

Number 24/1984



**Space station
work package
competition**

3rd qtr gains from continuing Corporate ops; one-time loss for discontinued aluminum ops

Martin Marietta Corporation has reported increases in earnings from continuing operations for the third quarter and first nine months. The announcement also added a previously announced \$365-million, one-time write-off to cover costs of withdrawing from the aluminum business resulted in a third quarter net loss of \$324 million — or \$9.42 a share — compared with net earnings of \$33.1 million — or 96 cents a share (93 cents fully diluted) — a year earlier.

Third quarter earnings from continuing operations were \$45,534,000 or \$1.22 a share (\$1.17 fully diluted), compared with \$39,369,000 — or \$1.16 (1.11 fully diluted), which included \$5.8 million, or 17 cents a share, of non-recurring gains in the third quarter of 1983. Per share earnings were calculated on a higher average base of 35,002,000 shares outstanding, compared with 31,531,824 during last year's quarter. Third quarter net sales from continuing operations increased to \$1,005,636,000, compared with \$810,897,000 for the third quarter of 1983.

For the nine months, earnings from continuing operations were \$142,723,000 or \$3.87 per share (\$3.69 fully diluted), compared with earnings of \$129,739,000, or \$4.10 a share (\$3.69 fully diluted), which included \$43,100,000, or \$1.45 a share, of non-recurring gains from the sale of certain operations and investments for the first nine months of 1983.

Including the one-time write-off of aluminum operations, the nine months showed a

net loss of \$6.72 a share, compared with net earnings of \$3.23 a share (\$3.08 fully diluted) for the same period last year. Per share earnings for the nine months were computed on the basis of 34,734,740 average outstanding shares, compared with 29,674,953 for the comparable period of 1983. For the year to date, net sales from continuing operations increased to \$2,802,153,000, compared with \$2,314,093,000 in the first nine months of 1983.

"Ongoing gains in all elements of our continuing operations for the third quarter are clearly evident in earnings from operations, which increased 21 percent over the same period last year," said Thomas G. Pownall, chairman and chief executive officer of Martin Marietta. "They reflect continued strong growth in our mainstream areas of technology, particularly aerospace, as well as the improved economic climate of our basic materials business. We expect that these strong underlying trends will continue in the fourth quarter, and they contribute to our encouraging outlook for 1985."

The Corporation, which during mid-October announced its attention to withdraw completely from the aluminum business in order to redirect its resources more profitably, said it has agreements in principle to sell its aluminum interests for more than \$500 million in cash and notes. The agreements are subject to completion of definitive contracts, necessary government approvals, and approvals by boards of directors of all companies concerned.



Harold G. Maddera (left), project director on the Solar Maximum Observatory repair mission last April, and Lester J. Lippy, director of spacecraft systems, hold up the presentation plaque Denver Aerospace was awarded by the National Space Club for its work on that mission.

Company cited for role in last spring's satellite repair mission

Martin Marietta Aerospace has been honored by the National Space Club for its work on the Solar Maximum Satellite repair mission last April.

The award was presented at the Goddard Space Flight Center of Greenbelt MD last week (October 22). Nine other companies also were recognized for their roles in the space shuttle mission that involved capture, repair, and redeployment of the failed satellite — a space first.

In that mission, the manned maneuvering unit (MMU) Martin Marietta builds at Denver was to dock with the spinning satellite. The astronaut flying the MMU — a self-contained miniature spacecraft — was able to match the spinning rate of the satellite and precisely contact it for attachment. The docking maneuver itself was not successful because of an unanticipated obstruction on the satellite.

Using a contingency plan, Goddard technicians were able to send signals to the satellite that eliminated most of its spin so the satellite could be captured with the space shuttle's 60-foot remote manipulator arm. The satellite was repaired in the cargo bay and returned to service as a solar observatory.

The techniques demonstrated on that mission have encouraged NASA to use the MMUs again for satellite capture in the next space shuttle mission, scheduled for launch from Florida's Kennedy Space Center Nov. 7.

In that mission, two satellites — Westar VI and Palapa B-2 — will be captured and returned to earth for repair. They, were launched from the shuttle last February, but failed to achieve proper orbit because propulsion systems failures.

