

digital

MAYNARD

DIGITAL THIS WEEK



Volume 10

Number 22

December 19, 1983



My best wishes to you and your family for joy, peace and happiness during the holiday season and through the New Year.

President

Making key areas more effective: Internal office systems marketing group is formed

Digital's Office and Information Systems Group has announced the formation of the ALL-IN-1 Support Team, a select marketing group organized to help address the need for effective solutions to business problems within targeted Digital functions.

Using the Sales, Finance and Marketing organizations as its "key accounts," the ALL-IN-1 Support Team, formed by OIS Group Manager Henry Ancona, will work to improve overall organizational effective-

ness by helping top management in each of those organizations to identify objectives and solve crucial business problems, applying its consulting services through a cooperative process.

"Industry consultants confirm that no other company in the industry has undertaken such a bold step," says Fred Huyghue, marketing support manager. "As such, this move will further help position

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Task forces focus on PC issues

Ed Kramer, who was given full responsibility for marketing and selling Digital's complete line of personal computers for the balance of the fiscal year, has developed task forces to deal with all issues related to the successful sales, marketing and delivery of this equipment.

Ed, vice president, Corporate Marketing, will utilize the expertise of the people on four different PC task forces to help pull together the FY84 and FY85 corporate plans for the market penetration and shipments of personal computers — Rainbows, DECmates and Professionals.

The PC Task Force, chaired by Ed, consists of Joel Schwartz, vice president, group manager; Angelo Guadagno, Northeast Regional sales manager; and Eli Lipton, operations manager, personal computers.

Joel, in turn, is head of the PC Marketing Task Force, which is responsible for developing integrated marketing programs and which includes sub-task forces on advertising and the technical marketplace. Bill Long, vice president, group manager, has been given responsibility for the establishment of direct sales to the educational, scientific and medical markets.

Angelo chairs the PC Sales Task Force, which will implement all marketing programs in the field.

Eli is chairman of the PC Operations Task Force, which is responsible for day-to-day operations, including shipments and delivery of personal computers.

Ed also chairs a PC Engineering/Manufacturing Task Force, which focuses on short-term product strategies, improving present products and looking at alternatives for moving inventory, as well as development of FY85 product strategies.



Mark Fredrickson

New DTW editor named

Mark Fredrickson has been named the new editor of *Digital This Week*. He will handle the writing, photography and design of the biweekly newsletter, which is distributed to Digital's Eastern Massachusetts employees.

Mark replaces Barbara Lovely, who had been *DTW* editor for the past year. After two and a half years in the Employee Communication department, Barbara has accepted a marketing position with Software Services in Hudson, Mass.

Mark comes to Employee Communication and Digital from the newspaper business. As sports editor of the Woburn-based *Daily Times and Chronicle* since 1981, he had won two regional and statewide writing awards during the past year. He was previously a staff news reporter for the *Beverly Times*, after receiving a B.S. from Boston University's School of Public Communication.

DTW's phone number, DTN 251-1307, and mailstop, CFO2-3/K23, remain the same.

DIGITAL THIS WEEK



Editor: Mark Fredrickson

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

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

Toll-free number established for Employee PC Purchase Program

Employees interested in participating in the new, lower-priced Employee Personal Computer Purchase Program or the "Get Personal: Refer a Friend" discount program, or in obtaining information about those programs, now have a toll free number they can call.

With interest in both programs increasing, the following toll-free telephone number has been established: 1-800-235-0505. All pre-sale support for the Employee Purchase Program, as well as the "Get Personal: Refer a Friend" program, should be referred to this number.

The Employee PC Purchase Program, which has provided Digital employees with substantial savings on personal computers for the past several months, was enhanced with last month's announcement that, effective December 1, employee prices would be even lower.

All pre-sale support for the Employee Purchase Program, as well as the "Get Personal: Refer a Friend" program, should be referred to this number.

Any employee wishing to inquire about purchasing one of Digital's personal computer systems — Rainbow, DECmate or Professional — may use the number for advice on the computer decision, computer configurations, product information, prices, availability, and order status information.

Temporary employees, as well as permanent, are allowed and encouraged to participate in the PC Employee Purchase Program.

"Refer a Friend" provides incentives for employees who have a relative, friend or business associate interested in purchasing a Digital personal computer, to refer those customers to an Authorized Dealer or a Digital Business Center.

Stock purchase price announced

The price for Digital stock purchased on December 1 through the Employee Stock Purchase Plan was \$60.00. The Fair Market Value on the first day of the payment period, June 1, was \$113.06 and the price on the last day of the period, November 30, was \$70.56. The purchase price was based on the lower price less 15 percent.

Statements of Ownership and Stock Certificates were mailed on the first week of December. The rollover amount will

show in the pay stubs the second week in December.

As always, the Supplementary Contribution registration deadline was to be made no later than 10 days after the beginning of the Payment Period, which was December 10. The Supplementary Contribution for the December Payment Period will be \$60.00, and will begin on Thursday, January 19.

Internal career fair at new Shrewsbury facility

Looking for a change and a challenge in the new year? There will be an internal career fair at the newly opened Shrewsbury Technology Center on Thurs., Jan. 5. The Technology Center features 30,000 square feet of computers and the latest CAD/CAM, modeling, simulation, LSI and circuit design for tape, disk drive and memory development, and head manufacturing.

Managers will be there to discuss the current career opportunities in both engineering and manufacturing. Available positions include: Electrical and Mechanical Engineers; Finance Managers and Sr. FAs; Manufacturing Engineers; Secretaries; Quality Engineers; Shipping and Receiving personnel; Software Engineers; Technician III, IV, Project level, electrical and mechani-

cal; and Test Engineers.

The flavor of the afternoon and evening will be informal. Candidates should come prepared with a resume and a definite idea of what they are interested in interviewing for. Pre-screening interviews, lasting 20 minutes each, will be held to determine future interest.

To get to the Shrewsbury Technology Center, take Rte. 495 to Rte. 9 West (towards Worcester). Follow Rte. 9 approx. eight miles to a Grossman's. Go left at that intersection, onto South St. Digital is on South St., about a quarter-mile down.

For more information, call Libby Gans, DTNB 237-3586; JoAnn Lemire, DTN 237-3578; or Kris Young, DTN 237-2045.

DECtalk — quality that speaks for itself



At a major press conference in New York, Digital announced 11 new and enhanced products that improve DECmate, ALL-IN-1 and communications links to IBM and Wang. The hit of the show was DECtalk, a computer product that can speak for itself, with a remarkably human-sounding voice.

Employees and their families got a chance to hear DECtalk at the Sales Symposium in August. Now it is available as a product that, according to Ed Kramer, vice president, Corporate Marketing, "represents a whole new way for people to interact with their computers."

"We envision literally hundreds of new services based on DECtalk, creating new markets for Digital's data base management and communications products — traditional areas of strength for the company."

DECtalk is a text-to-speech system that

allows computers to talk. It's a self-contained unit about the size of a modem, that can speak through its own speaker, audio system or from any Touch-Tone® telephone, offering customers access to information from anywhere in the world.

DECtalk can "read" aloud anything fed to it by almost any computer, with virtually unlimited vocabulary. It converts standard computer (ASCII) text into natural speech in a choice of voices (male, female or child). DECtalk also interprets word context to improve pronunciation and intonation.

At Boston's Children's Hospital, DECtalk is helping the speaking-impaired to express themselves. Using one of Digital's personal computers connected to a "touch-screen" monitor, children don't even need to be able to read or type. They simply touch a series of pictures on the

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Rainbows helping shoppers choose holiday gifts

Selecting the perfect holiday gift is never easy, but shoppers at the Natick Mall in Natick and the Fox Run Mall in Newington, N.H., are finding it easier this year, thanks to Digital's Rainbow 100 personal computer.

As part of a pilot promotional program being conducted by the Personal Computer Merchandising Group, Rainbow 100s and printers have been set up at these major shopping centers. They are equipped with special software to help shoppers choose gifts from among the hundreds of offerings to be found in these malls.

According to Jan Karmeris of the Personal Computer Merchandising Group, who's coordinating the program, "An operator types in the sex and age of the gift recipient, along with the price range and category of the gift — anything from sports equipment and clothing to toys and jewelry.

"The system prints out a sheet," continues Jan, "with a Christmas tree design, gift suggestions and prices, locations of the stores within the mall selling these gifts, and also a list of retailers in the area who sell the Rainbow."

This last item is important because the program has already generated many

questions from shoppers about where they can buy the Rainbow. Says Kathy Ohnemus, marketing director of the Natick Mall, "Shoppers love the setup. It's a great program for Digital — people are always asking, 'how much does a Rainbow cost?' and 'where can I buy one?'"

One clear reason for the program's success is that it benefits everyone involved: shoppers hunting for gifts, Digital, retailers who sell Digital's personal computers, and the stores located in the malls.

Accordingly, the malls themselves have distributed flyers, circulated posters and successfully solicited television and radio coverage to help Digital with the overall promotional effort. Digital retailers (Digital Systems, Inc., in Hampton, N.H., and DRA Computers in Framingham) have also helped support the program. Digital's own Field Service people and other groups have also pitched in.

Channel 4 recently featured the program on its evening news, creating additional publicity, raising the program's visibility and attracting even more shoppers to the malls.

Says Adam Couture of the Personal Computer Group, "We've been very pleased with the results of the pilot program so far. It's provided an opportunity to



Jan Karmeris (right) of Digital's Personal Computer Merchandising Group shows a shopper at Fox Run Mall in Newington, N.H., how to use the Rainbow's talents to help choose gifts.

expose a greater percentage of the population to our personal computers, and to work with our local retailers to help them create leads and sell computers."

