

IBM Thomas J. Watson Research Center • Post Office Box 218 • Yorktown Heights, New York 10598

9/2/88

Geoff:

Once again you've demonstrated your exceptional ability to get the job done, on time, under high pressure. These abilities do not go unnoticed by your management, and they are appreciated!

The kind of hours you've been working can really eat into family time. Please use the enclosed award to treat Kimberly and yourself to an evening of dinner and theatre in N.Y.

Thanks again for your hard work.

MATT

Performance Evaluation

IBM Confidential

Actual Achievements	Level of Achievement	Level of Achievement				
		Far Exceeded	Consistently Exceeded	Exceeded	Consistently Met	Did Not Meet
Geoff designed and implemented a hierarchical, graphical network SGMP network monitoring client. This work was performed with the speed, independence, and elegance rarely seen in any programmer/computer scientist. This monitor has become the primary network monitoring tool for NSFNET. It was demonstrated at both the TCP/IP Interoperability Conference, and the Educom '88 conference. Also demonstrated to IBM Research Division President John Armstrong and to IBM Sr. Vice President Ralph Gomory. This client will serve as basis for future work in network monitoring clients.		✓				
3 weeks before the VM TCP/IP Release 1.2 product was scheduled to ship to ISD, Geoff was asked to implement some missing Portmapper functions. Though Geoff had never been a VM systems programmer before, he worked (often round the clock) to port the SUN Portmapper code. In addition, Geoff also did substantial rewrite/redesign of the Berkeley socket interface which had been implemented on VM. Without Geoff's assistance, the VM TCP/IP product would have shipped late (or, without this required functionality).		✓				
Geoff has been helping to maintain the NSFNET test network, and has been acting administrator of our NSFNET secure gateway. He wrote a shell for NSFNET users which will restrict them to only a few permitted functions.		✓				
Additional Significant Accomplishments						

Continuing Responsibilities

(Responsibilities, not covered at left, to be considered only when they have had a *significant* positive or negative effect on overall performance.)

Relationships with Others (Job Related)

(*Significant* positive or negative influence this employee has had on the *performance* of other IBM employees.)

Geoff works well with others.

Overall Rating

(Considering all factors, check the definition which best describes this employee's overall performance during the past period.)

Satisfactory

- Results achieved **far exceeded** the requirements of the job in **all areas**.
- Results achieved **consistently exceeded** the requirements of the job in **all key areas**.
- Results achieved **consistently met** the requirements of the job **and exceeded the requirements in many areas**.
- Results achieved **consistently met** the requirements of the job.

Unsatisfactory

- Results achieved **did not meet** the requirements of the job.

Performance Planning

IBM Confidential

Responsibilities (Key words to describe the major elements of this employee's job.)	Performance Factors and/or Results to be Achieved (A more specific statement of the employee's key responsibilities and/or goals employee can reasonably be expected to achieve in the coming period.)	Relative Importance
Network Monitoring	Develop an SGMP network monitoring client. Design, code, test, document, and install system (at NSFNET Network Operations Center). Interface with NOC to determine end-user needs, and iteratively refine the client to meet these requirements.	1
VM TCP/IP Product	Implement SUN RPC/XDR libraries on VM; Fix Berkeley Socket Interface on VM.	2
Technical Support	Provide technical assistance on 4.3 BSD Unix. Help set up new hardware, software for our group. Provide general consulting and assistance; Administer NSFNET secure gateway.	3
Optional Growth Assignment (Where considered appropriate by manager and employee.) Attend professional meetings; represent IBM at Internet Engineering meetings.		2
Changes in Performance Plan (May be recorded anytime during the appraisal period.)		

Counseling Summary

IBM Confidential

Employee Strengths

Outstanding Technical ability
Works quickly/long hours
Independence

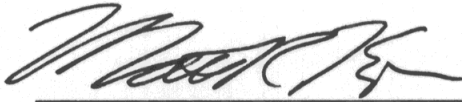
Suggested Improvements

Communication with others
Patience with others

Significant Interview Comments

(Record here only those additional significant items brought up during the discussion by either you or the employee which are not recorded elsewhere in this document.)

Geoff has been doing an outstanding job!