Big Brothers program part of United Way



(Editor's note — The national Big Brothers program is part of the United Way. The 66-year-old concept is to bring together an adult male volunteer with a child from a father-absent home to provide that young boy with an appropriate male role model. Denver Aerospace is currently in the midst of its Mile High United Way campaign. The campaign began during October and has been extended to the end of November)

After a two-hour personal interview, a Federal Bureau of Investigation (FBI) check, four letters of reference, and a driving record check, Dennis Clark finally was approved as a Big Brother last August.

That same month the illustrator with Denver Aerospace's graphics department at Waterton was matched to an eight-year-old youngster.

Since their first meeting, Clark and the youngster have gone to Elitch's, been rained out while camping, and consumed an abundant supply of pizza.

Clark describes their match up as "a heck of a good time," and added that one of the highlights is to listen to "the things kids say that are so far off the wall, but still so serious."

Details on the Big Brothers program are available from 377-8827.

Martin Marietta declares common, preferred dividends

Martin Marietta Corporation's Board of directors authorized a quarterly cash dividend of 33½ cents a share on the company's stock, payable Dec. 31 to holders of record at the close of business Dec. 3. The action continues the rate on Martin Marietta common, established during the fourth quarter of 1983, of \$1.34 on an annualized basis.

The board also authorized a quarterly cash dividend of \$1.2188 a share on the \$4.875 convertible Exchangeable Preferred Stock. That dividend is payable Dec. 14 to holders of record at the close of business Nov. 14.



Several candidates for political offices, including incumbents, accepted invitations from Denver Aerospace to visit the Waterton plant during the last two weeks for briefings on the company's projects and programs and to chat with employees during the lunch periods in the first floor cafeteria of Engineering Bldg. Starting from the left, they are U.S. Sen. William Armstrong, Mary Down, U.S. Rep. Ken Kramer and William Geffen.

Survey committees swing into action

Staff meetings subject of close scrutiny as result of survey

Options are currently being studied to increase opportunities for more employees to attend staff meetings on a regular basis.

That consideration stems from the recent companywide survey of salaried employees which indicated those Denver Aerospace workers would prefer their principal sources of information about the organization to be 1) immediate supervisors, 2) small group meetings and, 3) top executives. As it stands currently the communication survey showed those employees consider immediate supervisors, the grapevine and *Martin Marietta News* as their first, second and third sources of company information.

Kenneth P. Timmons, chairman of the employee communication survey team at Denver, noted "we're working on lots of things (related to the survey.) I'm optimistic about our ability to introduce some important improvements. Among other issues, we're focusing on a number of employee communication items."

"There is a direct connection between the absence of staff meetings and the presence of a grapevine. When we shape up our staff meetings we will hear a lot less from the rumor mill," Timmons added.

Meanwhile survey results from off-sites show the Michoud division shares the same communications issue. Consequently, during the last month management from all departments exchanged feedback with individual contributors at Michoud, Kennedy Space Center, and Huntsville Operations.

According to David Tanzer, manager of staffing and development, "through department meetings information from the survey went from Ric Davis, vice president and general manager, through the director level, to managers and chiefs, who then provided information to individual employees."

He added some departments have completed their action planning meetings which involve raising issues and identifying possible solutions within each department. Seventy percent of those solutions are expected to be implemented below director level.

The planning department and business operations at Michoud kicked off their action planning meetings Oct. 15-17 and Oct. 30-Nov. 1, respectively. Meetings for advanced programs and engineering are scheduled for Nov. 12-15, personnel on

Nov. 15, and Davis' staff Nov. 28-30. Other departments are in the process of scheduling their action planning sessions.

Following Davis' meeting Michoud division data will be presented to Norman R. Augustine, Denver Aerospace president.

Tanzer has recommended the division form a continuous action planning team to follow up on plans to make improvements, and to continue department meetings, particularly as new issues arise.

"It would be nice if this process could continue throughout the year," he said, "because the problem-solving time frame was brief, and there are issues which could be addressed the rest of the year."

