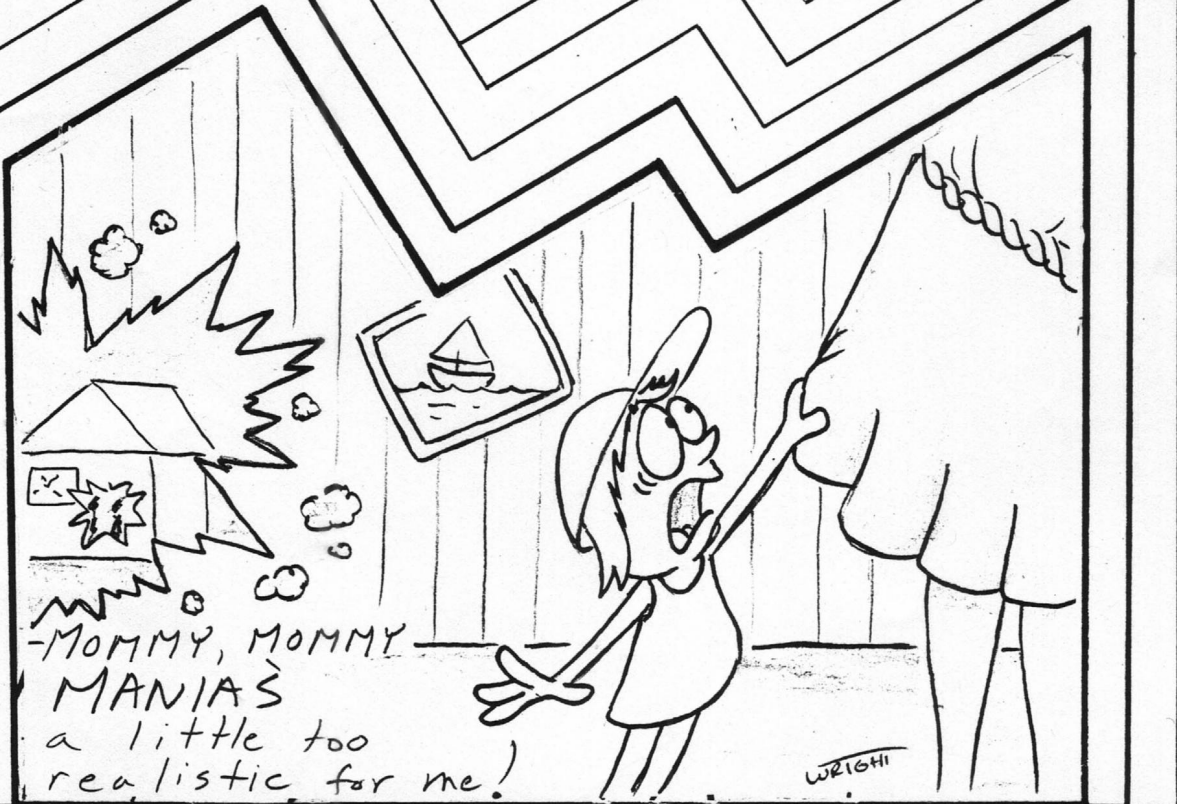


FRIDAY, JULY 20, 1984

Property of
NABU NETWORK Corporation



THE ALL NEW GRUNT PRESS ISSUE 12



-MOMMY, MOMMY
MANIAS
a little too
realistic for me!

WRIGHT

THE GRUNT PRESS

THE EDITOR'S SAY

Hello. My name is Edmond Hum.

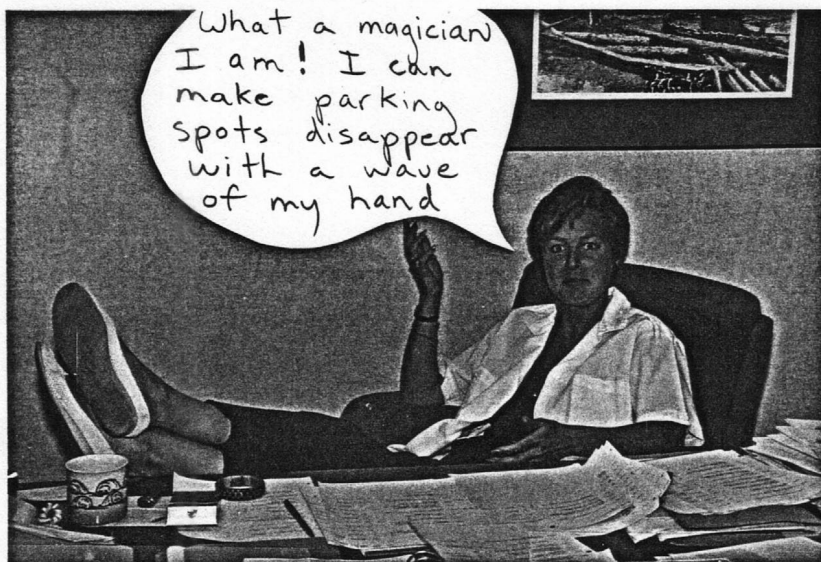
Since I've become editor of this literary masterpiece, I've noticed that most people at NABU now have one of three reactions to me. All I have to do is just hang around a bunch of NABUites talking about the latest bit of news, and they will:

- a) stop talking and say, "Uh-oh; we don't want this to show up in the Grunt Press...",
- b) say, "I'm sorry, Ed, I'm still working on the article; when do I have to have it in by?",
- c) ask, "So when's the next Grunt Press coming out?".

Couldn't people say something a little more original? Like, why not tell me this:

- 1) "Ed, I've got some money I need to get rid of. Here; use the money to go to Florida."
- 2) "I just thought I'd show you how much I appreciate you're being the editor of such a fine, upstanding, patriotic, healthy, normal, All-Canadian newspaper like the Grunt Press. Here's the article I owe you from two months back."
- 3) "Don't you need a long, company-paid vacation?"

Next deadline: Tuesday, July 31!!!



Dear Ed(itor);

Since the last issue of the GP contained nothing but complaints about the new shuttle bus system, I thought that I'd come up with a splendid solution to solve the problem (not to mention the overcrowded bus problem at rush hour).

