

November 1, 1985

Number 22



SUCCESS THROUGH
SUGGESTIONS
STARTING
NOVEMBER 1

New smoking policy set for Denver Aerospace

Because increasing evidence has led medical experts to believe that smoking and smoke from cigarettes, cigars, and pipes harms smokers and nonsmokers alike, Martin Marietta intends to implement a new policy for its employees beginning November 1, 1985.

"The company is dedicated to providing a healthful, comfortable and productive work environment for our employees," said Richard E. Weber, personnel and facilities vice president. "This goal can be achieved through ongoing efforts to protect nonsmokers and to help employees adjust to restrictions on smoking."

The policy, which parallels a nationwide industrial trend, intends to provide a smoke-free environment for those choosing not to smoke, and designated

smoking areas for those who choose to smoke.

The company will either provide off-hours smoking cessation programs for employees, or it will reimburse employees for approved smoking cessation programs.

Signs will be posted to designate all areas where smoking is prohibited. The company will provide signs for employees to use to remind others of their no-smoking preference, and ashtrays will be removed from all no-smoking areas.

"In accordance with our long-term objective to achieve an environment totally smoke free, this policy will be reviewed for modification by the president and the president's staff on a semi-annual basis," Weber said. ■

Success through Suggestions: New suggestion program begins

In response to the employee surveys and the recommendations of a quality circle, November 1 marks the start of a new employee suggestion program.

"This program provides the opportunity for you to contribute ideas for improvements and to be recognized and rewarded for your contributions," said Peter B. Teets, president. "By participating in the suggestion program, you can play a role in assuring that Denver Aerospace continues its record of mission success."

All employees with a salary grade 50 and below are eligible to participate. Suggestions will be carefully evaluated by persons qualified to judge the merit of the idea and with the authority to implement it, reported Carol Romero, suggestion program administrator. When a suggestion is approved and adopted, a cash award is presented to the employee.

There are two major categories of suggestions: those with measurable cost savings (tangible) and those for which no cost savings can be identified specifically (intangible). Both types become eligible for cash awards.

Awards for tangible cost-saving suggestions are based on net savings during the first 12 months that the sugges-

tion is implemented. Awards are based on estimated savings minus estimated implementation costs.

Awards for intangible suggestions, such as safety, error prevention, or quality of worklife, are based on the seriousness, frequency, extent of the problem, and creativity and effectiveness of the solution.

"I encourage you to take advantage of this opportunity," Teets said. "Get involved. We'll show you that we appreciate your extra effort."

Suggestion form boxes are located in the following areas:

LSC, first floor; Greenwood Commons, Buildings 8100 and 6050; Tishman Office Center, second floor; Academy Systems Center I and II, near brown-bag areas; Denver Systems Center I, first floor; Denver Systems Center II, second floor; Westpoint Facility, third, sixth, and eighth floor; GEPS, front entryway; Factory I, column B10, C18, G7; Factory II, HHS, GG16, CC6; General Purpose Lab, midentryway; Inventory Bldg, first floor by vending area; Space Systems Bldg, lobby; Electronics Manufacturing Facility I brown-bag area; Engineering Bldg, G20, G13, first floor, and G20, second floor; Administration Bldg, C10.

For more information, phone the suggestion office, 7-IDEA. ■

PSP open enrollment begins in November

During the month of November, salaried employees may enroll or modify their investments in the Performance Sharing Plan (PSP).

Changes permitted employees during this time include the percentage of payroll deductions and changes in the tax mix (before and after-tax contributions) and become effective January 1, 1986.

Changes in investment options, or transferring funds from one account to another, may be made twice a year at any time. These changes become effective at the end of the month in which the request is processed.

Those employees eligible for enrollment in the plan are active, newly hired or rehired employees with at least six months of service. An employee who has withdrawn or suspended contributions must complete a form to resume contributions after the appropriate waiting period.

Forms are available at the following locations: Waterton facility, Engineering Building, room 125; Academy Systems Center (ASC) LINPRO, lobby; Greenwood Commons, Building 8100; Littleton Systems Center (LSC), hallway by bulletin board; Westpoint, room 340; and Electronic Manufacturing (EMF-1), lobby.

Send completed forms to the employee benefits office, Engineering Building, room 125, mail stop 1302, no later than November 29, 1985.

MARTIN MARIETTA NEWS Published by Public Relations Editor Jan P. Timmons MARTIN MARIETTA

Call Ext. 5364 with information or suggestions for articles, or call one of the following coordinators.