Action also is underway at Vandenberg and Canaveral operations, with data distributed to department managers for feedback. Several departments already have established their committees to begin the process of identifying areas of concern and possible corrective actions. In addition to departmental committees, each program — Titan/Centaur Support, Peacekeeper, and ground support systems (GSS) — established a program committee to make recommendations to program directors.

Feb. 15 is scholarship application deadline

Application deadline for Martin Marietta Foundation 1985-86 academic year college scholarships for employees' children is Feb. 15.

Eligibility requirements stipulate: 1) applicants' parents must have been Martin Marietta employees at least two years as of Jan. 1, 1985; 2) must be on the active payroll at the time of the award; 3) applicants must be graduating high school seniors during the award year; and 4) applicants are expected to complete the American College Test (ACT) battery or the College Entrance Examinations Scholastic Aptitude Test (SAT).

Applications for the \$3000 scholarships will be evaluated and ultimate winners selected by a three-member committee representing the academic and business communities. That committee will be chosen by Martin Marietta Foundation trustees.

Application forms and information on the scholarship program are available from Beverly Egger, organization and management development, module 209 Engineering Bldg, ext 3143. However, all applications, supporting evidence and correspondence is to be sent directly to the committee.

Last year, 19 sons and daughters of Denver Aerospace on- and off-site personnel were awarded such one-year scholarships, including, John Fowler Walker, son of Mr. and Mrs. R.W. "Mike" Walker. The father was incorrectly identified in that announcement as being employed at Michoud; he works in organization and management development at Denver.

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Company active in roles with small, disadvantaged businesses

During recent weeks, Denver Aerospace has been heavily involved in a variety of activities aimed at small and minority businesses and has plans for similarly related activities in coming months.

Topping it off, the company's Michoud division has been awarded \$188,000 from NASA's Marshall Space Flight Center at Huntsville AL for outstanding achievements in subcontracting to small and disadvantaged businesses.

At Denver, the company recently hosted a well attended business meeting of Minority Enterprise, Inc. (MEI) at Littleton Systems Center (LSC). MEI is a regional organization of majority companies dedicated to fostering communication with, and business opportunities for, minority businesses.

H.L. Watkins, materiel manager for business utilization and support services, is the Martin Marietta representative on the MEI board of directors. R.A. Field, Jr., of the same department, serves as government issues chairman.

P.J. Roybal, business utilization administrator arranged that session at which videotapes of Martin Marietta 1983 achievements and the manned maneuvering (MMU) were shown.

Future MEI activities in which the company is involved include preparations for a trade fair, seminar series, and an awards banquet.

Previously, Denver Aerospace played a significant role in the recent conference on government and industry business opportunities sponsored by U.S. Rep. Dan Schaefer, sixth congressional district, and the government's Small Business Administration.

The program at the Hilton Inn South, Englewood drew an estimated 550 small



La Voz photo by Shannon Garcia
Denver Aerospace and other exhibitors at recent show for small and disadvantaged businesses at the Denver Tech Center.

business operators and was designed to assist them in approaching large organizations in both government and private sectors. The event included exhibits/seminars, speakers, and a forum with Congressman Schaefer.

Denver Aerospace participated in the planning and presentation of the conference as the industry coordinator for the approximately 41 exhibitors. Watkins, Field and Roybal were members of the conference planning staff. The company's exhibit was manned by H.L. Joiner of space and electronics systems materiel and R.E. Sebben of central procurement. R.C. Simpson of space and launch systems materiel presented a seminar on "How to Locate Subcontracting Opportunities."

Finally, the company participated on a panel and was one of the key exhibitors at

the Sheraton/Denver Technological Center for activities there in conjunction with the Rocky Mountain Minority Business Fair and Women and Minority Business Forum.

The Michoud award, meanwhile, was prompted through the 1982 and 1983 periods when the division awarded \$55.4 million worth of production contracts to small businesses, including \$3.4 million to small disadvantaged firms. That amount exceeded the division's goal by \$4.1 million.

During the two-year period, the division awarded 38 percent of its total production contracts to small and disadvantaged businesses. About 30 percent of those small business contract dollars went to firm's in Louisiana, primarily in the New Orleans area.

