

digital

MAYNARD

DIGITAL THIS WEEK



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Annual Meeting of Shareholders held in Boston

Digital held its Annual Meeting of Shareholders in Boston on Nov. 6. At right, president Ken Olsen makes a point during his speech to the shareholders. Ken said that Digital's goal is to make computing easy, useful and productive, as well as satisfying, exciting and fun. Below, Bev Weener of the Engineering Systems Group in Marlboro demonstrates the Engineering Data Control System to an attendee.



Effects of tax reform on IRA, SAVE plans explained

The Tax Reform Act of 1986 will have an impact on Digital's SAVE Program and employees' opportunity to make contributions to an individual retirement account (IRA). Although many of the details are still unclear, it is possible to highlight some of the changes.

SAVE is different from IRA

The SAVE Program and IRAs are different types of tax deferred savings plans and are treated differently by tax reform. Most significantly, tax reform still allows all full- and part-time Digital employees to continue to be eligible to participate in the SAVE Program. However, some employees and their spouses will be limited or prohibited from making tax-deductible IRA contributions starting with tax year 1987.

IRA eligibility

Employees will not be eligible to contribute a tax-deductible \$2,000 to an IRA if they are members, vested or not, of Digital's pension plan or another company's pension plan during the tax year, and the adjusted gross 1987 income exceeds certain limits noted below. Employees are members of Digital's pension plan if they have at least one year of full or permanent part-time service with the company.

If adjusted gross 1987 income will be between \$25,000 and \$35,000 (single) or between \$40,000 and \$50,000 (joint), employees will be able to make a reduced tax-deductible IRA contribution of less than \$2,000. The amount, to be determined by the IRS, is based on adjusted gross income.

Finally, employees will not be eligible for any tax-deductible IRA contributions if their adjusted gross 1987 income is above \$35,000 (single) or \$50,000 (joint). However, they will be able to make after-tax contributions of up to \$2,000 to an IRA and have tax on the interest deferred until withdrawal.

Choices

If these guidelines eliminate participation in an IRA, there is an alternative that can help employees maintain some tax-deferred savings — the 401(k) SAVE Program.

SAVE eligibility

Virtually all full- and part-time employees will be eligible to enroll in SAVE after tax reform.

(continued on page 7)

Digital to repurchase stock for employee stock plans

Digital's Board of Directors has authorized the company to purchase, on the open market for cash, up to five million shares of the company's common stock to be used for employee stock plans. This represents approximately four percent of the company's outstanding shares.

According to Jim Osterhoff, vice president, Finance, "We believe the decision to acquire shares will enhance shareholder value by virtue of improved return on equity and earnings per share."

Explains Mark Steinkrauss, Investor Relations manager, "Over the years, the company has raised hundreds of millions of dollars through employee stock plans — which

is a tremendous indication of the confidence that employees have in Digital. These plans have always been funded by issuing new shares, which diluted the value of existing shares. Today, with a cash balance of over \$2 billion, the company feels it is an opportune time to stop further dilution of the stock. The announcement was greeted enthusiastically by our shareholders and Wall Street analysts."

The purchases, which are expected to fund the employee stock plans for this fiscal year and next, will be made from time to time between now and June 1988 as market conditions warrant. ■

Videotex: managing information for today and tomorrow

Corporate Videotex Library providing information access

The human race is right in the middle of the Information Age, according to some experts. Information — gathering it, managing it, and disseminating it — is a hot commodity today. And nowhere is this more true than at Digital.

About 100 information bases, mostly in the United States, are registered with the company's Corporate Videotex Library, according to Jim DeLuco, Corporate Videotex Program Business manager. The library is used for distributing information across the company. "Essentially, the library is a set of menus that give access to network-wide VTX information," says Jim. "An information provider can register an infobase on-line via the Corporate VTX Registry infobase. Then their infobase is listed on the Corporate VTX Library and is made available to Digital facilities all across the country."

VTX menu items include LIVE WIRE, Corporate Employee Communication's electronic bulletin board; the Jobs Book; and the Internal Equipment Group (IEG) infobase, which was introduced last week at IDECUS. On-line "Help" commands allow users to become familiar with the VTX keypads and their functions.

"Currently, we're aware of about 50 VTX facility servers, although I'm certain there are many more," Jim continues. "We prefer that the library be installed at the facility level. This way, anyone who types VTX at the dollar sign prompt can access a facility menu that gives access to both local and remote infobases. So, no matter where employees are, they can access information."

Jim says that local sites can build their own libraries of information, using the information in the Corporate VTX Registry or library. The U.S. Videotex Program, for example, has installed categorized menus in each of the nine Field areas using information from the Corporate VTX Registry. Anyone on a U.S. DIS-supported node can type "VTX" and get the U.S. Videotex Library. "We find that this can be done effectively when servicing a particular function or organization,"

says Jim. "In cross-functional sites such as Parker Street, we caution against eliminating menu items. Since so many organizations are being served, it's difficult to decide what to delete from the menu."

VTX can do more than merely provide information. It can also enable users to send information to the infobase. "This is especially useful for an order entry application, for example," explains Jim. "In the Literature Order System (LOS) infobase, registered users can place an order for literature

right on the system. The information they input is then taken from the screen and placed into the database."

Jim says, "The potential for VTX to be a part of Digital's information distribution solutions is enormous. However, on a network as extensive as ours, we have to be very careful to use our resources effectively. Bandwidth is very expensive, and so is people's time. Our goal is to provide consistent and reliable access to VTX-based information, and to do it in an efficient manner." ■

Digital receives industry award for outstanding videotex achievements

Digital has been presented the annual Outstanding Achievement award by the Videotex Industry Association (VIA). This award highlights Digital's pioneering efforts in helping businesses use videotex to easily access and distribute information.

"Digital has made significant contributions in the development of videotex for solving the universal business problems of information distribution and access," said Robert L. Smith, Jr., VIA executive director. "In addition, Digital has played a major leadership role in VIA."

