

digital

MAYNARD

DIGITAL THIS WEEK



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January 11, 1988

All U.S. exempt employees participate in Job Evaluation and Classification (JEC) Project

(Questions about the JEC Project? See page 8.)

During the next several months, all of Digital's exempt employees in the U.S. will participate in the Job Evaluation and Classification (JEC) Project. Each will complete a short Job Overview Questionnaire (JOQ) describing the content of their jobs, and a few will complete a more in-depth survey called the Job Profile Questionnaire (JPQ). The questionnaires are being used to evaluate work content, not individual performance in a job.

Managers will review the completed questionnaires and assess the content of the work currently being performed before classifying employees. A new on-line Job Information System (JIS) will enable managers to match their employees' job content to an appropriate job description in JIS. Once this process is completed, every exempt employee in the U.S. will be assigned a new job code, job description, and place in the new job structure. All U.S. exempt employees will be classified by May 1, 1988.

"We are calling upon all U.S. exempt employees to participate in this critical stage of the JEC process by accurately completing the questionnaires," says Harvey Weiss, U.S. Compensation and Benefits Committee (USCBC) co-chair and vice president of U.S. Sales Operations. "Employees have a unique opportunity to

be directly involved in a process which will influence how they are positioned in Digital's new structure. Data from the questionnaires will help us develop and validate Digital's job descriptions."

During the first phase of the JEC classification process, which began in November, job descriptions existed only for benchmark jobs (selected jobs used for making comparisons with jobs in other companies). To create descriptions for all jobs, several thousand employees are also completing a more detailed Job Profile Questionnaire (JPQ) to describe their work. By the end of the classification process, appropriate job descriptions will exist for all exempt work.

"JEC will change the way we define jobs in Digital, and all exempt employees will be affected by these changes," says JEC Implementation Manager Kathy Robbins. "This change is necessary for our growth and

success as a company. JEC is a highly participatory project, an opportunity for everyone to get involved. We encourage people to join with us in this effort, ask questions and seek out more information from their manager and Personnel."

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JEC JOB EVALUATION & CLASSIFICATION

Art Williams named group manager, VAX Workstations



Art Williams

Art Williams has accepted the position of group manager for VAX Workstations, reporting to Dom LaCava, group manager, Low End Systems. Art has been the group's acting manager.

Art has been with Digital for over 15 years. During this time, he managed the Hardcopy Group; he was the Hardware Development manager for the PC350 and PC380 Professional Personal Computers; and most recently managed the Product Management, Continuation Engineering and Systems Evaluation for the Workstations Group.

Prior to joining Digital, Art was director of Engineering for the Printer Division of Mohawk Data Sciences. He is a graduate of Northeastern University. ■

Some tuition payments are now taxable

Effective Jan. 1, tuition payments made to employees for courses that are not required for their current job will be subject to tax withholdings because Section 127 of the Internal Revenue Code has expired.

Tuition payments for courses that are defined as "job required" will continue to be non-taxable. Those courses identified as non-taxable on the Application for Education and Training forms will still be processed through Petty Cash sites.

The tax status of a course defined as "career related" can be determined by using the guidelines on the Application for Education and Training form. If a course is taxable, the form will be forwarded to Corporate Payroll for processing. In that case, the check issued to the employee from Corporate Payroll will have taxes withheld from the original amount and will be reflected as income on

(continued on page 8)

January programming announcements from Digital Video Network

The Digital Video Network (DVN) will broadcast the following programs this month:

'Blue Monday' (see below for dates and times)

A live tactical sales training program series aired on the first Monday of each month to 56 downlink sites nationwide. This interactive program is broadcast from 6-7 p.m. Eastern time to Central and Eastern Area sites and from 8-9 p.m. Eastern time to Western and Mountain Area sites.

The objective is to identify IBM's product/business solution strengths and weaknesses and Digital's key strengths to leverage selling against IBM. This broadcast includes pertinent content and allows the Field sales force and Field sales support teams to participate.

Specific topics for each program are chosen according to the information requested from the Field or depends on current relevant topics. Mail accounts have been established for the sales force to communicate suggestions for future "Blue Monday" topics. Send comments to Risa Blondin on DECmail @OGO, or on VAXmail at CSTVAX::BLUEMONDAY.

'Blue Monday' Broadcast Dates for 1988

Jan. 11	March 7	May 2
Feb. 8	April 4	June 6

July 11	Sept. 12	Nov. 7
Aug. 1	Oct. 3	Dec. 5

'DEC/TEK Cooperative Marketing Partnership,' Jan. 25, 1:30-3:30 p.m. EST

Sponsored by the Engineering Systems Group (ESG), this interactive program will showcase Digital's strategic partnership with the Application Centers for Technology (ACTs). Training will be provided on how to sell in the electronics marketplace featuring software products co-marketed by Digital and Tektronics.

Corporate Account sales representatives, Area Sales, ACT consultants and software support are invited to view this program.

'Network Hardware Update Training,' Jan. 28, 1-4 p.m. EST

Sponsored by Field Service Training, this interactive program will offer an overview of Ethernet and then build, piece by piece, a graphic representation of a local area network. As the network is built, hardware updates and technology product changes will be highlighted. Specific topics for discussion will include cable products, transceivers and delni, communications controllers, repeaters, servers, bridges, and thin wire Ethernet.

This live broadcast allows for questions and answers between panel members and the audience. Viewers may also be asked to participate in interactive exercises during the broadcast. Field Service network services sales support specialists, network services project managers and network services consultants will find this program to be of particular interest.

