vision.



Bob Palmer

"I've been reading in the papers that many people, at least the reporters, expect that I'm going to begin immediately, probably next Tuesday, to eliminate thousands and thousands of jobs in our company. This is not Bob Palmer. This is not the way we go about becoming competitive.

"It's obvious that we have too many people in our company, in total, for the revenue that we are enjoying at the present time. On the other hand, we are not about eliminating people. We are about restructuring the work.

"We need to remember there is a strategic objective in all of this activity. It is to get competitive, and to do it in such a way that we can stay competitive; and also in such a way that we maintain the

important core values that have built this great company. That means that, in a planful way, we will start redesigning the entire supply chain of the company: everything from the time the customer gives us an order to the time we deliver and collect for delivering a reliable, quality product, service, software, or what-have-you.

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Contributions sought for Ken Olsen 'memories' book

Since Ken Olsen announced his retirement, many employees have expressed a desire to communicate their personal messages to him. The DELTA Program is inviting all employees to contribute to a book of memories, which will be presented to Ken upon his retirement. Those wishing to share a reminiscence can send it as an automated mail message to DELTA DSC @OGO or CAPNET::DELTA_DSC.

Messages will be accepted until Aug. 31. DELTA will have your memories of Ken and Digital bound into a book, which Ken will receive before his departure.

For more information, call DELTA at DTN 276-8226. □

Jack Smith discusses Q4 results

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- The increase in Sales, General and Administrative spending was due in part to DECWORLD '92.
- Without the restructuring charges and special one-time accounting changes, the Q4 earnings-per-share number would have been a loss of about \$1.70, rather than the \$14.76 reported; and the earnings per share for the year would have been a loss of \$4.94, rather than the \$22.39 reported.

Jack said that further headcount reduction would come through process re-engineering and that the methodology would be the same as before, with individual businesses coming up with their own plans and

submitting them for approval. "This isn't a situation where we decide to make a million less cars so we just shut down a factory." Our problem, in fact, is that our output of "boxes" is up 40%, but revenue per unit is declining, leading to a decline of 7% in total product revenues. Given the competitive pricing environment, the company is losing money due to decreasing margins.

According to Jack, "It takes a great deal of planning attention" to determine the right ways to reduce costs in these circumstances. □

Bowlers wanted for league play

Three bowling leagues, two for candlepins and one for tenpins, are gearing up for the fall season.

New members are sought for the Digital Shrewsbury Tenpin Bowling League, which bowls Tuesdays from 4:45-7 p.m. at Fair Lanes Town and Country Bowl, Route 9 west, Shrewsbury. League play begins Sept. 8.

Individual men or women bowlers, couples, teams up to four bowlers, and people at all skill levels are welcome. An organizational meeting and free open bowling will be held at Fair Lanes on Tuesday, Aug. 25 from 4:45-6:45 p.m. Bowling shoes and balls will be provided.

For more information, contact Eric Scholwin (SASE::SCHOLWIN) or Ed Rocheford (CAMNET::ROCHEFORD).

Candlepin bowlers wanted

A candlepin bowling league is forming at Crowell Bowl on Rt. 117 in Stow. The league meets every Tuesday at 5:15 p.m. Bowling will begin in September. For more information, call Dick Page at DTN 225-5997 (RUFLES::PAGE).

The Digital Candlepin Bowling League will begin its 1992-93 season on Tuesday, Sept. 15 at 5:30 p.m. at the Acton Bowladrome on Route 27. The league is open to men and women of all skill levels. "Average night" for all new bowlers will be held Tuesday, Sept. 8. For more information or to register, contact Betty Cesario (BUFFER::CESARIO), DTN 276-8223. □



Secretaries meet in Littleton

The LKG/TAY2 Site Secretarial Committee recently hosted an open meeting for area secretaries. Donna Knowlton from the Office of the President spoke on "Asserting Yourself: Tapping Your Potential." A question-and-answer session followed. Shown here are members of the committee (front row, from left): Marilynn Ross, Ann Turner, Donna,

Gerri Thomas, Phyllis Priest. Back row, from left: Michelle Lizotte, Elizabeth Oliveira, Joan Gregoire, Linda Manseau, Linda Rydberg and Leslie Gerhardt. Missing from the photo are Maryann Breen, Kirsten Cogan, Gloria Sullivan and Stacy Batallas.

(Photo courtesy of Linda Manseau)

Basketball signups under way

Anyone interested in entering a team into the Digital Maynard Basketball League must attend a noon meeting on Wednesday, Aug. 19 in the Testarosa Conference Room, MRO1-3, pole DE18.6.

At that time, each team must submit a minimum roster of nine players. A partial dues payment of \$30 for each roster player will be expected in check form, made out to the Digital Basketball League. Total dues are expected to be approximately \$63 per roster player.

Teams returning from last year will have preference for league entry.

From September through March, each team will play once a week, on any given night, in Hudson.