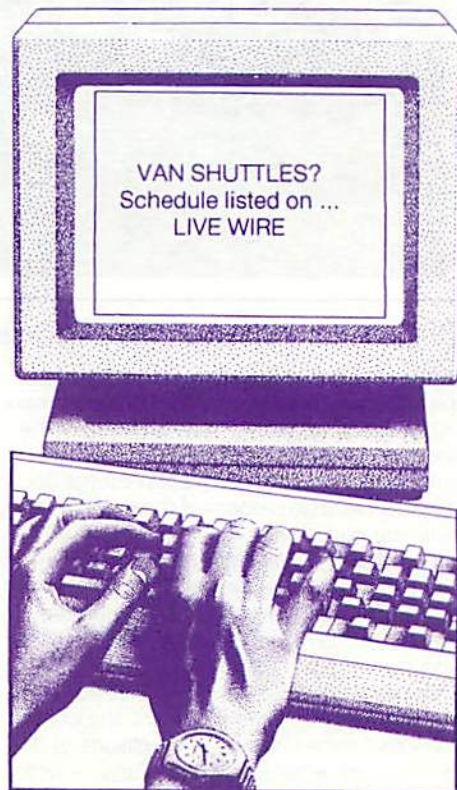
Videotex offers a simple, direct, and easy-to-update method for electronically distributing information. Videotex organizes text and data stored in computers into logical, pre-defined "pages" or sets of pages, called "infobases." It delivers a wide variety of information by presenting a user with simple selections — much like the table of contents of a book. As a result, businesses have at their disposal a wealth of up-to-date information that can be easily accessed and used.

For example, a videotex system may be used extensively within a company to give employees access to on-line procedures

manuals, product specifications, reference materials, training schedules, and travel guides. This not only decreases paper and distribution costs, but provides more accurate and timely information.

"Digital's innovative approach to developing videotex products is a result of the company's involvement with videotex in a number of areas," explains Curt Anderson, marketing manager for Digital's Videotex Marketing Group. "Digital is not only a major supplier of hardware and software for videotex systems, but is a major user of videotex as well."

Digital began evaluating videotex for internal use in 1982, and now has the world's largest private videotex network, with over 20,000 users accessing videotex infobases throughout North America, Europe, Japan and Australia. ■



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.

New infobase available

Close to 100 information bases are available on the Corporate Videotex Library, supplying users with information on everything from literature to equipment. One of the newest infobases is the Internal Equipment Group's (IEG) infobase, which provides internal ordering information as well as a listing of IEG account representatives, along with descriptions of the services they provide to all internal users of Digital hardware products. To access from the Corporate Library, select the IEG option on the menu.

The IEG infobase permits users to track the status of internal equipment orders on-line. In addition, its interactive capability enables users to "Talk to IEG" management.

Other infobases on the Corporate Videotex Library include Office Applications Training; Digital Information Systems; and GIA Telecommunications Support. ■

Jim Grochmal named Senior Consulting Engineer



Jim Grochmal

Jim Grochmal has been promoted to Senior Consulting Engineer, reporting to Steve Jenkins, Senior Engineering Manager for Advanced VAX Engineering.

Jim has been with Digital since 1976 and is currently the technology manager for Advanced VAX Engineering in the Mid-Range Systems Business group. He has contributed toward the development of the first generation of VAX products and has played a key role in the technology selection and implementation for the recently announced VAX 8800, 8700, 8550, and 8500 products. Jim has been involved not only in the initial definition and implementation phases but also into the manufacturing phase, where he has worked to improve product quality and reliability. He holds a bachelor's degree in electrical engineering from the University of New Hampshire. ■

Change in tax withholding for tuition reimbursement

Effective immediately, tuition reimbursements that do not exceed \$5,250 for courses classified by the IRS as "not required for the employee's current job" will no longer be subject to tax withholdings. Since Jan. 1, 1986, the law has required employers to withhold taxes from tuition reimbursement payments to employees for courses determined "taxable."

For those employees who have had taxes withheld for tuition reimbursements, the overpayment in taxes will be left in federal and state withholding accounts and applied towards the employee's 1986 liability. Employees will recover the excess amount of taxes withheld when they file their 1986 individual tax returns. 1986 W-2 forms will be adjusted to reflect the reduced gross income. FICA overpayments will be transferred to federal withholding accounts where applicable.

The 1986 Tax Reform Act also includes a two-year extension of Section 127 of the Internal Revenue Code, which governs educational assistance. The extension is retroactive to Dec. 31, 1985, and increases the cap of education assistance to \$5,250 per year. Section 127 is scheduled to expire Dec. 31, 1987.

For more information about tax withholding of tuition reimbursements, contact your local PSA or Personnel manager. ■

Marlboro conference room dedicated to Tom Duggan



The Thomas Duggan Conference Room was recently dedicated in Marlboro to honor Tom (left), a member of the LDP operations staff and one of Digital's oldest employees. Congratulating Tom is John Mucci (right), LDP Group manager. More than 100 people attended the ceremony.

Digital trademark use explained; handbook available for employees

Is it ALL-IN-1 or All-In-One? Is it Thinwire, THIN WIRE, or ThinWire? Are any of these correct?

Only two are right — ALL-IN-1 and ThinWire — and it is important to use the correct form. A trademark is a valuable asset when used properly because it is a unique indication of the source of a product or service. The VAX trademark, for example, is a legally protected term and may not be used by another company to describe its computing products without Digital's approval.

A trademark is not ironclad, however, and its legal standing can diminish if the trademark is misused. For example, a company can lose that legal protection if it fails to prevent a trademark from becoming a generic term. The word "cellophane" once was an exclusive trademark but its owner failed to prevent its gradual conversion to generic use. Now any similar product can be advertised as cellophane.

