



Networking highlighted at Annual Meeting

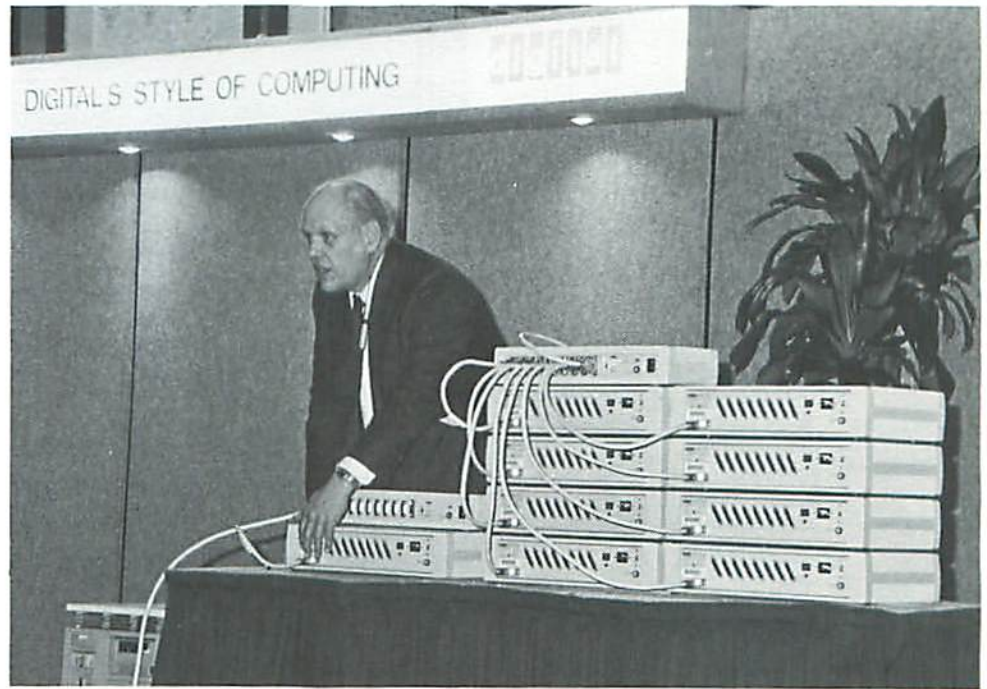
Ken Olsen, president, told a gathering of about 400 investment analysts, investors and media at the Annual Meeting of Shareholders on November 8, that Digital did better than expected this past year.

"We feel we are doing better than most (computer companies) because we didn't gamble everything on personal computers, and because we are the only ones able to deliver today the kinds of total network solutions that businesses want and need. We chose to invest heavily in networking capabilities that permit us to tie together everything we build into networks. Our message is 'start small or as big as you want' with your network."

"Our enormous investment in networking is paying off," Ken added. He described briefly the concept of networking using Ethernet as the physical link and DECnet as the networking environment.

In addition to networking, Ken noted that the VAX 8600, MicroVAX II and VAXstation II are doing well in the marketplace.

"Folks ask us why our VAX products do so well, and why we are not concerned when small companies announce products that appear to match VAX specifications," Ken said, "Our first answer, of course, is that 10 years of VAX development, with thousands of man-years of software investment on our part, and many more thousands



Ken Olsen, president, demonstrates to the Annual Meeting audience the simplicity of networking computer systems through the use of terminal servers.

of man-years of software development by customers, make VAX, by far, the most functional, most versatile computer with the best software."

He said "We have the best products to build very large yet very simple networks. Best of all, Digital can do all of this today."

Ken added, "I am proud to point out that we are generating cash because of im-

proved asset management. I am not so proud, however, that we made only little progress toward our ROE (return on equity) goal of 22 percent and our ROA (return on assets) goal of about 16 percent. We still have some way to go here. I am also disappointed that our growth rate doesn't have us using up cash faster than we can generate it." ■

Celebrating Differences program underway at the Shrewsbury plant

Cultural and physical differences among people are being highlighted through a 12-month program called Celebrating Differences which has just gotten underway at the Northeast Technology Center in Shrewsbury.

The five-part program is designed to provide passive and active learning tools and experiences to help employees increase their knowledge of cultural, religious, gender, racial and other differences.

According to Program manager, Rosalyn Taylor O'Neale, "Often people find communicating difficult and interdependencies strained due to unexamined assumptions

about ourselves or people who are different from us. Giving employees an opportunity to look at their own or others' history and culture can help remove some of the dysfunctional barriers and will ultimately help us do business more efficiently and with less stress."

To kick-off the 12-month program, the first month's events which took place in October, were coordinated along with Handicapped Awareness Week. Employees from the Shrewsbury plant participated in a wheelchair basketball game competing against the Baystate Wheelers. Other events included a play performed by a handicapped theater

group called The Mainstream Players, a panel/audience discussion and two films on issues of handicapped workers.

In the coming months, the Northeast Technology Center will be celebrating Chanukah, Black History Week, International Women's Day, Asian Awareness/Chinese New Year, Vietnam Veteran Observance and Hispanic Heritage Week. The celebrations will involve dancers, gospel singers, lectures, panel discussions, fashion show, martial arts demonstrations, films and a black culture quiz played on an IVIS (Interactive Video Information System) computer.

Signatory Decentralization announcement

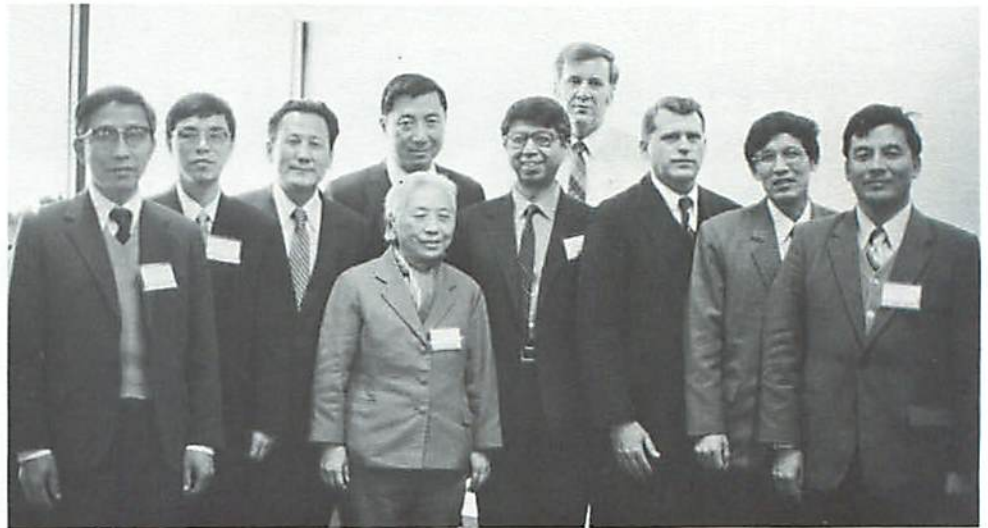
The process to decentralize the Signatory Authorization File to eight Financial Management Centers (FMC) began on November 1. Employees who have responsibility for updating this file, should send updates to the FMC user contacts listed below by ledger number. Questions should be directed to user contact or to Martha Phinney @AKO, DTN 244-7487.