For further viewing information and registration, contact the DVN site manager in your local area:

Andover (ACT) (Danita Pizarro, 258-8306)
 Bedford (Mariann Polcari, 249-4528)
 Boylston (Marguerite Shaw, 245-5270)
 Chelmsford (CHM) (Bill Cadden, 272-7307)
 Chelmsford (ICO) (Thom Ehnstrom, 269-2441)
 Maynard (Laurie Dumont, 223-3674)
 Marlboro (MRO) (Marilou Carlson, 297-5998)
 Parker Street (Bob Curtis, 223-2097)
 Shrewsbury (Lisa Okerlund, 237-3245)
 Stow (Steve Skorko, 276-9900)
 Tewksbury (Norinne Czekanski, 247-2278)
 Westford (Don Schwabe, 282-1369)

Digital, Money Management Systems announce marketing agreement

Digital has signed a System Cooperative Marketing Program (SCMP) agreement with Money Management Systems (MMS), Inc. of Waltham, Mass. Under the agreement, the companies will jointly market MoneyMarket II[®], an automated fixed-income securities trading system targeted for commercial banks, thrift institutions, brokers, and deal-

ers throughout North America.

Developed on and designed for Digital's entire VAX family of computing systems, MoneyMarket II plays a dual role in fixed-income securities trading institutions and the treasury departments within banks. In the front office, MoneyMarket II allows securities traders to monitor and manage trading activities throughout the trading day. Behind the scenes, data clerks use MoneyMarket II to more efficiently input information from the front office into the operation's trading system.

MoneyMarket II is a trademark of Money Management Systems, Inc.

On the move

The Corporate Systems Group has moved to 397 Williams St., Marlboro, Mass. 01752 (PDM). The DTN is 291-0330, and the outside number is (617) 490-0330.

Central Massachusetts Administrative Services (CMAS) Disbursements has moved to 2 Mount Royal Ave., Marlboro, Mass. 01752 (UPO1-1, UPO1-2). The DTN is 296-4301, and the outside number is (617) 480-4000.

The Real Time Business Group has moved from Hudson, Mass. (HLO2) to 500 Donald Lynch Blvd., Marlboro, Mass. 01752 (DLB9). On Monday, Jan. 18, the Semiconductor Business Organization will move from Marlboro (LMO) to this address. The DTN is 291- plus the four-digit extension number. The outside number is (617) 490-8111. ■

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.

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:

Jan. 25 issue — Jan. 13 deadline
 Feb. 8 issue — Jan. 27 deadline
 Feb. 29 issue — Feb. 17 deadline. ■

Dr. Martin Luther King's birthday to be celebrated

Field Headquarters Personnel Affirmative Action/Valuing Differences invites all employees to celebrate the birthday of Dr. Martin Luther King, Jr. The event will be held in the Stow Cafeteria on Monday, Jan. 18, beginning at 8:15 a.m.

Featured speakers are Wanda Hackett, manager, Field Headquarters Affirmative Action and Valuing Differences, and Ross Brown, Field Headquarters Personnel manager. The film "Legacy of a Dream" will also be shown. Contact Elsa Rodriguez, DTN 276-8889, for further details. ■

January events from Stow Health Services

Stow Health Services has scheduled the following events for this month:

Jan. 14, 9-11:30 a.m., 1-4 p.m. — Cholesterol testing. By appointment only in the Health Services office.

Jan. 18, noon-1 p.m. — New parent support group meeting led by Beder Health Associates, Gleasondale Conference Room.

Jan. 20 — Smoking Cessation class presented by Beder Health Associates. Class for new attendees begins at 11:30 a.m., class for previous attendees begins at noon. Both sessions end at 1 p.m. Asabet Conference Room.

Jan. 21, noon-1 p.m. — Weight Watchers open meeting, Stow Brook Conference Room.

Jan. 26, 9:30 a.m.-2 p.m. — Blood drive, Health Fit Room

To make appointments or for more information, call DTN 276-9032, 276-9033, or 276-9034. ■

**Watch
for our new
look.... it's
coming
soon!**

Digital employees donate to Toys for Tots campaign

Digital and the U.S. Marine Corps Reserve joined forces once again for the annual Toys for Tots campaign, which distributes toys to needy children at Christmastime. In the photo at right are (from left) Master Sgt. Jeffrey Connell, Sgt. Brian Daneker, and Staff Sgt. W.F. Bebb. Below from left are volunteers Ruth Moulton and Angie Whittier; Virginia Murphy of the Maynard Employee Activities Committee; Staff Sgt. Bebb; Master Sgt. Connell; and Sgt. Daneker.



Holiday turkeys distributed to local charities

Thanks to the generosity of Digital employees, the holiday season was a little brighter for some of the area's needy. Out of some 47,000 turkeys distributed to employees, more than 1,000 were donated by employees to various charities in eastern Massachusetts and southern New Hampshire.

The turkey distribution program is administered by Corporate Employee Services and Recreation. Says Manager Sheila Fantozzi, "The turkeys were donated to agencies such as Freedom House in Roxbury, the Worcester Food Bank, and the Nashua Soup Kitchen. Organizations like the Elks lodges in Derry and Salem (N.H.) and Hudson (Mass.), as well as area churches, also received turkeys." These organizations, and others like them, received donated turkeys based on requests received by Corporate Employee Services and Recreation.

Some of the agencies receiving the 12- to

14-pound hen turkeys served them to the hungry for Christmas dinner. Other turkeys were distributed in food baskets.

"When employees write 'charity' on their turkey distribution card, the turkeys are put into a pool, so to speak," explains Sheila. "We then allocate the turkeys to different charities. The organizations can pick them up or, if there are a lot of turkeys going to one place, we can deliver them."