One way to avoid this costly pitfall is to write a trademark as an adjective that describes a product rather than as a noun that stands alone. Therefore, Digital's official lit-

erature should refer to a "VAX system" or a "VAX computer" and not merely a "VAX."

"The Trademark Handbook for Digital Employees," written by the Digital Law department, offers current advice on the proper use of Digital and third-party trademarks. The handbook has three sections:

- EL-00490-00, Guidelines for Using Trademarks, provides the guidelines needed for using trademarks in advertising and publications, on products and packaging, and for new products and services. Guidelines are also provided for maintaining trademarks and for using the Digital logo.
- EL-00490-01, Digital Trademarks List, provides a list of Digital trademarks, which will be updated regularly.
- EL-00490-02, Third-Party Trademarks List, provides a working list of all third-party trademarks in the computer and related industries.

To order, send your name, location, cost center, and badge number to Standards and Methods Control, LJO1/12 (JOKUR::SMC). The DTN is 226-2482. ■

THE MARKETPLACE



APPLIANCES

REFRIGERATOR, 14 cu ft, Welbilt, gd cond, \$100, Don, 297-5418

REFRIGERATOR, GE, almond, 3 yrs old, \$450; DISHWASHER, Whirlpool, 3 yrs old, \$225/80, Mike, 282-1667

CARS

'85 TOYOTA MR2, moving-must sell, blue, 9K mi, all options, superb condition, Michel, 276-8650

'79 VW RABBIT, good physical appearance, needs work, \$600, Susan, 297-5926

'79 FORD PINTO WAGON, 4spd, 4cyl, vey good cond, \$1250/80, Wendy, 1559

'78 DATSUN B210, 4spd, 4dr, orig ownr, new tires/brks very reliable, \$800, Terry, 268-3396

'83 RX7 GSL, 5spd, air, am/fm cass, leather int, Chap II, under warranty, 40Kmi, ask \$8.5K, Angie, 247-2259

'82 MAZDA RX-7 (ZSL), blk, 5spd, mu rf, coupe, 27Kmi, exc ster sys, inc covr, exc cnd, 58K, Yong-K, 223-3396

'85 PONTIAC GRAND AM LE, white & slvr, 6cyl, loaded, 30Kmi, exc cnd, \$9500, Bob, 223-2349

'84 SUBARU 4x4 wgn, exc cnd, maroon, am/fm ster cass lg rck, snrf, Chpm, 34Kmi, \$6875/80, Jocelyn, 276-8103

'84 CHEV CELEBRITY, am/fm ster cass, 2dr, bl, new wh letter radial, 54Kmi, \$5500, Walter, 292-2401

'81 HONDA PRELUDE, navy w/almond int, am/fm st cass, 5spd dearl maint, exc cnd, \$3500/80, Debbie, 244-6438

'84 SUBARU GL, 2dr, auto, 30Kmi, am/fm, cruise, tilt whl 5yr warranty, exc cnd, \$5800/80, Bill, 284-3422

'83 SUBARU GL-10 WAGON, all pwr/ac/auto, CPU on board, 43Kmi, \$5595, Mimi, 297-6316

'76 FORD GRANADA, gd cnd, am/fm radio, ac, ps/pb, 2mtd snw tires incl, \$550/80, Saeed, 297-4249

'82 DATSUN STANZA, \$2500, 5spd, gd cnd, J111, 248-4131

'81 PLYMOUTH RELIANT, ex cnd, snrf, no rust, auto, low miles, \$2600, Rae-Ann, 223-0110

'78 SUBARU WAGON, \$800, cheap transportation, just keeps running, low on looks, Joan, 297-7277

'78 FORD LTD STN WGN, air, am/fm w/r spkrs, hvy dty suspn, exc int, gd bdy, lower, \$1450/80, Vic, 297-5505

'84 DATSUN 300ZX Turbo, guards red, 32Kmi, exc cnd all options, asking \$12900/80, Barbara, 221-5743

'80 MAZDA GLC, 3dr, 70K mi, new tires, l owner, \$1500 Ilya, 223-6437

FURNITURE

BOX SPRING & MATT, twin sz, 6' extra lng, Sealy + bed frme, all \$85; 12" b/w Emerson TV, \$50, Steve, 223-7554

TEAK DESK, compact hide-away desk, w/shelves & top organizer, \$100/80, Jim, 241-4195

WATERBED, king sz, heater, pedestal, frme, std hbrd, no mattress, exc cnd, \$150/80, Becki, 297-4466

SOFA, cut velvt, rsbrtrygreen on almond, exc cnd, w/2 mtch flr plivs, \$300; rck/arm chr \$50; John, 228-2227

MATTRESS, BOX SPRING, queen sz, w/frame, Simmons Posturepedic, exc cnd, \$200, Susan, 225-5433

TWIN BEDS, (2) w/quilts, blankets, etc, almost new \$350, Claude, 274-6887

BRASS BED, king size, New Orleans style, \$1100; tri-dressr, chst, hdbd, ntstnds, \$600, Joe, 225-5697

SOFA, tuxedo style, ex cnd, white w/sml blu mdallions replcmnt val about \$1500, asking \$350, Ray, 283-6320

COUCH & CHAIR SET, brwn & off white, catmpry style, \$300/80, less thn 1 yr old, Petra, 223-6965

WATERBED, ful fltatn, qn sz, cool pine, mtr, bkshlf hdb 12 drwrs undr, htr, 1 yr old, \$550, Peter, 237-2123

MOVING-mat sell, 19" Mitsubishi clr TV, rem cnt, \$300 COUCH, 2 armch, ottoman, almt new, \$800, Bill, 276-9283

MISCELLANEOUS

TIRES, (4) rad, 13x5 1/2 Dunlop GT Quale w/gold crag nags, used 2 mnths, \$375/80, Betty, 237-3381

DEC L336 printing terminal, like new w/A-J 300 baud acoustic coupler, asking \$200, Guy, 282-1475