FMC/Ledger	user contact	other ledgers supported
Colorado Springs g/141	Sylvia Moore CX02-1/M95 DTN 522-3113 DECmail: @CXO	g/141
Hudson g/155	Pam Lockhart HLO2-2/M10 DTN 225-4904 Mail: @EMS	g/134, 55, 65, 76, 79
Maynard g/199	Bob Surro MLO1-4/U54 DTN 223-5934 DECmail: @MLO	g/162, 67, 73, 77, 99
Merrimack g/154	Donna Leger MKO2-2/HO4 DTN 264-3621 DECmail: @MKO	g/112, 15, 28, 54, 80
Northboro g/172	Fran Forraine NRO5-1/II DTN 234-5447 DECmail: @NRO	g/145, 72
Phoenix g/138	Julie Kennedy PNO/G2 DTN 551-5462 DECmail: WFMC Department @PNO	g/138, 40, 71
Shrewsbury g/179	Mary Ryan SHR1-3/02 DTN 237-2341 DECmail: @SHR	g/134, 65, 79
U.S. Area g/160	Pat White** PKO3-2/F15 DTN 223-2607 DECmail: @PKO	g/160

**Pat White is the primary contact for the 15 U.S. Area satellites - g/160. ■

Ken Olsen hosts Swedish Council of America's visit

The Swedish Council of America recently visited the HLO2 facility and Ken Olsen, president, hosted the tour. The council, which was formed 10 years ago, combines



Members of the Chinese Academy of Sciences visit Digital

The Chinese Academy of Sciences and MIT are cooperating on a project to construct an electron linear accelerator and a variety of VAXs will be used for the project. A group from China, MIT and Digital's GIA all recently toured the Franklin plant. (l-r) Cheng Erjin, an academy deputy chief; Chen Jenyu of the Institute of High-Energy Physics; Zhang Baifa, vice mayor of Beijing, China; Dr. Samuel Ting, Nobel Prize Physics recipient from MIT; (foreground) Madame Gu Yu, leader of delegation and senior advisor at the academy; Yuah Chengyu, director of the academy; John Hansell, quality manager in Franklin, James "Sandy" Ford, Far East desk manager, GIA; Li Jiexiang, an academy division chief; and Liu Huaizu, a division chief at the academy.

Digital's 2400 BPS modems provide for cost savings and increased office productivity

The DF224-AA and the DF124-AA are two Digital desktop modems that operate at 2400 BPS in full duplex mode over dial-up lines. In addition to providing high performance at 2400 BPS, the DF224 modem is capable of operating at either 1200 and 300 BPS and the DF124 modem is capable of operating at either 2400 or 1200 BPS over both dial-up or leased lines. The modems provide users a cost effective solution using dial-up phone lines to connect remote devices such as remote CPUs, terminals, personal computers and work stations to a central host computer.

Users can expect to realize the following major benefits when using Digital's higher speed 2400 BPS dial-up modems: increased application efficiency by transmitting data faster over dial-up lines, reduced network and host connect time, lower communication cost per transmission, and increased office productivity. Line connection cost savings for most applications, moving up to 2400 bps will provide significant line connect costs savings, since data throughput increases substantially. However, the amount of savings is dependent upon the distance, connect time and the communications carrier's tariffs.

For applications where the interactive user is briefly entering data, updating data, or retrieving data, to/from a computer, the line connect time is typically short and the modem speed is not a factor, thus line connection cost savings are relatively insignificant. ■

Differences . . .

Continued from page 1

Employees will be featured in each of the events.

"The Celebrating Differences program gives employees an opportunity to learn about and feel good about their differences. The ultimate goal of a program of this nature is to help create an environment where people can solve problems easily and communicate effectively resulting in a more cohesive and productive workforce," says Rosalyn.

For more information about the program, call Rosalyn Taylor O'Neale at DTN 237-3575. ■

DIGITAL THIS WEEK



Editor: Jane Littlejohn

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 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.

the efforts of Swedish and Swedish-American executives and diplomats in strengthening cultural ties between America and Sweden.

Each year the council recognizes individuals whose achievements have created pride in Swedish heritage and improved cultural relations and communication between Sweden and the U.S. This year, Digital was chosen as the American industry to visit for the 1985 program.

Ken spoke to the group about Digital's business trends and a presentation on Digital's 'Style of Computing' was given by Rod Sutherland, manager of the Account Programs Consulting Group.

Members of the council who participated in the tour were from companies and organizations located throughout the United States and Sweden. Diane Angelillo from the Corporate Sales Office, Corporate Account Programs Group, coordinated the event. ■

Digital and The Fund for the Homeless host workshop for shelters

Representatives from more than 40 state-wide sheltering organizations participated in a two-day workshop series on fundraising hosted recently by Digital and The Fund for the Homeless.

Held at the MRO3 facility, the series, entitled "The Quest for Funds," is designed to introduce fundraising techniques to individuals involved in the operation of shelters.

The first session of the workshop was opened by Kitty Dukakis, co-chairperson of



Kitty Dukakis

The Fund for the Homeless. In welcoming participants to the workshop Kitty commended the shelter directors for their outstanding commitment to helping the homeless in Massachusetts. "I wanted to be here today to welcome you because I, too, feel a personal commitment to helping the homeless in Massachusetts. As co-chairperson of The Fund for the Homeless, I have had the opportunity to visit shelters and meet some of you, and others around the state, who are working to shelter the homeless. I have been struck by the change in who the homeless are, and by the increase in the number of homeless facilities that we are seeing. Everyone in this room today knows how much these people need our help. I am pleased that The Fund and Digital are able to help you by hosting this workshop series."

Kitty also commended Digital for working with The Fund to plan and underwrite the workshop series. "Digital displays a remarkable commitment to not only the problem of homelessness, but to the value of corporate contributions in general, through its ongoing support of sheltering organizations."