"None of the retailers selling our personal computers are located in these malls," adds Adam, "but thanks to this program, Digital has a presence there."

When the program ends December 24, the Personal Computer Group will evaluate the results and work on ways to expand and enhance the program next year. One possibility for the future is the use of Digital's Interactive Video System, IVIS, to make the presentation even more colorful. Another possibility is to expand the program to encompass more shopping malls, throughout New England and elsewhere.

In the meantime, shoppers facing the annual last-minute crunch can feel relieved that Digital is lending them a helping hand.

Rainbow in TV movie December 19

Digital's Rainbow and Professional personal computers will soon appear in major motion pictures as well as television movies.

First, a Rainbow 100 will appear in "Found Money," a made-for-TV movie, scheduled for broadcast by NBC on Monday, December 19. During the opening scene of "Found Money," Dick Van Dyke gets out of bed and goes to his Rainbow to learn of the day's activities.

Other movies soon to be released or in production include: "Hambone and Hillie," starring O.J. Simpson, Lillian Gish and Jack Carter (with Simpson as the driver of a Digital tractor-trailer truck); "Firestarter," based on the Steven King novel and starring Martin Sheen; and "Uncommon Valor," starring Gene Hackman and Robert Stack.

Digital announces contract with Quarterdeck for DESQ development

Digital has announced the signing of a contract with Quarterdeck Office Systems to produce and jointly market a version of Quarterdeck's revolutionary software product, DESQ[®], for Digital's Rainbow personal computer.

DESQ uses the MS[®]-DOS operating system to allow users to create a windowing environment in which they can move easily and quickly among applications. Existing MS-DOS applications may be used on the Rainbow with DESQ including Lotus 1-2-3[®], WordStar[®] and dBase 11[®].

"Our relationship with Quarterdeck and the entire concept of windowing take us another step closer to a truly 'personal' personal computer, where computers work the way people do rather than the other way around," said Jon Barrett, Digital's Strategic Software Marketing Manager for the Rainbow.

Digital had earlier announced an arrangement with Microsoft Corporation and other software developers, on alternative windowing systems.

"We've chosen DESQ as one of our first development efforts because users of today's application software will benefit from it as well as future users," said Jon.

DESQ's data manipulation capabilities are sophisticated, yet extremely simple to use, according to Jon. For example, if a user has data from a Lotus 1-2-3 spreadsheet on one half of the screen and wants to incorporate it into a WordStar text on the other half, he or she would simply mark the data to be transferred and press a single command key. No intermediate staging or understanding of individual data types is required. Another feature of DESQ, according to Jon, is its "learning" ability. "By simply requesting DESQ to do so, it will automatically 'learn' to process a series of seemingly unrelated applications, such as data retrieval, analysis, report generation, and transmission," he said.

Digital expects DESQ to become available as a Digital Classified Software product in the first half of 1984, joining more than 50 Rainbow applications packages now available through Digital and hundreds more through third-party vendors.

Rainbow is a trademark of Digital Equipment Corporation
DESQ is a trademark of Quarterdeck Office Systems
MS is a trademark of Microsoft Corporation
1-2-3 is a trademark of Lotus Development Corporation
WordStar is a trademark of MicroPro International
dBASE II is a trademark of Ashton-Tate

New course offerings from DME

BUILDING EFFECTIVE CUSTOMER RELATIONS

Positive customer relations are critical to Digital success. To manage effective customer relations, customer needs must be ascertained and appropriate responses initiated. An initial telephone call may create a lasting first impression. Handling phone and direct customer requests are addressed in this two-day workshop. Participants will increase customer awareness, develop active listening skills and identify resources within Digital to help improve customer satisfaction!

Intended For: Administrative staff who have direct or indirect customer contact.
JAN 16-17 BEDFORD
JAN 30-31 MARLBORO

PROBLEM SOLVING AND DECISION MAKING

Effective problem solving and decision making directly impact productivity and reduce uncertainty in today's rapidly changing business environment. Problem analysis methodology, presented in this three-day workshop, will help participants to distinguish symptoms from real problem cause. After establishing clear objectives and generating innovative alternatives, methods of selection for optimum solution will be explored.

Intended For: Managers and supervisors
JAN 18-20 BEDFORD

PRE-MANAGEMENT DEVELOPMENT

This introduction to basic management skills is designed to prepare the individual contributor to make the transition to a managerial role. A self assessment tool will be used to identify personal development goals and management style. Skill development will focus on planning and goal setting, individual and group problem solving, decision making, coaching and counseling.

RESTRICTED TO: Individual contributors preparing for a management role.
JAN 9-13 BEDFORD

SKILLS ASSESSMENT AND CAREER MANAGEMENT (FORMERLY SKILLS ASSESSMENT)

Career management is primarily an individual's own responsibility. Participants in this two day workshop will learn the principles of the career management process: identifying achievements, assessing current skills, knowledge, interests and values, identifying opportunities, constraints and choices. Each participant will develop their own strategy for reaching career goals.

Intended For: Anyone interested in proactively planning and managing their career.
JAN 9-10 MARLBORO

FINANCIAL AWARENESS

A model of the on-going activity flow of Digital's business process is presented in this two-day workshop. Participants will examine each phase of this process from a financial perspective.

Specifically, basic financial and accounting principles are applied to the planning, executing, reporting, controlling and appraising of business activities at Digital. Intended For: Managers and individual contributors who require a broad financial awareness of the Digital business process.
JAN 30-31 BEDFORD

ESSENTIALS OF NEGOTIATION

Principled negotiation is a strategy for reaching mutual acceptable agreements.

Participants obtain a basic understanding of the essential elements of negotiation and key skills needed to conduct negotiations competently and confidently. Participants will learn to negotiate on the merits of a problem, increasing the likelihood of reaching agreements that work in any encounter without sacrificing the self-esteem of either party. Simulations and videotaped exercises will build on personal experience to develop individual ability to analyze, plan and manage a negotiation session.

Intended For: Managers, supervisors, and individual contributors
JAN 11-12 BEDFORD

Internal marketing group formed . . .

Continued from page 1

Digital as an innovative leader in this vital and dynamic market."

According to ALL-IN-1 Support Team Manager Bart Bolton, the group's strategy is "to tightly focus on and apply our resources in only a few key accounts within Digital. Our desire is to make their overall operation more effective."

"In the end," adds Fred, "we apply Office Systems Technology and Support Systems to help solve business problems and/or pursue business opportunities. During the process, we provide both high-level general business and profession-specific consulting services."

In addition to improving organizational effectiveness, the group expects that the application of office systems solutions internally will eventually help leverage outside sales by improving products and providing customers with a "live" example of how Digital effectively uses what it sells.

The ALL-IN-1 Support Team can be reached at DTN 264-3928.

New PC Placement Program launched

Fortune 1000 companies now have an opportunity to discover word processing during a 60-day trial period at the low cost of \$215 per system. That's the offer being made by Digital's Office and Information Systems (OIS) Group.

Phase 1 of the new PC Placement Program is "DECmate for Hire," officially introduced November 30 by Bob Hughes, manager, Business and Office Systems Marketing. It lets companies use 10 DECmates IIs — at \$215 each — for 60 days and evaluate their performance before paying for them. The offer includes installation, on-site training, DECmate seminars, and telephone support through use of the Atlanta Customer Support Center.

As for the future phases of the PC Placement program, similar programs are being developed for the Rainbow and Professional, the other two members of Digital's personal computer family.

"The PC Placement Program began as an idea to reach new office automation prospects," explains Sharon Quercioli, OIS product manager for large accounts and chief architect of the program. "It has developed into a far-reaching program that directly addresses the needs of Fortune 1000 companies.

"At the same time," continues Sharon, "this involves several groups from within Digital, each with an important role in the program's success." She cited the Area Management Center, Software Services, Field Service, the Atlanta Customer Support Center, Accessories and Supplies Group, and the Field Service Organization.

The promotional materials personify the DECmate as a candidate for employment, and like any professional job candidate, the DECmate comes prepared with its own portfolio, including a resume, salary requirements, cover letter, references (in the form of customer testimonials), and a performance review form.

Among the other tools created to aid the sales force is a poster of a DECmate sitting across a desk, being interviewed for a job. In the interviewer's hands are the candidate's resume and job qualifications. OIS plans to place its DECmate candidate in some 100 companies throughout the U.S.

At the reception officially introducing the program, an official "DECmate for Hire" package was accepted by Chick Shue, Northeast Area manager, representing all three Area Management Centers, which are an integral part of the program.

In announcing the "DECmate for Hire" program, Bob Hughes underlined the sales goals surrounding the 60-day trial period.

History shows that for every DECmate we successfully install," says Bob, "we get four more installations within 12 months." Ten DECmates might then multiply and become 50 within a year.

"We're taking the risk out of the sale," says Bob. "It's the warm blanket from Digi-



Sharon Quercioli, OIS product manager for large accounts, introduces some of the sales tools to be used for "DECmate for Hire," phase 1 of the new PC Placement Program.

tal."

Jim Gallagher, DECmate marketing manager, believes the program is just what customers are looking for. "Experience tells us that customers seek user acceptance of their office automation system as a measure of its effectiveness," Jim says. "That's why we make it easy for prospects and their secretaries to get hands-on experience working with the user-friendly DECmates before they make a purchasing decision.

"Considering the DECmate's top-rated editing skills, list processing and communication capabilities," continues Jim, "we think prospects will discover, as other customers have, that DECmate is a reliable office assistant, with the flexibility to respond to their company's growing needs."

