

THE BEAK SPEAKS



The Newsletter of the Grey Eagles, the National Association of Data General alumni.

The Grey Eagles Administration, Officers & Directors

Accountants	Price Waterhouse Simon Beaumont 617-439-7386 Fax 617-439-7453
Clerk	John Ganick Attorney at Law 617-964-8744
Director & President	Dave Herter 508-624-7679 Fax 508-460-6771
Director & Treasurer	Steve Gaal TA Associates 617-574-6766
Director	John Hime Tivoli Systems 512-794-9070
Director	Bill Jobe 303-923-4448 408-867-7478
Secretary and Membership	Kim Beaumont c/- Jeanette at TA Associates

Corporate Office located at:
TA Associates
125 High Street
Boston, MA 02110
Telephone (617) 574-6742
Facsimile (617) 574-6728

Inside

Profile - Barry Fidelman/Atlas	2
New Eagles - 1994	2
Profile - Jack Dolmat Connell ..	3
In the News	4
Article - Lenair Corporation	5
Tax Planning Ideas	5
Missing Eagles	6
Updates/Renewals	6

There has been such a lot of interest in the Grey Eagles, and great response to our requests for news and profiles, that we have decided to publish newsletters twice yearly, in the Spring and Fall. In order to do this extra mailing, and not raise the cost of membership, I need to ask you again to pay your dues if you have not already. If the date on your mailing label does not show 1994, then you owe. As of next year, Membership lists will be mailed only to those current with their dues. The next newsletter will come out in March 1995, with a request for your 1995 membership dues - so that we can produce the 1995 Membership List.

Email Addresses

If you would like your email address included in the next membership list mailing - please send or fax it to Kim (c/o TA). We have not recorded this information in the past, so everyone will need to do so. The email list will be a separate list at the back of the list.

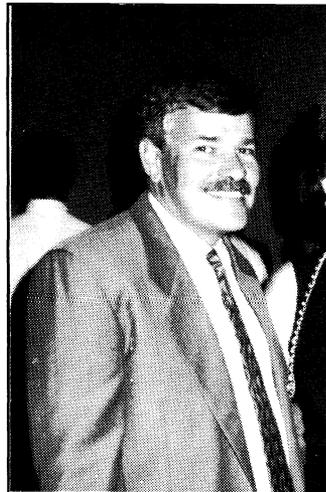
At the Westboro Clambake we had over 75 attendees - lobster and chicken, great weather. Lots of familiar faces including Steve and Wendy Gaal, Bob Washburn, Frank Gallo and John C.

Mailing labels for approved mailings - contact David Herter or Kim Beaumont. Reminder to send your resumes to David Herter (fax (508) 460-6771).

We would like to include a column called "Eagles in the Market" in the next newsletter. This would list anyone currently looking for a job, companies/individuals looking for assistance, and/or offering services. We welcome any suggestions or input. Please send your information to Kim anytime over the next 6 months and she will contact you nearer March for updates (where appropriate). They will be included in the March newsletter. FYI Banyan Systems, located in Westboro and founded by GE Dave Mahoney, ran a front page ad in the Boston Globe's "Help Wanted" section a few weeks back. Give it a shot!

Articles, news items and profiles are encouraged! Again, send to Kim who will contact you nearer publication for updates.

Digital has its own alumni group, some of you I believe are members. Jan Bunker, their administrator, is interested in holding a joint function. We are considering one next spring, possibly at the Natick Officer's Club, and welcome your thoughts/suggestions.



Dave Herter, National President of the Grey Eagles

Christmas Parties

Kim is planning a Christmas Dinner at the Wayside Inn, Sudbury, MA - for Thursday December 1st. Invitations will be mailed to the following States, MA, CT, RI, NJ, NY, NH, ME, VT, early in November. If you live outside of these areas and would like to come, call Kim at the number below. If Massachusetts is too far for you to travel, why not hold your own local GE Christmas party/drinks/dinner - whatever your fancy. Kim would be happy to help you - she can be reached at (508) 358-6158.

Gary Morse is planning a meeting/get-together in Southern CA. Give him a call at (714) 968-5954 if you're interested. Also Jan Hauser expressed interest in planning a function for Northern CA. Call him at (408) 276-3454. Any others?

Enjoy the rest of your year.



DARE TO VENTURE?

Hello Fellow Grey Eagles,

Some of you may be working on business plans to start your own company or working for companies thinking of raising venture capital for the first time. My partnership, Atlas Venture, invests from \$500,000 to \$2,000,000 in high technology companies.