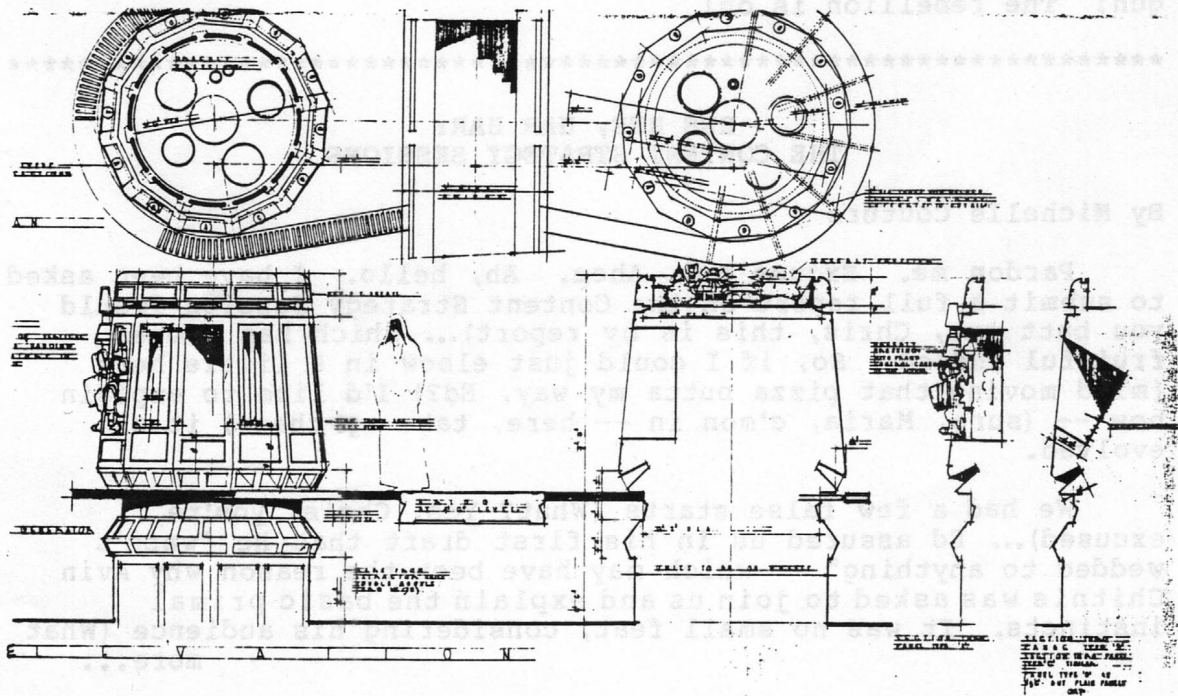
I have enclosed some proposed blueprints that show a transporter. This transporter is very economical. Not only does it run on solar power (note the circular panels on top), it also requires no previous experience to operate (just key in the destination and press GO).

The nice thing about this transporter is that it takes two seconds to transport ten people from the mall to NABU, and vice versa. Not only that, you can transport ten people anywhere in Ottawa, thus saving expenses on company cars. If the boss wants a luncheon at the Westin, no problem; just pop everyone into the transporter and beam them there. The only extra expense incurred (this is unavoidable) is the fact that each transportee must have a NABU communicator (exclusively). But I'm sure that Finance will give the go-ahead to this.

The best part is that this transporter could be offered exclusively to NABU as part of a government make-work project. Just think of the fun you could have accidentally beaming someone up into space... and no one would ever find out.

"Beam me up, Scotty; there's no intelligent life down here."

Boy Jana



JULY SHOWERS??!

By Karen Shaw

Last Friday must have been a slack day for the poor boys in NCS! Unfortunately, Laura Schening and myself were the victims of their boredom when Michael (I couldn't resist) Hurka and Glenn (It was his idea!) Thomsen decided to buy water pistols on their lunch hour. You remember the kind - the ones you used to buy in Grade 5 to get the teacher with!

Well, Laura and I escaped too much damage, mostly because we weren't afraid to drop everything and run. It only took an hour to dry out. Worse off was Anna Dupont, who seemed to be a little more shaken up by the incident than actually soaked. It seems she had let a shady-looking courier (repairman?) into the building a few minutes earlier and the steel pipe he was carrying looked a little menacing (a disguised machine gun perhaps?). So when the unsuspecting Anna was attacked by yet another Glenn and Michael onslaught she was a tad more surprised than the rest of us.

Apparently QA was the first target as the terrible twosome made their way through the building, and by the time they made their way up to the students in Content, I had joined their merry band, because it was actually a lot of fun! Greg Adams and Tim Ranger didn't seem to think so and they set up a counterattack of their own. All in all, it was a great way to wake up on a Friday afternoon.

NEWSFLASH!! By the time this hits press Michael Hurka will be the first person to drown by the great sub-aquatic-machine gun! The rebellion is on!

HEE HEE, HAR HAR: THE CONTENT STRATEGY SESSIONS

By Michelle Couture

Pardon me. Excuse me. Ahem. Ah, hello. I have been asked to submit a full report on the Content Strategy Session (would you butt out, Chris, this is my report)... which has proved fruitful indeed. So, if I could just elbow in a little here (mind moving that pizza outta my way, Ed?) I'd like to explain how -- (sure, Maria, c'mon in -- here, take my chair) it all evolved.

We had a few false starts (What? Yes, Chris, you're excused)... Ed assured us in his first draft that he "wasn't wedded to anything" -- which may have been the reason why Avin Chitnis was asked to join us and explain the basic primal instincts. It was no small feat, considering his audience (What more...

CONTENT STRATEGY - continued

was that you said, Avin? Hee, hee. Did you hear what Avin said?? Hey, Avin, you wanna elaborate on that a little more?? Har Har... Say Avin, did you hear they just brought in someone from the Yankee Group... Clive -- what's his name? Clive... ah... Smith! That's it! Clive Smith!)

By the way, Avin put a stop to all that nonsense when he showed up at Session 3 wearing a Samurai Warrior Headband. (Ah, gee, Avin, that was a great presentation you made yesterday, just dandy, ma man. We were just joking about all that Clive stuff, you understand, just playin' around -- no offense taken, right?)