Sheila adds that employees who want to donate their turkeys to a particular charity are responsible for "seeing to it that it gets there. Much as we'd like to help, we're not in any position to donate one turkey to Agency A, one turkey to Agency B, and so on."

While turkeys are distributed at every Digital site in New England, some sites in other parts of the country receive either turkeys or a voucher card good toward the purchase of a turkey at a local supermarket. ■

THE MARKETPLACE



APPLIANCES

REFRIGERATOR, Frigidaire, 17 cu ft, avocado, exc cond, \$225 or B/O, Roger, lv msg, 1-800-942-9422
 COLOR TV, 20" RCA, nw, never used, \$150, Joe, 262-8488

CARS

'85 RENAULT ALLIANCE DL, auto, ps, pb, fwr, defog, childproof dr lcks, am/fm ster, \$4000, Evelyn, 223-7148

'68 OLDS, convertible, gd cond, \$800, Bob, 234-4300

'74 JENSEN INTERCEPTOR, 440 Chrysler eng, 30kmi, white/tan, B/O over \$15K, Irene, 223-7118

'80 MONTE CARLO, V6, 64K, ps, pb, ac, fm stereo, body exc, runs great, \$2495, Carla Jeanne, 223-5106

'86 TOYOTA COROLLA SR5, 5 spd, loaded, low mileage, exc cond, Valerie, 237-2097

'81 BMW 320i, 5 spd, white, am/fm, ac, snrf, exc cond, runs great, \$7495, Manjit, 223-3702

'85 CHEVY SILVERADO, loaded, 6' bed, 4wd, v-8, auto, 35k, Mint cond, \$10,000/80, Michele, 234-3863

'85 FORD LTD (BROUGHAM) 6 cyl, 28k miles, 4dr, am/fm stereo, ac Chapman lock, \$6500, Pat, 223-5347

'86 FORD MUSTANG LX, 3 yr warr, am/fm, ac, pwr str, 4 speed, 14k miles, \$6000/80, Joanne, 297-4768

'85 CHRYSLER TURBO LASER, 5 spd, frnt whl drv, 20k mi, am/fm ster, exc, \$5800/80, Cheryl, 268-3571

'85 SUBARU GL, 4wd, 5spd, wagon, 17kmi, am/fm ster, \$7500, Meg, 224-1573

'86 TOYOTA CELICA GT, ac, ps, pb, pw/pl, cruise, am/fm, 5spd, exc cond \$9900, Mahmoud, 223-2010

'80 DATSUN 280Z, 5spd, am/fm, ac, snrf, exc cond, \$4000/80, Jim, 276-8124

'79 CAMARO, 3spd, 6cyl, exc cond, many new parts & extras, \$2500, Sonja, 223-2653

'80 CORVETTE, red w/blk int, exc cond L-82, 30kmi, \$10,900, Bonnie, 287-3787

'83 PLYMOUTH RELIANT, wagon, auto, am/fm, cruise, ac, blue, velour seats, \$3500, Ed, 276-8328

'80 TOYOTA CELICA GT, runs good, nw snows, \$2200/80;
 '80 FORD FAIRMONT, wag, 77kmi, \$2500, Jim, 297-5596

'82 TOYOTA SUPRA, black, all options, 6cyl, 56kmi, \$7500, Lou, 226-6483

'78 VOLVO 245 DL wgn, auto, pwr str, ac, am/fm, exc cond, \$3000/80, Kathleen, 297-6789

'86 VW-GTI, 40kmi, full pwr options, cruise, \$7500, Norm 296-3236

'85 DODGE OMNI GLH, 4dr/hb, 5spd, 48k mi, exc cond, asking \$3900, Ron, 297-7113

'81 VW RABBIT L, new tires, battery, 90kmi, 4dr, 4spd, \$1750, Peter, 293-5159

'81 TOYOTA COROLLA, 4dr, 5spd, 78kmi, am/fm, a/c, new tires good cond \$1200, Yvonne, 223-2452

'81 FORD FAIRMONT, auto, am/fm, 75kmi, exc cond, \$2000/80, Paul, 297-4582

'85 VW VANAGON GL, 4spd, 38kmi, a/c, vy gd cond, fm/cass, \$8500/80, Harold, 223-7157

'84 PONTIAC SUNBIRD, coupe, turbo, a/c, cruise, sunroof, etc, asking \$4k, Noreen, 269-2051

'81 AUDI 4000, 4-dr, 5spd, a/c, am/fm, 105kmi, exc cond, \$2900/80, Ursula, 223-0924

'80, CHEVY CITATION, 4cyl, frnt whl drv, std, 93k mi, new cltch, etc, \$1000/80, Jack, 297-7876

'83 FORD ESCORT, 4spd, 2dr hatch, pb, defog, am/fm cass, rstrpf, exc cond, 58mi, \$1700/80, Lou, 381-0476

'73 FORD E100 window van, 8cyl, 302, auto, 84kmi, gd running cond, gd tires, \$1000/80, Gayle, 224-6745

'84 CHEVY CAVALIER, type 10, gd cond, \$3500/80, must sell, Norman, 296-3757

'85 MERKUR XR4TI, 5spd, moon rf, a/c, lo mi, mfg warr, heated seats, am/fm, \$9500/80, Ernie, 223-4467

FURNITURE

WALL UNIT, solid wd, 4'x6', exc cond, \$75; DINETTE SET, formica top, 4chrs, leaf, \$100, Debbie, 245-5328

RECLINER, lrg sized golden velvet, magazine pouch, < 1 yr + like new, \$100 firm, Judy, 269-2073