CAMERA, Minolta X700 35mm w/55mm & 28mm (w.a.) lens, auto exp, flash, filters, case, \$275/bo, Joe, 232-2512

REAR WINDOW SPOILER, 1982 or later Toyota Supra or Celica, blk, \$135, Steve, 247-2929

TOOL SET, 37pc 1/4 socket set, 6 wrenches, 1 pliers, h1 quality, exc cnd, \$20, Sonia, 234-5446

ARTIFICIAL BRICK FIREPLACE, solid wood mantle, all accessories, artificial log, \$200, Daniel, 232-2622

TIRES/WHEELS (4) P195/75R14 on Grand Prix, Ford/Merc whls, all good cond, \$185, Bob, 237-3360

TRACTOR, J Deere mdl 214, 14hp, snw blwr, mwer, hydrlic lift, cart, bagger, nearly new cd, \$3995, Bill, 223-5875

TIRES, (2), snw stl bltd, Michelin, 175 R13X on Dodge rms, \$100/80; Baby Critb w/mat \$150; Orlando, 237-3498

THERMOSTAT, dual-setback, quartz clock, pays for itself in 1 yr, \$25, Heinz, 268-3216

TIRES, (6) nearly new to gd cnd, 2 mtd, P195/75R14 & ER78/14, Seor, Uniry, Gdyl, \$20to\$40 ea, Joe, 276-8016

MOTORCYCLES

'85 HONDA VF700 INTRCPT, lk new, undr 5K mi, incl radar dect, crash bar, hlmt, \$2500 frm, Dave, 268-3196

PETS

PERSIAN KITTENS, ready for Christmas, whites & red tabbles, lovable, affectionate, \$200, Cindy, 273-3187

FREE, seeking gd home/2 guinea pigs, must go together cm w/food&dishes; will sell lg cage, Donna, 249-1556

AKC GERMAN SHORT-HAIRED POINTR PUPS, whelped early November, Joe, 244-6654

CHINCILLAS, M & F, have not been bred yet, \$50 takes both, Marty, 251-1098

FREE, dogs nd loving home, 2 Alask Mal, male & spyd, fem, 8+6 yrs, vly affect, either/both, Nancy, 282-1472

GERMAN SHEPARD, tree/gd home, purbrd, lng-haird, fem, spayd, 4yrs, frndly, 85-90lbs, ex wtchd, Bob, 223-8995

GOLDEN RETRIEVER PUPS, exc bloodlines, ready to go before Xmas, AKC registered, Kim, 221-5030

REAL ESTATE

WESTFORD, 6rm ranch, 1/2 acre, exc cnd, near all DEC facilities & RT 3/495, \$156.5K, Elaine, 223-6320

BOYLSTON, Timbrbrook endo, 2bdr, den, deck, 1 1/2b, gar attic, central air, \$114900, Jason, 296-5413

CLINTON, 2bdr rch, new oil furn, v clean, ex cnd, nc yrd/garden space, quiet resdn area, Irene, 248-4177

WILMINGTON, VERMONT, Crafts Inn, Mt. Snow, tmshr, prime time, ind pool, htts, slp 4, \$9500, Wayne, 273-3162

CLINTON/BOLTON, 2br endo, 1 1/2bth, lg lv rm, storage space, big closets, grt loc, ask \$89.5K, Ed, 276-9533

MAYNARD, 4vl, 6rm twbns, 2bdr, kit, lr, dr, cust fr w/3 skylts, walkout bsmt, deck, pool, tennis, Lyn, 292-2372

OAKHAM, new ranch, 2400 sq', 3ac lot, open field, 8rm, 2b, hot tub, pool, fp, lr, str fm, \$129.9K, Jim, 297-6550

TOWNSEND, MA, 5rm cape w/ovrszd lcar gar, new kitchn & bath, scrnhouse, 2 acres, \$130K, Arlene, 226-6830

SOUTHBRIDGE, MA, 2fam \$92K; 3 fam \$112K, Guy, 264-6295

FALMOUTH, saltbox, 2br, 1.5b, loft, end cul-de-sac, 5ac privt, lr, dr, kt, hottub rm, more, \$175K, Pete, 251-1656

FRANCONIA, NH, tmshr endo, 1 wk/spring or fall, at Mittersill ski resort, \$3800, Frank, 223-4929

WESTBORO, 4br colonial, 2 fam rooms, family nbrhd, nr schools, \$199900, Bruce, 223-9126

FITCHBURG, spac, sunny 3bdr endo, 2b, new crptg, ful appl, lndry facil, lntrccon, elev, \$112K, Gale, 244-6724

FRAMINGHAM, 2bdr twbns endo, fash bsmt, awly painted lndry, new kit, Cristina, 249-1791

FRAMINGHAM, ex cnd, wtrvru, 3/4br ranch, bsmt, dr, lg kit scr pch, 14x21 farm, 1 1/2b, \$168.9K, Terry, 297-7655

LEXINGTON, MA, contap, 8 rm, flr, new bthr, 2 patios, 1/2ac, pool, assn, nr RT2/128, \$275K, Celeste, 247-3022

RECREATION VEHICLES

OUTBOARD MOTOR, 1986 Mariner 4hp, 20" shaft, used les thn 5hr, (too sm) list \$783, ask \$650, Doris, 234-4769

'83 STINGRAY SUPRSRPT BOAT, 18" Mercury 120hp 1/0, cisd bow, lo hrs, trailr incl, \$7900, Kathy, 223-4496

'85 SUZUKI 4 WHLR 230 Quadsprt, lk nw, extra, \$1550; '71 ARCTIC CAT 440 Puma, ex cnd, \$450, Mark, 261-3648

SINGLE CREW SHELL, wood, single persn boat w/car top rack, use for recreation/facng, \$1K, Karen, 297-7281

'84 23'6" BAYLINER TROPHY Fishermn, w/Volvo Penta 125HP 1/0, Cox Easy Loadr Trlr, \$20K, Bill, 297-2079