After Session 3, the explosion of paper buried Laurie Schusterman, who to my knowledge has not been seen since. This incredible burst of creativity produced not a few memorable lines. I leave it to you to discern the authors:

1) "Then there is information, 'the preacher without a parish'"

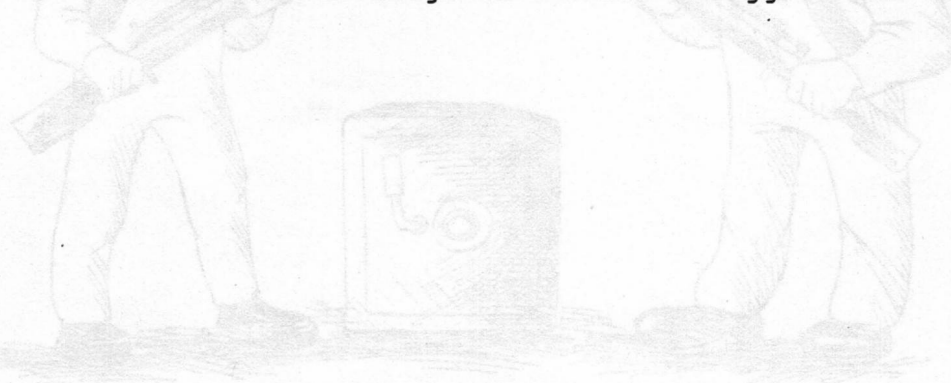
2) "Like most things on the horizon, the future is cast in a soft grey light..." (a candidate for the CCCCC Contest)

3) "It will be necessary to maintain input from sources that are constantly in touch with the dynamics of the volatile state of the goods or services..."

4) "Although programs will be initially offered under the aforementioned categories, phycographic information on NABU subscribers may lead to the formulation of packages offering a selection of programs from all categories or a combination thereof."

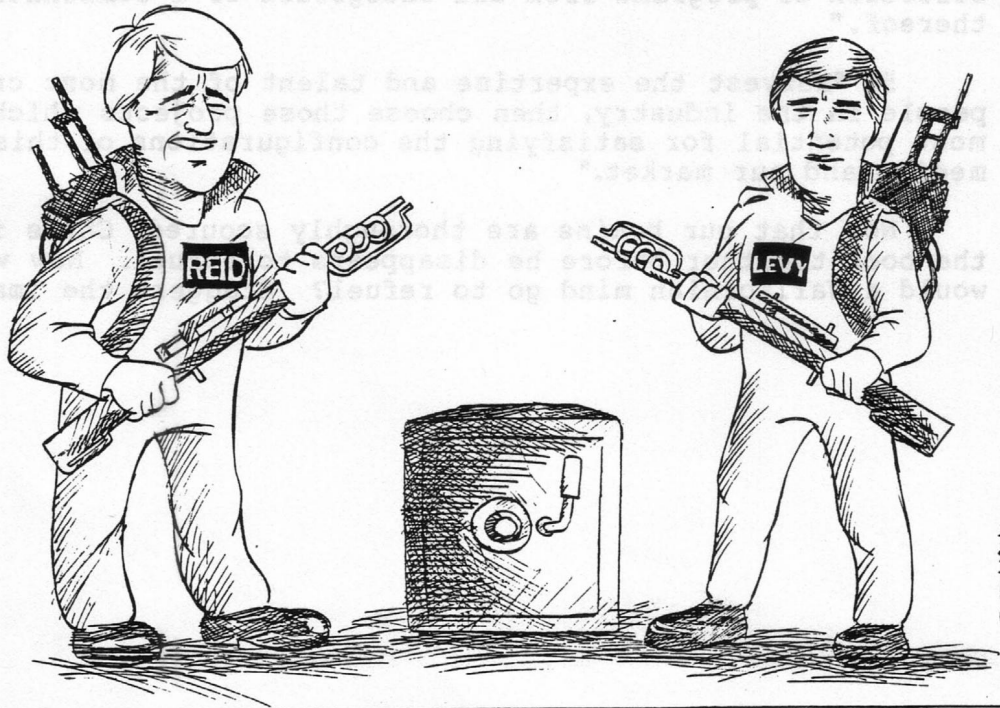
5) "Harvest the expertise and talent of the most creative people in the industry, then choose those projects which have most potential for satisfying the configurations of this new medium and our market."

Now that our brains are thoroughly scoured, Chris is putting the book together before he disappears to refuel. Now where would a Wallacinian mind go to refuel? Staggers the imagination.





SALESBUSTERS



NEW EDITOR IN DOCUMENTATION

I think that all three readers of the Grunt Press have already met Anne Van Wyck (pronounced Wike) so she hardly qualifies for the title "New". However, in the interests of formality and to keep Ed Hum from haunting my karma, I should like to introduce Anne and perhaps mention a few things about her that might be of interest to all aspiring literati out there in Gruntianland: Anne is a terrific Editor. She cures crippled sentences with a simple wave of her pencilwand. She rescues meaning from the abtruse. She adds coherence to the disjointed. She converts paragraphs of bland and dry words into ringing paeans to the English language. She is also good at destroying hyperbole which is why she will not see this piece before Ed Humidifies it.

In short, Anne is the compleat editor.

She graduated from Carleton University in 1978 with combined course work in Journalism and Honours English; spent four years tooling about in the solar industry as a conference and trade exhibit coordinator and two years as a freelance public relations consultant for both public and private enterprises. This diverse experience, her ability to work well with Nabutians and other weird folk and her talents with the English language make Anne a welcome addition to Documentation.

Gerry Porter

ED

My ad for the Grunt Press
is as follows:

DESPERATE for a ride. Spending
3 hours a day on CC TRANSPO
threatens one's sanity. Anyone
driving from the Gitebe - Carleton
University area to NABU and
return during regular work week
hours who could accommodate
another passenger for a \$30.00/month
stipend, please contact
Anne Van Wyck at ext. 283.

Thanks! Anne

AN IRATE DAVE ALLAN SPEAKS OUT!

Hi again.

Well, it's my turn to bitch about parking. When I have to walk through pouring rain for a quarter mile or so, get totally drenched and arrive to find enough empty MINTO parking spots to absorb the entire Japanese import quota, I figure it's time for a little civil disobedience.

Nothing excessive of course. Maybe blocking the entrance with that station wagon out back (the one that obviously wasn't driven here... why does he deserve a perpetual parking spot??). Perhaps importing a few teenage 'history of leather' types from Overbrook to hang out in front of Dante bumming cigarettes. How about a few DISCRETE accidents, having a few cars towed (like the car of the president of MINTO, every day), one or two firebombings. Torching the north side of this glorified warehouse and paving it over to enlarge the parking lot.