Barry Fidelman

Founded in 1980, Atlas Venture has focused on information technology and life sciences through dedicated investment teams to maximize the service it can provide to its portfolio companies. Through its offices in Boston, Amsterdam, Munich and Paris, Atlas Venture manages \$250 million, close to \$100 million of that in the U.S. The most recent U.S. fund, Atlas Venture Fund II, L.P., was formed in 1992 and has committed capital of \$62 million.

Atlas Venture Boston invests in companies at all stages from early stage to pre-IPO financing, preferably in the North East of the U.S. Through close cooperation with its European offices, Atlas Venture has developed significant

expertise in helping companies expand across the Atlantic. Most of the professionals in the US are of European origin or have significant European business experience. Similarly, most of the European partners have worked as venture capitalists in the US. Examples of U.S. companies whose European expansions were financed by Atlas Venture include Chipcom, Viewlogic, and Sequent.

The U.S. fund also invests in European companies that expand to the U.S. or that have very close business relationships with the U.S. Examples include Uniface (The Netherlands) and Business Objects (France), whose U.S. expansions were financed, and ESP (U.K.), a European publisher of U.S. software.

I joined Atlas Venture in 1988 as a General Partner after managing sales and marketing operations for 12 years at Data General, 5 years at Apollo Computer and 2 years at Alliant Computer. Here at Atlas I am focusing on informa-

tion technology investments in data communications, networking and software. Data General Alumni have been involved in several Atlas Venture investments including Epoch, Network Integrity, FASTech Integration and MasPar. I would be happy to hear from you or your friends if you are trying to raise money or find a new situation where other Eagles may be soaring.

Cheers,

Barry Fidelman

Atlas Venture
222 Berkeley Street, Suite 1950
Boston, MA 02116
Phone: (617) 859-9290
Fax: (617) 859-9292

1994 New Eagles - January through September

John D. Abbott
Virginia L. Aldrich
John R. Benham
Maureen Bulger/Lutz
Brigitte Casemyr
Carol Cichowski
Ramesh Chillar
Joe Cox

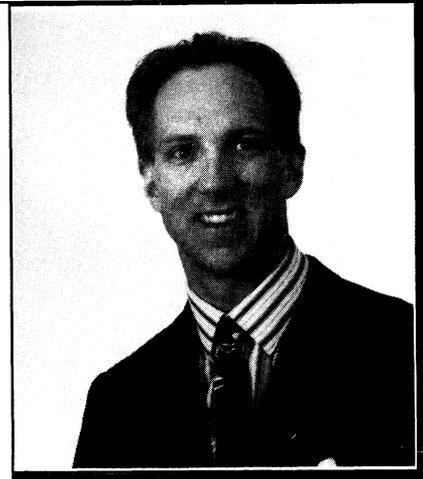
Gerry Cromwell
Norm Davis
Jack Dolmat-Connell
Bernie Flagg
John H. Galt
Rick Heckman
Jerry Henrikson
Charles Hurlburt

Rich Keeler
Caren Kenney
Denis E. Liptak
Keith J. Morgan
Robert J. Primmer
Lou Przystas
Jack Reardon
Jack P. Reeve

Robert Santander
Ken Thebado
Roger Trimbey
Peter A. Wilson
Robert Woodward
Chuck Young

From Solutions at DG to “Solutions at Work”

Human Resource and Management Consultants



Jack Dolmat-Connell

“Ten years ago, in August 1984, I began my working career with Data General. I had just graduated from the University of Michigan, and armed with my newly minted M.B.A., my wife and I left our home state of Michigan and headed east, me with DG, and Carrie to do a Ph.D. at M.I.T.

First though, a quick story on how I actually ended up at DG, which is worth telling. One of my professors, Noel Tichy, indicated that Data General wanted me to interview with them. “Data Who”?, I replied. Where are they located, Silicon Valley? After some research on the company, it sounded like a fun place to work, and Boston like an OK place to live, so I decided to interview. Dressed in my 3 piece, blue pinstripe suit, maroon tie, and Oxfords, I go into the interview room, nervous that the VP of HR was actually conducting the on-campus interviews. All of the other firms (GM, Chrysler, IBM, Burroughs, HP, etc.) typically sent either recruiters or much lower level managers. Who was there from DG? None other than Don Bateman, dressed in blue jeans, a flannel shirt, cowboy boots, and an earring. Talk about being thrown for a loop! Don asks me a relatively standard interview question to begin the interview, and about 30 seconds into my response, replies “Enough of the B__ S__, let’s talk about some important stuff.” With that as an introduction to DG, how could I not accept!

