

TO: All Ashton-Tate Employees
FROM: Ed Esber *EE*
DATE: October 17, 1986
SUBJ: Ronald S. Posner resignation

Ron Posner has made a decision today to leave his post as executive vice president and general manager of the Systems, Service and Information Division, and acting vice president, international. His resignation will be effective October 27.

Ron's entrepreneurial spirit contributed significantly to Ashton-Tate's early growth, as well as in the creation of the Systems, Service and Information Division. It is his desire to pursue business interests which best match his entrepreneurial style. He will be missed, and we wish him the best.

This announcement will in no way affect SSID's charter or day-to-day operations. SSID is on target with its plans for growth, and will continue all programs and operations. We have made plans for Ron's responsibilities to be handled on an interim basis. Rich DiGiovanni will serve as SSID's acting general manager; and Paul Salzinger, Jim Lewis and Peter Tik will direct international sales.

For further clarification, I'm attaching a copy of the news announcement which will be released today, and a new Ashton-Tate organizational chart.

Thank you.

IMMEDIATE

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**ASHTON-TATE ANNOUNCES RESIGNATION
OF RONALD S. POSNER**

TORRANCE, Calif., October 17, 1986 -- Ashton-Tate today announced the resignation of Ronald S. Posner, executive vice president and general manager of the Systems, Service and Information Division (SSID). Posner also served as acting vice president, international.

"Ron's entrepreneurial background and skills contributed to the early growth and success of Ashton-Tate," said Edward M. Esber Jr., chairman and chief executive officer. "The company will continue to build upon the solid foundation that Ron helped us establish."

Posner's resignation is effective October 27. Posner, who joined Ashton-Tate in April 1984, will continue in an advisory capacity in upcoming months.

"Having helped put in place the vision and structure of the SSID, I leave Ashton-Tate with a feeling of accomplishment and confidence that my former responsibilities are in good hands," Posner said. "The company has evolved into a mature organization and a major force in the industry, while I've reached a point in

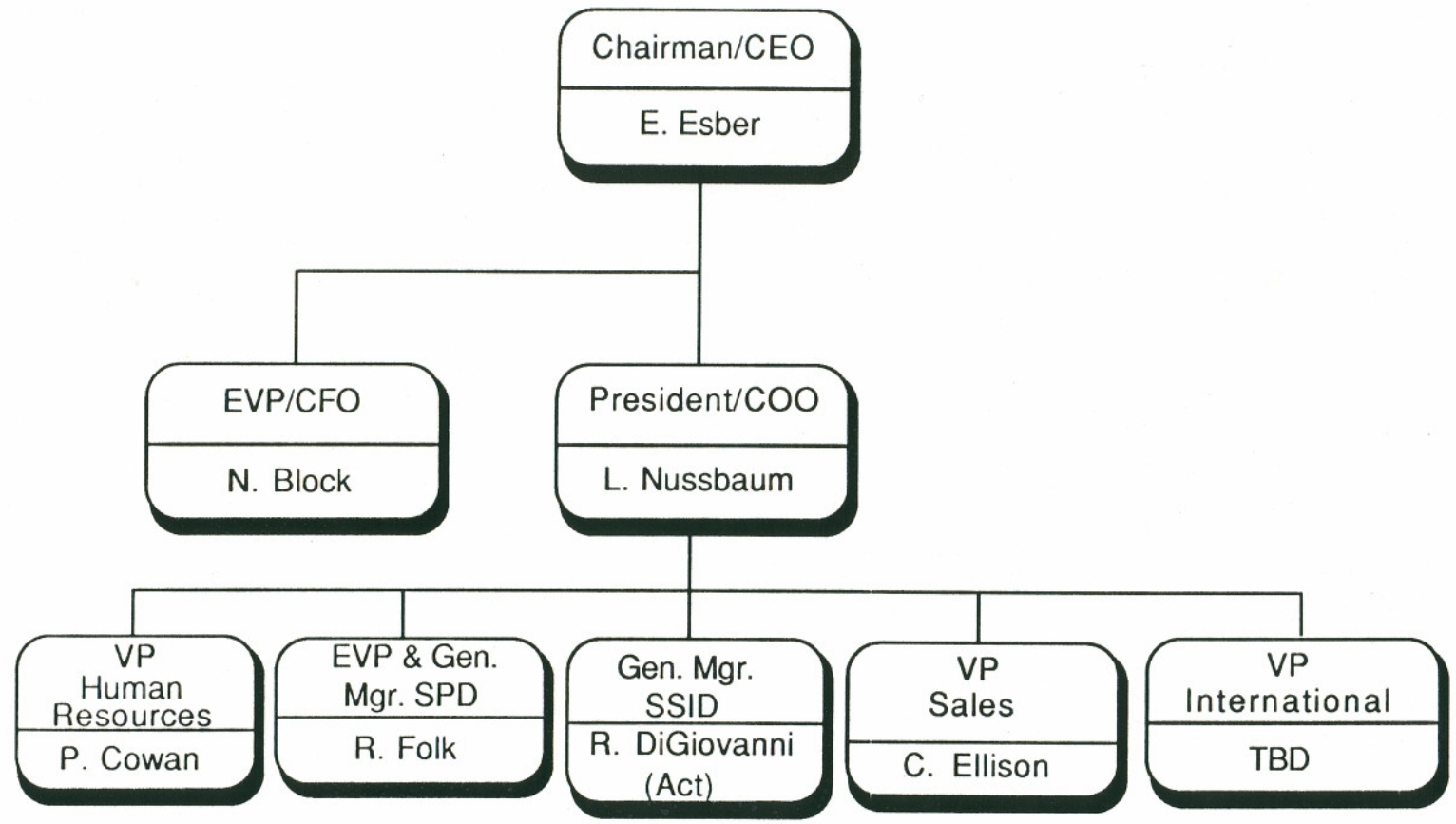
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my career where I have both the desire and the means to pursue more entrepreneurial interests."

Assuming his responsibilities for the SSID is Ashton-Tate's MIS director, Richard DiGiovanni, who will serve as acting general manager of the SSID. Peter Tik, Paul Salzinger and Jim Lewis will continue to direct international sales for their respective regions.

Ashton-Tate is the second largest microcomputer applications software company. For the first half of fiscal 1987 ended July 31, 1986, the company reported revenues of \$90.2 million and net income of \$11.6 million, increases of 75 percent and 100 percent, respectively, from the same period of the previous year.

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