"Mein Fuehrer....I CAN WALK !"

<ten, maybe twenty seconds silence>

On a less bitchy tone but probably more relevant to the future of this company is a particular concern I've been developing the more I work with the development tools for the network.

THERE ARE NONE!! For a company whose sole specialty is the development and marketing of software entertainment, there is pitifully little around here to elevate productivity above manually setting each bit in each byte of each segment of the cycle!

THE HUNDRED TITLES were squeezed from stone! This reflects great credit on those who did the work, but the pace of development of the network cannot be maintained unless the programmer productivity is improved. I've witnessed the sort of sacrifices made by people in App's Development. What few tools exist are so intimately linked with the technology as to almost require a hardware designer's familiarity with the NPC to use them. None of the graphic editors manipulate objects. The artist, very carefully, colours in the screen one pixel at a time. There are 49,152 pixels on one screen. The music editor doesn't take chords, bars, KEYS etc. You select a sequence of specific frequencies of specified duration on one of channels A, B or C. Everybody is so busy intimately manipulating the hardware that sight of what's really being done is lost.

WE ALL KNOW how things got this way, everything was required yesterday. Second best tomorrow morning. A round tuit. I'm not criticising what's been done, it got NABU this far.

more...

US ALL HAVE THEM as to how the Network can be improved, how getting the material onto the Network can be improved etc. Ideas are cheap, followthrough isn't. The direction that the third and the marketing of the Network has been established. What is needed now is a definition of what tools will optimize putting up the content and a consistent effort to put them into the program's hands. Make making entertainment easy.

PIT STOP AT

NABU DELIVERY SYSTEMS

Raymond J. Vilbikaitis

For the operators who put all the new releases onto the NABU Network Broadcasting System every mid-month and other days in between, this is a road trip into the Dynamic Cycle Management System being planned for next year.

Conceptually, one imagines all the programming being broadcast down the Cable as being contained in a large wheel or cycle. In the present system, the broadcast is a very rigid and tightly packed wheel. There is no empty or unused space on the wheel and any modification to the broadcast content, including changing the data for the TSE or the soap box requires the cycle to be completely reassembled and rebuilt. This is the age of the rigid stone wheel, as symbolized by our BC logo.

The new Cycle Management System being designed will be flexible, containing empty space into which new programming may be inserted without having to rebuild the wheel. The wheel will automatically expand or contract as content is added to or removed from the Broadcast cycle. This will now be the age of the inflatable tire. The new system will also have several broadcast cycles on the cable. Our stone wheeled unicycle will have been replaced by a multi-tire vehicle. It will also be possible to submit programs or program segments with future insertion dates. Thus it will be possible to submit an application to the system in advance of its insertion date on the Broadcast, to avoid mid-month traffic jams.

One can now envisage the Nabu vehicle rolling down the cable, making a smooth journey across the bumps and dips in the road by inflating and deflating its tires as it goes, operators leaning over the sides pumping new content in and removing old content from the wheels. Should anyone be so foolish as to add too much content to a wheel the natural result will be a blowout ! But of course, backup cycles will be provided. One simply has to change broadcast wheels without stopping the vehicle. Rarely accessed data will be placed on slow broadcast cycles, priority content will go on high speed cycles. Cornering will therefore be very easy as the wheels will be going at different speeds. All future system operators will be required to have drivers licenses.

DAVE ALLAN - continued

WE ALL HAVE IDEAS as to how the Network can be improved, how getting the material onto the Network can be improved etc. Ideas are cheap, followthrough isn't. The direction that the thrust and the marketing of the Network has been established. What is needed now is a definition of what tools will optimize putting up the content and a consistent, unstinted development effort to put them into the programmer's hands. Make making entertainment easy.

WHO AM I to be spouting off like this? I'm a consultant who's been here off and on a few years (developing tools of course!) and thus has a vested interest in all this. If anyone actually does anything about it, I could have a substantial gravy train. That doesn't change the fact that something has to be done. When that happens we'll soon begin to explore the full potential of the NABU Network.

ACCESS CARDS

By Carole Pietrantonio

Since I have been given the responsibility of issuing access cards to employees, I have compiled a list of what I feel are the top ten excuses for needing a new card. I thought perhaps these might be of interest to those of you who haven't lost their card. But in case you do, you might be able to come up with some more original excuses rather than the ones listed below.

1. LEFT IT IN JACKET POCKET
2. CHANGED PURSES
3. PAINTED BEDROOM AND IT'S IN THE CLOSET WITH THE DIRTY LAUNDRY
4. LEFT IT ON AN AIRPLANE
5. LOST IT AT A SHOPPING CENTRE AT LUNCH
6. SOMEONE STOLE IT
7. USED IT TO SCRAPE WINDSHIELDS IN THE WINTER AND IT WARPED
8. LEFT IT IN THE WASHROOM
9. MELTED ON DASH OF CAR
10. LENT CARD TO ANOTHER EMPLOYEE AND HE (SHE) LOST IT



AND THE WINNER IS...

PAMPERS WIN???

Imagine, if you will, the aura of excitement which prevailed in Peter Reid's office on June 4. We were gathered to draw the winning ticket for THE NABU NETWORK Scholarship Draw, offered at the Kids Show. Peter reached into the barrel, and withdrew a **very used BABY'S DIAPER???**

Well, it didn't happen quite that way, but it **could** have! In fact, the winning ticket was drawn without incident by a representative of Peat Marwick & Associates (have to keep everything above board you know); the phone call was placed, Mr. Clifford Olsen answered the skill-testing question accurately, and we had our winner! Little Mira Olsen, age 3, was the lucky recipient of a \$12,000.00 scholarship!

We invited Mira and her father to a presentation ceremony where Mira proceeded to charm everyone. Initially she spent her time studying the whiskers on her father's neck (she did **not** want anything to do with us strangers, particularly the ones with cameras!). However, a package of NABU bits and bytes soon had her smiling and posing for the cameras.

When Gordon Gow asked Mira if she was going to go to university, she nodded emphatically. When he asked her if she knew what university was, she shook her head every bit as emphatically! In Mira's world, there was nothing more important than her kitty cat, and her baby brother Jamie!