Nancy A. Dube, manager, Corporate Community Relations, remarked, "Non-profit organizations are continually challenged to find new and varied sources of funding. The need for small and growing sheltering organizations to create and strengthen grassroots support, while targeting multiple funding sources, is essential. Our goal is to assist shelters in broadening

their base of support and achieving stability through technical assistance."

According to Bette Rossen, director of The Fund for the Homeless, "Many of the shelters operating in Massachusetts today were created in the last five years in response to the growing housing crisis, and are relatively new, small and unsophisticated. They are doing an excellent job of providing shelter for the estimated 10,000 homeless people across the state, but they are often badly in need of management assistance, particularly in the area of fundraising. Training workshops such as this often provide the impetus necessary for organizations to plan and implement a solid fundraising program. When they are able to raise funds effectively, they operate with more stability and self-sufficiency."

The Fund for the Homeless, a project of the Boston Foundation, was created in 1983 to help meet the capital needs of existing and newly planned shelters for the homeless. Since its inception, The Fund has raised more than \$600,000 and provided grants to more than 40 organizations in 16 communities across the state to buy and renovate facilities. In fact, although The Fund is based in Boston, more than 50 per cent of the grant money has been distributed to organizations outside of Boston. One hundred per cent of every dollar contributed to The Fund goes directly to sheltering organizations. ■

Health Services provides update on influenza

Each year there is a worldwide occurrence of influenza during the winter months. Last year's moderate influenza activity was due principally to Type A/Philippines influenza; it is anticipated that flu strains this year will be closely related to this same A strain; plus A/Chile and B/USSR.

As temperatures drop, people stay inside more which increases the risk of being exposed to viruses. In addition, cold weather dries mucous membranes causing them to become more vulnerable to infection.

Flu is a viral infection of the upper respiratory tract which can be distinguished from the common cold by its symptoms. It starts abruptly, frequently with high fever, dry cough, headache, muscle pain and a general unwell feeling.

Most people completely recover after a week or two. Since flu lowers resistance to other diseases, especially certain bacterial infections and pneumonia, individuals at high risk should receive an influenza vaccine.

The U.S. Public Health Service recommends 'flu' vaccine for high-risk individuals which includes people over 65, those with chronic heart, lung, or kidney disease, diabetes, severe anemia, or inadequate im-

mune systems. They also advise the vaccine for persons who provide essential community services such as medical personnel with extensive contact with high-risk individuals, and any persons who wish to reduce their chances of getting influenza. Some doctors advise cigarette smokers to have flu shots due to their greater susceptibility to respiratory infections.

Although the 1985-86 vaccine is the same as last year's, there is a decline in immunity during the year. Individuals vaccinated with the 1984-85 vaccine should be revaccinated for optimal protection this season.

People who have an anaphylact sensitivity to eggs and those with acute, febrile illness should not be vaccinated. If you cannot tolerate flu vaccine your doctor may prescribe the drug Amantadine which is a preventative effect against only the 'A' virus.

The flu is treated symptomatically with rest in bed, extra fluids and analgesics such as aspirin and Tylenol. Children with influenza should not take aspirin because of the association with Reye's Syndrome.

For more information on flu, contact your local health services or your personal physician. ■

Choose
your
medical
coverage

Nov. 25 to
Dec. 13

Any medical changes
become effective
January 1, 1986.

Details about your choices
and how to request a change
appear in the
"Your Medical Choices" statement
that has been mailed
to your home.

THE MARKETPLACE



APPLIANCES

AMANA 16 Refrigerator, good cond, Michael, 269-2154

CARS

'83 SUBARU GL10, 2dr, blk, snrf, wire whs, a/c, am/fm ster, auto, p/w, 34K mi, wel main, \$7900, Rose, 241-6629

'81 CHEVETTE, 4spd, 87K hwy mi, gd cond, no rust, new sticker, 25-30 mpg, \$1500 firm, Linda, 251-1480

'79 CUTLASS, Calais, 260, V8, blk, a/c, cruise, stereo, rear def, tilt wh, 58K mi, \$4400, b/o, Vin, 244-6732

'81 OLDS CUTLASS Supr Broughm, 2dr, V6, T-top, cruise 59Kmi, tilt, am/fm, wire whs, \$5600, b/o, Jean, 247-2590

'84 VW, 4 dr sedan, gas, stdndr shift, 19K mi, excel cond, asking \$5200, Tricia, 223-6827

'85 FORD RANGR, blk, long bed pickup truck, V6, am/fm st, 5spd ovdr, slide wnd, 10Kmi, \$8000, Mike, 381-1124

'84 FIERO SE, a/c, 4spd, snrf, tilt whl, cruise, rear defog, am/fm cass, wht/beige/brn, \$8600, Pat, 229-6682

'80 FIAT Spider 2000, conv, blue, 59K mi, new trans/bat, rad tir, 5 spd man tran, \$5000, Suellen, 244-7582

'77 BRONCO 302V8, 3 spd on floor, headers, dual exhs ster, new rdials, off rd whls, \$4600, Rick, 279-5318

'80 BUICK Century Wgn, V8, 65K mi, a/c, am/fm cass, no rust, rear defog, roof rack, \$4000, b/o, Nancy, 235-3477

'82 TOYOTA Celica GT-S, 2 tone, slvr/blk, am/fm cas snrf, alloy whls, best cond, \$7500, Andy, 279-5424

'82 FORD EXP, wht/red int, 49K mi, stdndr, cruise, am/fm snrf, new tir/bat, gd/exc cond \$3500, Mary, 223-3000

'79 OLDS CUTLASS SUPR, 4dr, blk, am/fm, a/c, p/s, p/b, rads, exc cond, 69K, \$4100, b/o, Pat, 244-7599

'79 SUBARU DL WGN, 4wd, 4spd, am/fm cass, 36mpg hwy, 78K wel main mi, \$1950, exc cond, Anne, 297-2566

'78 TOYOTA Corolla, 2 dr, 5spd, reliable, 38mpg, 75K mi, v gd cond, stereo, \$1800, b/o, Marisa, 297-5004

'84 3002X TURBO, T-rrf, 3yr-48K mi warr, turbo pkg, 22K hwy mi, ask \$15500, Dan, 247-2909

'82 RENAULT Fuego, turbo, red, am/fm, Chpmn lock, a/c 5 spd, excel cond, 48Kmi, \$6150, Carlos, 223-8688

'80 MAZDA 626 4dr sdn, gold/tan int, new rds, bks, look gd, runs exc, nds sm wk, \$1500, Joyce, 257-1343

'84 SUBARU GL sdn, 5 spd, 37K mi, 5 yr war, snrf, trunk rack, exc cond, \$7200, Ralph, 232-2514