Manager's Signature

MATT KORN

Print Name

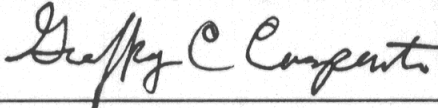
11/15/88

Date of Interview

Employee Review

Optional Comments: If the employee wishes to do so, any comments concerning the performance plan or evaluation (for example, agreement or disagreement) may be indicated in the space provided below.

I have reviewed this document and discussed the contents with my manager. My signature means that I have been advised of my performance status and does not necessarily imply that I agree with this evaluation.



Employee's Signature

11/15/88

Date

Management Review

Optional Comments

Reviewer's Signature

Print Name

Date

Michael M. Connors
Box 218, Yorktown Heights, New York 10598

February 28, 1990

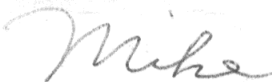
Dear Geoff,

The recently announced RS/6000 will provide product leadership for IBM in the important high performance workstation market and represents a significant step for the IBM Corporation. The Research Division played a special role in this story.

To recognize your personal contribution to this successful development and to thank you and your colleagues, I would like to invite you and your spouse or guest to a recognition dinner on Wednesday, March 7, at 7:30 p.m., at Fritz's Restaurant in Granite Springs.

Please confirm your attendance with Eric Kronstadt (KRONs at YKTVMX, tieline 862-2593), who will provide you with directions if you need them.

Sincerely,

A handwritten signature in cursive script that reads "Mike".

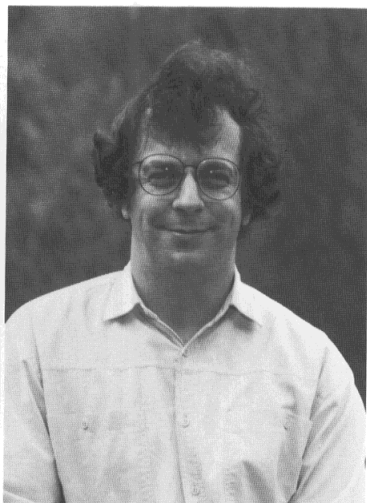
Mr. Geoffrey C. Carpenter
IBM Research Division
T. J. Watson Research Center
P.O. Box 218
Yorktown Heights, NY 10598



**Barry Appelman
and Geoffrey Carpenter**

NSFNET

NSFNET (the National Science Foundation Network) is a highly reliable high-speed computer network connecting 13 nodes, including regional networks and NSF-sponsored supercomputer centers. The contract for the network was awarded to a partnership of IBM, MCI and MERIT. The operational network was delivered on schedule just eight months after the contract was awarded. Employing advanced technology, this new network has significantly enhanced the vitality of the scientific community in the United States. It was described



Jacob Rekhter

by the NSF Review Panel as “an outstanding achievement.” The following members of the computing systems department were recognized for their contributions to this success:

Barry E. Appelman received an Outstanding Technical Achievement Award for the concept, initial design and architecture of the network.

Geoffrey C. Carpenter received an Outstanding Technical Achievement Award for designing and implementing the network management system, which includes a novel monitoring station that collects and reports information on network problems.

Jacob Y. Rekhter received an Outstanding Technical Achievement Award for his technical leadership and for his development of the routing protocols that form the heart of the nodal switching subsystem, which directs data packets to their network destinations. Rekhter’s work eliminated many routing difficulties and simplified the management of the network.

Name

Internal No

City & State

To: Distribution

Classification:

DISTRIBUTION:

Date:

March 23, 1990

Name of Recipient:

J. C. McGroddy/862-2122

Title/Dept. Name:

Director of Research

Location/Internal No:

14-121/T.J. Watson Research Center

Electronic Address:

P. O. Box 218, Yorktown Heights, NY 10598

F.T.P. Code:

Subject:

RISC System/6000

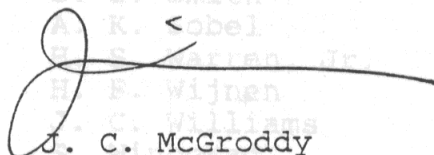
Reference:

The RISC System/6000 is the best thing we have done in the company since the PC. This announcement has both boosted our confidence in ourselves and let the world know that we are THE competitor. The Research role is a proud one and our work in this area achieves both legs of our dual goal in an outstanding way. This fact is appreciated not only within Research but also by the whole IBM management team as is indicated in the attached note.

Thanks!