Getting back to the diaper, after the draw was complete, we gave the barrel to the word processing operators in the Support Services Department to enter the information from the forms. Karla and Isabel complained that they could not reach the entry forms from the opening in the top of the barrel (besides which, the barrel had a peculiar odor which they did not appreciate), so they decided to dump the forms into a box. While tipping the forms out onto the floor, Karla discovered that someone had apparently mistaken our barrel for something else, and had deposited a **very used babies** diaper. Imagine that! Some poor baby was wandering around the Kids Show in the altogether! Unfortunately, whoever deposited this unusual ballot didn't leave their name, address, and phone number, (although we really didn't look too hard for it) so we declared the baby ineligible. Heartfelt thanks go to Isabel who valiantly disposed of the odorous article!

ONLY UNDER 10 YOU SAY?

I have had a few people ask me why THE NABU NETWORK scholarship draw was limited to children under the age of 10.

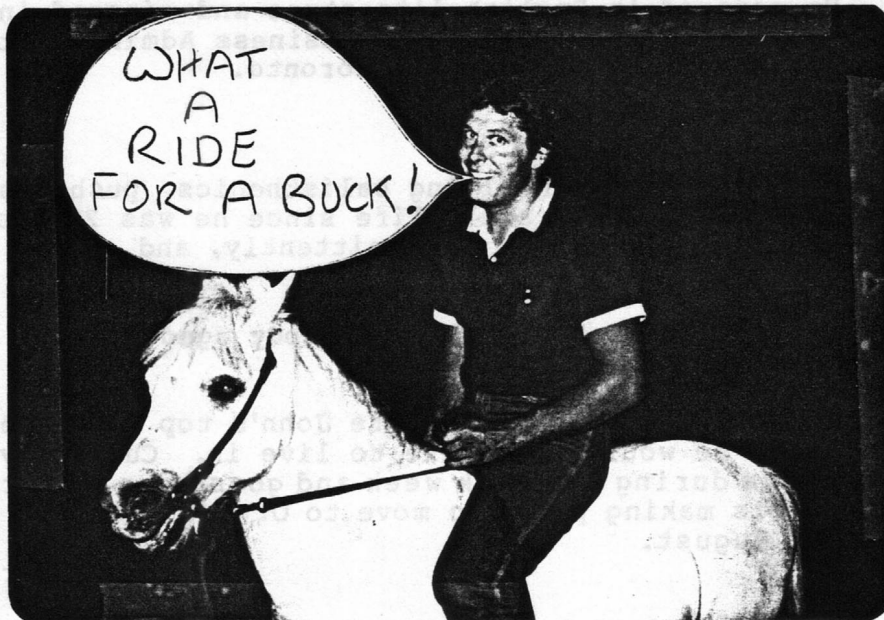
This restriction was imposed upon us by The Canadian Scholarship Trust Foundation. The Canadian Scholarship Trust Foundation does not offer a scholarship package for children over the age of 10, because the initial investment required from the parents is more than most families can afford.

The parent (or sponsor) pays a sum of money when the child is enrolled with The Canadian Scholarship Trust Foundation. This money is deposited in an interest earning savings account through the Guaranty Trust Company Of Canada.

The amount of money paid at enrollment time varies depending on the age of the child, as the actual scholarship funds paid are dependent upon the number of years over which interest is earned. The younger the child is at enrollment time, the smaller the amount of the initial investment, because the number of years over which the investment will earn interest is greater.

If anyone has any other questions regarding The Scholarship Plan, they can contact me at extension 367, or contact Mrs. Trudy Wiltshire of The Canadian Scholarship Trust Foundation at 238-5672.

Cecilia McDowall



TWENTY-ONE POINTS YOU SHOULD KNOW ABOUT JOHN McARTHUR

By Edmond Hum

- 1) He is the new president of NABU Network Corporation.
- 2) From June of 1979 until July 1 of this year, John was the president and managing director of Granada TV Rental in Canada.
- 3) During these five years, Granada's growth was significant: revenues increased about 5 times, the number of stores increased more than 2 times to 69 stores, the number of subscribers increased 5 times, and profits increased more than 3 times. The growth of the company was marked by the expansion of operations in Canada coast to coast, expansion into 3 U.S. markets, and the addition of video cassette recorders. "Granada's success speaks for itself," says John.
- 4) He joined Granada Group in July, 1977 and spent the first year in the United Kingdom. It was the only year of his life where his place of residence was anywhere else other than Toronto, Ontario. When he was transferred to Granada TV Rental in Canada he became Executive Vice-President, and was in charge of day-to-day management.
- 5) John spent a number of years as Manager, Financial Development with the Bata Shoe Organization. While there, he travelled to and worked in such countries as Kenya, Uganda, Zambia, Egypt, Kuwait, Iran, India, Thailand, Singapore, Indonesia, Bangladesh, Trinidad, Guyana, Surinam and Curacao.
- 6) He has worked in a chartered bank (The Bank of Nova Scotia) as well as a merchant bank (Triarch Corporation Limited).
- 7) John has a Bachelor of Arts degree from the University of Toronto. He majored in English literature and minored in psychology. He also has a Master of Business Administration degree, also from the University of Toronto.
- 8) He is 38 years old.
- 9) He has done a workout involving calisthenics, push-ups, sit-ups, etc. every day of his adult life since he was 20 years old. He plays some squash and golf intermittently, and enjoys jogging, tennis and cross-country skiing.
- 10) He is the father of two children, a boy aged 9 and a girl aged 7.
- 11) Toronto, Vancouver and Ottawa are John's top 3 choices as the Canadian cities he would most like to live in. Currently he stays in Ottawa during the work week and goes home to Toronto on weekends. He is making plans to move to Ottawa with his family at the end of August.

more...

JOHN MCARTHUR - continued

12) He is currently driving a rented car. His Jaguar in Toronto got rear-ended two days before he came to Ottawa to work at NABU, and it is currently still in the body shop.

13) When asked what his biggest talent is, he replies, "I have an inquisitive mind, packaged with a cool, controlled approach that allows me to deal with a number of issues and situations, tempered with a keen sense for the excitement of managing through people."

14) He does not pretend to fully comprehend the technological or engineering aspects of the company. "My objective," says John, "is to have people who have the talents in those areas to manage and execute in those areas. My latent curiosity may lead me down paths into the engineering and manufacturing area, but it is not my intention to do become a technical expert. We have enough of those as it is."