SOFA, CHAIR, COFFEE TABLE, 2 END TABLES, fair cond, \$75, John, 297-6090

LOVE SEAT + CHAIR, green plaid herculon, \$50, Lee, 244-6795

WATERBED, king size w/90% motionless mattress, separate heater, gd cond, \$275, Debbie, 275-3524

MISCELLANEOUS

TURNTABLE, Miracord, \$30, Bob, 272-7075

HUMIDIFIER, Sears, hot air sys, \$75, Larry, 223-2954

RAINBOW 100A PC, 256K mem, 5MB disk, LA34-A ptr/term, sw avail, sold sep, B/O, Alex, 234-5197

WOODSTOVE, Garrison II, ebonite hearth, 16"-18" logs, \$325, Jean, 226-7244

ENCYCLOPEDIA, Britannica, complete 30 vol set, exc cond, 15th ed, \$500, Paul, 234-4905

TIRES, 3 Dunlop Generation II, SBR, P215/75R15, some mileage left, \$20 for all, Vince, 225-5556

CAMERA, Praktica, precision German 35MM SLR, good cond, manual op w/4 lenses, \$125, Thom, 226-2657

BOW WINDOW, 1 10' Thermopane, 5 panels, bench seat, good cond, \$175, Frank, 223-4146

RECORDS, 2000 LPs 1955-85; GUITAR, Gibson, \$450; SPEAKERS, POWER AMP, SYNTHESIZER, Joe, 282-1728

STEREO EQUIPMENT, turntable, receiver, cass deck, good cond, free to school/church, etc, Walt, 225-4593

REEL TO REEL, Teac X-10R, dual capstn dr, bi-directl, 2chanl, rc, reel covr, like nw, \$150/80, Greg, 225-4271

GRILL, large standing charcoal w/cover, \$10, Eleanor, 226-2133

SKY KENNEL, med sz dog, used lx, \$20, Wendy, 223-5770

TIRES, Goodyear, 4 Tiempo, P235/75R15, 800 mi, \$175, Paula, 381-2643

LEATHER COAT, full length, cordovan, womens sz 5-7, \$200, Don, 297-7521

MAG WHEELS, 4 Toyota, 14", \$400, Mike, 296-4408

TIRES & WHEELS, 4 P195/75R14 on Grand Prix; FORD/MERC whls, exc cond \$180, Bob 237-3360

IBM-XT, comp, turbo, 20mb, 2 floppy, set/par prn pt, 2 comm pt, game pt, monitor, \$500, Ken, 223-3415

TIRE, Goodyear/Vector, brand new, all season rad tire, on 13" rim, P175/80R13, \$50, Mike, 239-2060

COAL STOVE, Surdial Gotha 713, used 5 seasons, \$1350/new blk/gold trim, \$650/80, Mike, 223-3532

FORD RIMS 2 14", \$15, Steve, 296-3282

LOG SPLITTER, Sears 10 ton electric, 26in capacity, like new, \$450/80, Tom, 225-4208

HOME MOVIE SET, RCA, vcr, color camera, 5hr batt pack, batt, camera+vcr cases, \$800/80, Bill, 241-3458

TIRES, P215/75D14 n/s whitewall, traction, poly snow tires \$25 pr, exc cond, Dennis, 223-8424

DEHUMIDIFIER, Tom, 274,-6979

WHEELBARROW, \$10; TABLE w/2 chairs, \$25; PHOTO DEVEL EQUIP, \$5, Marian, 297-7060

PETS

CAT, Maine Coon, free to gd home, 3yr old, neuter, declawed, all shots, nds affec, Carol, 251-1438

REAL ESTATE

ACTON, condo, 2br, sunny corner unit, great condition, near trains, \$110K, Beryl, 381-2769

MERRIMACK, NH, condo, lg kit, fully appliance, a/c, balcony, pool, tennis, cable, \$79,500, Jimmy, 248-4128

CANNON MTN, 3 br chalet, time share, use all year, \$9000/80, Carmine, 297-2154

ANDOVER, Viet 4br/1.5ba/frpl Lr/Dn w/frch dr/ Snprch/deck/2c gar, \$299K, Linda, 226-2389

BREWSTER, MA, resort condo, 2 1/2 yr old, ocean edge, 2 br, 2ba, golf, swimming \$145K, Mitch, 223-7671

PEPPERELL, MA, townhse, Cust Inter, 1 1/2 ba, 2 br, brick kit, elec ht, \$114.9K, Eileen, 296-4712

STOW, MA, extra large, 3 br, 1 acre, sunny, immac cond, convenient to DEC, \$239.9K, Rich, 296-4173

NEWPORT BAY CLUB, timeshr, 2bdm townhse, jacuzzi, on water, wk is mid April, \$10K, Ruth, 282-1649

CROTCHEE MT, ski condo, 1bdm, panoramic view, \$67.9K, Lori, 276-8632

ORLANDO FLA, condo on lake Fairview, 2br, 2ba, 2nd fl balcony on lake, pool, etc, \$59.9K, Cec11, 276-9911

RECREATION VEHICLES

ATV '85 250cc Sosuk, w/plow, chains, low miles, exc cond, moving must sell, Jim, 241-3113

RENTALS

MAYNARD, 2bdr apt, lg kit, w/w, prvt pkg, walk to MLO/PKO/shopp, no pets, \$750/mo+util, Fred, 297-4455

LEOMINSTER, 1br apt, stove/ref inc, near Rt 2 + 1190, \$400/mo+util, Dieter, 296-3894

BURLINGTON, 2bdr apt, near T+Rts 93, 3, 128, w/w, a/c, w/d, \$850/mo, Stan, 223-5400