'74 JEEP CJ7 Renegade Pkg, chrome whls, 4spd, 6 cyl 23K mi, hardtop/softtop, blk, \$8500, Mark, 225-4621

'83 SUBARU GL, blk, 5spd, mint cond, am/fm st, many extras, well main, \$6350, b/o, Steve, 223-4303

'83 TOYOTA CAMRY 4dr sdn, 5 spd, exc cond, \$7450, '83 SUBARU GL 2dr sdn, 5spd, \$5250, Steve, 279-5294

'72 CHEV IMPALA, 8cyl, auto, 4dr, p/s, p/b, a/c, only 30K mi, \$500, Jack, 244-6776

'74 FORD Mustang Ghia, 6cyl, auto, p/s, p/b, a/c, need brake wrk, \$800, b/o, Doug, 223-5746

'82 MERCURY LYNX GL, loaded w/options inc a/c, 39K mi, \$3250 or b/o, Darrel, 284-3353

'76 HONDA CIVIC CVCC, 5spd, 32mpg, fm stereo, \$600 or b/o, Ginny, 223-3132

'82 CAVALIER CL TYPE 10, 50K mi, hchbk, 4spd, rst prf, new tires, exc cond, \$4000, Velda, 229-6247

FURNITURE

WALL UNIT, Schoolfield, mint, 5 pieces, exc cond, \$400, Harriet, 251-1396

CRIB, almost new, cost over \$250, sell for \$100, Jim, 229-6276

SOFA BED, full size, oatmeal, cloth, 3 cushion/5throw pillows, exc cond, like new, \$375, Mike, 223-2336

COFFEE/END TABLE, walnut with black glass top, good cond, \$150, Lenny, 279-6671

POSTER BED, E. ALLAN Pediment, sld chry, \$400, b/o, Sewing desk, wlnut, flowerinlay, \$100, Kerry, 244-6322

BEDROOM SET, 4 pc solid pine colon, 4poster bed, nt stand, chest, trip drsr w/mirr, \$800, Kathy, 251-1200

SOFA, 96" avocado green w/loose cushn, exc cond, \$150, CHAIRS, 2fresde, turqs, gd cond, \$80, Barbara, 223-9375

MISCELLANEOUS

RCA AM/FM RADIO, STEREO PHONO, TV, entrln insd mohog cab, 62x10x30, exc cond, TV/min repair, Crash, 223-5215

MAPLE SPINDLE BED, fl sz, matt, bx sprng, Sears delux firm, exc cond, \$850/new, ask \$450, Sandy, 241-3219

WOOD STOVE, Proformer Z, w/blower, exc cond, \$250, Paul, 223-3528

FOOD DEHYDRATOR, Harvest Maid electric w/6 trays, & book, exc cond, \$75, Alan, 225-4936

COAT, Loden, made/Austria, girl's size 14, good cond \$10, Carol, 237-3525

GLASS FIREPLACE SCREEN, fits up to 26"x 36", used/month, moved to bigger frpl, Steve, 223-6449

WURLITZER SPINET PIANO, oiled walnut w/music bench exc cond, \$850, Dan, 223-5737

SANYO KEROSENE HEATER, 13000BTU, 5 gl, radiant, \$50; KERO-SUN Kerosene Htr, 8000BTU, \$60, Thomas, 223-3234

LA34 PRINTER, comp w/tractor, never used, \$400 or B/O, Jill, 234-4952

DURY RUG, 9x12, mauve/grey/beige, exc cond, less 1 yr old, worth much more, \$400, Joyce, 257-1343

MOTORCYCLES

'82 YAMAHA 750 MAXIUM, red, 3K mi, wndald/sissy bar rack-nvr used, 2 helmets, \$2500 all, Donna, 225-4626

HISAHERS, '83 SUZUKI, GS450 auto, 200 mi, \$1495; '83 Suzuki 850 GL, 899 mi, \$2495, matching, Tom, 225-5043

'82 HONDA GOLDWING 1100 I, bayberry red, loaded w/extras, Bob, 221-5373

PETS

FREE, 3 yr old, medium sized, sheppard/collie female dog, excel w/children, Bonnie, 278-4527

BABY BUNNIES, Netherland Dwarf, 3 wks old, some tan, or char grey, easy care, \$10 ea, Rebecca, 223-9980

FREE, 3 full grwn neutered cats, great for farm/home, mother, son, daughter, Gerry, 223-7938

REAL ESTATE

N CONWAY, NH, fam tmeshr, Eastn Slope Inn, prem time 1 bdrm, 2b, pool, jac, golf, exchange inc, Dave, 225-5770

TOWNSEND, mini-farm, 3bdrm ranch, 6.5 acres, w/barn, ideal for horses, \$140,000, David, 223-5679

MARLBORO, 2bdrm condo, pool, a/c, sec bldg, new w/w, d/w, refr, \$85900, Pat, 223-8078

FRAMINGHAM Cape w/garage, perf cond, 3 bdrm, 2 full bath, fnsh base, nr Wayland, \$129.5K, Jim, 276-9093

TOWNSEND, 3bdrm ranch, 1 car gar, fam rm w/frpl, in-ground pool, \$125900, Marcia, 273-3400

FITCHBURG, 2-3bdrm col, lr/dr just redone, kohn, pntry, encl prch, w/d hkup, dead-end, Linda, 276-8532

EAST MARLBORO, 3bdrm, ful boat, 7 rm ranch, 1 1/2b, 2 car gar, priv 2/3 ac, exc cond, \$155000, Alex, 223-3154

CANADA, NEW BRUNSWICK Camp, Rte 126, 8-9 hrs/Mass, 16 x24', 17.6 acre, \$15K, consider trade, John, 234-4232

RECREATIONAL VEHICLES

SNOWMOBILE Yamaha Bravo, auto-oil injection, exc cond, used 2 seasons, \$900, Leo, 269-2127

SNOWMOBILE, '81 Motoski Supersonic 340 liquid cool 800mi, exc cond, used 2 seas, \$1200, John, 297-7299

RENTALS

CONCORD, M/F, prof non-smkr, rent rm, prv bath, kit priv, entry home, \$300/mo + phone, Wini, 251-1310

LOON MTN, condo, 2 bdrm, 2b, slps 6, frpl, jacuzzi, cable TV & more, by wk/wknd, Leslie, 251-1228

STOW, 3-4 bdrm, lakefront home, \$900/mo, Sherry, 297-6957

WHITE MTN, chalet/condos, 142 bdrms, \$1900/ski seas on river, nr/mjr mtns, shops, Richard, 292-2387