Program launched to assist new employees' entry into company

The "New Employee Response Survey" is a relatively new program launched by the organizational and management department to get feedback on new hires' opinions of individual work environments and to assist them in getting settled into Denver Aerospace.

The survey is conducted through three separate response cards, the first of which is given new employees during initial orientation to the company. New employees receive the second card through the mail nine weeks after they have been hired, and the third and final response card 18 weeks after their hire dates.

Returned response cards with special concerns are routed to appropriate individuals or departments to assist new employees' assimilation or correct problems. Responses generally have been positive, particularly vis-a-vis new employees' introductions to their departments, educational reimbursement opportunities, and assignments being consistent with expectations.

PSP open enrollment slated for November

Non-exempt and exempt salaried employees with at least six months service as well as 1000 hours of service as of Jan. 1, 1985 are eligible to enroll this month in the Performance Sharing Plan (PSP).

An employee who has been rehired with service reinstated also is eligible for enrollment during the open period if that person's months and hours of service total six months and 1000 hours.

Changes permitted employees currently enrolled during open enrollment include modification of the percentage of payroll deduction for PSP and changes in the tax mix (before- or after-tax contributions). Changes for investment options, for future and past contributions, are effective on the valuation date of the end of the given month following receipt of the proper form at the employee benefits office.

Forms must be received at mail stop 1323 by Nov. 30, 1984 for an election to be effective Jan. 1, 1985.

Possible reduction of salary deferral deductions for PSP participants in the upper one-third salary ranges will be determined when the discrimination test is run during December. Employees affected will be notified of any reduction.

An employee who has withdrawn or suspended contributions must complete a form to re-enroll or increase contributions after the appropriate waiting period.

The employee benefits office — module 125 Engineering Bldg, exts 5609 and 4928 — has office hours from 10:30 a.m. to 12:30 p.m. and 2-3 p.m. Mondays, Wednesday and Fridays. Off-site personnel badged to Michoud, Vandenberg and Canaveral operations should submit forms to the appropriate benefits office at those locations.

Aerospace Company, six others teamed to compete space station work package

Martin Marietta Aerospace has formed a seven-company team to compete for the space station work package being managed by NASA's Marshall Space Flight Center, Huntsville AL.

Members of the Martin Marietta team include Hamilton Standard, Windsor Locks CT; Wyle Laboratories and McDonnell Douglas Technical Services Co., both of Huntsville; Honeywell Space and Strategic Avionics Division, Clearwater FL; Hercules Inc., Salt Lake City; and Hughes Aircraft's Microelectronics Division, Irvine CA.

Hamilton Standard will contribute to environmental control and life support systems for the space station; Wyle Laboratories, to user accommodations; McDonnell Douglas, to outfitting a laboratory module; Honeywell, to displays and controls and integrated sensors; Hercules, to studies on composite materials; and Hughes, to internal communications.



McCown

"It demonstrates the strength of our commitment to assuring the success of NASA's space station initiative."

James W. McCown, vice president and space station program manager at Martin Marietta's space center near Denver, said the companies were chosen "because of their expertise in their areas of responsibility and because of their overall experience in space systems, especially manned space systems."

The Marshall work package includes definition of a space station common module and its subsystems, environmental control and life support systems, auxiliary propulsion, orbital maneuvering vehicle and orbital transfer vehicle accommodations, and outfitting a laboratory module and a logistics module.

Fall blood donor program starts this month at main plant

The fall blood donor program for employees at the main plant will be conducted Thursday and Friday, Nov. 15-16 in the sixth floor presentation room at Space Support Bldg (SSB).

Main plant employees should schedule appointments through their department secretaries. Lori Sharp, blood donor coordinator, is available at ext 6605 for assistance with scheduling.

There will be a white van available to shuttle personnel to and from SSB to their Waterton work areas.

Proposals are to be submitted to NASA by November 15, and award of competing contracts for various definition/design activities is expected early next year.