CANNON, LOON, slps 6, private but near slopes+ X-country, \$250 wkend/wkly/mon avail, Tom, 244-6608

NASHUA, NH, condo, 2 bdr, 2ba, appl, gar, avail 1/1/88, overlooking forest, \$800/mo, Sue, 223-8760

SUGARLOAF, 2 bdr endo, slps 8, 2 fl bath, 50 yds to ski lift, pool, h-tub, sauna, \$805/wk, Tom, 297-4620

LOON MT, 2bdr, 2 ba, condo, slps 4 free shuttle to mt, \$175/wkend, \$500/wk, Sheila, 297-4780

JAMAICA OCHIO RIOS, 2bdm, ocean front, luxury condo, \$700/wk, April-Nov, Shelton, 225-5758

LOON MT, new townhouse, slps 6, fireplace, fully furnished, competitive rates, Peggy 264-6606

VERMONT, slps 6-8, ski Bromley, Stratton, Magic, Okemo, Killington \$250/wkend, \$350/wk, Mary, 296-5021

WINCHENDON, 4 rm apt, includes heat, avail 1/1/88, \$115/wk, Sue, 293-5121

NEWFOUND LAKE, NH, condo, 4bdr, 2ba/w jacuzzi, near skiing + state park, summer/winter, Rozita, 291-7545

ST MARTIN, 1bdr, slps 4, ocean front, 2/27-3/12, \$1200/wk, air tickets avail, Kathy, 297-7701

MAYNARD, m/f, shar hse w/2m1f, lrg kit, 1/r, 2ba, 4bdr pool, wlk to MLO, PKO, \$288+util, Kevin, 223-4897

WELLFLEET, 2bdr saltbox, near bay+ocean beaches, \$600/wk, July/Aug, \$450 off season, Beth, 234-4949

HUDSON, 1bdr apt, exc cond, w/d facil, 1st/last mo dep, \$425/mo, Dan, 262-8356, Fred, 297-4455

KILLINGTON, ski house, avail mid-wk, w/wkly+ski share, accommodations most size groups, Colleen, 296-5754

WHITE MTNS, loon area, 2br, 2ba, slp6, avail wk/wknds, ful equip, skiing, wd stv, hiking, Bill, 249-1390

LOON MT, 2bdr townhse, slps 6-8, fully equip, clb hse, frplce, ski shuttle, wks, wknds, George, 223-8713

WORCESTER/SHREWSBURY, townhse, 2bdr, 1 1/2ba, appl, pool tennis, no dogs, \$650/mo, Dick, 223-4583

N. CONWAY, chalet, near all major ski areas, slps 7, wd stv, mtm view, \$150/wkend, Cornel, 226-5501

LOON MT, condo, 2br, slps 6, shuttle to loon, frpl, call for rates, Claudette, 275-2432

ST CROIX, luxury condo, 2br, 2ba, lg lvng rm, vcr, dng rm, mod kit, call for rates Christine, 289-1340

SPORTING GOODS

EXERCISE BIKE, Vitamaster, slendercycle, SL-503, good cond, 83 mi on odometer, \$50, Ron, 282-1605

GOLF CLUBS, Wilson, Sam Snead, 1, 3, 5 wds; 3-9 Irons, PW \$100, John 226-6556

SKI BOOTS, Men's Dynafit, size 9 1/2 w, \$25; EXERCISE BIKE, Huffy, \$25, Eleanor, 292-2025

WANTED

STATIONARY bike, treadmill, Marilyn, 224-1535

CHILDREN'S ITEMS, stroller, crib, changing table, etc, Dan, 297-2683

Mill Health Services events for January

Mill Health Services has scheduled the following events for January:

- Jan. 14, noon-1 p.m.** — Weight Training Seminar, Sheridan Conference Room, MLO5-4.
- Jan. 27, 9:30 a.m.-2:15 p.m.** — Blood Drive, Cafeteria Conference Rooms, MLO5-4. Call Health Services for appointment.
- Jan. 18-22, noon-1 p.m.** — Breathe Free Smoking Cessation Program. Call Health Services for reservation.
- Jan. 28, noon** — Diet Workshop informational session. The eight-week session begins Feb. 4 at noon. For more information, contact Health Services, DTN 223-8796.

Mill Health Services and the Greater Maynard Area Employee Assistance Program will also offer an Expectant Parent Seminar, a six-week education and support program for expectant parents. These seminars will address issues confronting the pregnant employee such as maternity leave, post-partum expectations, child care options and successful re-entry into the work environment. Expectant fathers are encouraged to participate. For more information, call Health Services, DTN 223-8796. ■

Digital, FACTROL sign marketing agreement

Digital has signed a cooperative marketing agreement with FACTROL, Inc., of West Lafayette, Ind. Under the agreement, FACTROL will market its shop floor management software on Digital's VAX family of computers, from the MicroVAX II to the VAX 8800.

FACTOR[®] (Factor Control Through Operational Replication) software employs simulation technology which replicates the user's operating environment and monitors actual performance against a company's Manufacturing Resources Plan. It then issues finite schedules to achieve improved productivity and plan recovery where needed.

FACTOR provides interactive, on-line decision support to production managers and line supervisors, enabling them to respond in a timely fashion to changes on the factory floor. In addition it can significantly reduce inventory and enhance the utilization of equipment, personnel and materials through improved scheduling and more real-time information on costs and order status.

FACTROL, Inc., is a world leader in production scheduling and production decision support systems.

FACTOR is a trademark of FACTROL, Inc.