A crucial part of the PC Placement Program's implementation will be the customer support representatives (CSRs) and marketing support representatives (MSRs), who have undergone a special training program. Each participating district must have either a CSR or an MSR. Explains Laurie Makowski of the OIS large accounts group, "The success of the program depends on the CSRs and MSRs, because they are the ones training the customers."

"It's the kind of program I think they've been asking for," reiterates Bob. "This is the best office workstation in the world today, and our target is the world."

For more information on the PC Placement Program, call Laurie Makowski, DTN 265-5309, or contact your regional business manager in the OIS Group.

Important changes in John Hancock Medical Plan announced

As part of an ongoing effort to slow the soaring costs of health care, Digital is introducing important changes in the John Hancock Medical Plan. The changes give employees an opportunity to become more cost-conscious consumers of medical care, while still having access to quality care.

"In the past three or four years, we've seen dramatic increases in medical care costs, both nationally, within the company and for individual employees," says Kevin Sullivan, who recently left his position as Corporate Compensation and Benefits manager to become U.S. Field Personnel manager. "Digital's health-related expenses have gone up an average of 20 to

30 percent per year, and employees are being hit equally hard in their out-of-pocket expenses. It's clear, from a business standpoint, that we can't afford to let the escalation go on at that rate. So we're introducing some changes, as part of an overall strategy to keep health costs at an acceptable level without compromising employees' access to quality care."

The changes in the John Hancock Medical Plan, to take effect January 1, 1984, are as follows:

- The annual deductible is being raised from \$50 per person to \$100 per person, and from \$150 per family to \$300 per

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Employee Activities Trimester Schedule

To help employees benefit the most from Employee Activities events, *Digital This Week* publishes a schedule of upcoming events three times a year. Please save the schedule for the three-month period, because not all events will have follow-up publicity.

Ticket forms for individual events will be available at local Employee Activities offices and display boards. Further information can be obtained from local Employee Activities representatives.

January

Shear Madness

When: Saturday, January 21

Gather your friends together for the unforgettable experience of "Shear Madness." In the cozy cabaret setting of the Charles Playhouse's Stage II, you'll experience a whole new, thoroughly delightful approach to live theatre.

Time: 6:30 p.m.

Tickets: \$16 per person

Reservations must be received by Jan. 6.

Santo Domingo Trip

When: January 15-January 22

Trip includes:

- Round-trip jet transportation
- Transportation between airport & hotel
- Four-star accommodations at Embajador Hotel, based on twin occupancy, single supplement \$120, triple reduction \$20 per person.
- Round-trip transportation (twice) to Punta Garza Beach Resort
- Transportation to and from Talanguera Country Club
- Tennis
- Full-time tour director on premises

Cost per person: \$399 double occupancy, plus \$40 tax and service charges

February

Mikhail Baryshnikov's American Ballet Theatre

When: Saturday, February 4

Repertory includes world premier production of Baryshnikov's "Cinderella."

Time: 8 p.m.

Where: Wang Center (formerly Met Center), Boston

Tickets: Regular \$30.50 - Employees: \$24.50

Reservations must be received by Jan. 6.

Cross-Country Skiers' Weekend

When: February 10-February 12

Where: Bethel Inn, Bethel, Maine

The Bethel Inn is a real New England country inn with excellent cooking (choice of menu Saturday evening) live entertainment, and free cross-country skiing on the property.

Weekend includes:

- Transportation (buses depart from Parker Street (PKO3) parking lot)
- Two nights lodging
- Two breakfasts
- Dinner Saturday evening
- Free cross-country skiing
- Taxes and service

Cost per person:

\$109.50, double occupancy

\$99.50, triple occupancy

Reservations must be received by Jan.10.

New England Sportsman's Show

When: February 16-February 20

Where: Hynes Veterans Auditorium, Boston

Tickets: Regular \$4-Employees \$2.75

Reservations must be received by Feb. 7

Magic Kingdom on Ice

When: February 16 at 7:30 p.m.

Where: Boston Garden

Tickets: Regular \$9.50-Employees \$7.50

Reservations must be received by Feb. 1

Boston Boat Show

When: February 4-12

Where: Hynes Veterans Auditorium, Boston

Tickets: Regular \$4 - Employees \$2

Reservations must be received by Jan.12

March

Swing Fever — Featuring "The Woody Herman Orchestra"

When: Friday, March 2 at 8:30 p.m.

Where: Boston Park Plaza Hotel

The Imperial ballroom will once again be the home of the foxtrot, the tango, the jitterbug, and the waltz, as Boston plays tribute to swing in grand style. Recapture

the excitement of the best-loved era in American music while listening and dancing with grandeur and style in the Park Plaza's Imperial Ballroom.

Cost: Regular \$25-Employees \$21.25

Reservations must be received by Feb.10

Smugglers Notch Weekend

When: March 2-4

Weekend includes:

- Two days unlimited use of all ski lifts
- Two nights deluxe condominium lodging
- Sleigh rides
- Use of pool and sauna
- Use of hot tub (additional \$5)
- Optional sit-down prime rib dinner Saturday evening (additional \$13)
- Round-trip transportation from Parker Street

Cost per person: \$130, includes tax. (If transportation is not desired, deduct \$25)
Reservations must be received by Feb. 10

1984 Spring Garden and Flower Show

When: March 10-18

Where: Bayside Exposition Center, Boston

Tickets: Regular \$6-Employees \$4

Children under 12 accompanied by a parent are admitted free

Reservations must be received by Feb. 24



Employee Activities Trimester Schedule

March *Continued*

Bermuda vacation

When: March 15-19

Come to where the sand is pink, the water turquoise and the gardens bloom with all colors of the rainbow...

Trip includes:

- Round-trip jet transportation
- Transportation to and from airport and hotel
- Accommodations for four nights at the Elbow Beach Hotel
- Full American breakfast daily
- Gourmet dinner each evening
- All taxes and gratuities for the items listed herein, including dining room
- The \$3 U.S. departure tax

Cost per person: \$445, double occupancy, plus 10 percent tax and service

Eastern Fishing & Outdoor Exposition

When: March 14-18

Where: Sheraton Boxboro, Boxboro, Mass.

Tickets: Regular \$4-Employees \$3

Reservations must be received by March 2.



New England Home Show

When: March 3-11

Where: Hynes Veterans Auditorium, Boston

Cost: Regular \$4-Employees \$2.75

Reservations must be received by Feb. 13

Celtics vs. Philadelphia

Plus the added attraction of Atlantic City

When: March 23-25

Cost: \$119 per person plus 15% tax and service, based on double occupancy

Price includes:

- Transportation
- Two nights accommodation at the Lafayette Hotel in Atlantic City (Friday and Saturday evenings)
- Tickets for the Celtics vs. Philadelphia 76ers game on Sunday

Buses will depart from Parker Street at 8 a.m. Expected arrival time at Parker Street Sunday evening is approximately 11 p.m. Reservations must be received by February 24th

April

Bahamas Vacation

Departs: April 3 from Boston

Price: \$349 per person, double occupancy

Further information will be available through your local employee activities office.

Reservations must be received by Feb. 1

'I Love New York weekend'

When: April 7 & 8

Buses depart from Parker Street (PKO3) early Saturday morning

Weekend includes:

- Transportation
- One night accommodation at the Halloran House
- Dinner at Mama Leone's Saturday evening
- Broadway Show — 42nd Street — Orchestra seating, Saturday evening after dinner
- Depart Sunday afternoon

Cost: \$135 per person, double occupancy

Santo Domingo trip

When: April 15-22;

April 22-29

Visit this historic city and enjoy great weather, greater food, and the greatest value for your vacation dollars that you'll find anywhere. Whether eating out or simply shopping around, you'll discover that your money buys you more in Santo Domingo!

Trip includes:

- Round-trip transportation
- Transportation between airport and hotel
- Four-star accommodations at Embajador Hotel, based on twin occupancy, single supplement \$120, triple reduction \$20 per person
- All air, room, and meals taxes and tips for bellman and chambermaids
- Round-trip transportation (twice) to Punta Garza Beach Resort
- Transportation to and from Talanguera Country Club
- Free tennis
- Full-time tour director on premises

Cost: 4/15-4/22 \$429 per person, double occupancy; 4/22-4/29 \$299 per person, double occupancy, plus \$40 tax and service charges

Barbados vacation

Departs: April 16 from Boston

Price: \$399 per person

Further information will be available through your local Employee Activities office.

Reservations must be received by Feb. 1

Colonial Williamsburg

When: April 26-30

Points of interest include Williamsburg Pottery; Busch Gardens, Governor's Palace and Gardens; George Wythe House; Bruton Parish Church; The Armory; The Capitol; Raleigh Tavern, and one of 88 restored historic buildings in this remarkable town. You will also visit Charlottesville and Monticello, the home of Thomas Jefferson. Leaving Charlottesville, you will drive along the breathtaking Skyline Drive, where every mile will reveal a new vista of the Shenandoah Valley.

Tour Includes:

- Transportation
- First class, superior hotels, Quantico Inn and Ramada Inn
- 8 meals: 4 breakfasts, 4 dinners
- All sightseeing and admissions as per itinerary
- All taxes and service charges

Cost: \$299 per person, double occupancy
Reservations must be received by March 23

Good Times coupon booklet

Good Times is an entertainment discount book with redeemable coupons to restaurants, theaters, sports and cultural activities in and around central Massachusetts.