For more information on the Digital Basketball League, contact Jim Carron (VINO::CARRON) or Joe Garbarino (FDCVO7::GARBARINO). Anyone who is not already on an established roster may contact Michelle Aucoin at JUPITR::AUCOIN for placement. Skill levels are "A" (highly experienced) or "B" (some experience or novice player). □

LULAC convention results in sales leads, recognition

(Editor's Note: LULAC, the League of United Latin American Citizens is the oldest and largest Hispanic organization in the U.S. Digital's relationship with LULAC and the LULAC National Education Service Centers (LNEC) is an integral part of the Company's business strategy for building effective, revenue-generating diversity partnerships with the Hispanic community.)

A line of new Digital PCs running bilingual Spanish and English software was one of the highlights at the recently completed 63rd annual LULAC national convention in San Antonio.

Customers attending the convention were able to use these products, learn about Digital solutions and request additional Sales follow-up at the Digital booth on the exhibition floor. The booth was staffed by Digital employees attending the convention and helped generate more than 50 customer requests for additional information and follow-up.

Another convention highlight was Digital's selection for LULAC's prestigious "Corporate Appreciation Award" in recognition of "its contribution to the education endeavors of the LULAC National Education Service Centers, Inc." Jose Ramirez, co-chair of Digital's Hispanic Leadership Group (HLG) and member of the LNEC board of Directors, accepted the award on

behalf of Digital.

Leadership for the company's participation in the convention was provided by Digital's Hispanic Leadership Group (HLG) and a team of volunteers managed by Frank Chavez, GIA Manufacturing, Jose Parodi, U.S. Sales and HLG Board member, and Bob Kelley, Corporate IM&T. The company's program of events and product marketing was organized around the four-point Digital Hispanic Agenda of market penetration, recognition of leadership contributions, mobility and employee development and community investment.

Networking between Digital senior managers and key Hispanic suppliers and CSOs (complementary solutions organizations) was an important convention outcome. Co-sponsored by the HLG Advisory Board and the U.S. Minority and Women Owned Business (MWOB) Program Office, the networking opportunities featured a roundtable discussion with John Sims, vice president, Strategic Resources, and a breakfast seminar with senior managers from Digital's Small and Medium Enterprises and GIA manufacturing organizations.

Highlights of the breakfast seminar included opening remarks from Rosaura Cepeda, U.S. Acquisition Human Resources manager, a keynote address by Alfredo Estrada, editor and publisher



Rosaura Cepeda, U.S. Acquisition Human Resources manager, and Alfredo Estrada, Publisher of HISPANIC magazine, at the LULAC podium. 1992 marked the seventh consecutive year that Digital and the company's Hispanic Leadership Group have been involved in the LULAC convention.

of HISPANIC magazine and the dialogue between suppliers and Gerry Grincavitch and Gabino Venegas, MWOB program managers.

The Digital LULAC program also offered a customized, day-long DME "leadership development" seminar based on the leadership theory of Peter Koestenbaum. Mercedes Sanchez, HLG co-chair noted that the seminar delivered by DME instructors Manuel Mange and Rob Hartz "provided new, exciting ways to think about and apply leadership theory to the work of the HLG."

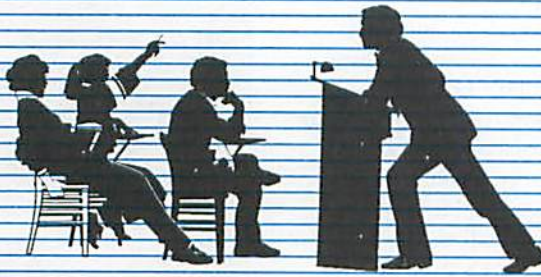
As part of the leadership development seminar, HLG's "Spirit of Leadership" awards were presented to Miguel Nazario, GIA Regional Manufacturing manager for the Americas; Fred Zenger, U.S. Operations Personnel consultant; Dr. Armando Arias, dean, Texas A&I University; Dr. Roberto Cruz, president, National Hispanic University and Alfredo Estrada.

1992 marks the seventh consecutive year that Digital has had a presence at the LULAC national convention. □



At the Digital booth, LULAC convention attendees learned about our latest products and services

Wanted: Digital volunteers for education



Volunteers are needed for a number of educational programs which will begin in the fall.

Experience is not necessary for most tutoring positions, but you should have good rapport with children. Bilingual employees are encouraged to participate.

A brief description of each program follows. For additional information, contact the person listed.

Worcester Public Schools: Worcester Arts Magnet School (formerly St. Nicholas Elementary School)

Volunteers assist teachers in grades K-6 in the areas of reading, spelling, computers, music. Bilingual volunteers would make a significant impact. Commitment: One hour every other week. Contact: Walter Spencer, DTN 223-2876 (AXIS::SPENCER).

Homework Center, Burncoat Quadrant

Because of its popularity, Mass. Community Relations plans to expand this program to work with the elementary schools within the quadrant, as well as maintain the tutoring program with the middle school.