Women's Soccer Team in state tournament



The temperature was freezing but the action was sizzling as the Digital Women's Soccer Team played in the Eastern Massachusetts Women's Soccer Tournament. Geared up for the cold are, front row, from left, Janis Kowalik, Lisa Prokovich, Lisa Newton-Zettler, Mary Foley and Amy Swotinsky; (back row) Lisa Farley, Donna Ferro, Laurie Bachelder, Beth Cooper, Kerrie Scudder, Shannon Lewis, Pat Hayes, Karin Aslanian, Anne Marie Brako, coach Walter Nagorski. Missing from the photo is Lauren Foster.

Tickets available for shows, concerts

Corporate Employee Services and Recreation has made tickets available to the following events available to Digital employees at a reduced rate.

- **Fishing and Outdoor Exposition** — Worcester Centrum. Tickets are available for Wednesday, Feb. 3, and Sunday, Feb. 7. Tickets are \$3.50 (regularly \$5). The deadline for orders is Monday, Jan. 25.
- **Harlem Globetrotters Exhibition Basketball** — Saturday, Feb. 20, at 7 p.m. at the Centrum. Tickets are \$10 (regularly \$12). Deadline for orders is Friday, Jan. 29.
- **Sinfonova Chamber Orchestra Concert** — Friday, Jan. 29, at 8 p.m. at the New

England Conservatory in Boston. Tickets are \$13.50 (regularly \$18.50). The deadline for orders is Wednesday, Jan. 20.

- **New England Boat Show** — Jan. 30 through Feb. 7 at Boston's World Trade Center. Tickets are \$4 (regularly \$6). Deadline for orders is Friday, Jan. 22.
- **New England Sailboat Show** — Feb. 11-15 at the World Trade Center. Tickets are \$4 (regularly \$7). Deadline for orders is Monday, Feb. 1.
- **New England Home Show** — Feb. 20-28 at the World Trade Center. Tickets are \$4 (regularly \$7). Deadline for orders is Monday, Feb. 8. ■

Digital breaks ground in telemarketing market

Digital has announced a new strategic marketing thrust to supply computer systems solutions to telemarketing departments across all industries. Cited as reasons for the move are organizations' increasing costs associated with direct sales and recent trends towards implementing automated telemarketing systems.

As the first in a series of efforts in this area, Digital has announced the signing of a Systems Cooperative Marketing Program agreement with NPRI of Alexandria, Va., a

leading supplier of automated telemarketing systems in the U.S. and the United Kingdom. Under the agreement, the two companies will work closely to market NPRI's TeleTech Marketing System software which allows organizations to use computer technology to support telemarketing operations. Using TeleTech, a telemarketing center can perform many of the tasks previously required of telephone representatives, supervisors, administrative personnel and managers. ■

PKO sets blood drive for Jan. 14

The Parker Street blood drive will be held on Thursday, Jan. 14, from 9:30 a.m. to 2:30 p.m. in the Maynard Conference Room, PKO3-1. To schedule an appointment to donate, call the special "blood line" number, DTN 223-6998 after Thursday, Jan. 7. Donors can also register on the day of the drive in the Maynard Conference Room. ■

educational opportunities

Technical seminars

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

Unless otherwise indicated seminar locations are as follows:

APO Training Center
HLO Hall of White Mists
MRO Hardware/Software Conference Room
LKG LKG1-3 Cafeteria
ZKO Babbage Auditorium
MLO Mill Cafeteria Conference Room
SHR Room will be announced
LTN Cafeteria
TWO NTU/ROOM

APO 289-1226 ERIE::SCOTT
HLO 225-5272 HUDSON::LAMLEIN
MRO 297-5097 HYPER::CSMALL
SHR 237-3258 APOLLO::HEDIN
LKG 226-7065 DELNI::NAPERT
ZKO 381-1057 ZEKE::LIBRARY
MLO 223-3674 MILRAT::COTOIA
LTN 293-5230 MSBCS::TURBIDE
BxB 293-5230 MSBCS::TURBIDE

Jan. 14, 3 p.m., ZKO

Ronnie Martin
"Digital's Relationship with the Software Engineering Research Center"

Jan. 19, 10 a.m., ZKO

Elliot Tarlin, Digital
"Graphic Design and DECWindows Interface"

Jan. 19, 10 a.m.-noon, MLO

Bill Demmer, Digital
"Mid-Range Systems Business Group — State of the PBU"

Jan. 19, 2-4 p.m., MLO

G. Lewis, B. Morrill, D. Cahill, Digital
"Design for Assembly"

Jan. 20, 3-4:30 p.m., LTN Cafeteria

Tim Leonard, Digital
"Extending the VAX Virtual Address"

Jan. 26, 3-4:30 p.m., LTN Cafeteria

Bob Kirk, Digital
"VAXclusters"

Feb. 16, 2 p.m., ZKO

David Quigley, Digital
"Overview of ADA Product Strategy" ■

Digital Information Systems (DIS) training announcements

System 1032 Database Administrator Jan. 25-26

This course covers a variety of topics for designing, building, or maintaining 1032 applications. The students will learn about database design, security, and maintenance, as well as working with external data and recovery techniques.

Audience: This course is intended for 1032 users who design, build, or maintain 1032 applications. Prerequisites: Students should have completed the System 1032 Fundamentals course, or be familiar with the features of System 1032 covered in that course. No specific programming knowledge is required.

Data Description and Naming Workshop Jan. 28

This course introduces the Digital Standard Procedure for data description and naming. It provides the students with concrete skill-based training to develop data element descriptions and derive data names from those descriptions.

Audience: This course is intended for data administrators, data controllers, and anyone who has responsibility for developing and/or evaluating data descriptions and standard data names. Prerequisites: None.