Cost: Regular \$20 per book-now \$16

Entertainment '84 book

Entertainment '84 books can save you 50 percent on almost everything a couple or family might want to do all year: dine out, go to the movies, see a ballgame, show or concert, play golf or tennis, even travel. Each book contains hundreds of 2-for-1 discount offers—enough to give everyone in the family a wide choice of where to go and what to do in Boston. Wherever you go, just buy one dinner or admission, and the second is "on the house!"

Cost: \$25 per book
See your local Employee Activities office for order forms for the coupon booklets as well as events.

COMPUTER CORNER

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

Call the following DTN numbers to join these routes.

VANPOOLS TO NAGOG/MAYNARD

From Amherst, NH, Doug Ryder DCV #67, 288-7606

From Salem, NH, Jim Somma DCV #46, 288-6294

TO MAYNARD

From Hudson, Nashua, NH, Bob Hoglund DCV #75, 223-5513

From E. Pepperell, Groton, Littleton, Ted Courtney DCV #16, 223-3976

From Billerica, Bedford, Al Roemer DCV #74, 223-9408

From Jamaica Plain, Allston, Brookline via Route 9, Tony Santos DCV #64, 223-6666

From Peabody, Phil Baxter DCV #107, 223-1961

From Nashua, NH, Chelmsford, Bob Cormier DCV #84, 275-6232

TO MAYNARD/ACTON (ACO)

From Merrimack, NH, Lou Snider DCV #50, 223-7718

TO ACTON/MAYNARD/STOW

From Methuen, Salem, Andover, Tewksbury and surrounding area, Ken Noyce DCV #109, 223-3559

TO STOW/MAYNARD

From Worcester, Shrewsbury, Denise Moran DCV #36, 223-3088

From Worcester, Auburn, Shrewsbury, Jack Dowling DCV #117, 223-7492

TO TEWKSBURY/S. LAWRENCE/AND-OVER

From Framingham area via Routes 9 and 495, Brian Gordon DCV #87, 289-1075

TO HUDSON (HLO)

From Reading, Bruce MacDonald DCV #34, 225-5336

CARPOOLS

TO WEST CONCORD

From Nashua, NH, Donna Brouillette, 251-1239

FORMING VANPOOLS

TO MARLBORO

From Tewksbury, Lowell, Chelmsford area, Rick Romano, CALL AFTER 5PM, 657-7614

TO SHREWSBURY

From Maynard, Serge Martel, 276-9340

From Allston, Cambridge, Brighton, Boston, Darrell Hartwick, 292-2156

From Townsend, Leominster, Mike Herman, 223-8897

Employee Assistance Program urges: Be a responsible host

The spirits of celebration have become a major part of the holiday season. We come together with friends, relatives and colleagues to share in festivities, which generally includes the drinking of alcohol. If you are hosting a party and sharing your good spirits, you may also wish to share your concern by paying attention to those guests who may run the risk of drinking and driving.

Hosts and hostesses should consider serving alternative drinks that are non-alcoholic, giving their guests a choice. Since food slows down the rate of alcohol absorption in the blood, snacks should be readily available. Last call for alcohol should be at least an hour before guests leave your party so to give their bodies a chance to catch up. Coffee will prevent some guests from being too sleepy when driving, but if one is intoxicated, coffee will only provide a wide-awake drunk. Only time brings sobriety.

With increased awareness of the risks of driving while intoxicated, many responsible hosts are anticipating how party goers will

get home before they leave. There are a number of alternatives to consider: pre-arranging with non-drinkers to help drive, overnight lodging or taxi service. It is important to note that, on the average, the body can process 12 ounces of beer, 1½ ounces of whiskey or 4 ounces of wine per hour. Time yourself; see how easy it is in a social situation to exceed your body's capacity to safely process alcohol.

The image of a generous host, one who pours with a heavy hand, conflicts with the responsibility we all have this holiday season. Friends do not let friends drive drunk.

The Maynard Area Employee Assistance Program has a menu of creative non-alcoholic drink recipes available. For more information, call DTN 223-4439. Here is an example of an alternative holiday beverage:

Nab Cherry Jubilee: Fill tall glass with ice. Add 4 ounces of orange juice, 4 ounces of ginger ale or Fresca, and one ounce of maraschino cherry juice. Stir. Garnish with 3-4 cherries.

'Tis the season to be...

Ed woke up knowing he did not feel right. For more times than he could remember over the past few weeks he had been waking up with a vague sense of dreading the day, feeling that he had to force himself to get going. He had been feeling quite vulnerable to criticism lately, avoiding contact with other people, particularly any kind of intimate contact, feeling unattractive and undesirable, having little to offer. While everyone seemed to be getting into the holiday spirit, Ed had no spirit. Ed was feeling worthless, hopeless and helpless. He was depressed.

Depression is a common problem that affects all of us at one time or another in our life. In fact, depression is thought to be widespread, it is considered the common cold of our emotional system. In its severest forms, depression can lead to a state of emotional paralysis in which all motivation to do things and/or care about things is gone.

During the holiday period, depression can be more evident than at other times of

the year. Though the holidays can be a joyous and exciting time, they can also bring extra pressures at work and at home. Extra pressures also come in the form of extra partying, extra eating and drinking, less rest, and less free time. All of these factors can contribute to unhealthy stress.

For many, holidays highlight separations or divorce, the loss of a loved one, financial problems, work pressures, or being alone, away from home and family. Feeling alone and helpless often keeps people from reaching out, asking for help or seeking resources. Depression is treatable and can be understood. Learning what causes your feelings of powerlessness and what can be done to change moods is just part of the steps people can take in gaining new control over their depression. There are ways to develop safe and effective coping strategies to deal with depression.

For more information or confidential assistance, contact the Maynard Area Employee Assistance Program, DTN/223-4439. Have a happy and safe holiday period.



NEWS BRIEFS

Deadlines for 'Digital This Week'

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

- Jan. 9 issue - Dec. 28 deadline
- Jan. 23 issue - Jan. 11 deadline
- Feb. 6 issue - Jan. 25 deadline
- Feb. 20 issue - Feb. 8 deadline

Employees must update profiles

In order to receive an accurate and timely W-2 form, the Payroll Department requests that all employees verify their address and social security number on their employee profile. If any changes are needed, please notify personnel immediately. The address on the employee profile is the address that the W-2 will be sent to, and therefore must be correct. The social security number is used to accrue FICA wages for social security benefits.

Income tax time approaching again

The Corporate Payroll Department has several reminders for employees, regarding the upcoming income tax period.

-If an employee is claiming tax-exempt status for federal withholding this year and wishes to claim tax-exempt status next year, a new federal W-4 form must be filed. If an employee does not file a new W-4 form, the company is required by law to withhold at the single rate with one allowance. See your PSA/PA to complete a new W-4 form. Employees who completed the W-4 form for 1983 based on estimated deductions and tax credits should complete a new W-4 form if circumstances occur that would change their deductible amounts.

-W-2 forms for 1983 will be distributed during the last full week of January. This schedule is in compliance with the federal regulation that W-2s be distributed by Jan. 31.

-The Social Security Administration has announced that the 1984 FICA taxable wage base will be \$37,800. The effective tax rate for employees during 1984 will be 70 percent for a maximum FICA tax of \$2532.60.

New year ushered in with four-day weekend

The first Digital holiday of the 1984 calendar year will be celebrated Monday, Jan. 2. This gives employees a four-day weekend for New Year's, since the last holiday for 1983 is Friday, December 30.

Social Security changes to take effect

As of Jan. 1, new Social Security rates will have an impact on employees' weekly paychecks. The following changes will go into effect:

- 1984 payroll taxes for employees will be 6.7 percent, with employers paying 7.0 percent. (In 1983, both employees and employers paid 6.7 percent.)
- The maximum taxable earnings will increase to \$37,800 in 1984, from \$35,700 in 1983.
- The maximum tax payable for 1984 will be \$2,532.60 for an employee, in comparison to \$2,391.90 in 1983.

'I Quit' program for smokers offered

PKO Cluster Health Services invited employees to "liberate" themselves from the smoking habit through an "I Quit" program. The group will meet each day from 12:15 to 1:15 p.m. on Jan. 3, 4, 5, 6, and 9 (bring your lunch). Any employee may participate. Call Health Services, DTN 223-5413.

Credit Union to hold annual election

The Digital Credit Union (DCU) is looking for candidates to run for its board of directors. The board is responsible for setting policy, establishing and approving budgets, approving expenditures, authorizing and reviewing investments, planning for long-term needs, and reviewing financial and operations reports.

Prospective candidates may contact Donna-Lane Nelson, DTN 223-9277, to receive a questionnaire or more information. A nominating committee made up of Digital employees and DCU members will interview all candidates.

Deadline for filing is December 28. Ballots will be mailed out to all DCU members over 16 years of age on Feb. 23. Election results will be announced at the annual meeting, scheduled for March 29.

Temporary petty cash hours posted for Parker St. Cluster

Parker Street Cluster Petty Cash has announced temporary hours for its petty cash officers, effective Jan. 3. Please note the change of days for the Powdermill Road and Virginia Road sites, and also the additional day for West Concord.

The new temporary hours:

- PKO:** Mon. through Fri.; 9:30 a.m.-12 noon, 1 p.m.-3:30
- MSO:** Tues., and Thurs.; 9:30 a.m.-11:30.
- CFO2:** Mon., Wed., Fri.; 9:30 a.m.-12 noon, 1 p.m.-3
- VRO:** Tues. and Thurs.; 10:30 a.m.-12:30 p.m.