15) John finds it exciting and useful that there are so many young people working at NABU, like at Granada. "We can feed off their energy and enthusiasm and mold the talent that exists," says John. "They may not have great gobs of experience, but we have executives and senior management who do. I rue the day that I find myself surrounded by older people like at a General Motors or a Bell Canada."

16) He is "very concerned" about the parking situation at NABU, not only in how it affects individuals but the company as a whole as well. "We are talking with the landlord about getting a practical way to resolve the problem in the short term and medium term," he says.

17) John is not a video game freak. From 11 p.m. until midnight, he can most likely be found trying out the various programs on the NABU Network, looking at them critically from a consumer as well as from a professional standpoint.

18) He is working lots of overtime these days. He is doing nothing else on weekdays but working at NABU. "I'm loving every minute of it," he says. "It's a labour of love."

19) He listens to music almost constantly off the job. He listens to most kinds of music, from classical to country-and-western to rock. Opera is his least favorite kind of music, and he doesn't care for middle-of-the-road artists like Engelbert Humperdinck or Wayne Newton. He is intrigued, however, by the music of the Eurhythmics and Lionel Ritchie. "I was raised on the Beatles and the Rolling Stones, and I still listen to that kind of music," he says.

20) The last movie he saw was "Gremlins". He did not like it.

more...

JOHN McARTHUR - continued

21) "I can say honestly from the heart that I am truly excited about joining NABU," says John. "I've done it because I believe NABU will be a major successful company in Canada, in the U.S. and hopefully internationally. I've been here a week, and I have not yet seen anything to sway me from that opinion."

THE Q.A. FORUM

By Bob Smith

Greetings to all you NABulings from your Q.A. cub reporter. Joe Reporter has taken a week off in order to continue her pursuit of her idol Boy You-Know-Who, but has promised to return in future issues. Having been a member of Q.A. for a mere three weeks, I felt it was a little premature for me to start writing newsletters, but the popular vote nominated me, so here I am. That's democracy for you. As usual the July 15th rollout was a last minute panic-type affair, but again, as usual, the Q.A. SWAT TEAM handled it in a cool relaxed manner and pulled it off without a hitch. I guess we all know who holds this company together. No other news so on to the good stuff.

THE Q.A. GRAPEVINE

Rumour has it...

- * that the previously promised shoeshine and hairdressing service soon to be implemented on the NABU shuttlebus will be dumped in favour of an on-board movie. Since we are all adults, all titles will be acceptable. Any suggestions?
- * that Minto has now decided that they need all of NABU's washroom space, and that they will provide us with a high-speed shuttle to and from Doug's Auto Centre on Iris. Reading material will be provided.
- * that Warren B.'s article in the last issue of the GP is being touted by an East German scientist as a sure fire cure for insomnia. Keep it up, Warren.
- * that the human resource area was actually cleared out in order to provide an indoor parking garage for Minto execs.

Q.A. BULLETIN BOARD

For those of you who missed the debut of "the wave" at Lansdowne Park this past Saturday, the Q.A. women {Anna-bob, Helen-bob, Jana-bob, and Kunthi-bob} will be creating their own "mini-wave" everyday this week at lunch in the cafeteria.

more...

THE Q.A. FORUM - continued

The Q.A. men {Glen-bob, Jim-bob, Rob-bob, Al-bob, and Kurt-bob} are desperate! In a scene right out of "The Twilight Zone", the tape deck in Q.A. will apparently only play Culture Club and David Bowie music. Anyone who has a solution or a sledgehammer, please call ext. 399 ...soon.

Before I leave you, I would like to welcome Kurt Jorssen to the Q.A. team. I would also like to make it clear to everyone that Helen V. was not stealing styrofoam packing chips from shipping and hiding them in her desk. She was framed.

To all you Bobs from all us Bobs,
so long.

QUESTIONS YOU ALWAYS WANTED TO ASK NABU'S PERSONNEL DEPARTMENT

By Laurie Mitchell

I am very pleased to have been asked to contribute to The Grunt Press. Before I put on my Personnel hat to reply to some questions, I would like to take this opportunity to discuss a Facilities issue -- PARKING.

I know that we do not have the best of situations at Baxter but we certainly don't have the worst. The shuttle bus is working very well and from the reports I've received, is never full (Minto starts and ends its day earlier than NABU). Terry Newcombe's suggestion (from the last issue of The Grunt Press), to establish a car pool system and provide more OC Transpo information for employees has been implemented by Carole Pietrantonio. Any other suggestions of this nature would be much appreciated. I wish to thank all the people who have already dropped by my office to let me know how they feel about the shuttle service. Believe it or not, the majority of comments have been very positive.

QUESTION:

According to Richard N. Bolles' book, What Color Is Your Parachute?, the personnel department rarely hears of middle or high level vacancies, and when it does know, it rarely has the power to hire, only screen out applicants and refer those who survive up to higher executives. Bolles says that a job-hunter should avoid this department like the plague. What do you say? Is this the situation at NABU?

ANSWER:

Personnel Departments rarely have sole responsibility for hiring new employees. It is not a question of power, though. In NABU, managers are responsible for hiring their own staff. What more...

PERSONNEL - continued

Personnel can do is provide candidates, assist with the screening process, and if requested, interview the applicants and make recommendations.

If I were job-hunting, I would not avoid the Personnel Department as they are generally aware of all vacancies within a company and can provide a reference to the hiring manager. Personnel is a resource for screening, advertising, posting, etc. Except for a few cases over the years, we do know what's available.

QUESTION:

What should an ideal Human Resources department be doing?

ANSWER:

The ideal HR group would provide guidelines and programs on training, recruiting, compensation, benefits, etc. based on the needs of management and employees. They would also provide the administrative and research function to support these programs.

NABU's Human Resource group has been reorganized on many occasions (last count was 18) during our first three years. Each change was a response to corporate restructuring. With the formation of NABU NETWORK Corporation, the Human Resource Division became the Personnel Department within the Finance and Administration Division. We have gone from a 15 member group responsible for 800 plus employees, to a staff of three responsible for 250 employees. Our philosophy has shifted from "what can we do for you" to "how can we provide support". During the next six months, many of the programs we have been developing with senior management will be implemented.

QUESTION:

What steps do you recommend a job-hunter take to find a job at NABU?

ANSWER:

I would suggest calling Personnel and making an appointment to drop off your resume and discuss career opportunities. If you know of a specific position that is available, then contact the hiring manager directly and follow-up with Personnel. Many positions at NABU have been filled through references given by present employees, so make a friend at NABU!

