



MEMORANDUM

TO: All Ashton-Tate Employees  
FROM: Ed Esber *EE*  
RE: Norman H. Block Resignation  
DATE: January 19, 1987

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Norm Block has made the decision today to leave his post as Ashton-Tate's executive vice president, finance and administration, and chief financial officer. His resignation will be effective February 28, 1987.

We are fortunate to have benefited from Norm's experience and expertise. He has played an important role in Ashton-Tate's financial success story and we are sorry to see him go. Upon his departure from Ashton-Tate, Norm will pursue other career interests.

Efforts to hire a new CFO are currently underway. In the interim, Stanley Witkow, general counsel; and Gail Pomerantz, director of investor relations and corporate communications will report to me. David Russian, vice president, controller will report to Luther Nussbaum.

Attached is a copy of the news announcement released in connection with Norm's resignation. If you receive any outside calls on this matter, please refer them to Gail Pomerantz (#7345) or Jeanne Jalan (#7783).

For release: **IMMEDIATE**

Contact: Gail Pomerantz  
Investor Relations Director  
Ashton-Tate  
(213) 538-7345

Jeanne Jalan  
Public Relations Director  
Ashton-Tate  
(213) 538-7783

2201 Hamilton Avenue  
Torrance, California 90502-1409  
Telephone: 213-329-8000  
Telex: 090984 ASHT TATE LS

**ASHTON-TATE ANNOUNCES RESIGNATION OF  
CHIEF FINANCIAL OFFICER**

TORRANCE, Calif., January 20, 1987 -- Ashton-Tate today announced the resignation of Norman H. Block, executive vice president, finance and administration and chief financial officer.

"Norm was instrumental in helping Ashton-Tate achieve the level of success we have today," said Ashton-Tate chief executive officer Edward M. Esber, Jr. "We wish him the best in his next career endeavor."

Block, whose resignation is effective Feb. 28, joined Ashton-Tate in 1983. He plans to pursue other career interests.

"Though I leave with a feeling of accomplishment at having contributed to Ashton-Tate's growth, I will certainly miss the company and my colleagues here," Block explained. "I have the utmost respect for Ed Esber, and it's been a pleasure working with him and other Ashton-Tate executives."

(more)

Block's responsibilities at Ashton-Tate will be divided between Esber and president and chief operating officer, Luther J. Nussbaum until a successor is found.

Ashton-Tate is the world's second largest microcomputer business applications software company. Its products include dBASE III PLUS, dBASE III PLUS LAN Pack, dBASE II, MultiMate Advantage, MultiMate 3.3 Series, Framework II and the MASTER-GRAPHICS Series for IBM personal computers and compatibles.

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