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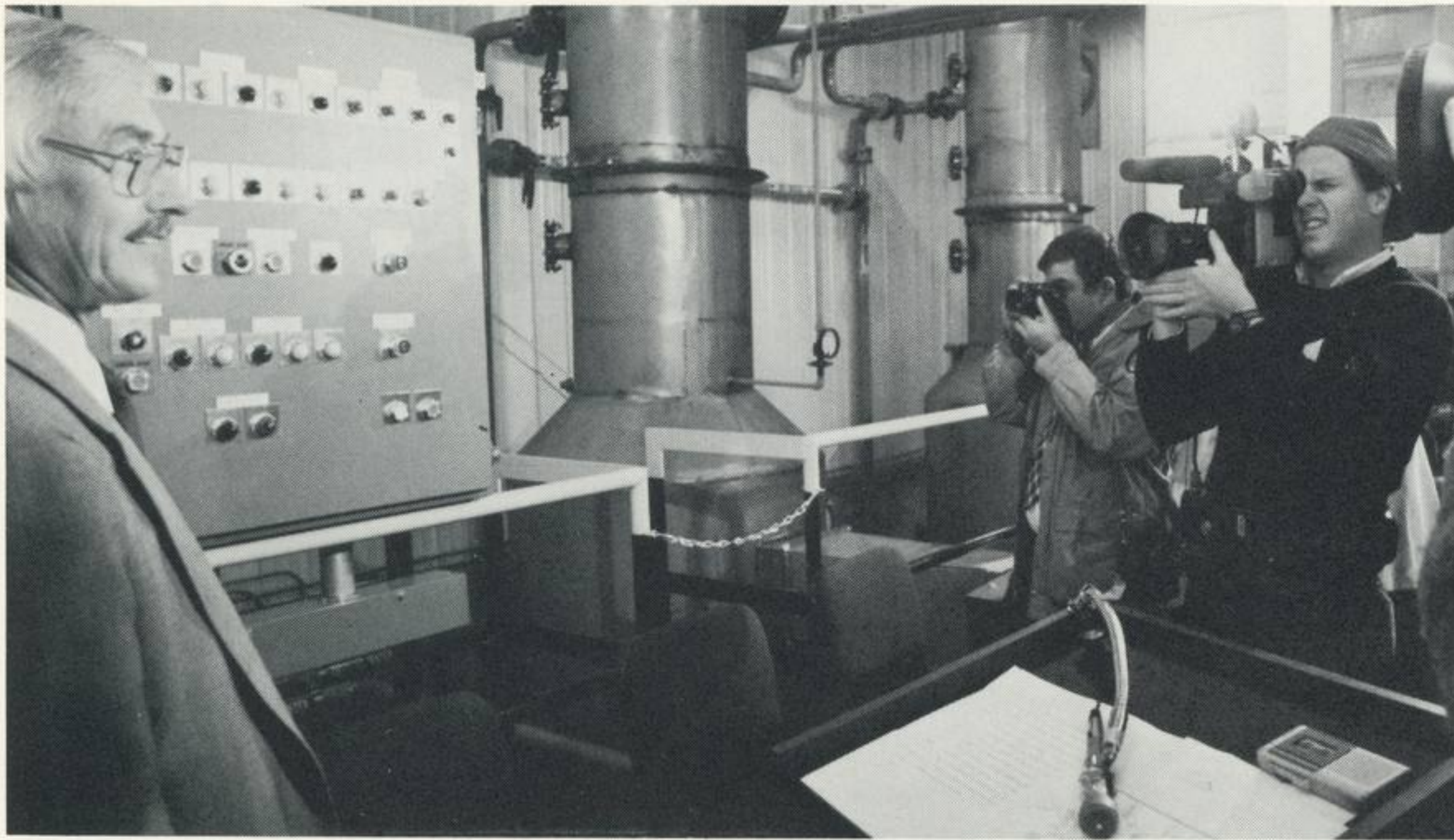
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DENVER AEROSPACE
P.O. Box 179—Denver, CO 80201

November 1, 1985



Mile High United Way
Thanks to you, it works for all of us.



New treatment system begins operation

Denver Aerospace officials unveiled the company's new ground water interception and treatment system at an October 17 briefing for the news media and representatives of the Colorado Department of Health and Denver Water Board. Thomas J. Pharo, director, environmental management, is shown turning on the air strippers that are a key part of the \$1 million system being used to remove volatile organics from the water. The system is successfully reducing contaminants, including trichloroethylene, to nondetectable levels.