Tutors will meet with students at the newly created Homework Center in Great Brook Valley. Camp Fire Girls will be coordinating the program with Digital. Commitment: One hour every other week from 4-5 p.m. Contact: Rick Barton, DTN 229-7067 (ISLND::BARTON).

Arlington School, Lawrence

Readers are needed (bilingual welcome) for grades K-4 to read once a month for a half-hour. Mentors

will work with grades 6-8 once a month for two hours. Contact: Barbara Arthur, DTN 275-2475 (QETOO::ARTHUR).

Junior Achievement: Project Business

Teach eighth-grade students at Shrewsbury High School basic economics using JA's curriculum. Commitment: Seven weeks, one hour per week. Contact: Barbara Arthur, DTN 275-2475, (QETOO::ARTHUR).

Massachusetts State Science Fair

Advisors will work with high school students who are preparing projects to compete in this annual fair at MIT. Locations: Tahanto Regional High School, Franklin and Worcester high schools. Contact: Barbara Arthur, Mass. Community Relations, DTN 275-2475 (QETOO::ARTHUR).

For general information about any of the above programs, contact Barbara Arthur.

The Fitchburg Public Schools need people to volunteer to tutor children in the first through the eighth grades. You will work one-on-one with these students, who speak little or no English. Materials, training and ongoing support will be provided. Commitment: One hour a week beginning in late September. Contact: Gary Sicard, DTN 241-3344 (WMOIS::SICARD_G), or Kate Martin, program manager, at SALEM::MARTIN_K.

The Fitchburg Schools are also looking for volunteers to speak to students from the fifth grade on up on topics ranging from fly fishing, to careers, to peer pressure and drugs. Commitment: A minimum of one class (maximum 25 students) for approximately 45 minutes, one time only. Contact: Gary Sicard.

Westminster

Kate Martin will conduct information sessions on the tutoring program in Westminster on Aug. 21 from 11:30 a.m.-12:30 p.m. and on Sept. 2 from 10-11 a.m. in the Falmouth Conference Room, WMO. An additional session will be held in Boxboro (BXC) on Aug. 28 in the Quebec Conference from 10:30-11:30 a.m. □

'Pen Computing' subject of MAET course

**"Pen Computing Overview,"
Sept. 11, 1-3 p.m., General Doriot
Auditorium, MLO4-5
(Course No. 31TSS-01)**

In "pen-based" computing, users employ a stylus to write directly on a display screen, supplementing or bypassing the traditional keyboard. This presentation examines the technologies and their new markets. It will discuss hardware issues and will conclude with a technical description of software operating and development systems. Aimed at

both technical and non-technical audiences. No course fee, but if you must withdraw, please do so 10 days prior to seminar to allow others to go.

Students who encounter registration problems should contact Maureen Gobieli, MAET registrar, at LEDDEV::GOBIEL.

For more information regarding this or other MAET "State of the Art" series offerings, contact Linda J. DiSalvo, MAET Educational Project Leader, at LEDDEV::DISALVO. □

GEEP workshops on tap for fall

Workshops describing the Graduate Engineering Education Program (GEEP) will be offered during September and October for technical contributors who plan to apply to the program.

GEEP provides the opportunity for engineers/technical contributors to pursue technical graduate degrees full-time in engineering or computer science disciplines.

To learn about the program's application guidelines, selection process and university programs, register for one of the workshops listed below. Workshop attendance is required if you are planning to apply to the GEEP.

All workshops will be held from 9 a.m.-noon as follows:

Sept. 18, General Doriot Auditorium, MLO4-5

Sept. 25, Amphitheater, MRO3

Oct. 15, Harbor Conference Room, LKG2-1/Q17

Oct. 22, Babbage Conference Room, ZKO3A-A

To register for one of the workshops, send your name, node, DTN, and date of workshop to HEIDI::GEEP. □

TEP offers session on desktop/PC integration

Digital's Technology Exchange Program (TEP) will hold its second desktop/PC integration-focused session from Sept. 28 through Nov. 6 at ZKO in Nashua, N.H.

Desktop/PC Integration Business Training is sponsoring this session. As a result, there will be no cost to participants other than ordinary travel expenses and per diem. Housing and car expenses and tuition will be paid for by Desktop/PC Business Training.

Desktop/PC Integration specialists will be given first priority to attend. Maximum attendance is 15.

TEP is an innovative opportunity for developing expertise in the support, integration and design of multivendor, distributed, open systems solutions. The program provides a robust, diverse interoperability lab where participants can explore, discover, research and develop skills, knowledge, and technology for use with open systems.

This TEP session will focus on developing multivendor distributed systems and interoperability skills/knowledge by featuring PCI

(including PATHWORKS, third party networks and applications), and other NAS components. The target audience is highly skilled specialists who are or will be expected to advise, develop or troubleshoot in this environment.