MEDFORD, lg mod apt, 3 bdr, mod tile bath, lg mod kit d/w, disp, \$900/mo+util, ex area, Elisa, 274-6660

LOON MTN, 2bdrm twhse, slps 8, clbhae, \$275/wknd, \$525/wk, 1 mi/ski area, George, 276-9623

NASHUA, NH, 2bdrm condo w/microwave, washer/dryer balcony, more, \$675/mo, Kitty, 245-5202

NORTH CONWAY, Linderhof Country Club, 2bdrm condo Dec 15 to Apr 15, \$2900, Dick, 234-5147

HOPEDALE, MA, 3 bdrm cape, lge mod kit, lr w/frpl dr, 1 1/2b, gar, yd, avail 1/86 \$800-ut, Al, 234-5153

NASHUA, NH, new 2 br garden condo, Rt 101, \$700 + ut, avail 11/15-30, 6 mo lease, 1 mo sec, Bob, 274-6672

CONCORD, contemporary, mostly furn, non-smkr, f/m shr expenses, avail 12-1, \$325 +1/2 utl, Penny, 223-7336

MARLBORO, 5 rm, 2nd fl, washer hkup, stove, \$600/mo + utl, sec dep, no pets, sm yd, Veronica, 297-6006

MARLBORO, condo, 2bdrm, lg kit, Rt 20, \$550/mo +util, Valerie, 297-4520

NO. CONWAY, Wht Mtns, Linderhof Chalet, luxury 3bdr, ful equip, avail seas/mo/wk, Mike, 225-5126

MARLBORO, 2bdrm apt, resid area, gar, \$500/mo, util not incl, no pets, avail 12/1, Majid, 279-5041

NO. CONWAY, ski chalet, slps 7, ful furn, mtn view, \$135 wknd, Cornei, 247-2066

KILLINGTON, ski house, avail midwk, slps up to 14, great location, \$150/nt, Blake, 274-6455

NEAR MT SNOW, skiers/hunters: cottage slps 6, 10/min to Bromley, Stratton, wk/wknd, Mary, 297-4090

LOON, NH condo, slps 10 in luxury, wknd/\$350, wk/\$680 mo/\$2K, shuttle to Loon skiing, Rick, 279-5729

LEONSTER, brnd new 2bdrm, tri-level condo, a/c, patio, ful apl, no pets, nr Rt2/117, \$700-utl, Ron, 228-2112

WORCESTER, brnd new 2bdrm duplex util w/appl, no pets, non-smkr, \$595+util, Mark, 297-4902

ROOMMATES

F w/2 respon, teenagers looking for F share 7 rm hse/Hudson, Ma., \$300 includes all, Sheila, 236-2292

M/F, respon, prof, non-smkr, 25-35, shr 2 br cape in Marlboro, ml/H10, \$350+1/2 utl, Milton, 223-9505

NON-SMKR, shr lux twhse, Clinton, 2bdrms, 2 1/2 b, cntl heat/air, \$450 mo incl util, Darlene, 297-7749

F, non-smkr, 25-30, shr newly furn 2 bdrm condo, w/d, pool, ten, Waltham, \$350/mo incl ht, Lisa, 223-5530

SPORTING GOODS

SAILBOAT, 16' Compac day sailr/ovrnighter, slps 2, shoal kl w/800lbs bal, used 1 seas, \$6K, Bob, 381-2690

GOLF CLUBS, 2 PW + Putter, Powerbilt, \$125, Wili, 223-9774

DYNASTAR MEDALIST SKIS 170s w/Tyrolia 250 binding \$80; Nordica boots, sz 10 1/2, \$60, Duchan, 247-2153

SKI BOOTS, Hanson, 9 1/2, blue, men's, never used, \$150, Joyce, 257-1343

NORDICA BOOTS, sz 5(\$15), sz 9(\$50), Rossignol 160cm racing skis w/bindings \$100+ more, Sandy, 276-9422

SKIS, Atomic T. Bionio, 200cm, used twice, list \$329, \$210, Mary, 235-3523

DOVRE SKI RACKS, holds 6 pr of skis, gutter mount, \$30, Dave, 244-6245

TENNIS RACQUETS(2), Head Director, 4 1/2 grip, \$40, Fischer-Superform 4 1/2 grip \$35, Susanne, 276-8455

PRE 1000 SKIS, 175cm, Solomon 727 bindings, Scott poles, Dynafit boots, wm 7N, \$300, Anne, 225-6876

SKI BOOTS, Men's Lange hi perform, 9-9 1/2, good cond 4 yrs old, used 1 seas, \$60, Emil, 276-9936

WANTED

1970-1973 CHEVELLES, any cond, crashed, smashed, we pick, if it isn't cheap, don't call Dave, 273-3323

TV, black & white, 19 inch in good cond, Bob, 277-7334

DESPERATELY SEEK hse/apt to rent, asap, 3br/a must resp couple w/fam, ex ref, \$600/mo, Colleen, 225-4849

LOST & FOUND

FOUND, bracelet in Acton facility parking lot, Jackie, 244-6294

news briefs

New DTN for HYO

The DTN code for the HYO facility has been changed from 259 to 296. When calling an employee at this site, please dial DTN 296 and the last four digits of the telephone number listed in the personnel section of the Digital Telephone Directory. ■

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. 9 issue — Nov. 27 deadline
Dec. 23 issue — Dec. 11 deadline
Jan. 13 issue — Jan. 1 deadline ■

Digital Recreation Association operating under new name

The Digital Recreation Association has begun operating under their new title, Employee Services and Recreation. All program registration payments should be written using this new department name. ■

DCU to hold informational seminar at MSO

The Digital Credit Union (DCU) will hold an informational seminar for employees to find out about the DCU at the MSO facility on Powder Mill Road in Maynard on Thursday, Nov. 21. The meeting will be held from 9 to 11 a.m. in the Nashoba conference room and refreshments will be served. ■

Digital Soccer League begins first tournament

The Digital Soccer League began its first tournament on November 11. The tournament will run for 21 Mondays, finishing on March 31, 1986. Anyone interested in joining a team or any teams interested in joining should contact Tony Almeida at DTN 223-9724, or on the ENET at MLRAT::ALMEIDA. New teams will be allowed to join this tournament as long as they commit to participate starting on December 2. ■

Meac sponsors Toys for Tots from December 2 to 13

The Maynard Employee Activities Committee (meac) will sponsor the Marine Corps Reserves 'Toys for Tots' annual campaign for the eighth time this year at Digital.

Collection containers will be placed at main entrances at the following Maynard facilities: the Mill, Parker Street, Powdermill, Concord, Acton and Stow.