First stretch of C-470 highway will open December 7

An 11-mile stretch of Colorado 470 will open to traffic December 7, 1985, state officials reported recently.

The section runs from Interstate 25 (I-25) to South Santa Fe Drive and represents the first phase of a \$220 million expressway, which eventually will wind through the rapidly growing southwestern suburbs.

Highway officials expect this first phase to help relieve traffic congestion along East Arapahoe Road and Orchard Avenue.

The 11-mile stretch comprises about one-third of the Centennial Parkway, which eventually would loop from I-70 northwest of Lakewood to I-25 south of Greenwood Village. Future plans are contingent on continued federal funds, officials said.

Credit union grows in assets/services

The Red Rocks Federal Credit Union was organized in November 1979 by a group of Martin Marietta employees, and in six years has shown steady growth not only in assets but in services, reports Bernie Delaney, credit union manager.

"We have nearly \$8 million in assets and more than 6500 members, made possible only because of the fantastic support from Martin Marietta, Data Systems, Defense Contract Audit Agency (DCAA), and Air Force Plant Representative's Office (AFPRO)," Delaney said.

To continue growth and improve service to employees, the credit union will open a branch office November 1, 1985, in room 120 at Littleton Systems Center, mail stop L-0000, ext 7-0589.

The present office will remain in room 120 of the Engineering Building at the Waterton facility. The office has expanded its hours to 9:00 a.m. until 3:00 p.m. on Monday, Tuesday, Wednesday, and Friday, and 11:00 a.m. until 3:30 p.m. on Thursday. The LSC branch will have the same hours.

New services

The credit union has many financial services to offer—the newest of which are Visa and Master Card credit cards, which become available December 1, 1985.

Debit cards will become available soon for use in all Minibank and Cirrus

ATM machines. The effective date will be announced.

Competitive rates

Qualifying members can borrow money for prudent purposes at competitive interest rates. The credit union offers both secured and unsecured loans. Secured collateral (vehicles) may be no more than five-year old models for a maximum loan of \$20,000, and \$35,000 exists on home equity Loans.

Types and rates of secured loans are as follows:

Share secured (includes certificates) over dividend rate	4%
Holiday special on new autos good through January 31, 1986	
36 mo.	11%
48 mo.	12%
60 mo.	13 1/2%
Used vehicles	
36 mo.	15 1/2%
Recreational vehicles	
new	13%
used	15 1/2%
Airplanes	
new/used	14%
Home Equity Mortgages	
15-year amortization with 5-year call	13%
Computers	
24 mo.	13%

Types and rates of unsecured loans are available as follows:

Personal/open-end credit \$3,000 maximum limit	
24 mo.	18%

Overdraft protection \$500 maximum limit

Share draft account must be open at least 3 months for consideration.

Checking accounts

Share drafts (checking) accounts are available to all members who qualify. A \$100 minimum share balance is required with no monthly service charge. Members pay only for the drafts (checks) and earn 5-1/2% on a low monthly balance.

Share certificates

Share certificates are available from 30-day to 24-month terms, and can earn from 8 to 10% depending on the term and minimum balances. The credit union also offers IRA accounts at a variable rate of 9.5%.

Term	Minimum	Annual Rate
30 Day	\$ 1,000	8%
60 Day	1,000	8.25%
90 Day	500	7.25%
90 Day	1,000	8.5%
90 Day	2,500	7.75%
6 Mo.	2,500	8.75%
6 Mo.	50,000	9.5%
6 Mo.	100,000	10%
12 Mo.	2,500	9%
18 Mo.	2,500	9.25%
24 Mo.	2,500	9.5%

Other services include payroll deductions, travelers checks at no charge to members, notary service at no charge to members, NADA books, and new car guides.

CORPORATE NEWS

Corporation establishes subsidiary in Canada

Martin Marietta Corporation has established a wholly owned subsidiary, Martin Marietta Canada, Ltd, to pursue high-technology business opportunities in Canada, in both government and commercial sectors.

Edward M. Browne is president of the new subsidiary, located in the Metropolitan Life Building in Ottawa. Martin Marietta Canada will devote its efforts to high-technology business areas relating to space, defense, electronics, and information and communications systems, including air traffic control. The subsidiary's address is Suite 1500, 50 O'Connor Street, Ottawa, Ontario, Canada K1P 6L2. The telephone number is (613) 232-6430.