The just completed PCI-focused session was the largest TEP session to date. It has produced a significant amount of PCI-related work, which can be found in the notes file at ROMA::TEP\$PUBLIC.

To apply for admission, send a note including your name, location, badge number, manager's name, DTN, node address, and specific TEP-PCI focus to SQM::TEP_REGISTER. Upon receipt, you will receive an acknowledgment, followed by a TEP Fact Sheet and an admissions questionnaire. Return the completed questionnaire. You will be informed whether or not you have been accepted into the program.

For more information concerning the program, contact either Gerardo Fernandez, SQM (SQM::FERNANDEZ), or Greg Johnson, SPE (CSSE32::G_JOHNSON). □

Fall session of Engineers Into Education now open

Engineers Into Education announces the opening of the fall 1992 session of the program. All interested and eligible employees are invited to apply. The deadline for applications is Sept. 25.

The program supports technically qualified employees from any U.S. Digital location in making a career transition from industry into education as teachers of mathematics, physics, chemistry, computer science, or engineering.

According to Sam Fuller, vice president, Corporate Research, the

shortage of qualified math and science teachers will remain a local and nationwide problem for the next 10 years. "Digital launched Engineers Into Education in response to studies showing that elementary and secondary students nationwide are behind in math, physics, and chemistry compared with those in other developed countries. The company recognizes the academic challenge of preparing today's youth to succeed in an increasingly technological and knowledge-intensive society. Engineers Into Education has

been very successful in placing highly skilled and educated employees into the teaching workforce."

For more information about the program, type VTX EEP at the \$ prompt.

Additional information is available from the program office by calling DTN 223-3603 or by writing to RDVAX::EDUCATION. □

How 'The Marketplace' works

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

1. When submitting an ad, please include your full name, mailstop, and internal (DTN) telephone number.
2. Please submit only one ad at a time. Multiple submissions will not be accepted. Ads will appear only once.
3. Ads must be submitted in writing (hard copy) and sent to Marketplace, MSO2-1/D1.
4. DTW does not print ads for services (babysitting, snow-plowing, ect.) or profit-making enterprises. Ads must be worded clearly, typewritten or printed, and in good taste. DTW reserves rights for edit space.
5. Ads can be cancelled simply by calling the Marketplace office. If an item has been sold, please cancel the ad so that space can be opened for another listing. If you have any questions about the Marketplace guidelines, call the DTW office at DTN 223-9612.

Appliances

AIR CONDITIONER, Airtemp, 8000 BTUH, 23 3/4" x 15.5" x 19", old but good, BO, Dottie, 276-9052

AUTOMATIC BROILER, Toastmaster, \$10, Elizabeth, 226-7349

FRIGIDARE ELITE, 18.0 cu.ft. gold, glass shlv 4.0 cu.ft. freez. section, \$350, Ann, 276-9380

GAS RANGE, Norge, 4burner, older but good wrkng cond, grt for camp/cottg, BO, Pat, 276-9051

Cars

'91 FORD FESTIVA, silver, 5spd, 40+mpg, 27kmi ext. warr, \$4.5K/BO, Mike, 508-839-2405

'91 JEEP CHEROKEE LARADO, 24kmi, 4dr, 5spd, ac, pwropt, loaded, ext. warr, \$15.9K, Bob, 244-7473

'89 CHEVY CAVALIER Z24, v6, 5spd, a/f/c, full pwr, warr, 60kmi, \$6395/bo, Nancy, 274-6958

'88 TOYOTA PICKUP DLX, 2wd, 5spd, bed liner, cassette, slider, \$4.2K, David, 275-2369

'87 CHEVY CAVALIER WGN, auto, ac, am/fm, 67kmi, \$2889. (bk value), Linda, 223-7998

'87 HYUNDAI EXCELL GLS, dr sdn, 5spd, ac, a/f/c, 45kmi, \$2K, Crystal, 223-3314

'87 HYUNDAI, 4cyl, 4dr, hb, ac, a/f/c, 28kmi, exc. cond, \$2.2K, Deb, 264-1553

'87 ISUZU TROOPER LS, 5spd, 4dr, ac, a/f/c, silver/wht, \$5.9K/bo, Tom, 223-7604

'86 S15 GMC PICKUP, 65kmi, v6, 2.8, auto w/od hitch, 7.5" bedw/liner, \$4.8K, Jan, 223-8943

'85 TOYOTA SR/5 LB, 4x4, ac, cap for bed, am/fm, 100kmi, new shk/batt/exh, \$3.5K, Bob, 381-1577

'80 GMC 1500 SIERRA, 4wd, ps/pb, auto, am/fm, Fisher Plow, \$1.2K, Caroline, 223-3418

Furniture

BOX SPRING/MATTRESS, queen size, plus frame on wheels,

COUCH, Early American, 7ft, very good cond, \$300, Ann, 276-9380

DESK, 3x6 Oak finish, \$50; Wheelbarrel, \$20, Lawn Mower, \$60, Tony, 236-2988

DINING ROOM SET, 18th cent. Qu. Anne, cherry, dbl ped. table, 6 chairs, \$2.2K, Al, 276-8277

