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.

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.

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 information 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 Chhillar
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 Trimble
Peter A. Wilson
Robert Woodward
Chuck Young

SEPTEMBER 1994
From Solutions at DG to
"Solutions at Work"

Human Resource and Management Consultants

"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 Beanan 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 (DG 1972...), 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 instutional 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 mechnical systems.

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 Cosmopulos 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 successful 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/o Jeanette at (617) 574-6728.

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

PARTY QUESTIONNAIRE

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

Boston Harbor Dinner Cruise
Boston Symphony Orchestra
Hasty Pudding Club - Dinner or Show

GREY EAGLES MEMBERSHIP RENEWAL/UPDATE FORM

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

Last Name
First Name
(DG Badge)

Years at DG)

Title
Company
Email #

Business Address

Home Address

News: write your update here

Address changes - mark on label
Renewal
New Member

$15.00 Membership fees enclosed
I’d like to write (or enclose) an: Mark choice(s)
Article Profile Letter to the Editor

SEPTEMBER 1994