Meac asks employees to donate only new, unwrapped toys. In this way, the Marines can quickly sort and categorize the toys by age and gender in time for Christmas distribution to the needy children in the central Massachusetts area.

For more information, call Mary Thomas at DTN 223-2007. ■

Holiday schedule for Aviation Services

Scheduled aviation service will not be conducted on November 28 and 29 due to the Thanksgiving holidays and on December 22 and January 1 because of the Christmas season.

Demand charter flights will be available on request. To make a demand charter, call Aviation Services at DTN 223-6163 or DTN 223-6563. ■

Health Services sponsor Smokeout Day

The Great American Smokeout Day will be held on Thursday, November 21. The American Cancer Society sponsors the event to encourage smokers to give up or reduce smoking for 24 hours.

Survival kits containing many useful items to help the would-be quitter survive the day will be available at facilities located throughout Massachusetts and New Hampshire. Corporate smokeout activities are planned at these facilities. For more information, contact your local Health Service. ■

Reminder about Digital aircraft policy

Employees are reminded that the use of Digital aircraft for any purpose not directly related to pursuit of the corporation's business is strictly prohibited.

Specific restrictions include employee vacation travel, employee family travel (except relocation) and employee commuting (except relocation). Relocation requires the approval of the operations manager or chief pilot, they may be reached at DTN 249-4976. ■

Technical employees needed to support Target Sales Force

The Target Sales Force (TSF) is a high-energy effort to sell the MicroVAX II and its application to targeted companies along the Eastern Seaboard. The sales force will be supported by a Presales Technical Support group to assist on sales calls and provide technical expertise to the effort. Individuals needed for the support group should have a strong background and communication product knowledge. The primary focus will be on MicroVAX-based solutions and selected applications. The support group will assist the TSF by conducting technical presentations, evaluating customer capabilities and needs. Interested employees with experience in technical capacities such as system analogy, programming, marketing field support or prior sales experience, and who have strong written and verbal communication skills, should call DTN 264-0040. ■

educational opportunities

Clark University's MBA in Boxboro

Clark University's Graduate School of Management offers their MBA program in Boxboro at the Sheraton Inn and Conference Center (Exit 28 off Rte. 495) and in Worcester on the Clark campus. Clark's off-site program was established eight years ago. Seventy-four Digital employees are current students in the program.

Spring semester classes will begin on Monday, January 13, 1986. Those students currently enrolled in the MBA program should expect to receive their registration materials in December. Registration may be done through the mail or in person at the Graduate School of Management. University representatives will also be in Boxboro at the Sheraton on Wednesday, January 8, from

4:00 p.m. to 7:00 p.m. to accept registrations and advise prospective students.

The following courses will be offered this spring in Boxboro: Quantitative Methods, Managerial Economics, Industrial Marketing, Financial Management, Federal Tax, International Finance, Business Policy, Management Analysis and Communication, and Directed Research.

Anyone interested in beginning the program in January should apply **as soon as possible**. For applications and information please call (793-7406) or write the Graduate School of Management/Clark University/950 Main Street/Worcester, MA 01610. ■

Seminar on ensuring manufacturing quality

A seminar will be held on Hardware & Software for Ensuring Manufacturing quality in Interconnect Substrates, (PWB, Thin Film, Multichip, ETC.), on Friday, November 22 from 8:30 a.m. to 11:30 a.m. at the APO facility in the Gold Room. Topics will include detailed analysis of tolerance performance, selection of artwork generator units for specific applications and specialized equipment for ensuring quality. Anyone interested in attending should register by sending a message on the ENET to ERIE::THIBAudeau or by calling DTN 289-1708. ■

Office Applications Training December course schedule

All course locations are PKO3-1/Pole 8H unless otherwise specified. Dates are subject to change.

Please note prerequisites (PR) stated. Equivalent experience may be substituted for the stated prerequisite.

Concepts

Keyboard Techniques (5 days-2 hrs/day) Dec 9
Intro to Computer Concepts (1 day) Dec 10
WPS Strategies & Presentations (2 days) [PR: Working knowledge of WPS or WPS-PLUS advanced functions] Dec 4
DECmate Demo Skills: Multiplan/DAISY AIDS (1 day) [PR: Working knowledge DECmate II WPS, CP/M, Multiplan] Dec 19
Micro Computer Training for Managers
Rainbow Basic User Operations for Managers (2 days) Dec 2
Rainbow Applications for Managers (3 days) [PR: Rainbow Basic User] Dec 11
Rainbow WPS-PLUS for Managers (1 day) [PR: Keyboard Techniques] Nov 21
Basic Word Processing for Managers (1 day) [PR: Keyboard Techniques] Nov 22; Dec 9

Multi-Function Office Systems

ALL-IN-1 Document Processing (1 day) [PR: AI Systems Overview] Nov 21
ALL-IN-1 Desk Management (1 day) [PR: AI Systems Overview] Dec 9

Electronic Mail and Communications

DECmail (1 day) Nov 27; Dec 5
DECmail for EMS Users (2 hours) Dec 11
ALL-IN-1 Desk Management (1 day) [PR: AI Systems Overview] Dec 9

PRO Communications (½ day) [PR: PRO Basic User] Dec 19
DECmate Communications (½ day) [PR: Basic WPS] Dec 10

Intro to Hardware and Software

Basic User Operations for the Professional (1 day) Dec 2, 16
Learn Rainbow (1 day) PKO: Nov 22, 27 MRO: Dec 11, 18
Rainbow CP/M[®] (1 day) [PR: Learn Rainbow] Dec 4
MS[®]-DOS (1 day) [PR: Learn Rainbow] Dec 5
DECmate CP/M[®] (1 day) Nov 25

Document Processing

EDT (1 day) Dec 10
RUNOFF (1 day) [PR: EDT] Dec 12
Basic Word Processing (3 days) [PR: Keyboard Techniques] Nov 25; Dec 2, 16
Basic Word Processing (5½ days) [PR: Keyboard Techniques] Dec 9
Basic WPS for Managers & Supervisors (1 day) [PR: Keyboard Techniques] Nov 22; Dec 9, 17

Advanced Word Processing (1 day) [PR: Basic WPS] Nov 21; Dec 11
List/Sort (1 day) [PR: Basic WPS] Dec 2
Master Menu (1 day) [PR: Basic WPS] Dec 3

Financial Modeling

DECcalc (2 days) [PR: Intro to Vax] Dec 2, 10
SUPERCOMP-TWENTY[®] (2 days) [PR: PRO Basic User] Dec 3
DECmate Multiplan[®] (2 days) Nov 26; Dec 12