'Sales Update' cancels Jan. 16 issue

The Jan. 16 issue of 'Sales Update' has been cancelled. Submission deadline for the Jan. 30 issue is Jan. 4.

YOU HAVE ONLY YOURSELF TO THANK.

The 1983 Campaign has turned out to be the best ever. That means throughout 1984 United Way agencies will help more people than ever before. That's a great achievement. Possible only because concerned citizens like you care about something more important than money—people.

UNITED
WAY of Massachusetts
1984
Thanks to you it works for all of us!
Space contributed as a public service

Digital helps Crocker National Bank become an innovator in office computing

It was a case of Digital providing a simple solution to a complex office problem.

When its centralized commercial loan system could no longer keep up with the demands of its lending business, Crocker National Bank's Business Banking Division took a giant step in a new direction. It switched from a batch-oriented IBM main-frame environment to a Digital VAX-11/780.

"By consolidating our major loan applications on one machine," explained Thomas J. Egan, Crocker vice president and operations system manager, "we significantly improved data flow and saved \$400,000 a year in staff and operational overhead costs."

Crocker, based in San Francisco, is the nation's 11th-largest bank. Business Banking, which is one of three divisions of Crocker National, lends to companies with sales of up to \$125 million.

The project, which created an interactive commercial loan system in 1982, established Crocker's Business Banking Division as an innovator in distributed data processing and office computing.

"How we revolutionized our entire commercial loan system, with Digital's support, best illustrates our aggressive computing strategy for the division's rapid growth," said Egan, who implemented the project which has led to the adoption of a number of system and software innovations by other West Coast banks.

"Digital provided us with the mechanism, support and easy-to-use, integrated tools to enable us to consolidate three loan systems into one in less than a year. Digital helped us completely redesign, reprogram and update our commercial loan system on a VAX supermini computer, run a network to our Los Angeles office and train users in an incredibly short eight-month time frame."

The Business Banking Division's VAX-11/780 runs ALL-IN-1, Digital's information management software. It puts live loan data and analysis tools at the fingertips of more than 100 bank executives, loan officers and support personnel.

For a \$1.1 million investment and a six-month software services residency in 1982, the division was able to convert and consolidate two of its existing systems, both previously running on IBM mainframes. Two more systems, previously running on a Digital PDP-11/70 timesharing computer, were simultaneously layered on the VAX.

"We realized our cost savings immedi-

DME SEMINARS

Building Effective Customer Relations	January 16-17 January 30-31 February 16-17 March 1-2 March 19-20 March 20-22	Bedford Marlboro Maynard Bedford Bedford Bedford
Calculating Human Resources Cost & Benefits	March 12-13	Boylston
Capital Asset Management	January 9-11	Bedford
Communication Skills	January 23-25 February 13-15 February 22-24 March 7-9 March 19-21 February 13-17	Bedford Bedford Bedford Bedford Bedford Bedford
(The) Computer as a Management Tool	March 12-16	Bedford
Cost Center Expense Reports	January 25 February 14 March 12	Bedford Bedford Marlboro
Counseling Skills for Managers	January 30-February 1 February 22-24 March 21-23	Bedford Bedford Bedford
Creating Effective Visuals	January 12 January 31 March 2 March 19	Bedford Bedford Bedford Bedford
Effective Business Writing	February 6-7 February 20-21 March 12-13 March 5	Bedford Bedford Bedford Maynard
English as a Second Language (Continuing for 10 consecutive Mondays)	January 11-12 February 20-21 March 15-16	Bedford Bedford Bedford
Essentials of Negotiation	February 15-17 March 12-14	Bedford Bedford
Essentials of Effective Supervision	January 23-February 3 January 30-31 February 27-28 March 22-23 March 19-23	Bedford Bedford Bedford Marlboro Bedford
Field Service Unit Manager	January 23-February 3	Bedford
Financial Awareness	January 30-31 February 27-28 March 22-23 March 19-23	Bedford Bedford Marlboro Bedford
FMDP/Management Development I (formerly Field Managers' Development Program - Phase II)	January 23-27 March 5	Bedford Bedford
Instructor Skills	January 23-27	Bedford
Interactive Communication as a Business Tool	March 5	Bedford
Interviewing Skills	March 23 January 5-6 February 9-10 March 15-16	Bedford Merrimack Bedford Bedford
Introduction to Enterprise Engineering	January 2-4 January 30-February 2 February 27-March 1 January 23-24 February 6-7 February 23-24 March 12-13 March 26-27 February 5-17	Bedford Bedford Bedford Bedford Bedford Merrimack Maynard Bedford Greater Maynard area Greater Maynard area
Key Financial Concepts	February 27-March 1 January 23-24 February 6-7 February 23-24 March 12-13 March 26-27 February 5-17	Bedford Bedford Bedford Bedford Merrimack Maynard Bedford Greater Maynard area
Management of Service Staff	February 5-17	Greater Maynard area
Management of Service Staff - Senior	March 4-6	Greater Maynard area
Managing Change	January 24-25	Bedford
Managing Critical Interfaces	February 7-9	Bedford

Engineering Training and Research's January course offerings

The following are courses offered by Hudson's Engineering Training and Research group. Please note that the courses are filled in the order that completed forms are received. Registration for the courses takes place from 8-8:30 a.m. at the assigned location.

MOS Analog Integrated Circuits Workshop

January 9-13, 8:30-5 p.m.
VLSI Training Room, HLO1, Pole N07
Instructors: Paul Gray and Bob Brodersen, both of the University of California at Berkeley

Course Summary - This course, intended for engineers involved in the de-

sign, production, marketing, and planning of MOS LSI analog/digital integrated circuits, is an overview of the design techniques applicable to such circuits. The first section deals with the types of passive and active components available in a typical CMOS or NMOS LSI process, and the particular aspects of device behavior that are important for analog design (such as MOS transistor noise and drain resistance in saturation). The second section is devoted to the practical aspects of the design of MOS operational amplifiers, with particular emphasis on CMOS technology. The course concludes with a discussion of the relative role of analog filtering and digital processing in analog/digital interfaces in scaled technologies.

Prerequisites: Advanced MOS Design course and/or practical design experience in MOS or analog circuit design.

Enrollment: 25.

Course fee: \$750.

Computer Architecture Course

January 9-20, 8:30-5 p.m.
Mt. Washington Auditorium, HLO2-1
Instructors: Yale Patt of the University of California at Berkeley and Dick Sites of DEC's V-11 group.

Course Summary - The course is composed of two parts. The first week focuses on fundamental undergraduate material and the second week goes into greater detail. The first week is for those without prior background in computer architecture. The week is expected to be intensive, four 1.5 hour lectures are planned for each day. There will be a course text and homework will be required. The second week is for those who have taken the basic course, or more preferably, for those who have worked with computer architecture in the past. The week will treat approximately 15 advanced topics in computer architecture. Four 1.5 hour lectures will be given each day, most of which will be given by the instructors, but some will be given by guest lecturers. There will be a course text and homework will be required.

Prerequisites: Students must either attend the first week of the course or have worked with computer architectures in the past.

Enrollment: 45.

Course fee: \$1500 for both weeks; \$750 for one week.

Process Simulation Workshop

January 16-20, 1984, 8:30-5 p.m.
VLSI Training Room, HLO1, pole N07
Instructor: Dimitri Antoniadis of the Massachusetts Institute of Technology

Course Summary - LSI Engineering Training and Research is now offering a course on SUPREM, a process simulator. This is a five-day course in a workshop format with hands-on work. The course will go into the basic process physics underlying the simulations being performed by SUPREM, namely: Solid state diffusion; Thermal oxidation; Ion implantation; and Vapor phase deposition. Also covered will be simulators that interface to this one - SEDAN, MINIMOS, GEMINI and possibly SUPRA. Students must know VMS before taking this course. They will be required to do homework (using VMS) as well as their own SUPREM simulations. A basic understanding of device physics and some exposure to semiconductor processing would be helpful.

Enrollment: 25.

Course fee: \$750.

For further information, call Cathy L. Ward, DTN 225-5706, or Brenda Flaherty, DTN 225-5221.

DME SEMINARS

Continued from preceding page

Managing Performance

January 18-20	Bedford
February 8-10	Bedford
February 27-29	Bedford
March 12-14	Bedford
March 21-23	Boylston
February 21-23	Bedford
January 9-13	Bedford
March 19-23	Bedford
January 9-10	Bedford
January 26-27	Bedford
February 6-7	Bedford
February 23-24	Bedford
March 5-6	Bedford
March 15-16	Bedford
March 22-23	Maynard

Men and Women at Work Pre-Management Development

Presentation Skills for Impact

Problem Solving and Decision Making

Project Management

Sales Staff Management Seminar

Secretary/Manager Communications

Skills Assessment and Career Management (formerly Skills Assessments)

Strategic Account Management Seminar

Time Management: Working Smarter

February 2-3	Bedford
March 1-2	Bedford
March 22-23	Merrimack
February 26-March 2	Greater Maynard area
January 4	Bedford
January 25	Bedford
February 6	Bedford
February 16	Bedford
March 5	Bedford
March 20	Bedford

To Register call: DTN 249-1881 or 249-1882

Four honored for security contributions

Four security employees were honored with the 1984 Digital Security Awards, presented at the annual Corporate Security Conference in Merrimack, N.H.

Suzanne Nichols of the Andover facility was named Security Officer of the Year.

Henry Healy of the Phoenix, Arizona, facility was chosen as Lead Security Officer of the Year.

The Security Supervisor of the Year was awarded to Kathy Touye, also of the Phoenix facility.