Technologies developed by Martin Marietta in the United States and other areas outside of Canada will be transferred to Martin Marietta Canada, which also will develop its own products for marketing in the United States and other countries. Martin Marietta Canada also will evaluate options for investment, teaming, and joint venture arrangements with other Canadian companies to meet near-term business opportunities.

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Sales, earnings hike noted in third quarter

Martin Marietta Corporation had third quarter net earnings of \$49,674,000, or 84 cents per common share, compared with \$45,534,000, or 77 cents per share, from continuing operations in the third quarter of 1984. Sales increased to \$1,086,352,000 in the third quarter from \$1,005,636,000 in the same quarter last year.

Nine-month net earnings were \$199,465,000 or \$3.47 per share, compared with \$142,723,000, or \$2.46 per share, from continuing operations in the same period a year ago. Sales for the nine months were \$3,201,478,000, compared with \$2,802,153,000 in the comparable 1984 period. Nine-month earnings included a previously announced one-time, pre-tax gain of approximately \$100 million from the sale of the Master Builders division, which compared with approximately \$22 million of pre-tax gains from asset sales in the same period of 1984.

Thomas G. Pownall, Chairman and Chief Executive Officer, said: "Aerospace and construction aggregates were the chief contributors to the quarter's results, which are consistent with our expectations."

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Company receives \$7.3-million contract for logistics system prototype

The Corporation has received a \$7.3-million systems integration contract to design and develop a fully operational prototype module for an Air Force stock control and distribution system needed to keep weapons combat-ready.

As one of two contractors to the Air Force Logistics Command, Martin Marietta Data Systems will develop the first subsystem over a 10-month period. The competing team is led by Computer Science Corporation. The Martin Marietta team includes BDM International, Inc, Contel Telecommunications Inc, and IBM Corporation. The Logistics Command should select one of the competing companies in July 1986, for an estimated eight-year, \$150-million production contract.

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Hawkins named VP of Denver I&CS

Albert E. Hawkins has been named vice president, Denver Information & Communications Systems (I&CS), with responsibility for executive management of all current and future Denver I&CS business. Hawkins will report directly to Robert J. Polutchko, I&CS president, who announced the appointment effective October 24, 1985.

All I&CS elements in Denver will report to Hawkins, who also will provide support to the company's emerging new thrust in communications systems.

A Martin Marietta employee for the last 27 years, Hawkins has been vice president of business management for I&CS in Bethesda, MD. He previously held a number of key management positions at Denver Aerospace, including vice president, business management, space and electronics systems; divisional vice president, solar energy systems; and divisional vice president, business operations.

WANTED: Astronauts, out of this world jobs

NASA has a need for pilot astronaut candidates and mission specialist astronaut candidates to support the space shuttle program. NASA is now accepting applications on a continuous basis and plans to select astronaut candidates as needed. Persons from both the civilian sector and the military services will be considered.

Basic qualifications for pilot astronaut candidates require:

- 1) Bachelor's degree from an accredited institution in engineering, biological science, physical science, or mathematics.
- 2) At least 1000 hours pilot-in-command time in jet aircraft.
- 3) Ability to pass a NASA Class I space physical—similar to a military or civilian Class I flight physical.

To become a mission specialist astronaut candidate requires:

- 1) Bachelor's degree from an accredited institution in engineering, biological science, physical science, or mathematics—followed by at least three years of related, professional experience.
- 2) Ability to pass a NASA Class II space physical—similar to a military or civilian Class II flight physical.

Further information or application materials may be obtained by writing:

NASA, Johnson Space Center
Astronaut Selection Office
ATTN: AHX
Houston, TX 77058

Last chance for tax amnesty

Colorado is getting tough on tax evaders and will begin applying stiff new penalties, reports the Colorado Department of Revenue.

However, before these new penalties go into effect, the State of Colorado offers taxpayers one last chance to pay back taxes and interest without penalty or prosecution, before Nov 15.

Tax amnesty request forms are available from the recreation/employee services office in the Engineering Building. ■



The Martin M-130 China Clipper, which made the first trans-Pacific flight, flies over San Francisco, CA in 1935.

AIAA celebrates 50th anniversary of the company's China Clipper

The American Institute of Aeronautics and Astronautics (AIAA) will celebrate the 50th anniversary of the first airmail flight across the Pacific Ocean at its upcoming dinner meeting. The dinner meeting will feature retired Pan American Airlines Capt William M. Masland.