STEREO CABINET, w/glass door, 3 shelves, walnut 20"x17"x41", gd. cond, \$25, Lori, 297-2756

WATERBED, qu.sz, dk maple, semi-motionless, hdbrd padd. rails, 6dwr, 150/bo, Andy, 297-2756

Miscellaneous

BICYCLES, mens 26", \$40; womens 26" needs tires and chain, \$30; both for \$60, Barb, 381-0651

DINING ROOM CHANDELIER, black w/wood base, BO Jim, 276-9498

FAN, 3 speed steel enclosed, like new, \$40, Bob, 241-4449

FLEECE CAPE, red, 1sz, \$30; Pink cocktail dress, sz. 13, \$25; Dr. sandals, sz. 10, \$30, Bob, 241-4449

FIREPLACE DOORS & ACCESS, tempered glass and screen curtain, exc. cond, \$150, Ann, 276-9380

GOATSKIN SEAL JACKET, US Army/Air Force type, A-2, sz. 40L, nvr worn, \$100, Jill, 276-9425

LAWN MOWER, 21", good condition, \$25, Ann, 276-9380

LAWN TRACTOR, Craftsman, 3.5yrs old, 11hp, 38" deck, incl grass catch, \$750, Karen, 297-3861

LUGGAGE, Assorted, good condition, Elizabeth, 226-7349

SEWING MACHINE, Kingston Electric, w/footpedal enclosed in table, \$125, Bob, 241-4449

WINDOWS, dbl hung, complete w/storms/screen, 32"x50.5", BO, Nancy, 276-9476

Pets

GOLDEN RETRIEVER PUPS, AKC, ready, 8/1, \$350, Kim, 297-3899

Real Estate

ARLINGTON, mod. 1br condo w/loft, 1.5ba, pkg, nr T, mint cond, \$99K, Dom, 223-8416

CHELMSFORD, 3br, 2.5ba, condex w/cac, 2car gar, lw condo fee, 1acre, \$159.9K, Amy, 227-3254

GROTON, 9+rm colon., 3br, 2.5ba, den w/frplc, 2car gar, rec rm, w/wetbar, \$209.9K, Susan, 226-6006

LEXINGTON, 4br house, 2ba, lndry, kitch, liv, fam, porch, garg, 3/4ac, \$269K, Sun, 226-6282

LINCOLN, NH, VII of Loon Mt/Coolidge, furn, 1yr vaca hm, 3br, 2ba, \$165K, Ken, 237-6797

PEPPERELL, Gambrel, 4-5br, 1.5ba, 2acres, beaut setting, \$154.5K, Victoria, 508-433-6755

WESTBORO, cozy, clean, garden lvl condo, grt loc, 1br, grt starter place, Sue, 245-5305

N. WOODSTOCK, NH, 2br, schllhouse condo, close to Loon Mtn & town, \$49.9K, Dave, 244-7125

Recreational Vehicle

14' NATURE BOUND KAYAK, includes paddles and skirt, \$225, Bob, 223-5417

Rentals

ANDOVER, 1br condo, avail 9/1, lg lv/dn, 12" ceil, 1yr lease, \$595 inc/ht, Derrick, 297-6739

BEDFORD, furn rm in priv hm, workweek lodging, no wkends, \$225/mo, Jan, 274-6472

FITCHBURG, new, renov 2br apt, encl. porch, fenced sm. yrd corner lot, \$390/mo, Nancy, 223-9212

LEOMINSTER, W. Side, 2br apt, renov, encl. porch, deck, bcklyrd, off st pkg, \$500+, Elaine, 293-5721

LEXINGTON, 2br condo, 2nd fl, hdwd fl, ac, 9/1/92, \$1100/mo incl ht/hw, Yung, 227-3228

LOWELL, 2br & 3br apts, avail in antique col., \$135 & \$145/wk +util, Mark, 227-3081

NASHUA, NH, 6br hse, avail 9/1, 2ba, jr, kit, dr, w/d, gar, \$1100+util, Susan, 226-6006

STOW, 1br, 1ba, lr w/frplc, w/d, furn, lt hskp, priv yrd, nsmkr/pets, \$495 incl ht/hw, Jean, 223-8873

WORCESTER, 5rms, 2nd fl, appl, gas ht, hkups, yrd, nr stores, carpeting, \$450+, Valerie, 296-4239

Roommates

N. CHELMSFORD, m/f to shr twnhse, 2br, 1.5ba, pool, tennis, \$100 util incl, Kathy, 381-0254

MAYNARD, m/f to shr 7 rm hse, nr MSO, PKO, MLO, \$400/mo incl util, Steve, 234-5246

The Marketplace

NEWTON, m/f to shr 3br 1/2 hse, 1car gar, 1mile off Pike, \$416/mo, Joanne, 297-7902