RENTALS

CANTON, MA, modern home, 3bdr, 2bth, w/garage, \$995/mo, Alan, 223-6012

WORCESTER, M/F, 3rd flr, 3bdr apt, near 290, \$400/mo + util, no pets, quiet persn(s), Lisa, 223-9952

WATERVILLE VALLEY, Snowy Owl Inn, hotel styl cnd, sl 4, avl day/wk, \$100/nt, non-holiday seas, Jim, 277-7396

LITTLETON, 3bdr split, frpic frm, porch, quiet nbrhd nr RT 2/495, \$925/mo+util, avl 11/1, Carol, 273-3097

WORCESTER, brnd new twbns, 2bdr, 1 1/2bth, lr, kitchn, gar, ful appl, avl 11/1, \$750+util, Bob, 223-2622

ACTON, cape, 3-4 bdrms, frpl, scrn prch, nice lot, \$1150, Rocco, 297-2531

SUDBURY, rm in lg home, beautifl, quiet surrdngs, too lge not to shr w/prof person, Fran, 276-8138

CLINTON/BOLTON, 2bdr condo, 1 1/2bth, lg liv rm, big closets, storage, grt loc, \$650/mo+util, Ann, 276-8306

MAYNARD, 2bdr, lr, b, kit, new appl, annex family home, no pets, prt dr/entrance, \$600+util, Mary, 223-9613

MARLBORO, 2 bdr endo, w/w, ful appl, a/c, heat/ht wtr incl, nr RT 495/20, private, \$650/mo, Marv, 223-2446

N CONWAY, White Mtns, Linderhof chalet, lux 3br, ful equip, avail by mnth/wk, Mike, 225-5126

ROXBORO, MA, 2bdr endo, a/c, balcny, appl, lndry facil, pkg, \$575/mo+util, Rt 495/111, Shiva, 223-4242

CONCORD, MA, room, kitchen privil, priv bth, M/F prof, nonsmkr, \$300/mo, Wini, 223-6231

ROOMMATES

M/F, nonsmkr, prof, resp, quiet, shr newly renov 3bdr Shrewsbury house, \$400+1/2 util, Jeff, 297-6703

NONSMKR, shr expenses, Concord contmporary, mostly furnished, \$350+, Penny, 223-7336

F, looking for female roommate to shr house in Townsend, \$250+1/2 util, prfr nonsmkr, Don, 223-2714

ROOMMATE(s) wanted to shr apt in Waltham to Maynard/Acton area, Alan, 251-1604

F, shr bsmt 2 bdr/2b apt/Boston, w/d, dshw, microw, deck, hwd fl, cat, \$425 negotiable, Ingrid, 247-2707

M, nonsmkr, mid 20s, shr 2br endo/Northboro, \$350/mo +1/2elec, pl, a/c, pkg, nr NRO/HLO/SHR, Dave, 225-6636

F, w/2 respon teenagers looking for F to shr 7rm hse/Hudson, Ma, \$300 inclds all, Sheila, 236-2292

M/prof, nonsmkr, shr newly bilt hse w/l other + dog 7rm, 2b, w/d, dshw, \$400+1/2util, Nashua, Mike, 226-7936

M/F, shr w/ly Victorian 1/2 hs, Newburyprt, conv/ APO/CHM TWO, \$300+, Karen, 244-7536

M/F, nonsmkr, Lowell condo nr Wang Tower, 5rm, 2br cath ceil, skylt, new, \$325/mo+1/2 util, Todd, 276-9190

F, quiet, nonsmkr, shr furnished apt/Lowell Highlnds \$250+1/2 util, Cathy, 226-7072

M/F, nonsmkr, shr 3bdr, 2 1/2 bth twbns, Waltham, Windsor Village, ht incl, \$330/mo, Ted, 247-2731

M/F, nonsmkr, shr lrg hse/Stow, yard, garage, w/d, \$375/mo + 1/2 util, Marty, 223-3044

SPORTING GOODS

HOCKEY GLOVES, Cooper, bl/wh, \$45/80; CCM hcky pnts, mn M \$50/80, hcky hlmt w/cage \$15/80, Joe, 232-2512

BIKE, boys, 20" Buffy, good cnd, worn rear tire, \$15/80 Judy, 251-1936

SKI BOOTS, ladies Dolomite, sz 5 1/2, wrn 2 tms, \$95; SKIS, Hart, 150cm, Tyrollia bndng, \$75, Leona, 229-6767

BIKE, Puch, silver Pathfinder, 23", nearly new cond, bargain priced at \$125, Bruce, 223-6740

WANTED

GOLF CLUBS, man's and woman's, complete but inexpensive, Yung, 289-1053

DINING TABLE, wood, extnd to seat more than 12 people, prefer seating for 16-20, Joyce, 273-3137

ARTIST wanted, willing to do 3 pen & ink drawings from photographs of houses, Konrad, 223-8558

TWINBED, boxspring, firm mattress, frame, Grace, FSTVAX: 1BARR, 249-4920

ART BOOKS wanted, Leo, 289-1550

VOCALIST/musician to perform at small Christmas hse party, reasonable, Peter, 223-4845

news briefs

Tickets available for 'Muppet Babies Live'

Order forms for tickets to "The Muppet Babies Live" are available in employee information racks in Greater Maynard Area facilities. "Muppet Babies" will be performed on Saturday, Jan. 24, 1987, at 3 p.m. at the Worcester Centrum. Tickets are \$7 (regularly \$9). Deadline for ticket orders is Dec. 31. For more information, contact your local Employee Services and Recreation representative. ■

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 Market- place, which is first come, first served. The next three issues and deadlines for DTW: Dec. 8 issue — Nov. 26 deadline; Dec. 22 issue — Dec. 10 deadline; Jan. 12 issue — Dec. 31 deadline. ■