R. Goldberg
S. Handelman
N. C. Hien
G. A. Hoffman
E. Hokenek
M. E. Hopkins
M. R. Korn

J. C. McGroddy



JCM:bms
Attachment

DISTRIBUTION:

R. C. Agarwal	E. Kronstadt
B. L. Alpern	D. T. Ling
B. E. Appelman	S-P. Lo
C. R. Attanasio	W. K. Luk
M. A. Auslander	R. E. Matick
C. M. Barton	A. Mechentel
A. K. Bhide	M. F. Mergen
M. W. Blasgen	R. K. Montoye
M. Blount	S. P. Morgan
J. P. Brezin	R. Nair
M. A. Butrico	Kathryn O'Brien
G. C. Carpenter	Kevin O'Brien
J. L. Carter	P. H. Oden
G. J. Chaitin	R. R. Oehler
A. Chang	A. Peled
C-M. Chuang	C. A. Pickover
J. Cocke	D. A. Prener
P. W. Cook	K. A. Rader
M. J. Connelly	R. K. Rader
M. M. Connors	J. Y. Rekhter
W. E. Daniels, Jr.	R. J. Schloss
P. J. Fink, Jr.	A. D. Shepherd
R. P. Fitzgerald	J. Shepherd
R. Goldberg	R. O. Simpson
L. M. Haibt	S. E. Smith
S. Handelman	A. K. Sobel
N. C. Hien	H. S. Warren, Jr.
G. A. Hoffman	H. F. Wijnen
E. Hokenek	J. C. Williams
M. E. Hopkins	S. Winograd
M. R. Korn	

Nicholas M. Donofrio
Route 100, P.O. Box 100, Somers, NY 10589

TO:

FOR YOUR	INFO	COMMENTS	FILE
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REC'D MAR 20 1990

PLS	HANDLE	PREPARE REPLY	DISCUSS WITH ME
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March 19,

FROM: J.C. McGRODDY
1990

Dear Jim,

It was a long and often arduous journey toward announcement of the RISC System/6000. But thanks to the hard work and dedication of literally thousands of IBM people, worldwide, the launch was an enormous success.

I want to thank you particularly for the long-lasting, highly productive relationship that laid the framework for this product family -- from its architecture and compiler technology, through code development in the file system. Thanks also for helping us build a better relationship with Research, as well as with all the key laboratories so vital to our success.

Please pass along my warmest appreciation to everyone on your team who contributed, and who continue to contribute. I am very grateful.

Sincerely,

Dr. J. C. McGroddy
IBM Corporation
P.O. Box 218, Route 134
Yorktown Heights, New York 10598

----- NEWSCOPY FORUM appended at 02:25:36 on 90/03/15 GMT (by DUNBAR at ALMADEN)
Subject: AWARDS FOR CONTRIBUTIONS TO THE NATIONAL SCIENCE FOUNDATION NETWORK
Source: Research R19MAR14 BULLETIN

AWARDS FOR CONTRIBUTIONS TO THE NATIONAL SCIENCE FOUNDATION NETWORK

The National Science Foundation Network (NSFNET) is a highly reliable high-speed computer network connecting 13 nodes, including regional networks and NSF-sponsored supercomputer centers. The contract for the network was awarded to a partnership of IBM, MCI and MERIT. The operational network was delivered on schedule just eight months after the contract was awarded. Employing advanced technology, this new network has significantly enhanced the vitality of the scientific community in the United States. It was described by the NSF Review Panel as "an outstanding achievement."

The following members of the Watson computing systems department were recognized for their contributions to this success:

Barry E. Appelman received an Outstanding Technical Achievement Award for the concept, initial design and architecture of the network.

Geoffrey C. Carpenter received an Outstanding Technical Achievement Award for designing and implementing the network management system, which includes a novel monitoring station that collects and reports information on network problems.

Jacob Y. Rekhter received an Outstanding Technical Achievement Award for his technical leadership and for his development of the routing protocols that form the heart of the nodal switching subsystem, which directs data packets to their network destinations. Rekhter's work eliminated many routing difficulties and simplified the management of the network.

Jordan Becker received a Research Division Outstanding Contribution Award for his contributions as NSFNET project manager. He achieved an effective partnership among the participants and demonstrated the feasibility of industry-university collaboration in operating a large-scale production facility.

The following members of the computing systems department received a Research Division Technical Group Award for their contributions to the project: Nguyen C. Hien, Matthew R. Korn (now technical assistant to the director of research), Larry Kreighbaum (now retired), David T. Mainey, Frederick H. Robbins, Wolfgang Segmuller and Bert Wijnen (now with IBM Netherlands).