Business Graphics

DECgraph (1 day) [PR: Intro to VAX] Nov 27
ATHENA/graph[®] (1 day) [PR: PRO Basic User] Dec 5
PRO/SIGHT (1 day) [PR: PRO Basic User] Nov 25

Database Management Systems

DATATRIEVE I (1 day) Nov 26, 27; Dec 2, 5, 13, 17
DATATRIEVE II (2 days) [PR: Intro to VAX; DATATRIEVE I] Dec 3, 16
DATATRIEVE Report Writer (1 day) [PR: DTR I] Dec 4, 9
VAX VTX System Operator (2 days) [PR: VAX VTX IP] Nov 21; Dec 18
dBase II[®] (2 days) [PR: Learn Rainbow] Dec 9

To Enroll

Please fill out the OA Internal Enrollment Request, available in the OA Catalog, on flyers, or at some stationary supply stores, and mail it to the OA Registrar, PKO3-1/B11. For further information, call the Registrar at DTN 223-5820 or 223-2872.

ATHENA/graph is a trademark of Ship Analytics, Inc. CORTEX Desk Set is a trademark of CORTEX Corporation. CP/M is a registered trademark of Digital Research. DAISY AIDS is a trademark of Escape Computer Systems. dBase II is a trademark of Ashton-Tate. 1-2-3 is a trademark of Lotus Development Corporation. MS is a trademark of Microsoft Corporation. Multiplan is a trademark of Microsoft Corporation. SUPERCOMP-TWENTY is a trademark of Access Technology, Inc. ■

R&D Colloquium announcement

Lecture on new approach to English language learning by computer

A lecture called 'A new approach to English language learning by computer' will be presented by John Van Praag of Software Human Engineering, on November 21 at 2 p.m. in the Burlington Room, 30 North Ave, Burlington, Mass. (FPO). Until now, building natural-language interfaces to computer applications has been done by highly-trained specialists. As a result, few have been built, and have involved lengthy and expensive projects. Speaker John Van Praag has developed a methodology to replace hand-coding of grammars by a process in which the computer learns English much as does a young child. Using this approach, development of natural language interfaces should

be more rapid and inexpensive than previously possible. Although still in an early stage of development, the program has already shown considerable promise in building an English grammar. In an experiment where 20 participants entered commands to VMS, a majority of the inputs parsed by a human were also correctly parsed by the system's grammar. John will present the theoretical basis for his language learning methodology, with an overview of the program's technical details. His use of protocols from Wizard-of-Oz human factors experiments in building the system will also be discussed. ■

Human Resource Management DIS Training

VAX/VMS Operator December 2-6 and January 13-17

Students will learn to perform the duties of an operator and the basic procedures of running a system. Topics include: disk and tape volume, communications with users, batch and print queue control, system start-up, shutdown, and backup, error handling, and user and device control.

Audience: Current or future systems managers of the VAX/VMS operating system, as well as those who must consider long term systems management issues.

Prerequisites: Previous computer experience and an understanding of terminology and concepts.

To register call Justine Sullivan at DTN 249-4670. All courses are held at the Bedford Training Facility unless otherwise specified. For further training information, call DTN 249-1461. Refer to the DIS Training Catalog for detailed course descriptions.



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

ACTON(ACO)/MAYNARD

From Derry, NJ (Rt 93), Rt 495, Andover, Tewksbury (TWO), Lowell, Tom Coughlan DCV #109, 223-2776

From Haverhill, Lawrence, Pat LoConte DCV #129, 223-3067

ACTON(AKO)/MAYNARD/LITTLETON (LKG)

From Amherst, NH, Doug Ryder DCV #06, 288-7606

ANDOVER/TEWKSBURY

From Maynard, Acton, Littleton, Dave Harding DCV #116, 289-1101

BEDFORD

From Acton, Boxboro, Concord, Maynard area, Ron Woolhiser DCV #113, 249-4336

MARLBORO

From Worcester, Bruce Rosen DCV #89, 231-6001

From Townsend, Lunenburg, Fitchburg, Leominster, (7:30-4:00) Bill Kilgore DCV #4, 297-7184

New seminar from Educational Services

Educational Services Seminar Programs is offering a new seminar beginning in December in the Data Management Series. This innovative new seminar is called the Database Technology Workshop. The workshop covers how to resolve the problems of selecting a database, implementing an existing database, and/or integrating databases together, designing a database, or managing a database system. Students will develop their own two-day topics for working on specific database problem(s) within a small group setting. This seminar offers students who have been 'the database seminar route', and still need some answers concerning database problem(s). A prerequisite for this workshop is Database Technology seminar. DP professionals and managers who have a database design question and/or problems or database implementation, database selection, and database management problems that require assistance and/or additional direction should attend. This workshop is being held at the Bedford Training Center, Bedford, Mass., on December 9-10. Course number EY-5275E-S0. For registration information, call DTN 249-4949. ■

From Arlington (St. Camillus Church), to MRO/UPO/HYO, Paul DeFazio DCV #143, 259-3921

From Newton, Watertown, Waltham, Brookline, Danny Mayer DCN #119, 297-6045

Nashua, NH, Westford, MA, Jim Mahan DCV #148, 297-4446

From Westminister (WMO), Searstown, Leominster, Ron Zeiner DCV #3, 297-4495

MAYNARD/CONCORD

From Marlboro, Hudson, Bob Johnson DCV #127, 251-1945

MAYNARD/STOW

From Chelmsford, Lowell, Rich Berger DCV #132, 223-4281

From Burlington Route 128 area, Bruce Judson 276-9232

From Milford, Holliston, Hopedale area, Bob Figuerido DCV #102, 223-3678

SALEM, NH (NIO)

From Fitchburg, Leominster, Littleton (LTN), Steve LeBlanc DCV #106, 261-2348

SHREWSBURY

From Boston, (MDC Lot, Brighton) Cambridge, Waltham, (MDC Lot, Mass Pike)

Newton, Lexington areas, Jim Sullivan DCV #117, 237-3128

CARPOOLS

LITTLETON

From Westminister to LKG, RIDE ONLY (beginning December 2), Judy Tuttle, 247-2718

From Fitchburg, Leominster to LKG (beginning January 1986) Sue Cormier, 225-5962

FORMING VANPOOLS

LITTLETON (LKG)

From Woburn (WOO), Tewksbury (TWO), Bill McCarthy, 247-2800 ■

Technical Seminars

Nov. 19 10:00 HLO2 CAF

VLSI/LSI PRODUCT SEMINAR SERIES

Wayne Parker - Digital

"An Overview of VAXBI Chip Products"