On the cover

Model maker Rockford "Rocky" J. Johnson of the prototype development shop in the general purpose laboratory (GPL) shows moving parts of a 1/20th lower segment scale model of a space station NASA plans to construct. Components of the space station will be carried into orbit by the space shuttle, then deployed from the orbiter's cargo bay, depicted in the background with its doors opened. The space station model includes two habitability modules, a logistics module, a materials processing laboratory, and a life sciences laboratory. Those modules on the actual space station will be held together by deployable trusswork. The 27-year-old model shop at Denver's Waterton plant, currently employs about 40 persons.

More personnel changes at Corporate

Martin Marietta Corporation has announced a number of personnel changes, including the naming of John D. Blanchard as vice president for materiel at Aerospace company headquarters.

Blanchard, formerly Aerospace vice president for international operations, assumes responsibility in his newly established position for all aspects of the operating divisions' materiel procurement programs.

Tom J. Goyette has been named director of international business development at Aerospace headquarters, reporting to the vice president of business development, Dan A. Peterson.

Daniel I. Roet, formerly an actuarial supervisor and senior pension plan underwriter for Connecticut General Life Insurance Company, has joined the corporate employee benefits department as manager of benefits finance.

Barrett head Michoud mission success

Martin Marietta Aerospace has announced the promotion of William F. Barrett to mission success director for the Michoud division at New Orleans.

Barrett has been with the division 11 years. His latest assignment was as program manager of the lightweight external fuel tank for the space shuttle. A retired Air Force captain, he also had worked for about 12 years with the Glenn L. Martin Company at Baltimore.

Martin Marietta, one of eight companies to conduct preliminary space station studies for NASA, was payload integrating contractor for the Skylab program, built ten of the mission experiments, and outfitted the multiple docking adapter. The company gained other space station-related experience from the Viking, space shuttle external tank, and manned maneuvering unit programs, and from building a satellite to investigate spacecraft charging at high altitudes.

Martin Marietta's space station work will be managed at the Denver Aerospace complex southwest of Denver, which houses advanced space simulation and test facilities, and will be supported by its Michoud division near New Orleans.

Four NASA centers assigned space station work packages

NASA, moving toward selection of a single space station concept from several it is considering, has assigned four of its centers roles in definition and preliminary design activity.

The centers and their responsibilities include:

—Johnson Space Center at Houston, lead center for the space station program: Definition of the structural framework to which the various space station elements will be attached and the integration and installation of systems onto the structure; interfaces between the space station and the space shuttle; mechanisms that will be required during assembly of the station in orbit; the attitude control, thermal control, communications and data management systems; and the equipping of a common module for crew use as a ward room and galley.

—Marshall Space Flight Center, Huntsville, AL: Definition of the pressurized space station modules which will be built and equipped with appropriate systems for use as laboratories, as the ward room and galley, and for logistic transport; environmental control and propulsive systems; the configuration of a propulsion vehicle (orbital maneuvering vehicle); and definition and planning for equipping one of the common modules as a laboratory and an additional two or three modules as logistics modules.

—Lewis Research Center, Cleveland: Definition of the electrical power generation, conditioning and storage systems.

—Goddard Space Flight Center, Greenbelt, MD: Definition of the automated free-flying platforms which are part of the overall space station program and provisions to service, maintain and repair these platforms as well as other free-flying spacecraft; definition of the provisions for instruments and payloads to be attached externally to the pressurized sections of the space station; and definition of the pressurized modules as a laboratory.

Recreation

(Editor's note — Martin Marietta Denver Aerospace's Recreation Department, exts 6750 and 6605, is located in Engineering Bldg module 124. Flyers on sports and other extracurricular activities; discounted tickets for sporting events, entertainment, and travel; and special sales also are available from that office and from the department's information racks throughout the company.)

ALPINE — The Rocky Mountain Alpine Club (RMAC) has scheduled a combined beginner/intermediate cross-country ski trek along Burning Bear Trail in the Guanella Pass area for Sunday, Nov. 10 (Larry Espelage, ext 5376, and Gordon Voss, ext 8083 or 973-6512). Thanksgiving morning, Thursday, Nov. 22, the group will hold its annual intermediate cross-country ski trip in the Webster Pass area, beginning at 8 a.m. until noon (Marc Brideau, ext 7846).