The Security Manager of the Year was presented to David Hamilton of the Hudson facility.

The awards were presented, as they have been annually since 1979, on the basis of outstanding performance as security personnel for Digital. Leadership, initiative, performance, and communication were the qualities taken into account. Candidates were recommended by their managers and interviewed by a committee.



Digital security employees honored were (left to right) Suzanne Nichols, Henry Healy, Kathy Touye, and David Hamilton.

Software Services training

Human Factors In Design is a three-day course that teaches attendees about the components, principles and resources needed for good human engineering.

"Human factors" design seeks to meet the needs of people who use specific systems. This requires the analysis of human capabilities and limitations in performing the tasks in question. Testing and other means of knowledge acquisition are therefore intrinsic parts of the process of human engineering. Once the engineer knows who the user is and how the user performs a task, those characteristics can be designed into the system.

Course topics include physical, cognitive and behavioral characteristics of users; testing users to improve design; principles and techniques of interface design; and the incorporation of human engineering into the design process.

Course dates: Jan. 9-11 in Marlboro; Feb. 13-15 in Bedford. To enroll, call the Educational Services Registrar in Bedford, DTN 249-4670.

Changes announced for John Hancock ...

Continued from page 5

family. This is the first time the deductible has been raised since 1959.

- The out-of-pocket maximum that any employee or dependent may incur for covered medical expenses is being raised from \$1,000 a year to \$1,200 a year. This is the first increase since 1975, when this protective provision was introduced. For the first time, however, Digital is establishing a cap on out-of-pocket costs to protect families against catastrophic medical expense. The cap is \$3,600.
- Under a major program being launched throughout Massachusetts and in Maricopa County, Arizona, employees who wish to have covered hospital expenses considered in full must participate in new hospital review procedures. Those who don't will receive only 80 percent reimbursement on the uncertified portion of their covered hospital expenses. The program applies to all hospital care received in the specified areas, whether or not employees live or work in the area. The program will gradually be expanded throughout the United States.

For 1984, Digital is increasing its current level of expenditure for medical coverage. Even with the planned changes, the company's annual health care costs will increase from \$55.7 million in calendar year 1983, to \$62.1 million next year.

"The medical plan changes," said Kevin, "are meant to slow down the rate of increase in these costs, for both the company and employees. The hospital review program, particularly, will create an incen-

tive for providers—physicians and other health care professionals—to prescribe necessary care in a cost effective way. In the future, we feel that such incentives will be the rule, rather than the exception, in the health care industry, so we're positioning Digital to take a leadership role."

The modifications indicate a renewed emphasis that employees and dependents who utilize health care services should pay a reasonable share of the resulting expense, while not being exposed to catastrophic costs. The hospital review program encourages employees to become more involved in discussing the need for hospital services with their physician.

The changes in the John Hancock Medical Plan were explained in detail in the Benefits Bulletin mailed to all employees in November. In addition, employees in areas where the new hospital review program is being introduced will receive a special notification on procedures in December, prior to program implementation.

As Kevin explains, these changes reflect Digital's strategy for working with various populations—medical professionals, "consumers" of health care services, other corporations, hospitals—to help bring down the cost of health care without compromising the accessibility or quality of the care.

"Eventually other cost-containment measures will be instituted," he projected. "But we're not going to hurry into anything. Health care costs are a long-term concern, and the solutions must be long-term ones. It isn't nearly as important for us to make quick choices as it is for us to make the right ones."

THE MARKETPLACE



APPLIANCES

REFRIGERATOR, Westinghouse, used, approx 14.5 cu ft, gd working cond, \$100, Jake, 223-1748

CARS

'78 FORD FIESTA, 56Kmi, std, radio cass, snows, recon engine, vry gd cond, \$1990, Dave, 247-2827

'79 HONDA PRELUDE, 55Kmi, 2 snows, one owner, 5 spd, immaculate, \$4300, Karen, 247-2961

'77 CHEVY MALIBU, 1 owner, 4dr, auto, PS, PB, AC, AM radio, new tires, mint cond, \$2700, Jay, 226-7201

'56 FORD, 2dr, 52Kmi, one owner, best offer, Frank, 223-2854

'76 MERCURY MONARCH, auto, 6cyl, AM radio, new exh, brakes, shocks, mint cond, \$1600, Ken, 249-4615

'75 FIAT 128 WAGN, fully reconditioned, AM/FM cass, frnt whl drive, 4spd, reg gas, \$1600, Allan, 249-1454

'74 CELICA, silver grey, vinyl roof, no rust, exc cond, runs perfect, \$1800, Ronald, 231-7130

'78 PONTIAC GRAND PRIX, 2dr coupe, AC, PS, PB, AM/FM, new tires, 301 cu in engine, \$3995, Ed, 223-1218

'81 TOYOTA COROLLA, htchbk, PS, PB, AC, 5 spd, AM/FM stereo, rustproof, 34Kmi, \$5600, Dave, 231-7503

'83 MAZDA RX-7GSL, AM/FM stereo cassette, louvers, toronado silver, 21Kmi, \$11,500, Keith, 231-7252

'73 VW BUG, runs well, good gas, AM/FM, cassette, \$1200, Carl, 259-3757

'75 AMC PACER, std, 69Kmi, \$900, '71 Ford LTD wagn, auto, \$350, Dale, 237-3708

SUBARU, htchbk, 1 owner, AM/FM cass, new brakes, tires, well maintained, \$3000, Anne, 276-9139

FURNITURE

DINING RM SET, Ethan Allen, maple, 48" rd ext table w 4 gov Bradford arm chairs, \$475, Ed, 235-3471

DINETTE, dk walnut, oval table w ext leaf, gd cond, 4 high back wrought iron chairs, \$50, Sujit, 223-1300

BAR STOOLS (2), chrome legs, black padded, no back, no rips, \$25 firm, Gerry, 279-5783

VICTORIAN LADIES CHAIR, antique, and brass coat rack, Fran, 225-5778

BEDROOM SET, French provincial, 2 triple dressers, desk+chair, nite table, mirror, B/O, Taryn, 251-1063

SOFA SET, colonial, high-wingback, 3seat sofa + 2 chairs, brown, \$450/BO, Al, 247-2533

DINING RM SET, oak, smoked glass center, 4 cane chairs, 9 mos old, \$350/BO, Lisa, 223-4748

MISCELLANEOUS

NEW TOYS, 1/2 priced packaged toys, exe for Xmas stocking stuffers/grab bags, Crash, 275-6139

WOOD STOVE, suitable for garage or work shop, OK cond, \$45, Sofia, 289-1573

SNOWBLOWER, 8HP/26", 2 stage, new engine block, runs great, gd cond, \$425, Gary, 249-4061

COLECO TELSTAR ARCADE TV GAME, w 2 cartridges, like new, \$50/BO, Joanne, 234-4450

SKI JACKET, red, woman's medium, designer look, never worn, \$35 firm, Sujit, 223-1300

ROBIN C-D DISK DRIVE, useful for spell and copy-ing, unused, \$110, Hank, 278-4802

SNOW TIRES (2), Kelley ice radials, P225/75R15, used 2 wks, exc cond, \$65, Roger, 274-6904

STORM WINDOWS, 8 triple track alum, O.D. 31"W x 53"L, I.D. 29 1/4"W x 51 1/2L, \$12ea, Frank, 223-6284

SLIDE PROJECTOR, Kodak Carousel 4400, used once, new cond, 2 trays, \$150, John, 231-6716

KITCHEN SINK, Jensen stainless steel, self rimming, insulated, vry gd cond, \$20/BO, Warren, 273-3201

INFANT/TODDLER CAR SEAT, exc cond, \$25, Sue, 275-6135

MOTORCYCLES

'80 HONDA CB750K, 11Kmi, crash bar, Bates luggage bag, new battery, exc cond, \$1850, Cheryl, 233-2216

'76 MOPED, Motobecane 50 VL, like new, 720 miles, basket, mirror & light, Peter, 247-2055

'79 YAMAHA XS650SF, 6400 mi, lg rack, clr wndshld, s bar, exc cond, \$975, Carl, 223-6056

PETS

GERMAN SHORT HAired POINTER, AKC, 6 mos old male, great w children, \$200, Jean, 223-3000

KITTENS, Persian, chinchilla shdslvrs, CFA, CFF, reg pedigree, breeder qual, \$250, Don, 225-4443

FREE DOG, spayed female, mostly black Lab, friendly, intelligent, to gd home only, Jerry, 249-4683

RECREATIONAL VEHICLES

'84 SAILBOAT, 31' Hunter, moored in Marion, MA, Buzzards Bay, asking \$45.5K, Cliff, 225-6313

REAL ESTATE

WAYLAND, 8rms, frplc liv rm w cath ceiling, 30' fam rm, deck, patio, 2car atach gar, \$149.9K, Bob, 223-6694

LEOMINSTER, 7rm ranch, gar, 2 baths, 3 bedrms, fam rm, wood forced hot air heat, \$70K, Jim, 269-2280

PEPPERELL, gambrel, 8 rms, 2 frplcs, new carpet, 2 floor & more, on country rd, \$80.5K, Steve, 226-7167

HILLSBORO, N.H. 4rm yr round cottage, elec+gas heat, on lake, near ski areas, \$23K, Joan/Diane, 245-5318

BOYLSTON, condo townhouse, 2bdm, den, garage, central air, patio, nr SHR, \$64.9K, Ed, 225-6463

HUDSON, split level ranch, 8rms, hrdwd floors, den, 2 frplcs, atach 1 dr gar, \$83K, Debbie, 288-6413

