ROLM PHILOSOPHY

ROLM Corporation was founded in 1969 with four goals:

To Make a Profit
To Grow
To Offer Quality Products and Customer Support
To Create a Great Place to Work

The four goals are closely interrelated. One cannot exist without the others. In order for ROLM to profit, it must offer quality products and customer support. In order to grow, it must profit. And in order to develop quality products and customer support, ROLM must maintain a work environment conducive to creativity and productivity.

In the course of our history, certain practices have proven successful in achieving the four goals. These practices have become known as the attributes of success at ROLM. The goals and the attributes taken together constitute the ROLM philosophy.

ROLM Philosophy provides a basis for this highly structured company. We do not have to maintain an environment of spirit and to avoid bureaucracy through broad decentralization of responsibility and authority. This approach consistently leads to efficiencies of operation. However, we believe that is the only environment that provides the individual freedom required for creative thinking and rapid response to the changing needs of the marketplace. We are convinced that a highly structured, bureaucratic organization is much less effective than our organization. Uniquely, that form of organization would stifle almost the talented people we have at ROLM.

ROLM Philosophy is the basis for most of our decisions making. It indicates much of what we are looking at ROLM and where we are headed. This statement of the Philosophy is presented for your consideration and implementation.

ROLM

To Make a Profit

A primary reason for the existence of most businesses is our economic society is to make a profit. Making a profit is necessary to finance the business into the future. It is unnecessary to borrow additional funds for rising research and development, expanding facilities, satisfying customers, maintaining more loans, and strengthening sales and service resources. ROLM profits, with the exception of those distributed to our employee profit-sharing plan, have always been totally reinvested in the business.

Further, making a profit is necessary if does not threaten to make the owners richer but to protect the company. A consistent profit picture provides a secure basis for thoughtful consideration of future investments. Every profit dollar lost is an investment in which the owners may be liable with their personal assets should the company fail.

To Grow

A company can succeed successfully with short-only it's given. Further, the ultimate reason for our shareholders to undertake is purchase growth. At ROLM we recognize two other major reasons for strong, planned growth.

First, there is a practical reason. ROLM competes against the giants of the world's most successful companies. Revenue in this competition is essential to gaining market share from competitors that are very expensive and makes the most gains in quality those large markets in which we choose to operate.

Secondly, there is a really human reason for corporate growth. The opportunities for the growth of each individual is important upon the quality growth of ROLM Corporation. Conversely, the growth of ROLM Corporation is important upon the growth of each individual.

To Offer Quality Products and Customer Support

ROLM has a single most reason for being in existence: to provide the most quality products and customer support. We have never lost sight of this objective. We concentrate our research and development efforts on quality products, not gimmicks. We are committed to the highest standards of quality. ROLM customers can look to expect the future ROLM product as extraordinary enhancing their lives.

However, our products are only a portion of the total quality ROLM offers. We are also committed to providing the most customer support in the industry. The business marketing customer needs quickly, interacting with customers and promptly installing our systems, and offering a wide range of services. In this manner, we strive to meet the loyalty of our customers.

To Create a Great Place to Work

The final three goals of ROLM are shared by many companies throughout the world. The fourth - to create a great place to work - is rare. In many of the other organizations that make this one of its own goals.

We do this with simply because we want to. We do and encourage the best that the brightest people that we hire. In order to attract and motivate the best and the brightest people, we have developed a few basic and challenging work environment, a very competitive compensation and benefits plan, and physical surroundings reflecting the quality of ROLM people.

The Opportunity and Challenge of the ROLM work environment is significant as a most responsibility. ROLM encourages and to provide rapid opportunity to grow and be promoted. We recognize we have individual values that demand active encouragement in an exciting, rapidly changing environment. We provide an opportunity to be rewarded based on job performance in the context of ROLM Philosophy. ROLM people are expected to respond to many individually accountable assignments, assist others in collective teamwork, participate in the best of on-the-job training, and contribute to the continuing development of ROLM Philosophy.