To enroll, contact the DIS registrar at DTN 249-4670. To obtain detailed course descriptions, other training information and training catalog, call DTN 249-1461. Descriptions will be sent over the network for immediate reference. ■

Revision 1 to Corporate Quality Education Brochure available soon

The Corporate Quality group has updated the Education Brochure which lists various Quality courses that are available within the company.

To list courses in the next edition, contact Winni Anketell @MLO or on VAXmail at SACMAN::ANKETELL.

To order copies of the Education Brochure, send your name, mailstop, DTN, and cost center to ORDER @NRO or PUFFIN::MCNEIL. Or call DTN 234-4323 and request order number EJ-30415-87. ■

Boston area seminars for February

(Note: For registration information on all seminars, call DTN 249-4949 or (617) 276-4949.)

Introduction to Artificial Intelligence

Feb. 1-3 Course No.: EY-2399E-S0

Open System Interconnect

Feb. 1-2 Course No.: EY-6762E-S0

Advanced Workshop in VMS System Management

Feb. 1-3 Course No.: EY-4830E-S0

Relational Database Design Using Rdb/VMS

Feb. 8-10 Course No.: EY-2258E-S0

Multiprocessor Systems and Applications

Feb. 15-16 Course No.: EY-6942E-S0

Design of Applications on a VAXcluster

Feb. 17-19 Course No.: EY-6935E-S0

Comprehensive Overview of the UNIX[®] Operation System

Feb. 17-19 Course No.: EY-2257E-S0

Building Real Time Expert Systems

Feb. 18-19 Course No.: EY-9197E-S0

VAXcluster Technical Concepts

Feb. 23 Course No.: EY-5230E-S0

Managing Your MicroVAX

Feb. 24-26 Course No.: EY-4831E-S0

VAX/VMS System Performance Management

Feb. 24-26 Course No.: EY-3858E-S0

VMS Internals For System Managers

Feb. 29-March 3 Course No.: EY-6797E-S0

Local Area Networks: A Practical Approach

Feb. 29-March 2 Course No.: EY-1011E-S0

UNIX is a trademark of AT&T.

WPI offers graduate courses

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

Computer Science

- CS 501 Discrete Structures (Wednesday, 5:30 p.m.)
 CS 502 Operating Systems (Wednesday, 5:30 p.m.)
 CS 515 Multiprocessor Architecture (Tuesday, 5:30 p.m.)

Electrical Engineering

- EE 502 Analysis of Probabilistic Sig. & Sys. (Wednesday, 5:30 p.m.)
 EE 503 Digital Signal Processing (Tuesday, 5:30 p.m.)
 EE 505 Computer Architecture (Thursday, 5:30 p.m.)
 EE 524 Phase Locked Loops (Thursday, 5:30 p.m.)
 EE 577 Introduction to Fault Tolerant System Design (Monday, 5:30 p.m.)

Registration will be held in the Hudson cafeteria (77 Reed Road) on Wednesday, Jan. 6, from 1:30-3 p.m. On-campus registration will be held on Monday, Jan. 11, and Tuesday, Jan. 12, from 6-8 p.m. Tuition is \$333 per credit hour, and may be charged to MasterCard or VISA.

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

Siemens Medical Systems, Digital to develop medical imaging system

Digital is working with Siemens Medical Systems, Inc., to develop a Picture Archiving and Communication System (PACS). The system will enable health care institutions to integrate medical images and patient information into department- and organization-wide computer networks.

PACS integrates technologies from medical imaging, image processing, data communications, information management and storage and computer design. The system will provide the means to acquire, store, retrieve and display medical images and related patient information at one console or at multiple locations.

Siemens Medical Systems, Inc., headquartered in Iselin, N.J., provides some 500 products and systems for the medical profession in such fields as diagnostic ultrasound and nuclear medicine. It also manufactures dental equipment, hearing aids and pacemakers. ■

Quality Development Program course calendar for January-February

Date	Course	Location
Jan.		
12	Producing a Quality Product	MKO
13-14	Introduction to Digital for Engineering	BTO
14	QFD — Designing for Customer Satisfaction	ZKO
19	Deming for Managers	MLO
20-21	Introduction to Digital for Engineering	MLO
27-28	Introduction to Digital for Engineering	APO
26	Building More Reliable Software	ACO
Feb.		
2-3, 9-10	Human Factors in Design	TBA*
2-3	Introduction to Digital for Engineering	ZKO
9-11	Introduction to Deming	TBA*
10-11	Introduction to Digital for Engineering	LKG
16	Producing a Quality Product	HLO
17-18	Document Inspection Workshop	TBA*
18	Improving Reliability of Digital Hardware Products	MLO
23	Deming for Managers	ACO
24-25	Introduction to Digital for Engineering	APO

*Location to be announced

For more information and registration, contact SIVA::REGISTRAR or call DTN 381-1822.

Digital Management Education offers three new pre-management courses

Pre-Management II: Management Basics Feb. 22-24

This three-day program builds on Pre-Management I and prepares identified management candidates for their management assignments. The course provides models of effective management behavior, practice and feedback.

Selling Your Ideas March 7-9

A three-day workshop that teaches the skills crucial to the successful presentation

of ideas by Digital professionals. The workshop helps participants to clarify needs, to plan presentations, to present plans and ideas, to build credibility and to secure commitment for new projects and ideas.

Interviewee Skills Feb. 24

This one-day program focuses on the role of the interviewee. It explores the essential attitudes, strategies, principles, tools, and skills to use in conducting job search interviews. ■

New book on VAX/VMS from Digital Press

VAX/VMS Internals and Data Structures: Version 4.4, by Lawrence J. Kenah, Ruth E. Goldenberg and Simon F. Bate Part No. EY-8264E-DP

This comprehensive new Digital Press title gives a complete understanding of the components, mechanisms, and data structures of the VAX/VMS V4 operating system — from system initialization to using system services. The book will help users to improve their skills, broaden their design capabilities, and get past performance bottlenecks.