Emergency Response Team needs volunteers

At least three volunteers are urgently needed for the Medical Emergency Response Team at CFO2. For more information, contact Nancy Jaferian, DTN 251-1051 or DTN 273-3064. ■

Correction

Employees are reminded that the Thompson Street parking lot across from the entrance to Building 5 at the Mill (ML05) is for customer parking only. The parking lot was incorrectly referred as the "upper Thompson Street lot" in the Nov. 10 issue of Digital This Week. ■

CPR class planned at VRO

A class in cardiopulmonary resuscitation (CPR) will be taught at VRO3 on Friday, Dec. 19. CPR is a technique that helps keep the heart and lungs of an injured person working. The class is open to any VRO or CFO employee, and employees who are interested in being members of the Medical Emergency Response Team are especially welcome. Class size is limited to 10. For more information, contact Nancy Jaferian, DTN 251-1051 or DTN 273-3064. ■

DECplus scheduling monthly meetings

DECplus, a networking/support group for gay men and lesbians, meets once a month to discuss issues pertinent to them in the workplace. Meetings are held in the greater Maynard area, and may feature guest speakers or films.

For more information about DECplus meetings, write to DECplus, P.O. Box 331, Maynard, Mass. 01754. Employees can also call the Corporate Office of Affirmative Action/Valuing Differences, DTN 251-1351. ■

Holiday schedule for Aviation Services

Scheduled aviation service will not be conducted on Nov. 27 and 28 due to the Thanksgiving holiday, and from Dec. 22 to Jan. 2 because of the Christmas season.

Demand charter flights will be available on request. To make reservations, call Aviation Services at DTN 223-6163. ■

DCU expands mortgage program to New Hampshire

The Digital Credit Union (DCU) has expanded its first mortgage program into the state of New Hampshire. Applications are taken at DCU headquarters, or at the South Nashua (ZKO) facility.

DCU offers both fixed and variable rate programs with terms from 15 to 30 years. Current rates are available by calling the First Mortgage Hotline at DTN 223-3887. ■

Trial service begins to Augusta, Maine

Aviation Services has begun flying to the Augusta, Maine, facility on a trial basis. Two round trips operate on Tuesdays and Wednesdays from Bedford. For reservations, call Aviation Services at DTN 271-6701 between 10 a.m. and 2 p.m. ■

Meac sponsoring 'Toys for Tots' campaign

For the ninth year in a row, the Maynard Employee Activities Committee (meac) will sponsor the Marine Corps Reserve's annual "Toys for Tots" campaign. This year's drive runs from Dec. 1 through Dec. 12.

Collection containers for the toys will be placed at main entrances to facilities in the Greater Maynard Area. Meac asks employees to donate only new, unwrapped toys. The Marines will then sort and categorize them by gender in time for Christmas distribution to needy children in the central Massachusetts area.

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

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 Gold Con. Room
 HLO Hall of White Mists
 MRO Hardware/Software Con. Room
 LKG LKO1-3 Cafeteria
 ZKO Babbage Aud.
 MLO Mill Caf. Con. Room
 SHR Room will be announced
 LTN Cafeteria

APO 289-1226 ERIE::SCOTT
 HLO 225-4068 HUDSON::FIDLER
 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 229-6900 PHENIX::BETTE

Dec. 2, 9 a.m.-noon, MLO

Fay Elassy, Tom Kopec, Don Conrad, John Eggert and Larry Prucha, Digital
"The Mayfair System Simulation Experience"

Dec. 9, 10 a.m., HWM-HLO1

Peter Chen, MIT
"Entity - Relation Model: The Theoretical

Basis for the Common Data Dictionary (CCD) Product"

Dec. 10, 10 a.m., HWM-HLO1

Mark Edell, Digital
"The Tinker Toy Graphical Programming Environment"

Dec. 11, 10 a.m., HWM-HLO1

Ravi Iyer, University of Illinois
"Measurement and Experiment Based Analysis of Computer Systems"

Dec. 16, 10 a.m., HWM-HLO1

John L. Wyatt, Jr., MIT
"Recent Progress on Delay Bounds for MOS Interconnects"

Dec. 18, noon-2 p.m., HLO2 Caf.

Dec. 18, 2-4 p.m., HLO2 Caf.

Dr. Grace Hopper, Digital
Videotape

Dec. 16, 2-4 p.m., MLO

Paul Kampas, manager, Corporate Competitive Analysis

"Strategic Changes in Digital's Competition: 1970s, 1980s, 1990s"

Dec. 18, noon-1:15 p.m., MLO

Dr. Grace Hopper, Digital
 Satellite Seminar
"Innovation and the Challenge of Computing Network"
 Introduction by Ken Olsen ■

Networking and RSX offerings from Educational Services, Digital Press

Educational Services announces three new offerings for people interested in learning more about networking in an RSX environment.

DECnet Network Management (Part No. EY-6701E-PR)

Prerequisites include the following courses: "Intro to Data Communications," "Digital Network Architecture," and RSX system management experience. This course costs \$550 for Digital customers and \$275 for U.S. employees.

Programming DECnet RSX (Part No. EY-6704E-PR)

Prerequisites include user level skills in the RSX operating system environment; programming experience in the RSX operating system environment; and familiarity with networking concepts, terminology, and DNA (Digital Network Architecture). This course costs \$550 for customers and \$275 for U.S. employees.

RSX: A Guide for Users (Part No. EY-6708E-DP)

This new Digital Press book shows new

and experienced users of the RSX operating system how to perform the basic tasks required to get their jobs done. The data included in this 384-page paperback book have been tested by the author, who used an earlier version of this book as an in-house training manual to teach the use of RSX. This book costs \$30 for customers and \$15 for U.S. employees.

U.S. employees may order the above-mentioned courses and Digital Press book through an internal 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, mail stop, external mailing address, cost center, part number, title, and quantity.