CHESS — The Martin Marietta Chess Club's next meeting will begin at 6:30 p.m., Wednesday, Sept. 7 in the second floor Snack-a-teria at Denver Systems Center I (DSC I) (Dick Pickerell, ext 5804).

PARAPSYCHOLOGY — The next meeting of the Parapsychology Club will begin at 5:15 p.m., Thursday, Nov. 15 in room 200A at Denver Systems Center (DSC). Names of guests must be submitted to Gloria Kratz, ext 5609, by Wednesday, Nov. 14 for security badging.

RIDING — The Ridge Riders Saddle Club's next meeting and pot luck dinner will begin at 6:30 p.m., Tuesday, Nov. 13 at the clubhouse in the company's recreation area. Prospective members are welcome (Bruce Torbec, ext 1685, and Irene Woodzell, ext 5804).

SKIING — The November meeting of the Satellite Ski Club in the Millbrook Townhome clubhouse, 7950 South Depew St., off Platte Canyon Rd., will begin at 7 p.m., Wednesday, Nov. 14. At that time sign-ups will be conducted for weekend trips to Aspen and Steamboat Springs in Colorado and Jackson Hole in Wyoming, as well as day trips to Copper Mountain, Keystone and Vail (Ski Phone, ext 3477). The club also sells Gold C value books containing discount coupons for various food, entertainment, clothing, automobile, and hundreds of other needs. Also available are ASA (American Ski Association) Skiamericard gold cards for discounts on another variety of ski-related items and services.



Tom Elbring (gesturing) makes a point during session with Junior Achievement company LIIFT. Other Denver Aerospace advisors to the high school business people are Louis Cerrano (also standing in rear), and Julie Justin (seated in front of Cerrano).

Two JA companies receive charters

Two Denver Aerospace-sponsored Junior Achievement (JA) companies recently received their 1984-85 charters.

Solar Tunes, whose product is a solar battery-powered sport radio, attached to a sun visor and equipped with an ear-insert microphone, was presented its charter by Arthur E. Koski, director of Denver Aerospace public relations.

Craig Hansen, manager of manufacturing integration operations at Denver, presented the charter to LIIFT (Light ideas Including Furry Things), whose products are a decorative candle holder and "furry

critters" to store paper clips, pencils, rubber bands and other desk paraphernalia.

Martin Marietta advisors to the young high school business entrepreneurs for Solar Tunes are Bart Gates, executive; Bruce Heller, finance; and Joseph Olsen, production. Employees acting as advisors to LIIFT are Tom Elbring, executive; Joann Doles, finance; and Julie Justin and Louis Cerrano, production.

John Lincoln, a long-time JA volunteer from the company, is JA center manager for LIIFT; and Cathy Bliven is the center manager for Solar Tunes.

Congress extends withholding exemption on educational benefits

The recently adjourned 98th Congress of the United States has extended exemption from withholding for educational benefits through December 1985, up to an individual reimbursement limit of \$5000 a year. President Reagan this week signed the measure.

The action enables companies to reimburse employees without having to withhold taxes for education which is primarily not specifically job related. Employees whose education was justified on the basis of career development would have been affected had Congress not re-enacted the exemption.

Edward F. Dash, chief of educational services, said his department is planning a modification of the application for study form to pin down the justification more precisely and to add a tax-withheld box in the event it should be needed after 1985.

Discounted tickets available for Colorado Ballet and Copper Mountain

Mail order forms are available from the recreation department and its information racks for discounted tickets to the Colorado Ballet and for season ski cards to Copper Mountain.

Martin Marietta employees can get \$2 off the 2 p.m. matinee and 8 p.m. \$18 and \$20 tickets, respectively, and \$1 off 2 p.m. \$15 and \$9 tickets, as well as the 8 p.m. \$18 and

\$10 tickets to the Dec. 21-23, 26-29 performances of *The Nutcracker* at Denver's Auditorium Theatre.

"Copper Cards," which includes \$4 off any single full-day adult lift ticket, one free day of skiing during April 1985, and other benefits, are being sold to employees for \$5, just half the regular price.