Nine sections provide detailed information on such topics as the operating system and the concepts basic to its workings, scheduling, timer support, process control, and lock

management, and memory management, emphasizing system data structures and their manipulation by paging and swapping routines. There is also updated information on implementation of logical names, dynamic memory lookaside lists, and implementation of the image activator.

Employees may order this book through a charge to cost centers by sending a memo to Educational Services' Order Processing group in Billerica, Mass. Address VAXmail memos to EDSVAX::MAILPO and DECmail memos to MAILPO@BKO. Include your name, badge number, cost center, full facility address including mailstop, part number, quantity, and price. ■

Questions about JEC? Here are some answers

As thousands of U.S. exempt employees begin to participate in the JEC process, many questions are being asked. Kathy Robbins, JEC Implementation manager, answers some of the most common ones.

What direct benefits can employees expect from JEC?

There are a number of direct benefits. An employee's job will be appropriately classified using new tools and methods that have been developed to help ensure consistency across all Digital organizations. This means that similar jobs, whether performed in Engineering, Finance, Personnel, Manufacturing, Marketing or the Field, will be defined consistently and paid competitively.

JEC will help employees in their career development at Digital. Employees and managers will have access to new job descriptions, providing a clearer picture of the scope of job tasks within each job function. We expect that employees will better understand their relative position in Digital and the requirements leading to

potential career opportunities.

What changes can I expect as a result of the project?

All exempt employees can expect changes in their job description, job code and salary range. Jobs will be coded differently but the work itself will not change. Current pay will not be reduced, and employee benefits will not change as a result of JEC.

Should I expect a change in pay?

No, you should not expect your pay to change. JEC's goal is not to change current salaries in Digital. You can, however, expect your salary range to change which, coupled with your performance, may affect your salary over time.

Why am I being asked to complete a questionnaire? Couldn't my manager do it for our group?

The questionnaires function as the most important vehicles for gaining an accurate description of the real content of your job. As a Digital employee you are in the best position to provide the

most accurate and comprehensive information about your work.

What will be done with the questionnaires after they are completed?

Managers will keep the Job Overview Questionnaires (JOQs) and match your work content to an appropriate job description by using the new online Job Information System (JIS). This will then lead to a new classification (new job code, job description, salary range, etc.).

The more detailed Job Profile Questionnaires (JPQs), completed by a small sample of exempt employees, will be sent to Personnel for processing. They will be used to create new job descriptions for jobs not currently in the JIS.

When and how will I learn about the results?

All U.S. exempt employees will be classified by May 1, 1988. Once your classification is determined, your manager will discuss your new job code and job description with you. New job codes for all employees are proposed to be effective in July 1988.

Funding available for advanced development projects

The Corporate Research and Advanced Development Committee (RAD) has funds available to support innovative advanced development projects from Digital employees in any area of technology of interest to Digital. Funding will be available from Q1 of FY89 to Q1 of FY90.

The deadline for submissions is March 4. If this deadline is missed, employees must wait until the next funding cycle, which has a deadline of September 1988. This next funding cycle will not begin until January 1989.

In the past, the committee has looked more favorably on one-year proposals under \$300,000 in which the proposer does a substantial portion of the actual work.

In addition to normal funding, RAD also will support proposals in a theme area. This year's theme is "I/O Performance and Reliability."

Employees who have project ideas should contact their manager or Catherine Barnard, RAD Administrator, at DTN 225-4302 (RDVAX::BARNARD), or on DECmail @HLO. ■

U.S. exempt employees take part in JEC ...

(continued from page 1)

The three-year JEC project is developing new tools and systems to ensure that Digital maintains a consistent, credible and responsive method of evaluating work and classifying employees into jobs. The project will result in a new job structure in which U.S. exempt jobs will be defined consistently across all Digital organizations and priced competitively with the outside market.

In response to Digital's rapid growth and organizational change, the USCBC and the Personnel Management Committee (PMC) chartered the JEC project 18 months ago to create one consistent method of evaluating work and classifying exempt employees. As

the largest personnel project in Digital's history, JEC has already involved hundreds of line managers and thousands of U.S. exempt employees across all functions.

JEC is currently focusing on the exempt population. After the new process has been implemented, Digital will determine whether a similar job evaluation and classification project should be undertaken for non-exempt work.

Over the next several months employees will learn more about the JEC project through staff meetings and other internal communications. ■

Property Disposal Center slates sale

The Property Disposal Center (PDC) in Northboro will hold an employee sale on Thursday, Jan. 28, from 8:15 a.m.-3 p.m. in NR01-1. Items for sale include tables, desks, chairs, file cabinets, workbenches, drafting tables, and other miscellaneous equipment. No proprietary Digital-built equipment will be sold.

This sale is for employees only. Badges must be shown. Only checks or money orders will be accepted. There will be no cash sales. Prices are set in accordance with the established price list. A 5% sales tax will be collected on all sales. Transportation is the responsibility of the employee, and all purchases must be removed at the time of sale. PDC reserves the right to limit quantities.

For more information, contact Linda Gentile, DTN 234-4975.

Some tuition payments ...

(continued from page 1)

the employee's pay stub. The employee will have to make up the difference of the cost for the course.

Processing forms for courses that are taxable will require more time than usual. Forms received by Corporate Payroll by Thursdays will be processed for payment the following pay period.

Contact your local Personnel Department for more information. ■