RENTALS

SKI CONDO, Warren, VT, 3bdm on mountain at Sugarbush, Fred, 231-5965

APT, Nashua, NH, 2bdm, w balcony, indoor pool, sauna, near Spitbrook, \$525/mo incld utils, Henry, 276-9381

SKI CHALETS, Dillon, Colorado, min to Keystone, Breckenridge, .sleep 8-12, \$1.5K-2K/wk, Bob, 276-9544

LOON MOUNTAIN, 3bdms + loft, fully equip, pool, sauna, etc, Roger, 249-4206

SKI CONDO, Ashland, NH, slps 8, frplc, 2bath, hskkeeping, pool, etc, avail 2/17-2/24, \$590, Gary, 223-4094

ROOMMATES

ROOMMATE, non-smoker, under 30, 2bdm apt, Boxboro, half mi frm LTN, \$215+half utils, David, 229-6385

HOUSEMATE, M/F, Boxboro, 10 rm 5 acre home w barn, near rte 2, 27, 495, \$225/mo+1/4 utils, Joe, 234-4576

ROOMMATE, non-smoker, to share 7 rm apt, Harvard, no pets, \$350+utils, Jerry, 225-6459

ROOMMATE (F), share 2 bdrm condo, rte 20, \$175 + 1/2 utils, Susan, 279-5436

ROOMMATE, share 3 bdrm apt, Westboro, rte 9, \$350/mo, incl util, gym, sauna, Joe, 223-5891

HOUSEMATE, prof F, non-smoker, Marlboro, \$300 + 1/2 utils, Clotelle, 231-6685

HOUSEMATE, M/F, non-smoker, new contemp solar hse, Sterling, \$400/mo negot., Will, 225-4316

SPORTING GOODS

SKIS, Head GK0, 180's, salomon 404 bindings, poles, \$100, buckle boots, 8 1/2, \$20, Jeff, 288-7517

BIKE RACING HELMET, orig price \$40, selling for \$10, Lori, 249-1780

WANTED

SMALL OAK ROLLTOP DESK, either c or s style, John, 231-7083

RECORD ALBUM, soundtrack from the movie "Patton", in good condition, Marleen, 223-4774

MICROWAVE OVEN, in working condition, Marjorie, 292-2022

SMALL OFFICE REFRIGERATOR, approx 2 cu ft, Karen, 231-7082

Crocker National Bank breaks new business ground with its VAX

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ately," said Egan, "Running these applications on our VAX now costs us \$250,000 a year, compared with the \$700,000 a year it was costing us to run in a mainframe environment.

"Automating the lending process with Digital's VAX systems has opened doors to new business" Egan continued. "For example, we can now team up with other banks for large lending programs, something we did not do previously because of the high degree of manual work involved."

Using the DATATRIEVE through ALL-IN-1, the division has tools that sometimes

amaze customers. According to Robert Andrzejewski, chief of staff of Crocker's Business Banking Division, "Customers are often overwhelmed by the quick response we can give them using ALL-IN-1. One customer, representing a leasing company, wanted a list of all the clients to whom he had leased computers and who were also doing business with Crocker Bank. He expected to wait two weeks for the information. Using DATATRIEVE through ALL-IN-1 we scanned his customer base and pulled the data within an hour.

"He was amazed. In fact, he was so

overwhelmed, he now wants to buy similar reports from us on a monthly basis. Other customers have told us we have more information on their businesses than they do. We simply have the analysis and reporting tools.

Andrzejewski said Crocker is planning to string nine VAX-11/750s, DECnetted together to link as many as 500 users in 40 offices throughout California.

"The product has provided us with a computer system to drive our marketplace for the '80s and beyond," said Egan.

"Digital's VAXs are the backbone of our fast-growing office computing system."

Offerings from Ed. Services seminars

For more information or to register for the following courses, call the Seminar registrars indicated below with the specific seminar dates. Software Services employees should contact their Software Services registrars.

System Performance Management and Capacity Planning - This three-day seminar presents an overview of system performance management and its major issues, including: actual performance measurement, bottleneck identification techniques, and system tuning. It also surveys the current methods and tools used in performance measurement, and reviews analytical and empirical techniques for service and utilization. Finally, the seminar presents a capacity planning methodology, including: workload characterization and forecasting, prediction of service and utilization, comparison of alternative systems, and cost modeling.

Case studies, drawn from actual experiences, provide the opportunity to review, analyze, and apply others' experiences to the attendee's own. The topics discussed are applicable to any hardware or software system.

Course dates: Jan. 10-12, Cambridge;
Registration: DTN 249-4949.

Introduction to Datatrieve-11 This seminar will teach attendees to use Datatrieve-11 — a powerful database, query, maintenance package, and database report writer. The seminar will cover many important features of Datatrieve-11 and demonstrate its ability to provide: faster response to one-time queries; new applications without the need for large programming staffs; powerful record selection with subsetting capabilities; and flexible output, including generation of complex reports, complete data lists, lists of single fields, single items from a data set, totals, costs, averages, and minimum and maximum of particular items.

Each section of the seminar combines lectures, labs and exercises which allow you to understand and utilize the various functions of Datatrieve-11.

Course dates: Jan. 11-13, Bedford;
Registration: DTN 249-4380.

VAX-11 Datatrieve Introduction This seminar will teach attendees to use VAX-11 Datatrieve — a powerful database, query, maintenance package, and database report writer. The seminar will cover many important features of VAX-11 Datatrieve and demonstrate its ability to provide faster responses to one-time queries; new applications without the need for large programming staffs; and powerful record selection with subsetting capabilities flexible output, including generation of complex reports, complete data lists, lists of single fields, single items from a data set, totals,

costs, averages, and minimum and maximum of particular items.

Each section of the seminar combines lectures, demos and exercises which allow you to understand and utilize the various functions of VAX-11 Datatrieve.

Course dates: Jan. 11-13, Cambridge;
Registration: DTN 249-4949.

Advanced Data Communications - This seminar introduces the data communication technologies and products that will produce the greatest impact on existing and new networks in the '80s.

Attendees will examine the managerial and technical issues related to: local area networks; manufacturers' product architectures; public data networks (value-added networks); satellite communications; statistical multiplexers; automated network monitoring; network technical control; balanced computing vs. distributed processing; and network planning.

Prerequisites: All class participants should have a basic understanding of data communication concepts and networks.

Course dates: Jan. 12-13, Bedford;
Registration: DTN 249-4380.

Networking: Architectural Concepts with Examples of Computer Communications Networks - This three-day technical seminar, for anyone involved in the design, use or selling of networks, is a state-of-the-art presentation of fundamental concepts, technology and practical implementation of computer networks. It includes a thorough discussion of network architectures, components and structures with a focus on complete network design.

Course dates: Jan. 16-18, Bedford;
Registration: DTN 249-4380.

Design of Applications Under VAX/VMS

- This four-day seminar focuses on application design approaches that maximize the use of the hardware and software involved. Three case studies of typical customer applications — data acquisition, process control and transaction processing — show how to exploit system features to achieve efficient design solutions for each application. Upon completion, attendees will understand the interrelationship between system hardware and software functionality for design.

Prerequisites: The attendee should have attended "VAX/VMS Utilities and Commands" and should have a working ability to program in VAX-11 FORTRAN/MACRO or similar experience on another system.

Course dates: Jan. 17-20, Bedford;
Registration: DTN 249-4380.

ALL-HANDS-ON® Multiplan® Advanced Applications - Multiplan is a personal spreadsheet-calculation program that runs on the Rainbow 100 using the CP/M® op-

erating system. This seminar will help users of Multiplan and other spreadsheet programs design and format better work sheets and use multiple worksheets.

Prerequisites: Students should have had at least two months experience with Multiplan or another spreadsheet.

CP/M is a registered trademark of Digital Research, Inc. ALL-HANDS-ON is a trademark of Retrieval Technology Corporation. Multiplan is a trademark of Multisoft Corp.

Course dates: Jan. 17-18, Bedford;
Registration: DTN 249-4380.

ALL-HANDS-ON® dBase II® Introduction - dBase II is a flexible, powerful data management tool that runs on the Rainbow 100 personal computer under the CP/M® operating system. This seminar is intended for first-time users of dBase II. It introduces nontechnical users to all of the features and capabilities of dBase II, including the management of financial, inventory control and medical records.

Prerequisites: Students should have at least an elementary knowledge of CP/M®.

dBase II is a trademark of Ashton-Tate Inc. CP/M is a registered trademark of Digital Research, Inc. ALL-HANDS-ON is a trademark of Retrieval Technology Corporation

Course dates: Jan. 19-20, Bedford;
Registration: DTN 249-4380.

Cost-effective Software Testing - This seminar will help the attendee create an organized, step-by-step approach that demonstrates correctness in each life cycle phase. By including testing in the analysis and design phases, the testing plan significantly reduces the time required for final testing. It also enhances product quality, produces more reliable software and is applicable to both large and small systems.

Course dates: Jan. 25-27, Bedford;
Registration: DTN 249-4380.

Disaster Recovery Planning - This seminar will focus on a practical approach to disaster recovery planning and preparedness. It is largely based on the seminar leader's own experiences in overcoming serious emergencies as data center manager and during his later work as a computer security consultant. Participants will be given numerous tools and forms to aid in identifying data center problems and developing their own recovery plans. As a special highlight, the seminar will provide information on newly available recovery and vital records protection services designed especially for users of Digital's systems.

Course dates: Jan. 25-27, Boston;
Registration: DTN 249-4949.