On my second day of work, my manager

at the time, Joe Duggan, walks in and informs me that I would be responsible for the executive bonus plan implementation. Great first project, I thought, and asked Joe where all of the files were. “Probably with one of the people who left, so there are none”, was his reply. This really tells the story of my time at DG — great projects, and a chance to really build things from scratch. I worked in the Corporate Compensation group at DG from 1984-87, and really felt like I got 10 years experience in those three years. It was also the most talented group of people I have ever worked with to this day!

I left DG and went to DEC to head up Compensation and Benefits for the Semiconductor Operations Group. I was working with Bob Palmer at that time — a terrific experience. In 1990, I was recruited to Stratus Computer as Director of Human Resource Operations, and decided that it was time to go back to a smaller company, as the wheels were beginning to come off at DEC. (There must be something about the companies that I go to — I started at DG in 1984 — the banner year, and two years later the picture looked significantly different, I started at DEC in 1987, and their stock was trading \$198 two months later — two years later the place was coming unglued, and I started at Stratus in 1990, and within six months the stock was at an all-time high — two years later, they too were in trouble!)

Late in 1993, I decided that it was time to pursue a lifelong dream, that of having my own company. I formed Solutions at Work,

a human resource and general management consulting firm which specializes in all aspects of compensation and organizational strategy and change. I am pleased to say that the business is doing very well. I have also begun teaching at both the School of Management at Babson College and in the H.R. Certificate Program at Bentley College, and also conduct seminars for the American Compensation Association. I have authored several articles recently and am working on a book for the American Management Association.

In my spare time, I spend a great deal of time with my wife Carrie, who is completing her law degree at Boston University, and my two kids Stephanie, who is 12, and Scott, who is 7. Carrie, upon finishing school, has accepted a clerkship with Judge Woodlock of the U.S. District Court in Boston. The kids both play baseball, soccer, and are heavily involved in music and drama. I still run quite a bit, actually even faster than when I was at DG. I ran a 57 minute 10 miler last year, so I guess I am aging well! We live out in Princeton currently, so if you ever head out to Mt. Wachusett for skiing or a hike, please feel free to drop by!” Solutions At Work, 159 Beaman Rd, Princeton, MA 01541, (508) 464-2752, fax (508) 464-0261. Home phone (508) 464-0261.

In the News:

Gary Morse (714) 968-5954, is planning a meeting in Southern CA...
Jan Hauser (408) 276-3454, is planning a meeting in Northern CA...

Mike Ehrlich (DG 1975...) has joined Powerstation Technologies as Vice President of Sales. "We manufacture PC platforms which focus on mission critical communications applications. We are interested in adding resellers who are focused into COM-Server, E-Mail, or FAX-Server applications." Mike can be contacted at (617) 961-4400.

Steve Adams (DG 1978...), formerly Regional Sales Manager for NeXT Computer, has joined Atria Software as the Director of International Sales. His number at Atria is (508) 650-5144.

Robert White (DG 1979...) has taken a position at Northern Maine Technical College, as an instructor in Electrical Engineering Technology, to teach as well as to develop the courses for the new program. He can be contacted at (207) 768-2842.

Linda Nickerson (DG 1983...) married Steven Hanson on June 19th, 1994, in Sudbury. It was great to see her at the Westboro Clambake in July. She is now known as **Linda Hanson**. Congratulations.

John Gillis, George Berelson (DG 1985-1993) and Steve Levitt, formerly of DG's Downtown New York City branch, are back together again at INSCI Corp. in White Plains, NY (914) 428-5050. INSCI went public in April 1994 and John is President and COO, George is Area Systems Engineering Manager and Steve is VP of CAR/Channel Sales. INSCI develops, markets and supports COINSERV™, a client/server network-based software product utilizing optical disk storage to archive, index, retrieve, print and fax computer generated documents and scanned images. INSCI markets both directly and through vertical market solution providers. Grey Eagles interested in a marketing relationship should contact Steve at the number shown.

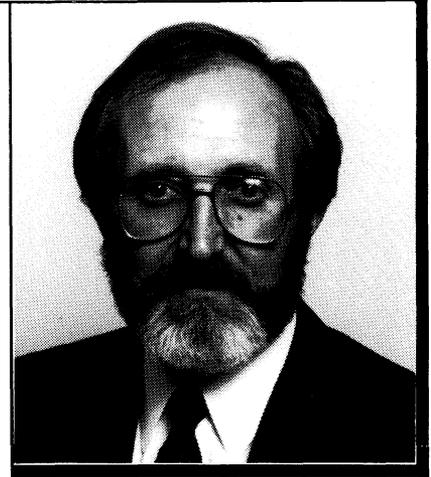
Last year **Herb Fox (DG 1973...)** founded MultiTrack Sales and Marketing, a consulting firm that specializes in helping high tech companies develop or improve Inside Sales and Telemarketing Operations. "My first year in business has been very successful, and I am expecting another good year." 125 Park Street, #6, Brookline, MA 02146-4918, (617) 232-7780, fax (617) 232-7854.