Attributes of Success for All ROLM People

- Work because you have pride in what you do and make sure they are well conceived, considered, and effective.
- Freely communicate ideas and suggestions.
- Work tirelessly to exceed your assigned performance responsibilities.
- Accept "stage learning." When you are in a dilemma, encourage discussions to get the problems solved.
- Encourage managers by communicating their concerns, viewpoints, and opinions throughout the company.
- Use written communications when it makes sense to do so. Recognize the value of oral face communications.
- Focus on contributions. It is always more important than form.
- Take a large view of your job. Do whatever it takes to make your sales and work satisfied, not just a part of your job.
- Solve problems, don't make excuses or look for fault or blame. Work as a team to solve problems quickly. Stay calm, make it right.
- Focus on the important issues in the time-appropriate way.
- Build teamwork inside and outside your work group. Promote the value of consistency.
- Try to maintain a sense of humor. Don't take yourself too seriously.
- Be an example. Challenge and difficult goals that support organizational and individual objectives.

Attributes of Success for ROLM Managers

- Work with people. Communicate your expectations. Encourage honest responses.
- Set objectives made as clear as the action as possible, and in writing some short cycles and have good indicators which are understandable. Let people take total control as much of their work as possible.
- Make that people understand and understand organizational plans and manage their individual initiative to support.
- Promote from within whenever possible and carefully consider ROLM people if they have a promotion.
- Identify and create an environment that motivates all ROLM people.
- Maintain equal opportunity and affirmative action practices that meet the spirit as well as the letter of the law. Avoid individuals or company and use clear and honest facts as the basis of work.
- Encourage individual or organizational to join one of their immediate work options. Provide an quality, cohesive, a climate. Every point to direct parties for instructions and feedback.
- Help ROLM people build their self-image. Treat them as individuals.
- Assure that people are given fairly considering the value implied, personal needs, and individual needs to the Corporation. Base your reward decisions on it.
- Communicate openly to individuals in the group. Invite ideas from group members. Make sure they are aware of any new developments.
- Use written and technological training as time.
- Recommend practices, policies, and guidelines for making rules as to the most reasonable functioning of the organization. A few, but reasonable, always reflect quality, service.
- Follow Corporate projects and take continued corrective action if necessary to keep them on track.
- Manage by walking around. Recognize potential problems areas before they become major.
- Encourage work individual to develop his/her skills for career advancement.

Attributes of Success for Customer Support People

- Act as if the future of ROLM depends on how the customer views your actions.
- Make genuine interest for the Customer's business.
- Know the limits of your authority and act in the future. If in doubt or unsure, get suggestions instantly.
- Work the Customer's problem, even if it is not technically your job.
- Act as if you work for the Customer, and think what is necessary, especially as how to maximize your performance in time.
- Take a personal interest in the success of the Customer's business.
- Act as if the Customer is the only account you are working on.
- Be the Customer's advocate within ROLM. Be unwavering persistent to get the Customer's problems solved.
- Think customer loyalty to the Customer level, the Customer's loyalty to ROLM.
- Follow through. If you agree that a commitment is reasonable, look at now and determine what it will take to get that committed.
- Never resist change in Customer. Assess them and if there is something additional you can do.
- Be value-first, not reactive to Customer needs.

Rolm 24user Guide

A Gutmann

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Handbook of Clinical Psychology Competencies Jay C Thomas,2010 This three volume handbook describes the core competency areas in providing psychological services relevant to practitioners as well as clinical researchers It covers assessment and conceptualization of cases the application of evidence based methods supervision consultation cross cultural factors and ethics *Publications* ,1984 National Library of Medicine Publications National Library of Medicine (U.S.),1985 *Enterprise Directory and Security Implementation Guide* Charles Carrington,2002-08-19 The Internet is connecting enterprises into a global economy Companies are exposing their directories or a part of their directories to customers business partners the Internet as a whole and to potential hackers If the directory structure is compromised then the whole enterprise can be at risk Security of this information is of utmost importance This book provides examples and implementation guidelines on building secure and structured enterprise directories The authors have worked with corporations around the world to help them design and manage enterprise directories that operate efficiently and guard against outside intrusion These experts provide the reader with best practices on directory architecture implementation and enterprise security strategies The CERT Guide to Insider Threats Dawn M. Cappelli,Andrew P. Moore,Randall F. Trzeciak,2012-01-20 Since 2001 the CERT Insider Threat Center at Carnegie Mellon University s Software Engineering Institute SEI has collected and analyzed information about more than seven hundred insider cyber crimes ranging from national security espionage to theft of trade secrets The CERT Guide to Insider Threats describes CERT s findings in practical terms offering specific guidance and countermeasures that can be immediately applied by executives managers security officers and operational staff within any private government or military organization The authors systematically address attacks by all types of malicious insiders including current and former employees contractors business partners outsourcers and even cloud computing vendors They cover all major types of insider cyber crime IT sabotage intellectual property theft and fraud For each they present a crime profile describing how the crime tends to evolve over time as well as motivations attack methods organizational issues and precursor warnings that could have helped the organization prevent the incident or detect it earlier Beyond identifying crucial patterns of suspicious behavior the authors present concrete defensive measures for protecting both systems and data This book also conveys the big picture of the insider threat problem over time the complex interactions and unintended consequences of existing policies practices technology insider mindsets and organizational culture Most important it offers actionable recommendations for the entire organization from executive management and board members to IT data owners HR and legal departments With this book you will find out how to Identify hidden signs of insider IT sabotage theft of sensitive information and fraud Recognize insider threats throughout the software development life cycle Use advanced threat controls to resist attacks by both technical and nontechnical insiders Increase the effectiveness of existing technical security tools by enhancing rules configurations and associated business