QUESTION:

Approximately how many people apply for work at NABU in a given period of time?

more...

PERSONNEL - continued

ANSWER:

In 1981 and 1982, Human Resources received an average of 150 to 200 resumes per week. Our all-time high was 800 in one week

following the 1982 Infotech Show. Presently, we receive approximately 40 resumes per week.

QUESTION:

Every employee at NABU has a file on record with Human Resources, right? What is contained in that file, and who has access to it?

ANSWER:

Every employee at NABU has a personnel file and is entitled to view it at any time. The other individual with access to the personnel file is an employee's immediate manager. The file should contain the following:

- letter of offer / employment contract
- confidential information agreement
- vacation / sick leave records
- benefit / payroll information
- resume
- performance appraisals
- tuition refund, etc.

Basically, the file represents and contains the history of the employee at NABU.

QUESTION:

What was the weirdest resume Human Resources has ever received from a job-hunter? The best? The most outrageous?

ANSWER:

The wierdest resume I remember receiving was from a young man who, when asked to describe any special skills he could offer NABU, stated he was a Scorpio, or perhaps the one written from the perspective of a robot.

The most outrageous resume (actually it was a novel) was 35 pages long (oh, so long). The covering page was a picture of the applicant sitting at a baby grand piano with candles ablaze. He was wearing a smoking jacket and ascot and puffing on a pipe. The contents of his resume included every book he had read, every movie and play he had seen, every record he had heard, and every city he had travelled to (including 38 trips to Toronto). The only fact this gentleman omitted in his biography was the position for which he was applying.

more...

PERSONNEL - continued

No one resume comes to mind as the best. I guess the best resumes are the ones that were written by NABU employees. Here are a few points to keep in mind when writing a resume.

1. Keep it short and concise (3 pages are usually sufficient);
2. State your objective for applying (i.e. career goal, short and long term);
3. State your accomplishments in past positions rather than just a job description; and,
4. Give little personal information; concentrate on your qualifications and achievements.

QUESTION:

How do salary ranges of people working at NABU compare with salary ranges of people working elsewhere?

ANSWER:

The Personnel Department is presently undertaking a comprehensive review of our compensation system. All levels of the corporation will be involved and the results of our study will be compared to the market. We have targeted November 1, 1984, for completion.

QUESTION:

Who thought of the name, "Human Resources", anyway?

ANSWER:

The same person who thought of "Sanitary Engineer" for janitor, and "Independent Agricultural Entrepreneur" for farmer.

MEANDERING MUMBLINGS MADE IN MSS

By Eric Mesdag

There has been some changes in the MSS group since the last time I wrote an article for this rag. We bid farewell to Tom Willis and welcome Dale Murphy into our midst. Tom's sense of humour, and his unique way of denying that a bug could exist in IOS, will be missed ("What does this alleged bug do?"). Tom has not completely cut ties with us though, we will continue to see him on the softball field.

Dale Murphy has recently joined us, moving over from the System Integrity group at Richmond Road. I wonder if he is here on a spy mission, reporting back the internal workings of the MSS group (More Secret Software), or maybe a sabotage mission to crash IOS if PACMON is removed from the broadcast. He has chosen more...

MUMBLINGS - continued

the perfect cover; nobody would suspect sabotage from the person who would have to repair the damage. That's probably too obvious though, and Dale is really here to find out what the letters IOS really stands for. Welcome aboard, Dale.

Baseball News

I am happy to report that NABU 1 has managed to win a game against Fildebrandt. We have also managed to come in second in four games, and we now have four rained out games to make up. NABU 2 has won four games, and lost two. They have three rained out games to play. It seems strange that it always seems to rain on Wednesday.

I have arranged to use another ball diamond on Monday nights for July and August. This will give us a chance to have some practice, and if need be, we can play some of the rained out games. There will be a meeting on Thursday for the representatives of the different teams in our league. We will sort out the games that have to be re-scheduled, as well as set up the tournament which is happening the weekend of August 18,19.

More news: Bell Northern Research is having a Slow Pitch Softball Tournament, and they have invited us to join. The tournament will take place Friday night, and Saturday, August 10, and 11. Proceeds will be given to the Children's Hospital of Eastern Ontario. There will be 16 teams in the tournament, and prizes will be awarded to the winning team members. A barbeque and dance will be held on Saturday night to wrap things up. Posters and a sign-up sheet will be placed on bulletin boards.

And finally, I would like to congratulate all those who played in the CI-NABU challenge game. For those of you don't know yet, we won, with a score of 24-17.

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NEXT DEADLINE: TUESDAY, JULY 31!!

SPECIAL THANKS TO:

CARTOONISTS GLENN WRIGHT, DREW EDWARDS AND ROGER RICHARDSON,
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INFORMANT LAURIE SCHUSTERMAN,
BUG PICKER KUNTHI PAIKERA
AND SPOT, THE WONDER DOG ("SPOT, WHERE ARE YOU?").

THE ART OF GIVING BOOTH

A LAS VEGAS REVIEW

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This year's NCTA's annual convention was a smash success for the NABU Network. Staffed by knowledgeable "boothies" with perpetual smiles, NABU was certainly the most talked about exhibitor. Perhaps this notoriety was gained not only from our performance "on the exhibition floor". What REALLY happens when ten veteran "boothies" from the NABU Network are let loose in Sin City, U.S.A. for five long, hard days of "giving booth"? What follows are interesting tid-bits that may provide some insight.

- Everyone know how much Ed Myers loves a game of golf. Well, sure enough, Ed tried the course at the Las Vegas Hilton. Some of us wonder how he scored as well as he did in the dark!
- Randi Hansen doesn't enjoy flying . . . through the air or through the luggage ramp at U.S. customs!
- We missed newlywed Laurie Shusterman after-hours. Rumour has it she spent her time in her room with a new-found friend. Her roommate was overheard exclaiming that "he was a real dog". Said Laurie, "I just love to kiss him".
- Brian Dean and Bruce Hemple cast off their quiet engineering facades, only to unveil a chronic addiction to the Las Vegas slots (they won \$1500 the first night!).
- Randi Hansen and Tracy O'Keefe were accosted in the main lobby of the hotel by a security guard late one night, for the theft of a certain gentleman's wallet. Was it truly a crime or an act of compassion? (It turned out they really just wanted to keep Ed from spending all his money)
- We're not too sure what was so interesting out in the parking lot to have kept Chris Blackburn there at all hours of the day and night. An extra-terrestrial encounter perhaps?
- James Gregory flew in from trouble-shooting in Alexandria. He must have had to leave in a hurry though, because he didn't have any clothes! "No problem", James was overheard to have said, "Mary K will bring me down something".

more...