Ray Fortune (DG 1975...), formerly of Kendall Square Research, has just joined EMC as VP of International Sales. Reunited at last with Frank Keaney.

George McClelland (DG1972...), who passed through Kendall Square Research as CFO, for nearly a week, is now Executive Vice President at United Asset Management.

Linda Kayla (DG 1978) was promoted in June from Assistant VP, to VP Business Management - now on the institutional side of Fidelity, and having fun.

Roland Quillia, formerly of DG Facilities Engineering, has joined Everett Lindgren Associates, Inc., as a consulting design engineer in building mechanical systems.



by Steve Gaal
and Kim Beaumont

Send Steve or Kim any tidbits of info you have, to be included in the next mailing.

The Lenair Corporation

Barry Chalfin Expands Business Of Addiction Treatment Center

After 11 years as a principal in one of Boston's largest advertising agencies, Barry Chalfin has sold his interest in Cosmopolus Crowley Daly to join an established addiction treatment facility. Barry has created a sister corporation of The Lenair Technique - called The Lenair Corporation - in Danvers, MA.

The Lenair Technique, established in 1987 by Ms. Rhonda Lenair, has treated over 10,000 clients for a variety of addictions, compulsions, fears, phobias and stress-related problems. The treatment, which employs the modalities of electromagnetic and bioelectric energy fields, is the most unique and progressive treatment of its type worldwide. The treatment has been very success-

ful in eliminating the addictions of alcohol and drug dependency, smoking, eating disorders, and behavioral problems in a remarkably short period of time.

The Lenair Corporation, headed by Barry, will concentrate on promoting these services to the corporate world, developing audio and video programs and workshops, writing case studies and books about this process, and expanding press coverage about the significance and success of the drug and alcohol program.

"I met Ms. Lenair at the beginning of 1993 and was treated for a weight issue. She helped me to lose 35 pounds and to bring my blood pressure down to a level

no longer requiring medication. I have referred many friends and colleagues to Ms. Lenair - all with outstanding results. After volunteering services to further promote her practice, I am devoting myself full-time to The Lenair Corporation. Our long term goal is to establish an Institute so that Ms. Lenair can teach others to practice her treatment."

For more information, please contact Barry at (508) 750-9632.

The Lenair Corporation
85 Constitution Lane, Suite 300 B2
Danvers, MA 01923

1994 Top Ten Tax Planning Ideas

by Simon Beaumont, Price Waterhouse

Individuals

1. Obtain receipts for donations in excess of \$250.
2. Consider prepaying state income and property taxes by December 31. (Beware of Alternative Minimum Tax).
3. If capital losses exceed \$3000, consider recognizing capital gains.
4. Consider making tax-free gifts to individuals to reduce taxable estate.
5. Defer income to 1995 if anticipate being in a lower tax bracket.
6. Review estimated tax payment posture to avoid the penalty for underpayment.
7. If subject to the Alternative Minimum Tax, consider accelerating income and deferring deductions.
8. Beware of the Alternative Minimum Tax if exercising Incentive Stock Options (ISO's).
9. Obtain a home equity loan to consolidate nondeductible personal debt.
10. Invest in "Qualified Small Business Stock" to take advantage of reduced capital gains tax.

Corporations

1. Write off worthless or partially worthless receivables.
2. Dispose of obsolete or slow-moving inventory prior to year-end to generate tax deduction.
3. Establish a Foreign Sales Corporation (FSC) to reduce tax on export sales.
4. Review research and development expenditures to maximize R&D tax credit. Ensure appropriate documentation exists.
5. Consider "Cost Segregation Study" for construction projects to maximize depreciation.
6. Review transfer pricing policies in light of the new transfer pricing regulations and 40% penalty provisions.
7. Establish a cafeteria plan to save employer and employee payroll taxes.
8. Depreciate purchased software over 36 months.
9. Capture corporate deduction for employee's exercise of Non Qualified Stock Options and "disqualifying dispositions" of qualified plans.
10. Review exposure to Foreign withholding taxes on software "sales".

Mail any info. you have re these Eagles to the address below or fax c/- Jeanette at (617) 574-6728.