processes Prepare for unusual insider attacks including attacks linked to organized crime or the Internet underground By implementing this book s security practices you will be incorporating protection mechanisms designed to resist the vast majority of malicious insider attacks **Mastering the Requirements Process** Suzanne Robertson,James C. Robertson,2006-03-17 If the purpose is to create one of the best books on requirements yet written the authors have succeeded Capers Jones It is widely recognized that incorrect requirements account for up to 60 percent of errors in software products and yet the majority of software development organizations do not have a formal requirements process Many organizations appear willing to spend huge amounts on fixing and altering poorly specified software but seem unwilling to invest a much smaller amount to get the requirements right in the first place Mastering the Requirements Process Second Edition sets out an industry proven process for gathering and verifying requirements with an eye toward today s agile development environments In this total update of the bestselling guide the authors show how to discover precisely what the customer wants and needs while doing the minimum requirements work according to the project s level of agility Features include The Volere requirements process completely specified and revised for compatibility with agile environments A specification template that can be used as the basis for your own requirements specifications New agility ratings that help you funnel your efforts into only the requirements work needed for your particular development environment and project How to make requirements testable using fit criteria Iterative requirements gathering leading to faster delivery to the client Checklists to help identify stakeholders users nonfunctional requirements and more Details on gathering and implementing requirements for iterative releases An expanded project sociology section for help with identifying and communicating with stakeholders Strategies for exploiting use cases to determine the best product to build Methods for reusing requirements and requirements patterns Examples showing how the techniques and templates are applied in real world situations **The Daily** ,1990 **Record Linkage Techniques--1985** Beth Kilss,Wendy Alvey,1985 *Power Of Computational Thinking, The: Games, Magic And Puzzles To Help You Become A Computational Thinker* Peter William Mcowan,Paul Curzon,2017-01-17 From the team behind Computer Science for Fun cs4fn The Power of Computational Thinking shows that learning to think can be fascinating fun Yes and this book shows you how Computational thinking has changed the way we all live work and play It has changed the way science is done too won wars created whole new industries and saved lives It is at the heart of computer programming and is a powerful approach to problem solving with or without computers It is so important that many countries now require that primary school children learn the skills Professors Paul Curzon and Peter McOwan of Queen Mary University of London have written a unique and enjoyable introduction They describe the elements of computational thinking such as algorithmic thinking decomposition abstraction and pattern matching in an entertaining and accessible way using magic tricks games and puzzles as well as through real and challenging problems that computer scientists work on This book gives you a head start in learning the skills needed for coding and will improve your real life