The China Clipper, designed by the Glenn L. Martin Company, forerunner of Martin Marietta Corporation, made

its first trans-Pacific flight in November of 1935 carrying mail. Capt Masland is a veteran of a thousand hours in the Pacific Clipper. Captain Masland will also discuss the company's design of flying boats that gave superiority to American-built aircraft.

For reservations to the dinner, to be held at 6:00 p.m. at the Sheraton Denver Tech Center on November 14, call Bob Hansen at ext 7-5384. ■

New ethics office formed; Provides employee forum

Martin Marietta Corporation has formed an Office of Corporate Ethics, as announced in the Code of Ethics mailed to all employees this week. The office, located at Orlando, is headed by Winant (Si) Sidle, who has been director of public relations at Orlando Aerospace for the last two years.

The office has been created to help ensure continuing attention to matters of ethics and standards on the part of all Martin Marietta employees. Its director is charged with monitoring performance under the Code of Ethics and for resolving concerns presented to his office.

In his letter conveying copies of the Code of Ethics, Martin Marietta chairman Thomas G. Pownall urged all employees to "focus anew on the meaning of corporate ethics."

"To be entrusted with the work we perform, our work needs to be of the highest quality and our performance on all matters must be a model of propriety," Pownall said.

The Code of Ethics provides clear guidelines for ethical conduct and encourages employees to report violations

to their supervisors. In addition, each employee has the right to report violations directly to the Corporate Ethics Office.

Sidle will report directly to the president of the Corporation, Laurence J. Adams. Adams also will be chairman of the Corporate Ethics Committee. This committee will report to the Audit and Ethics Committee of the Corporation's Board of Directors.

Sidle joined Martin Marietta in 1978 upon his retirement as a major general after 35 years with the U.S. Army. He had commanded troops in combat in two wars, and served as Chief of Information in South Vietnam in 1967-69. Sidle also served as Deputy Assistant Secretary of Defense for Public Affairs and as Army Chief of Information before his retirement. Last year, he was selected by the Chairman of the Joint Chiefs of Staff to head a panel of newsmen and officers that made recommendations to the Secretary of Defense on how to improve relations between the military and news media during military operations. ■

Company cited for minority business aid

Denver Aerospace has received an award of excellence from the Small Business Administration (SBA) for its efforts to promote minority enterprise.

The award was presented by James Sanders, administrator, Small Business Administration, during ceremonies held in Washington, DC, on October 9, 1985. Sanders said, "Denver Aerospace received this award for its active and sincere commitment to the expansion of minority enterprise development. It was one of only 18 corporations nationally to receive this award."

According to Charles T. Wood, director of materiel and procurement for Martin Marietta, the award "highlights the efforts of employees throughout Denver Aerospace and is indicative of our overall commitment to enhance long-term business partnerships with the minority business community."

The company sponsored a Minority High-Technology Trade Fair in September, which attracted more than 40 minority firms from throughout the country, and encouraged employees of Denver Aerospace involved with subcontractors and suppliers to promote business alliances with members of the minority community.

Herbert L. Watkins, business utilization and support services, accepted the award for Denver Aerospace. ■

Three employees cited for lifesaving attempt

Three employees from Denver Aerospace used cardiopulmonary resuscitation (CPR) in an attempt to save the life of a visitor from Hill Air Force Base at Ogden, Utah, on October 15. James Eason, 65, collapsed, apparently suffering a heart attack, shortly after arriving at the West Point Facility to meet with logistics personnel.

Kevin Robinson, estimating department, had just entered the office, and immediately administered CPR. Paul Forrest, logistics, also trained in CPR, was nearby and assisted. Pat Pickering, a former paramedic now in logistics, was summoned to help before the Flight for Life helicopter arrived.

Although their efforts failed to revive the man, the three employees were commended for their immediate and skilled response to an emergency. ■

Recreation/employee services

Radio—The Waterton Amateur Radio Society meets at 5:00 p.m., Tuesday, November 5, in the shack at the west side of the recreation area. Guest speaker Bill Sheffield will talk about emergency communication procedures. During the Mexico City earthquake, Sheffield assisted in coordinating all emergency communications in the Denver area to Red Cross workers in Mexico City via amateur radio. For information, contact Dave Cowdin, ext. 7-6961.