Missing Eagles

Baehr, Milt	Gilbert, Dave	Kung, Hsiang	Nunn, Sandra	Richmond, Michael	Stein, Paul
Bargabus, Jim	Gilbert, Allen	Lamb, Don	Oberst, Tom	Rickard, Bob	Steinberg, Jane
Barrows, Bob	Girouard, Jim	LaVallee, Paul	Oliva, Rich	Rickling, Rick	Steingart, Robert
Baukol, Michael	Greene, David	Lobrecht, Dave	Olson, Rich	Risi, Sharon	Stephens, Matt
Baum, Dave	Grosshans, Alan	Lopez, Bill	Ostromeclec, Pete	Rodrigues, Ken	Stevenson, Thomas
Bennett, Richard	Gruenhagen, Rich	Ludgely, John	Ott, Bill	Rooks, Wilton	Stiles, Skip
Bowstead, Carl	Guderjohn, Joe	Lukoskie, Gibbs	Paduto, Joe	Roomets, Leo	Straight, Joe
Braum, Dave	Gustin, Craig	Lutge, Patrick	Pandeya, Arun	Rozinski, Betty	Stuckey, Steve
Briggs, Bob	Hahn, Robert	Lynott, Greg	Parent, Dick	Samuelson, Jim	Sturzenbecker, Kyle
Brown, Eric & Judy	Haley, Stephen	MacDonald, Alan	Park, John	Santora, Mark	Suechting, Conrad
Campbell, Jim	Harrison, Ray	Martinez, Paul R.	Perkins, William	Santoro, Kenneth	Sweeney, Joe
Casey, Jim	Haya, Robert	Mathison, Chuck	Persing, Fred	Sararin, William	Thornton, Deborah
Cunningham, Gerry	Healy, Steven	Mazia, Tom	Pierce, Mitch	Sawka, Walt	Ulrich, Lynn
Davis, Rick	Hill, George	Medigovich, Dave	Pillar, Sherry	Schneider, John	Vahalla, Daniel
Decker, Don	Holmes, John	Mellen, Brian D.	Pointer, James	Schneider, Ron	Veach, Ed
Druda, Karen	Hulfachor, Dieter W.	Middleton, Tony	Porter, Carol	Schultz, Lisa	Velick, Henry
Eck, Tom	Isaacs, Art	Minor, Carolyn	Porter, Earl	Shannon, Edward P.	Vitka, Joseph, III
Ferlins, John	Johnson, Douglas	Monaco, Cathy	Posner, John	Shaw, Rebecca	Wallace, Larry
Fitzsimmons, Wayne	Johnson, Paul	Morris, Chuck	Prince, Georgia	Shay, Peter	Warner, Ruby
Forsythe, Noel	Johnson, Brett	Morton, Tom	Prince, Bill	Shlager, Dave	Weber, Richard
Franklin, Jacqueline	Jones, John	Muir, Dave	Proulx, Robert H.	Smith, Don	Weeks, Dennis
Freeman, John	Keating, Christine	Mulhaney, Dan	Ratcliffe, Ken	Spear, Caroline	Weigand, Erin
Fullmer, Brian	Kirnbali, Sandy	Murphy, Ted	Rawlings, Chuck	Spiers, Robert	Weller, Fred
Funk, Gary	Kolins, James	Nelson, Marlin	Rector, Don	Stamm, Rich	Wilcox, Laura
Gavan, Terrence	Korf, Dana	Nemeth, Bill	Reed, Donna	Stanton, Bill	Willenborg, James
Gedansky, Marc	Kulchski, Mike	Neshanian, Gary	Reichard, David	Stein, Seymour	Williams, Cynthia
					Winkle, Jim

PARTY QUESTIONNAIRE

The Massachusetts Chapter would like to plan the following outings, please indicate your interest.

Boston Harbor Dinner Cruise Dinner Where? Favorite restaurants? _____

Boston Symphony Orchestra Theatre/Shows: _____

Hasty Pudding Club - Dinner or Show Suggestions: _____

GREY EAGLES MEMBERSHIP RENEWAL/UPDATE FORM

_____ # _____ 19 _____ to 19 _____
 Last Name First Name (DG Badge) (Years at DG)

_____ Email # _____
 Title Company ()

_____ Business Phone _____
 Business Address ()

_____ Home Phone _____
 Home Address

News: write your update here

NOTE: All mailings go to the home address if one is listed. Newsletters are produced every Fall. Membership lists are mailed during the winter once all updates and renewals have been received.

Address changes - mark \$15.00 Membership fees enclosed
 on label
 Renewal I'd like to write (or enclose) an: *Mark choice(s)*
 Article Profile Letter to the Editor
 New Member I'd like to plan a local chapter function

Return form to:
 Jeanette Davis
 c/o TA Associates
 125 High Street
 Boston, MA 02110