Reinhard Schumann-Digital

"RBUS, Digital's New High Performance Backplane Bus"

Nov. 20 10:00 HLO

Dan Jackson - Digital

"Thermally Generated Traps in Boron Implanted Silicon"

David Lau - Digital

"Low Temperature Substrate Current

Characterization of N-Channel MOSFET's"

Bjorn Zetterlund - Digital

"Low Temperature Operation of Silicon Surface Channel Charge Coupled Devices"

Nov. 21 10:00 HLO

Anil Matta/Varish Panigrahi/Kevin Sembrat

- Digital

"Expert Test Generation System for LSI

Logic Devices"

Nov. 21 2:00-3:30 MLO

George Champine/Digital-MCC

"Comparison of Three State of the Art User

Interface Architectures"

Turkeys to be distributed to employees beginning December 3

The traditional distribution of holiday turkeys by Digital to its employees will begin on December 3 and continue until December 18. 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). This card must be presented to receive a turkey.

Any employee wishing to donate his or her turkey 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.

If you are unable to pick up your turkey on the date listed, you must arrange for someone else to pick it up for you. No turkeys will be available after December 18.

Turkeys are highly perishable and there is not sufficient freezer space to accommodate unclaimed birds.

Posters will announce the exact location, date and time that employees may pick up their turkeys.

You may pick up your holiday turkey at any of the following sites on the dates indicated:

TUESDAY, DECEMBER 3

Augusta, ME - Ronda Gould
Boston, MA (BOO) - Sylvia Hill
Boston, MA (BXO) - Manuel Manga
Burlington, VT - Judy Erickson
Enfield, CT - Flora Masciadrelli
Portland, ME - Norma Sands
Providence, RI - Annette Richard
Somerville, MA - Anne Kiernan
Springfield, MA - Helen Grant
Westfield, MA - Janice Cote
Westminster, MA - Bonnie Steadman

TUESDAY, DECEMBER 5

Boylston, MA (BYO) - Ruth Agar
Boylston Headmaster House - Simone MacDonald
Franklin, MA - Charlotte Webber
Hudson, MA (HUO) - Marcia Castellani
Northboro, MA (NRO1 - 5) - Marcia Castellani
Worcester, MA - Diane Burak

FRIDAY, DECEMBER 6

Andover, MA - Karin Pastuck
Bedford, MA - Margot Craine
Billerica, MA - Irene Casson
Concord, MA (CFO) - Lily Williams
Concord, MA (VRO) - Esther Seawright
Lawrence, MA - Kate Dellechiaie
Littleton, MA (LJO) - Kathy Hurley
Littleton, MA (LKG) - Donna Jarek
Lowell, MA - Ann Zarechian
Southboro, MA - Fran Chapman
Tewksbury, MA - Donna Jarek
Westboro, MA - Paula Garvey



MONDAY, DECEMBER 9

Contoocook, NH - Jane Hanson
Hudson, NH (HDO) - Barbara Gibbons
Hudson, NH (HZO) - Kim Gerrard
Hudson, NH (QLO) - Donna Johnson
Hudson, NH (UHO) - Elaine Curnow
Manchester, NH - Laurie Arsenault
Merrimack, NH - Jeanette Renna
Nashua, NH (DDD) - Gloria Lebens
Nashua, NH (NMO,OWO,NHO) - Raelene Jenne
Nashua, NH (NPO,NUO) - Gail Collupy
Nashua, NH (NQO) - Sue Poitras
Nashua, NH (ZKO) - Nancy Fawcett
Salem, NH (IMM, NSO) - Eva Allen
Salem, NH (NIO,HNK) - Eileen Cuff

WEDNESDAY, DECEMBER 11

Burlington, MA (FPO) - Bob Fisher
Burlington, MA (OFO) - Dolores Cuozzi
Burlington, MA (RMS) - George Howes
Burlington, MA (UFO/BRL) - Carmella Vall-
erand
Hudson, MA (USO) - Queenie Dermugr-
ditchian
Marlboro, MA (BPO,MOO) - Cathy MacDon-
ald
Marlboro, MA (IND,MRO1-3,UPO1-2) - Mari-
lyn Perry

Marlboro, MA (LMO) - Mary Thayer
Westboro, MA (WSA,YWO) - Paula Garvey
Woburn, MA - Sheila Demichele

MONDAY, DECEMBER 16

Acton, MA (AKO3) - Jane Derosby
Chelmsford, MA (CHM) - Betty Edgecomb
Chelmsford, MA (ICO) - Mary Barry
Hanscom Field, MA - Betsy Penke
Hudson, MA (HLO1-2) - Jan Rodil
Littleton, MA (LTN1-2) - Karen Nikitas
Waltham, MA - Pat Pantazis
Westford, MA (WJO1-2) - Toni Hakala
Weston, MA - Sue Dicenso
Wilmington, MA - Michele Pepion

WEDNESDAY, DECEMBER 18

Acton, MA (ACO,RGO) - Kay Reich
Acton, MA (AKO1) - Cheryl Gorgos
Maynard, MA (MLO) - Sonia Rasmussen
Maynard, MA (MSO) - Fran Penalver
Maynard, MA (PKO1-3) - Betty Daigle
Shrewsbury, MA - Theresa Cash
Stow, MA - Beth Lagoy

Please contact the facility person to determine the actual time of distribution. ■

Employees' paychecks will reflect Social Security taxes increase in 1986

Beginning in January, employees will see a change in their pay because the 1986 Social Security tax rate has increased from 7.05 percent to 7.15 percent. This is a scheduled increase under the Social Security amendments legislated in 1983. Social Security deductions appear on your paycheck under the "F.I.C.A." heading.

The taxable wage base for Social Security deductions has also risen from \$39,600 in 1985 to \$42,000 in 1986. So, if your salary is higher than last year's wage base of \$39,600, more of your salary is taxable. This increase reflects the overall growth in average wages nationwide.

If your salary is \$42,000 or less, your Social Security deductions will continue throughout 1986. If your earnings are more than \$42,000, your deductions will stop after you pay a maximum tax of \$3,003. (\$42,000 x 7.15% = \$3,003.)

	1986	1985
Social Security tax rate on pay	7.15%	7.05%
Social Security taxes apply to income up to	\$42,000.00	\$39,600.00
The most tax anyone will pay	\$ 3,003.00	\$ 2,791.80

Payroll taxes, matched at least penny for penny by Digital, fund a major portion of Social Security benefits. These include retirement benefits for the elderly, support for the disabled, and hospital and supplementary medical insurance for both the elderly and disabled. ■