Rocky Mountain Alpine Club—The club plans an Early Bird Cross Country Ski Trip on Saturday, November 9, open to all levels. For information, call Frank Farrel, ext 7-6931. A general membership meeting/equipment seminar will be held at 7 p.m. on Friday, November 15. The club will discuss cross-country equipment, waxing vs nonwaxing, and will demonstrate ski-tuning techniques. Bring ski equipment. All are invited and refreshments will be provided. For directions and to RSVP, call Dan, ext 7-0727, or Gordon, ext 1-8622.

Saddle Club—The club will meet at 7:30 p.m. on Tuesday, November 5, in the clubroom at the recreation area.

Hunting and Fishing—The Skyline Hunting and Fishing Club will meet at 5:00 p.m., Monday, November 11, in the clubroom at the recreation area.

Archery—The club will meet at 4:45 p.m., Tuesday, November 12, in the clubroom at the recreation area.

Skiing—\$7 Copper Cards are available for employees which reduce a full-day adult ski ticket by \$5, allow one free day of skiing after April 13, a benefit book with discounts on rentals, plus other benefits. Employees may purchase a card from the recreation office, Engineering Bldg, 124G, between 10:30 a.m. and noon, or complete the form available on the recreation racks.

Chess—The Chess Club offers friendly competition from 6:30 to 9:30 p.m. on Wednesday, November 5, at the DSC snack area.

Karate Club—The club meets every Wednesday and Friday, 5:00-6:00 p.m., at the Chatfield YMCA.

Skiing—The Satellite Ski Club will meet at 7-9:00 p.m. on Wednesday, November 13, in the Peachtree II Clubhouse. Flyers with a map are available in recreation racks. Register for the following upcoming trips:

Keystone: Lesson trip—December 15, 1985

Vail: January 5, 1986

Aspen: January 17-19, 1986

Utah: January 30-Feb 2, 1986

Basketball—Men's and women's basketball leagues are forming. There will be an organizational meeting at 5:00 p.m. on Monday, November 4, in the SSB cafeteria for all basketball team captains. League rules, team colors, schedules, and general information will be presented. If team captains cannot attend, a teammate should attend in his/her place.

This year, if employees show enough interest, a men's "over 40" league will be formed. League play will begin on Monday, December 2. For more information, call recreation at ext 7-6605 or ext 7-6750.

College advisors plan sessions

Representatives from various front range colleges and universities will be at Martin Marietta Wednesday, November 6, to advise prospective students on eligibility, admissions requirements, curricula, and policies for undergraduate and graduate study at the institutions. They also will be available to advise and answer questions of those already enrolled at these institutions.

The sessions will be held in the second floor cafeteria of the Engineering Building from 2 to 4 p.m.

Represented will be the University of Colorado at Denver, University of Colorado at Boulder (CATECS), University of Denver (including DU Weekend College and DU New College), Regis College MBA and Regis College RECEP II Program, Colorado School of Mines, Colorado State University (SURGE), Webster University, Chapman College, Loretto Heights College, Metropolitan State College, Columbia College, Arapahoe Community College, Red Rocks Community College, University of Northern Colorado (CSAP), and State of Colorado Professional Engineers Board. ■

Car care:

Auto emission testing returns to onsite locations

The Mobile Emission Testing Service (METS) will be available to Martin Marietta employees from November 11-18, and from December 9-16.

A test fee of \$10 includes testing, emission sticker, and any necessary minor adjustments. Leave your car in the designated area of the parking lot. Employees may leave their keys and \$10 cash or check payable to METS at the key drop/pickup point. At the end of the day keys may be retrieved from the key drop/pickup point; the car will be located in the original parking area.

The schedule below indicates areas and times of testing in November:

Monday, November 11

Annex C Lot; includes I Bldg & Admin

Tuesday, November 12

Heliport; includes GPL, Factory, RDL, Eng & Hill

Wednesday, November 13

EMF West Lot; includes SSB, SSN, & SSN-A

Thursday, November 14

EMF West Lot; includes EMF, AVL, & SSL

Friday, November 15

LSC East Lot; includes LSC & GEPS

Friday, November 15

Bldg. 8100, South lot; includes Greenwood Commons

Monday, November 18

DSC South lot; includes West Point, Tishman, Linpro, DSC, & ASC

Complete information regarding METS can be found in the recreation racks with drivethrough times for GEPS, ASC, and 2nd and 3rd shift employees. Note that the times for testing at ASC I & II have changed to 6:30-8:00 a.m. on Mondays, November 18 and December 16, and the drivethrough dates at ASC I & II have changed to Mondays, November 18 and December 16. Recreation, ext 7-6605, has further information. ■