Seasonal Rentals

BETHEL, ME, priv lkfrnt, 2canoes, 8rm, 3br, fully equip, tv, vcr, \$550/wk, Janis, 227-4448

CARIBBEAN, St. Lucia, ocnview 1 or 2br condo, maid svc, \$375/wk, Alex, 508-756-0448

DENNISPORT, 3br, 1.5ba, slps8, 1/2mi to bch, avail 8/22, off season rates, Mary, 223-6177

HYANNICPORT, 7rm cottg, 3br, kitch, lr, dr, fam rm, porch, sndeck, fenced yrd, \$600/wk, Carl, 229-7780

LAKE WINNI, 5star resort, slps6, 2br, ac, jacz, 1/2 wk @ \$275; \$550/wk, 8/15-22, Dave, 285-2360

NANTUCKET, 2br, 2ba condex, w/d, cabTV, slp 6, nr Surfside Bch, 8/1-9/19, \$800/wk, Brenda, 275-2366

NANTUCKET, Madaket, 3br, 2ba, slps 6, 10min wlk to bch, wk/lg wkend rates, Bob, 223-6827

OGUNQUIT, ME, Perkins Cove, ocnfrnt, slps 5, no pets, pvt area, 10/3-17, \$450/wk, Roberta, 256-5457

ORMOND BEACH, FL, 2br, ful equip, ac, slps 6, nr all attr, bch, \$300/wk, \$1K/mo, Kate, 223-2934

WELLS, ME, 2br, 2ba, lux suite w/ocnview, in. pool, nr bch, appl, w/d, ac, slps6, \$550/wk, Bob, 244-7668

WHITE LAKE, NH, 3br, 2ba chalet nr lk, mtns, deck, sauna, \$400/wk, \$150/wknd, Wallace, 223-6374

WHITE MTNS, 3br, 2ba, wtrfrnt hm, htd pool, tennis golf, canoe, \$525/wk, Marcia, 276-8634

WHITE MTNS, Vllg of Loon, 1yr, 3br, 2ba, loft, slps 10, jacz, kit, pools, \$425-50/wk, Ken, 237-6797

WHITE MTNS, 4br, fully equipd twnhse, jacz, pool, tennis+, \$450/wk, \$250/wknd, Bob, 297-2198

W. YARMOUTH, 3br, 3ba, wlk to ocn bch, avail 8/29-9/5, \$750/wk, off seas rates too, Rich, 226-6020

Sporting Goods

BEAR COMPOUND BOW, "Pro Specialist", Model 15 arrows, stblzrs, camo case, \$160, Gary, 225-5858

15' CANOE, Sears fiberglass, paddles, tie downs incl, gd. cond, \$275, Jill, 276-9425/John, 225-6629

DECplus welcomes members

DECplus (People Like Us) is a social organization for lesbians, bisexuals, and gay men who work at Digital facilities in the New England region. The organization was founded in 1984, and has grown to over 200 members. It sponsors a number of social activities throughout the year.

The *Umbrella*, the DECplus newsletter, is sent to members every month via electronic mail. Any member can publicize items of interest to DECplus readers in the newsletter.

Names and mail addresses of members are maintained in a DECplus distribution list. The identities of DECplus members remain confidential, and the distribution list itself is held in strictest confidence. To preserve everyone's privacy, the DECplus Executive Board asks that the contents of the *Umbrella* not be forwarded to anyone.

The DECplus Executive Board meets regularly to discuss events, finances, and other issues pertaining to the organization. Board elections take place annually.

If you or someone you know is interested in joining DECplus, send mail to TPARCH::DECPLUS. A DECplus Executive Board member will then contact you. □



Women's forum meets

"Global Breakthroughs: the Challenge to IM&T and the IM&T Response" was the subject of a recent meeting of the Information Management Women's (IMW) Forum. Dan Infante, vice president, IM&T, described the trend of flattening growth and the challenge of integrating the IM&T organization. Ray Bedard spoke about the Supply Chain re-engineering. Mike Ronayne and Raoul Sevier discussed the company's information architecture. Show here from left are Dan, Heidi Holihan, Ray, Maryanne Bigwood, Carol Rozwell, Sue Milne, Linda Sechovicz, Jan Ketonen, Valerie Nolen, Mike and Raoul. (Photo courtesy of Carol Rozwell)

New Disability Program consolidates disability plans

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How it works

The upcoming changes will consolidate all of our current disability plans — the Sick Pay Plan, the Accident & Sickness Plan, the Salary Continuation Plan, and the Long-Term Disability (LTD) Plan. Digital will now offer the same program of income protection to all eligible employees, regardless of wage class.

Under the new program, all eligible employees will receive 100% salary continuation for approved shorter-term disabilities, beginning on the first day of an absence and continuing for up to 13 weeks. If disabilities are approved beyond 13 weeks, Digital will now provide a core benefit of company-paid coverage for longer-term disabilities, plus additional employee-paid coverage options to meet individual needs.