Order Processing prefers that orders be sent on-line. To order by phone, call (1-800) 343-8321. All other questions should be directed to DTN 249-1454. ■

Operator Training Program to be offered in January

The eighth offering of the Operator Training Program (OTP) begins on Monday, Jan. 19, 1987. The OTP is designed to train full-time Digital personnel who are eligible for transfer to become computer operators. The 17-week program consists of one week of orientation and four weeks of classroom training and lab, followed by 12 weeks of on-the-job training.

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

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

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

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

College forum to be held in Andover

Andover (APO) will hold a college forum on Monday, Dec. 8, from 10 a.m. to 1:30 p.m. in the cafeteria. Representatives from approximately 20 area colleges will provide information about undergraduate and graduate course requirements and programs. The forum is for employees who want to explore the possibilities of additional studies.

No registration is necessary. For additional information contact Patti Scott, DTN 289-1226 (ERIE::SCOTT). ■



Find out how to cut down on commuter costs by contacting the Commuter Transportation Department, DTN 223-7029.

VANPOOLS

MARLBORO

From Boston, Brookline, Cambridge, Brighton, Newton to MRO/IND/LMO/BPO, Danny Mayer, 297-6045

From Medford, Arlington area, Bill Licea-Kane, 296-4745

From Westminster (WMO), Leominster (Searstown), Ron Zeiner, 297-4495

MAYNARD
From Amherst/Nashua, N.H., Doug Ryder, 244-7606

From Plymouth, Marshfield, Rockland, Braintree, Jack Carter, 223-3679

From Chelmsford, Lowell, Rich Berger, 223-4281

From Sterling/Princeton/Boylston/Clinton/Bolton/Stow, Kathie Nickerson, 223-2025

From Cambridge/Arlington, Don Gohn, 223-4384

From Marlboro, Hudson to MLO/PKO, Bob Johnson, 223-4424

From Fitchburg, Leominster to MLO/PKO, Jim Proietti, 223-4399

From Nashua, N.H. (CSS Building), John Bagley, 223-7018

MAYNARD/STOW

From Brockton, Quincy, Stoughton, Canton, Dedham, Needham, Mary-Ellen Derivan, 223-9619

From Burlington, Route 128 area, Bruce Judson, 276-9232

From Gardner, Westminster, Doug Neale, 223-5836

FORMING VANPOOLS

LITTLETON/NORTHBORO/MARLBORO

From Spitbrook (ZKO), Drew Farms, Westford, Steve Bellanca, 297-4588,

BARNUM::SBELLANCA

MAYNARD/STOW

From Milford, Mass. to MLO/PKO/MSO/OGO, Winni Anketell, 223-7134

CARPOOLS

MAYNARD

From Belmont, Arlington to PKO, Joan Piergrossi, 223-5778 ■

Digital Management Education January course offerings

Digital Management Education has announced its Q3 schedule of offerings. The following courses are open to managers and supervisors:

Negotiation Skills	Jan. 5-6
Meetings Management	Jan. 12
Advanced Project Management	Jan. 12-16
Problem Analysis/Decision Making	Jan. 14-16
Essentials for New Managers at Digital	Jan. 14-16
Digital Management School I	Jan. 19-23
Interviewing Skills	Jan. 22-23

The following courses are open to all employees as part of the Professional Development curriculum.

Project Management	Jan. 6-7
Building Effective Customer Relations	Jan. 7-8
Time Management	Jan. 12
Cost Center Expense Reporting	Jan. 14
Project Management	Jan. 15-16, 22-23

Skills Assessment	Jan. 22-23
Communication Skills	Jan. 19-21

For more information or to enroll, call the DME registrar at DTN 249-1181 or 249-1882. ■

Effects of tax reform on IRA, SAVE plans explained; enrollment deadline nears

(continued from page 1)

Beginning in 1987, the maximum yearly SAVE contribution will be \$7,000 or 8 percent of an employee's adjusted gross income, whichever is less. This dollar limit will increase in the future to reflect inflation. Unlike the IRA, however, if a spouse is also a member of a 401(k) program, at Digital or elsewhere, employees may contribute an additional \$7,000 into that plan as well. In addition, the Tax Reform Act requires discrimination testing which will set limitations on some employees' contributions. These are employees earning over \$50,000 per year. Employees will be notified if further restrictions on their contributions are necessary.

Hardship withdrawals can still be made for the purchase of a primary residence, for tuition and to cover some medical expenses. However, beginning in 1987, any early withdrawal, except for medical hardships, will be penalized by an added 10 percent excise tax. Employees can still borrow money from their SAVE accounts; however, interest payments on the loan will no longer be tax deductible.

The Tax Reform Act also replaces the 10-year forward averaging of lump-sum distributions from SAVE and the Digital Pension Plan with five-year forward averaging, except for employees who reached the age of 50 before Jan. 1, 1986. Employees who fall

into this category may continue to use the current 10-year averaging schedule.

Dec. 15 enrollment deadline

With the new IRA restrictions, the 401(k) SAVE Program is an alternative that can help maximize tax-deferred savings. As the Dec. 15 enrollment date nears, employees may wish to consider joining the plan, or if already a participant, adjusting their contribution level to take into account the 8 percent maximum contribution and \$7,000 limit to save tax dollars.

Before doing anything, employees should analyze the impact that the still-changing tax laws will have on their individual situations.

Employees who decide on SAVE can join the program in one of two ways:

- Use the Touch-Tone® enrollment system. Employees who do not have Touch-Tone instructions or a security code number to access the system should contact Investor Services at DTN 223-6097.
- Fill out and mail the SAVE enrollment card available at local Personnel offices.

As the full impact of tax reform becomes apparent over the coming months, more information will be made available. ■

Touch-Tone is a registered trademark of AT&T.