U-19

March 14, 1990

TO: Barry, Geoff, Jacob, Matthew Korn
Appelman, Carpenter, Rekhter

Congratulations! Super job!

CIRCULATE
X INFORMATION
SEE ME
RESPOND FOR MY SIGNATURE

ACTION
RETURN
STATUS

Alan E. Baratz

P.O. Box 704, Yorktown Heights, New York 10598

May 2, 1990

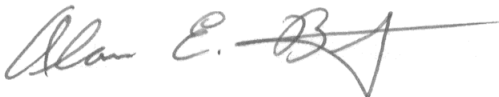
Dear Geoff:

It is my pleasure to invite you and your guest to join me in celebrating the enormous success of the world's first T3/FDDI IP router for NSFnet. The demonstration of this technology at National Net'90 has significantly enhanced the image of IBM Research both inside and outside of the company. Accomplishing this goal involved extraordinary creativity, ingenuity, and hard work, and I would like to thank you for your outstanding contribution to this effort.

Please join me for a celebration dinner, to be held on Wednesday, May 23, at 7:30 pm. The dinner will take place at "Maximes" in Granite Springs, New York.

Please R.S.V.P. to Morgan O'Brien (MOBRIEN at YKTVMH or 8/863-7489), by May 18. I look forward to seeing you.

Sincerely,

A handwritten signature in cursive script, appearing to read "Alan E. Baratz". The signature is written in dark ink and includes a long, sweeping horizontal stroke at the end.

G. Carpenter
07-019
Yorktown

Michael M. Connors
Box 218, Yorktown Heights, New York 10598

May 11, 1990

Dear Geoff,

I want to express my personal thanks to you for your technical contributions to the world's first demonstration of T3/FDDI wide area open networking technology. Your hard work was a major factor in the success of our National Net '90 conference demonstration in Washington, D.C. The public response and world-wide press coverage of this major accomplishment has been overwhelmingly positive. Thank you again for your commitment to excellence and your outstanding achievement.

Sincerely,



Geoffrey C. Carpenter
07-019
Yorktown

cc: N. C. Hien
B. E. Appelman

Alan E. Baratz
P.O. Box 704, Yorktown Heights, New York 10598

January 14, 1992

Dear Geoff,

Although you were unable to attend the NSFnet recognition dinner on December 17, I would like to express my appreciation for your many contributions to our success. Please accept the enclosed memento as a token of my appreciation.

Sincerely,



Alan E. Baratz
Director, High Performance
Computing and Communications

Mr. G. Carpenter
07-019
Yorktown

James C. McGroddy
P.O. Box 218, Yorktown Heights, New York 10598

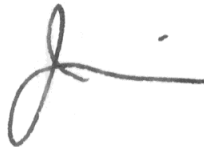
April 20, 1994

Dear Geoff,

Congratulations on receiving an Outstanding Technical Achievement Award for your contributions to the System Monitor for the IBM SP1.

Research contributions were a major factor in enabling the rapid introduction of the Shared Parallel product line. I thank you for your outstanding work.

Sincerely,

A handwritten signature in black ink, consisting of a stylized initial 'J' followed by a horizontal line extending to the right.

Mr. Geoffrey C. Carpenter
IBM Research Division
Thomas J. Watson Research Center
P.O. Box 218
Yorktown Heights, New York 10598

James C. McGroddy
P.O. Box 218, Yorktown Heights, New York 10598

March 21, 1995

Dear Geoff,

I am pleased to invite you and your spouse or guest to attend the IBM Research Recognition Dinner Dance honoring those at the Thomas J. Watson Research Center who received outstanding awards or external recognition during 1994.

This event will be held on Thursday, May 11, 1995, starting with a reception at 7 p.m. and dinner at 8 p.m. at the Doral Arrowwood, Anderson Hill Road, Rye Brook, New York, and is expected to end by 11 p.m.

Please return the enclosed response card by April 21.

I hope to see you at the dinner dance and look forward to a very enjoyable evening.

Sincerely,

A handwritten signature in black ink, appearing to be 'J. McGroddy', written over a horizontal line.

Mr. Geoffrey C. Carpenter
IBM Research Division
Thomas J. Watson Research Center
P.O. Box 218
Yorktown Heights, New York 10598