Enroll Aug. 17-Sept. 11

This week, a Disability Program enrollment kit describing the new coverage choices available will be sent to all employees via interoffice mail. You should think about your income protection needs and personal situation, and make your Disability Program selections during the enrollment period, Aug. 17-Sept. 11. The choices you make at this time will become effective Sept. 28 and remain in effect until the next disability enrollment period.

If you do not receive an enrollment kit, contact your local Personnel office. Employees who do not complete the enrollment process will automatically be enrolled for 100% salary continuation coverage (for the first 13 weeks of disability) and 50% core coverage (for longer-term disabilities).

Enroll via VTX

During the Disability Program enrollment period, Digital employees who have an electronic mail account can enroll for coverage using a menu-driven VTX application.

Type the keyword VTX DISABILITY_US at the \$ (dollar sign) prompt. You must then enter your badge number, pass through the system's security check, and choose "Disability" from the enrollment menu. You will then enter a one-letter code to choose your coverage for longer-term disabilities. You will receive both an on-line confirmation and an E-mail confirmation of your disability coverage and its approximate payroll cost.

If you do not have an electronic mail account, you must complete a Benefits Authorization Form, which is included in the enrollment kit. □

Some Lotus software available at reduced prices

(Editor's Note: This article originally appeared in the July 15 issue of DTW. Because of an editing error, it is being reprinted here in its entirety.)

All Digital employees in the continental U.S. are eligible to purchase Lotus software at 15% of Lotus' suggested list price. Software upgrades are available at 50% of list. This discount has been made possible by an agreement between Lotus and Digital.

To take advantage of the offer, call Lotus at (1-800) 343-5414.

You will be asked to provide your Digital badge number and method of payment (check or credit card).

Software packages that are available at these discounted prices include Lotus 1-2-3 for Windows, Lotus 1-2-3, Version 3.1+, Lotus 1-2-3 for Macintosh and Lotus Symphony Version 2.2.

If you have any questions, call Lotus at the toll-free number above. □



Group donates to pediatric AIDS organization

The "Class of '92" of the Digital Information System Development Program (DISDP) made a donation in the name of the DISDP staff to In the Best Interests of the Children. The Danvers, Mass.-based organization is dedicated to raising awareness of AIDS and children. Here, Nick Lahage of In the Best Interests of the Children accepts the donation from DISDP class representative Carol Roberts. In back are DISDP staff members John Mullaney, Kathy Burke and Brenda Asis. (Photo courtesy of Brenda Asis)

Hudson to sponsor College Fair

Engineering Training and Education (ETE) in Hudson will sponsor a College Information Fair in the Hudson Cafeteria Annex (HLO2-2) on Aug. 18 from 1-4 p.m.

Representatives from more than 10 area colleges and universities will provide information on graduate and undergraduate programs in fields such as engineering, science and computer science, as well as business, management, and liberal arts. Information on non-credit continuing

education courses will be available, too. Many courses are offered on-campus and in on-site evening classes and/or via satellite broadcasts at HLO.

This event is open to all employees. For more information, contact Melanie LaPierre on SHARE::LAPIERRE. □

Jewish demographics subject of Aug. 25 meeting

Dr. Sherry Israel, social psychologist and associate professor at Brandeis University, will present a workshop on "Who We Are: Demographics in the Jewish Community." The event will take place on Aug. 25 in the Harbor Conference Room, LKG2-1, from 12:30-2:30 p.m.

Dr. Israel is the author of "Boston's Jewish Community: The 1985 Combined Jewish Philanthropies (CJP) Demographic Study." She will present the findings of the new national demographic

study, comparing and contrasting the two studies and addressing the effects of the changing structure of the Jewish community on the individual and the community.

The event is sponsored by the Jewish Diversity Group which meets at LKG. Everyone is welcome; feel free to bring your lunch.

Registration is required. Please send electronic mail by Aug. 21 to Janet Cardillo @OGO or SONATA::CARDILLO, DTN 276-9615. □

Boston area seminars for technical managers, professionals

These customer seminar offerings are now available to employees. For registration information on all seminars, call DTN 264-7000 or (603) 884-7000. Pre-registration by phone is required to attend the seminars listed below. Please be ready to give the registrar the following information: name, badge number, title, employee organization, location/mailstop, seminar title, course number, date offered, site, cost center, cost center manager's name and DTN.

Detailed seminar descriptions can be seen on VTX. At the DCL (\$) prompt, type VTX LEARNING.

On-site training is also available. For additional information, call the U.S. Seminar Program manager at DTN 221-5230 or (617) 895-5230.