problem solving skills It will help you design and evaluate new technologies as well as understand both your own brain and the digital world in a deeper way Computerworld ,1983-06-20 For more than 40 years Computerworld has been the leading source of technology news and information for IT influencers worldwide Computerworld s award winning Web site Computerworld com twice monthly publication focused conference series and custom research form the hub of the world s largest global IT media network *User Interface Design* Larry E. Wood,2018-05-04 Although numerous sources document aspects of user centered design there are few references that consider how a designer transforms the information gathered about users and their work into an effective user interface design This book explains just how designers bridge that gap A group of leading experts in GUI design describe their methods in the context of specific design projects and while the projects processes and methods vary considerably the common theme is building a bridge between user requirements and user interface design **Autodesk Inventor 2019: A Tutorial Introduction** L. Scott Hansen,2018-03 This unique text and video set presents a thorough introduction to Autodesk Inventor for anyone with little or no prior experience with CAD software It can be used in virtually any setting from four year engineering schools to on the job use or self study Unlike other books of its kind it begins at a very basic level and ends at a very advanced level It s perfect for anyone interested in learning Autodesk Inventor quickly and effectively using a learning by doing approach Additionally the extensive videos that are included with this book make it easier than ever to learn Inventor by clearly demonstrating how to use its tools The philosophy behind this book is that learning computer aided design programs is best accomplished by emphasizing the application of the tools Students also seem to learn more quickly and retain information and skills better if they are actually creating something with the software program The driving force behind this book is learning by doing The instructional format of this book centers on making sure that students learn by doing and that students can learn from this book on their own In fact this is one thing that differentiates this book from others the emphasis on being able to use the book for self study The presentation of Autodesk Inventor is structured so that no previous knowledge of any CAD program is required This book uses the philosophy that Inventor is mastered best by concentrating on applying the program to create different types of solid models starting simply and then using the power of the program to progressively create more complex solid models The Drawing Activities at the end of each chapter are more complex iterations of the part developed by each chapter s objectives Since CAD programs are highly visual there are graphical illustrations showing how to use the program This reinforces the learn by doing philosophy since a student can see exactly what the program shows and then step through progressive commands to implement the required operations Rather than using a verbal description of the command a screen capture of each command is replicated **Official Gazette of the United States Patent and Trademark Office** ,1994

Government Reports Annual Index , Sections 1 2 Keyword Index Section 3 Personal author index Section 4 Corporate author index Section 5 Contract grant number index NTIS order report number index 1 E Section 6 NTIS order report

number index F Z HRIS Abstracts ,1989 *Software Engineering Research, Management and Applications* Roger Lee,2022-09-21 This edited book presents scientific results of the 20th IEEE ACIS International Conference on Software Engineering Research Management and Applications SERA2022 held on May 25 2022 in Las Vegas USA The aim of this conference was to bring together researchers and scientists businessmen and entrepreneurs teachers engineers computer users and students to discuss the numerous fields of computer science and to share their experiences and exchange new ideas and information in a meaningful way Research results about all aspects theory applications and tools of computer and information science and to discuss the practical challenges encountered along the way and the solutions adopted to solve them The conference organizers selected the best papers from those papers accepted for presentation at the conference The papers were chosen based on review scores submitted by members of the program committee and underwent further rigorous rounds of review From this second round of review 12 of the conference s most promising papers are then published in this Springer SCI book and not the conference proceedings We impatiently await the important contributions that we know these authors will bring to the field of computer and information science Government Reports Announcements & Index ,1989 *Practical Imaging Informatics* Barton F. Branstetter IV,2021-11-02 This new edition is a comprehensive source of imaging informatics fundamentals and how those fundamentals are applied in everyday practice Imaging Informatics Professionals IIPs play a critical role in healthcare and the scope of the profession has grown far beyond the boundaries of the PACS A successful IIP must understand the PACS itself and all the software systems networked together in the medical environment Additionally an IIP must know the workflows of all the imaging team members have a base in several medical specialties and be fully capable in the realm of information technology Practical Imaging Informatics has been reorganized to follow a logical progression from basic background information on IT and clinical image management through daily operations and troubleshooting to long term planning The book has been fully updated to include the latest technologies and procedures including artificial intelligence and machine learning Written by a team of renowned international authors from the Society for Imaging Informatics in Medicine and the European Society of Medical Imaging Informatics this book is an indispensable reference for the practicing IIP In addition it is an ideal guide for those studying for a certification exam biomedical informaticians trainees with an interest in informatics and any professional who needs quick access to the nuts and bolts of imaging informatics *Federal Register* ,2013-03 *Learn Apple HomeKit on iOS* Jesse Feiler,2016-11-30 Learn the HomeKit platform structure and how it supports devices existing and planned and get a thorough grounding on new and useful apps that deliver a new generation of home automation in a secure and innovative environment Let your imagination run wild as you design compatible devices with unlimited capabilities Learn Apple HomeKit on iOS shows you how to move to secure home automation projects that integrate with your digital world automatically after you set them up as described in the book Having your calendar and appointments control your lights locks thermostat and other home devices is

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