LAS VEGAS REVIEW - continued

- Where was Tracy O'Keefe for the first two days, and why couldn't she move her right arm? We still haven't figured that one out...
- Soon to hit the Top 40 charts is a fabulous new recording of the Willie Nelson classic, "On The Road Again". It's guaranteed you won't recognize the valley accents of Tracy O'Keefe, Laurie Shusterman and Jason Smyth. The recording was so good they were hounded all the way back up to Ottawa by a young Nashville Network scout. "Of course it was our vocal abilities", Smyth was overheard exclaiming.
- Jason Smyth was dubbed NABU's "King of the Party-ers", as he outlasted everyone, every night! Because of his ability to do this, some questions have been raised as to what Jason did after everyone else went to their rooms. All we could find out when we inquired, was that Jason enjoys the odd game of golf with Ed Myers. He certainly had time for a moonlight round or two, but the question is -- did he ever make it to the 17th hole!?
- Boys will be boys! Though both are very good on the old golf course, their travelling organizational skills require some improvement. It took the combined efforts of several female colleagues to ensure the safe return from Vegas of our golfing pros! Did anyone notice Tracy O'Keefe's limp? She got it by using her foot as a loud door knocker, in attempts to awaken our two power snoozers. Not only did our duo sleep through check-out time, but they had a hard time getting their "stuff" into suitcases and out the door -- even with a friend packing for them. "Ed, what happened to your white suit?!" Tracy wasn't sure, but packed it anyway.
- Did anyone notice how Mary K looked? Given the job of getting her companions from the lobby into a taxi, checking in at the airport, and then finally getting on the plane, well --- it would add ten years to anybody's life. Let's not omit Randi Hansen who accidentally got tagged with the luggage and marked fragile. Oh! the perils of the morning after! I think the whole scenario could be used to build a video game -- Leo, what do you think? All in all it was worth every gallon of effort (we travelled for 12 hours) to ensure the return of our fellow Marketeers. What would Baxter Centre do without them?
- The Ottawa airport was rocked on Thursday night, June 7th by a band of staggering sun-worshipers (sunglasses and all) singing what they insisted was their theme song. What else, but "On The Road Again". They just can't wait until next year!

NEXT DEADLINE: TUESDAY, JULY 31!!

NABU ON THE SOCCER FIELD

By Sean Blanchfield

In its third year together, the CI/NABU soccer club is off to a good start this season in the Nepean Industrial Soccer League.

With two divisions of ten teams apiece, this competitive league has a season that stretches from May to September. Each team plays 18 games (9 teams times 2 games), on five Nepean soccer fields over the four month period. Over NABU's two previous years, they finished an unrespectable last and second last, but it proved to be the training grounds for this year.

This year, NABU split up two ways with some of the players going to DOMUS and some staying with CI/NABU.

With only one game left until the half-way period of the season, CI/NABU is at 5 wins, 1 tie and 2 losses, and sitting in a solid second place.

We hope to keep injuries to a minimum when we get into the final portion of the season and finally enter the league tournament in September. Like the NABU Network, we know that other companies will recognize that we are competitive in the game that we play. We hope to prove this to ourselves as well, by placing the NABU name on the League Trophy for many years to come.

NEPEAN INDUSTRIAL SOCCER LEAGUE

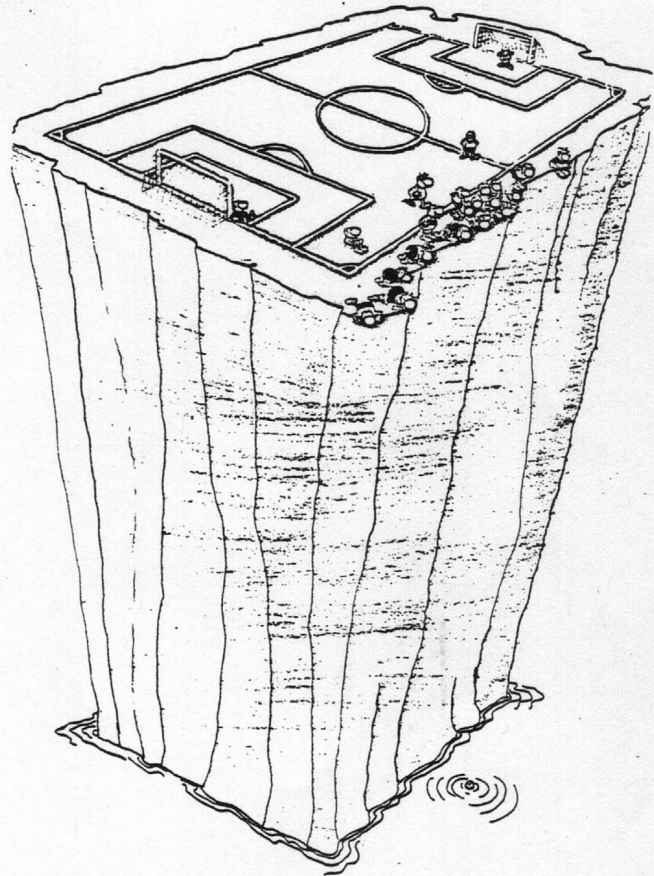
Div 2

Teams in the /NABU Division	CI/Nabu	Opposition
Computing Devices of Canada 2	6	1
Bell Computer Communications Group	1	3
Canada Post Corp.	5	1
Canada Housing & Mortgage Co.	3	1
Canadian Marconi/Miller Communistic	2	2
DOMUS Software /Bailey & Rose	2	1
NorPak	2	1
Telesat	5	1
Canadian Astronautics Ltd.	Game to be played July 19	





Nabu Players Name	Field Position		Company Division
Brian Hollister	Forward	Inside Left	Production
Dale Murphy	Forward	Outside Right	Software Engineering
Sean Blanchfield	Halfback	Right	Hardware Engineering
Barry Gerus	Halfback	Center	Production



THE NABU SOCCER TEAM'S PRACTICE FIELD