**December 15
Enrollment
Deadline
for January 1
SAVE
membership**

SAVE
SALARY ACCUMULATION VEHICLE FOR EMPLOYEES

Holiday turkeys to be distributed to employees beginning Dec. 2

The traditional distribution of holiday turkeys by Digital to its employees will begin on Tuesday, Dec. 2 and continue through Tuesday, Dec. 16. In New England, approximately 40,000 employees will receive 12- to 14-pound hen turkeys.

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

Employees who wish to donate their turkeys to charity may do so by marking "charity" across the turkey card and depositing the card in one of the charity boxes that will be located in each facility. These turkeys will be donated to local agencies for distribution.

Those who are unable to pick up their turkeys on the date listed must arrange for someone else to pick it up for them. No turkeys will be available after Dec. 16. Turkeys are highly perishable and there is not sufficient freezer space to accommodate unclaimed birds.

There will be posters in every facility announcing the exact location, date and time that employees may pick up their turkeys at their site.

Tuesday, Dec. 2

Augusta, Me. (ASO/BGR) — Ronda Gould
 Boston, Mass. (BOO) — Sylvia Hill
 Boston, Mass. (BXO) — Bill Grotevant
 Burlington, Vt. (BTO/KMO) — Judy Erikson
 Enfield, Conn. (ENO) — Flora Masciadrelli
 Portland, Me. (PLO) — Norma Sands
 Providence, R.I. (PVO) — Annette Richard
 Somerville, Mass. (BNO) — Anne Kiernan
 Springfield, Mass. (SPO) — Carolyn Malloy
 Stow, Mass. (OGO) — Beth Lagoy
 Westfield, Mass. (WFO/WDO) — Janice Cote
 Westminster, Mass. (WMO) — Bonnie Steadman

Wednesday, Dec. 3

Boylston, Mass. (BYO) — Ruth Agar
 Boylston Headmaster House (HRO) — Simone MacDonald
 Franklin, Mass. (FXO) — Sherry Pelletier
 Hudson, Mass. (HUO) — Donna Joyce
 Northboro, Mass. (NRO1-5) — Donna Joyce
 Shrewsbury, Mass. (SHR) — Theresa Cash
 Worcester, Mass. (WCO) — Peggy Boucher

Friday, Dec. 5

Contoocook, N.H. (DOO) — Jane Hansen
 Hudson, N.H. (HDO) — Wendy Haskins
 Hudson, N.H. (HZO) — Kim Gerrard
 Hudson, N.H. (QLO) — Donna Bailey
 Hudson, N.H. (UHO) — Elaine Curnow
 Manchester, N.H. (MHO) — Bob Parent
 Merrimack, N.H. (MKO1,2) — Jeanette Renna
 Nashua, N.H. (DDD, NQO) — Linda Schneider
 Nashua, N.H. (NHO) — Marilyn McRay
 Nashua (CSS), N.H. (NPO) — Linda Gianopoulos
 Nashua, N.H. (NUO) — Linda Gianopoulos
 Nashua, N.H. (ZKO) — Sheri Couillard



Salem, N.H. (IMM) — Ginny Blaine
 Salem, N.H. (NIO) — John Santos
 Salem, N.H. (NSO) — Michelle Pepion

Monday, Dec. 8

Acton, Mass. (ACO/RGA) — Ann Amentola
 Andover, Mass. (APO) — Joanne Jenson
 Bedford, Mass. (BUO) — Jane Flaherty
 Billerica, Mass. (BKO) — Jane Flaherty
 Concord, Mass. (CFO1,2) — Tina Decarolis
 Concord, Mass. (VRO3) — Esther Seawright

Lawrence, Mass. (LCD) — Michelle Pepion
 Lawrence, Mass. (VWO) — Sandy Ross
 Littleton, Mass. (LJO1,2) — Debbie Murphy
 Littleton, Mass. (LKG) — Donna Jarek
 Lowell, Mass. (LWO) — Tracy Elkins
 Southboro, Mass. (HYO) — Marilyn Perry
 Tewksbury, Mass. (TWO) — Lily Williams
 Westboro, Mass. (WFR) — Marilyn Perry

Wednesday, Dec. 10

Burlington, Mass. (FPO) — Jane Flaherty
 Burlington, Mass. (OFO) — Manuel Manga
 Burlington, Mass. (RMS) — George Howes
 Burlington, Mass. (UFO/BRL) — Kay Maltbie
 Hudson, Mass. (USO) — Queenie Dermugr-ditchian
 Marlboro, Mass. (BPO1-3, MOO) — Judy Hebener

Marlboro, Mass. (IND, MRO1-3, UPO1-2) — Marilyn Perry
 Marlboro (LSI), Mass. (LMO) — Mary Thayer
 Westboro, Mass. (WSA)
 Westboro, Mass. (YWO) — Marilyn Perry
 Woburn, Mass. (WOO) — Sheila DeMichele

Friday, Dec. 12

Acton, Mass. (AKO1) — Mary Reed
 Acton, Mass. (AKO3) — Jane Deorsby
 Chelmsford, Mass. (CHM) — Betty Edgecomb
 Chelmsford, Mass. (ICO) — Mary Barry
 Hanscom Field, Mass. (HNO) — Betsy Penke
 Hudson, Mass. (HLO1,2) — Jan Rodil

Littleton, Mass. (LTN1,2) — Kate Dellechiaie
 Waltham, Mass. (WAO) — Barbara DiStefano

Westford, Mass. (WJO1,2) — Mary Ellen Ames

Weston, Mass. (RIV) — Sue Dicenso
 Wilmington, Mass. (ZWO) — Yolette Fanfan

Tuesday, Dec. 16

Maynard, Mass. (BGO, MLO) — Carol Murphy
 Maynard, Mass. (MSO) — Fran Penalver
 Maynard, Mass. (PKO1-3) — Betty Daigle ■

Choose
 your
 medical
 coverage

Dec. 1 to
 Dec. 19

Details about your choices and how to make a change appear in the "Your Medical Choices" statement coming to your home.

Any medical changes become effective January 1, 1987.