Electronic Publishing Systems (EY-H947E-S0-FT) Charles Hotel, Cambridge Aug. 17-18

Computer Aided Software Engineering (CASE) (EY-F894E-S0-FT) Stouffer's Bedford Glen, Bedford Aug. 17-19

Imaging Technologies (EY-D593E-S0-FT) Charles Hotel Aug. 19-20 □

Documentation course offered

Digital is now offering "Software User Documentation: Designing for Usability," a two-day comprehensive seminar that teaches technical writers, editors, graphics designers, user interface designers, and course developers to create information products that better meet the needs of their users.

The course is open to both customers and employees. Customer seminars will be offered Oct. 19-20 in New York City; Jan. 11-12 in Orlando, Fla.; April 12-13 in Washington, D.C.; June 14-15 in San Francisco.

Internally, the seminar will be offered Aug. 19-20 in MRO; Nov. 5-6 in LKG; Feb. 11 and 18, MKO; June 3-4 in PKO.

For additional information on the customer sessions of this seminar, call (1-800) 332-5656 and ask about course number EY-F797E-SO-HA. For information on the internal sessions, call Kathy Haramundanis, DTN 297-6910. □

Deadlines for 'Digital This Week'

The deadline for the next (Aug. 25) issue of Digital This Week is Aug. 12. Deadlines do not pertain to Marketplace, which is first-come, first-served.

DTW is printed on recycled paper and is recyclable.

Bob Palmer talks to employees in DVN broadcast

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"As we do that redesign, which we are now calling 'the supply chain,' as we re-engineer the entire chain, including everything from product creation, our suppliers, acquisition centers, all of our manufacturing and engineering, marketing, and sales — the entire company — as we engineer that effort with a focus on becoming more competitive, it is inevitable that we will find many activities that do not add sufficient value to our company to retain. When we find those activities, we will, of course, make every effort to utilize the talented people that may be involved with them. Failing that, we have no choice but to eliminate redundant work and excess employees in order to become competitive.

"We are in a much more competitive environment than this company has ever experienced. This environment is very similar to one with which I am quite familiar — the semiconductor environment. In the semiconductor environment, there is no alternative but improving your productivity 20-25% per year or you go out of business.

"I'd like to share with you a few of my views around what it means to be in management, what it means to have the opportunity to be a leader in this company. From my point of view, the most important requirement to exercise the privilege of leadership and management in this company is integrity. I have zero tolerance for a lack of honesty and integrity. And it is important to me that all employees have the opportunity to be treated with respect by their management team, that they have a management that is interested in their ideas, that listens, and that understands that the management role is to provide leadership so that employees can be successful and realize their full potential.

"Ken founded this company with the idea that value is not based on some hierarchy or some position in an organization chart, that value is based on the ability of the individual to contribute to the overall objectives of the enterprise. I share that belief.

"I also believe in 'no-excuses' management. Our shareholders, who have given us the privilege of leading this enterprise, do not expect excuses from senior management, in particular. I don't expect to make excuses for my own performance, and I don't want to hear excuses from those who report to me or those who report at any senior level of management.

"A number of people have been questioning, 'How will Digital be different once Bob has assumed his full responsibilities in October?' There will be a number of differences. Many will be obvious right away. Some will take a little longer to develop.

The hallmarks of this particular change will be: I expect to communicate more frequently and much more directly with employees.

"I like to listen to our employees so that I can learn. You'd be surprised how little you can learn in my office. We don't design anything there, manufacture anything there. Very little is done unless I hear from all of our employees about their concerns.

"I expect to use our network, which is the finest in the world, to solicit opinions and ideas. I expect to get out and visit more of our facilities and talk to employees first-hand. I also expect to communicate to employees directly, using our video network, our electronic network, and the written media and communication forms that we have.

"I expect to take advantage of the media and their interest in this transition to get our messages to our customers, our shareholders and our employees worldwide.

"We need to be the best at delivering quality and reliability, whether it's in software, systems integration, hardware or what-have-you. Customers do not have to buy from Digital. They have many alternatives. We need to organize ourselves and our focus in such a way that customers prefer to buy from Digital — prefer because we do the best job in the industry, the most competent job." □

Logan Airport helipad moves

The Digital Helipad at Logan Airport has moved to Terminal A. The new service desk will be located at Terminal A, Upper Level, the Commuter Pier (Gate 15).

Passengers should allow at least 30 minutes once they arrive at Logan Airport to connect with their airline flights.

All of Digital's Logan Airport phone numbers remain unchanged: Weather Hotline - (DTN) 223-5171 or (508) 493-5151 Gate Telephone - (DTN) 223-5172 or (508) 493-5172.

Esther Pearson authors NAMEPA program

A Minority Engineering Program Certification proposal written by Esther Pearson, a Software Quality Engineering supervisor in PCSE, has been accepted by the National Association of Minority Engineering Program Administrators (NAMEPA). The program, which will be implemented in 1993, will be used to help recruit, retain, and graduate minority engineering students.

Esther represented Digital on the NAMEPA task force which developed the certification program.

NAMEPA is a national network of educators and representatives from industry, government and non-profit organizations who are committed to increasing minority presence in the engineering profession. □