Clark University comes to Northboro

For the first time, Clark University, through its College of Professional and Continuing Education, has established a satellite campus for adults interested in individual courses and in college degrees in business administration and the liberal arts.

"Clark University in Northboro," which began operation in September and has drawn a high percentage of its students from the various Digital sites in the North-

boro area, is open to all adult students with a high school diploma (and/or some previous college experience). The evening program is specifically designed to make Clark courses accessible to residents of the communities in eastern and northern Worcester County and West Middlesex.

During the upcoming semester — which begins Jan. 16 — Clark will offer nine

courses at Algonquin Regional High School in Northboro, five in business (Economics, Marketing, Accounting, Small Business Management, Human Behavior in Organizations), three in the liberal arts (The New England Experience, Literature, Statistics), and one graduate-level course (Natural Science Seminar: Human Evolution). Each course meets one night a week, for three hours, with a break, and carries four full college credits. Along with the more than 200 courses currently offered to part-time students in Worcester, Clark would like to expand course offerings in Northboro to more than 30 choices each fall and spring.

Undergraduate course tuition is \$80 per college credit, and each course is four credits. If you have any questions about the Clark evening programs in Northboro and Worcester, Director Elizabeth Coates and her staff will be in various Worcester County communities to meet with you in early January.

The schedule for these information sessions is:

Westboro Library Meeting Room; Tues., Jan. 3, 7-9 p.m.

Boylston Library Meeting Room; Wed., Jan. 4, 6-8 p.m.

Northboro Library Meeting Room; Thurs., Jan. 5, 6-8 p.m.

Please feel free to write the College of Professional and Continuing Education of Clark University, 950 Main Street, Worcester, MA, 01610; or call 617-793-7217 for additional information.

Boston University spring semester schedule

Boston University Metropolitan College will once again offer undergraduate courses for Digital employees at three convenient suburban locations during the spring semester. The on-location registration nights listed below will provide the prospective student with an excellent opportunity to learn about courses, programs and services offered and to discuss academic plans with a Boston University Metropolitan College counselor. Classes will begin the week of January 16.

On-location registration will take place between 4 and 7 p.m. at suburban locations on the following dates:

Thurs., Jan. 5 - Acton/Boxboro Regional High School

Thurs., Jan. 5 - Bedford - DEC Training Facility

Mon., Jan. 9 - Natick High School

Tues., Jan. 10 - Acton/Boxboro Regional High School

Tues., Jan. 17 - Acton/Boxboro Regional High School

Tues., Jan. 17 - Bedford - DEC Training Facility

Wed., Jan. 18 - Acton/Boxboro Regional High School

Wed., Jan. 18 - Bedford - DEC Training Facility

Wed., Jan. 18 - Natick High School

Thurs., Jan. 19 - Acton/Boxboro Regional High School

Thurs., Jan. 19 - Bedford - DEC Training Facility

Thurs., Jan. 19 - Natick High School

Offerings from Educational Services . . .

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Software Analysis, Specification and Design - Attendees will receive practical advice and guidelines for techniques that will produce the following results: shorter time to conceptualize system objectives and requirements; significantly improved team motivation and cooperation; and improvement in program development productivity.

The integrated steps, concepts, methodologies, guidelines, and practices taught in this seminar can assist any software team in building more effective information products and services.

Course dates: Jan. 30-Feb. 1, Bedford; Registration: DTN 249-4380.

Local Area Networks - A Practical Approach - This three-day seminar provides a practical, technical discussion of the key design issues involved in the selection of, and/or implementation of a local area network (LAN).

The concepts involved in the construction of network and internetwork systems based on LAN technologies are examined in sufficient detail to enable the attendee to

make informed decisions regarding topologies, media, access control techniques, and higher level protocols that will be useful in integrating LAN technology into distributed processing systems. By examination of several commercial LAN products, the seminar leader shows applications of these design principles and explores real-life design trade-offs.

Course dates: Feb. 6-8, Bedford; Registration: DTN 249-4380.

Advanced VAX-11 Datatrieve Applications - This seminar covers information needed by software applications engineers and designers who are building Datatrieve into their applications or are designing entire applications using VAX-11 Datatrieve as the main programming language. The seminar leader presents insights drawn from his five years of Datatrieve programming experience.

Prerequisites: Attendees should have approximately six months of Datatrieve experience or one year of experience programming on a VAX/VMS system.

Course dates: Feb. 6-8, Bedford; Registration: DTN 249-4380.

Clark offers MBA

Clark University's Graduate School of Management offers an MBA program in two locations: the Clark campus in Worcester, and at the Sheraton Inn and Conference Center in Boxboro (Exit 28 off of Rte. 495). Classes meet once per week, Monday through Thursday.

Spring semester classes begin on Monday, Jan. 16. Those currently enrolled in the MBA program should expect to receive registration materials in December. Registration can be done through the mail or in person at the Graduate School of Management. Also, representatives of the Graduate School of Management will be at the Parker Street cafeteria on Wednesday, Jan. 4, from 3 to 5:30 p.m., to accept registrations, answer questions and advise prospective students.

For additional information, contact Louise Janhunen at (617) 793-7658, or write the Graduate School of Management, Clark University, 950 Main Street, Worcester, MA 01610. Indicate if you would like a catalogue, application or GMAT information.

More than 2,000 users attend IDECUS Symposium

Over 2,000 Digital employees, representing Digital computer users from all over the company, attended Internal DECUS's Fall 1983 Symposium at the Sheraton Boxboro Conference Center, November 17 and 18. Featured at the symposium were over 50 sessions designed to inform internal users about the latest products, technologies and training opportunities. Topics ranged from personal computing and the use of computers in factory automation, to satellite communications and the latest and future VAX/VMS products.

Keynote speaker Ed Kramer, vice president, Corporate Marketing, said, "one of Digital's best secret weapons is its own internal users." He explained that our own people are in the best position to understand how the full range of Digital's products can be implemented to meet business application needs, and urged more widespread use of products internally to further support corporate marketing.

Ed pointed out how many employees, especially through groups like DECUS and IDECUS, play a vital role in influencing Digital's product development, and he encouraged them to continue to provide feedback to engineering. Addressing the internal users, he said, "you folks are, and should be, the most vocal critics of our product developers. You should continue to demand the type of excellence you really believe we should have in our products. You must get developers to equip you with what you need to get your job done."

Ed described how internal users' ideas have been turned into corporate products, and urged employees to be aggressive in promoting their creative ideas and internal applications to marketing groups.

"You should push our marketing people to promote these ideas outside of Digital," said Ed. Some of our most exciting products, such as EMS and ALL-IN-1, have come from inside the company."

One of the major highlights of the symposium was the exhibit hall, which featured



IDECUS Symposium attendees roam the floor at the Sheraton Boxboro Conference Center.

the latest products, including Rainbows, DECmates, PRO 350s, IVIS, a complete VAXcluster, the new VAX-11/725, Micro-VAX I, and MICRO/PDP-11. Internal service groups were well represented from Software Services, Field Service, Internal Equipment Group, Publishing and Circulation Services, Advanced Information Systems, and Advanced Application Services.

The sessions were well attended, and included presentations on such topics as VAX product futures and development, the new VT200 family of terminals, external research projects, Computer Integrated Manufacturing, the Corporate Network Program, and the Corporate Electronic Mail System.

A Videotex program, produced by Publishing and Circulation Services and the Communications Marketing Group, was running on PRO 350s in three areas of the symposium. The programs provided attendees with important information about sessions, hotel layout, program updates, DIG activities, and demonstrations.

Anyone interested in a copy of the symposium session abstracts with speakers' names may write to Internal DECUS at VRO3-3/B9, or send a memo via DECmail to Sophia Tsonis at VRO.

Prior to the two-day symposium, Internal DECUS and the Northeast Sales Region organization presented a sales symposium and customer show. Some 500 customers attended breakout sessions and toured the exhibit hall, which featured the company's latest product offerings. According to the N.E. Region, several leads were generated, and are expected to result in over \$2 million worth of business.

DECtalk . . .

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screen, which represent words or sentences — to build their ideas and "speak" with clear, human-sounding speech.

DECtalk allows users of its office computer systems to call in and have any information on their office computer — messages, letters, memos, reports, files — read to them over the phone. MCI Mail, a product from MCI Communications Corp. will use DECtalk to allow electronic messages to be read over the phone. Shawmut Bank of Boston is using DECtalk as part of a pilot program to provide account status and balance information to corporate customers.

Selling for \$4000, DECtalk can be attached to most computers (non-Digital well as Digital) through a standard RS232 connection. It can receive and originate telephone calls and can send speech to its telephone jack, a built-in speaker or an external speaker or headset.

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

Meac marks the close of another successful year

The Maynard Employee Activities Committee (meac) is a group of employees from the Maynard area which volunteers its time to coordinate and sponsor various events for Digital employees and their families. Although they coordinate their activities with Corporate Employee Activities, meac is a separate self-sufficient organization.

The activities and events are generally funded through ticket sales and fund raisers, like t-shirt and tote bag sales. All proceeds go towards subsidizing the cost of future meac events.

This year has been successful for meac, thanks to the efforts by the committee and

the employees who participated in the events. Meac is planning for another successful year in 1984, with events and activities such as Winterfest and Summerfest, candy sales, dances, the Digital Flea Market, a roller skating party, the Arts and Crafts Fair, trips, and much, much more.

If you are interested in becoming a member of the Maynard Employee Activities Committee, you must submit a letter to one of the officers, signed by your manager, stating that you have approval to join the committee, or write for more information to: meac, P.O. Box 18, Maynard, MA, 01754.