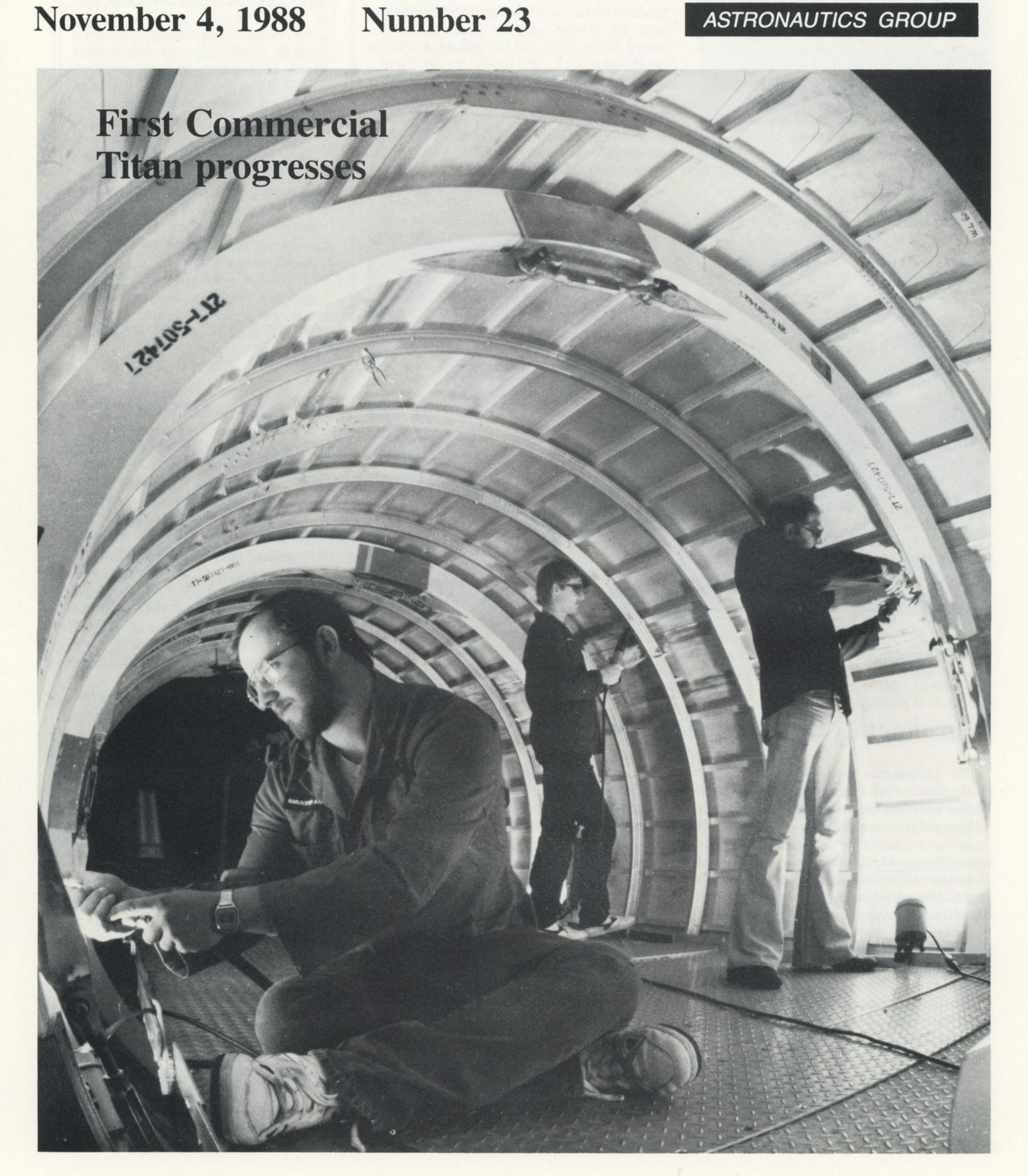
MARTIN MARIETTA

NOS

Number 23 ASTRONAUTICS GROUP



Stofan named ALS vice president



Stofan

Andrew J. Stofan has been appointed vice president of the Advanced Launch System program, reporting directly to Peter B. Teets, president of the Astronautics Group. Stofan was formerly vice president of Engineering for Martin

Marietta Corporation in Bethesda, Md.

Stofan has been with Martin Marietta since June 1. Prior to that, he spent nearly 30 years with the National Aeronautics and Space Administration, including director of launch vehicles (with responsibility for the launch of Atlas/Centaur vehicles and the development and launch of Titan/Centaur vehicles) at Lewis Research Center in Cleveland, associate administrator for space station development, and director of the Lewis Research Center. He was also the acting associate administrator for space science at NASA headquarters in Washington.

During his government service, Stofan received the presidential ranks of Meritorious Executive and Distinguished Executive and received the NASA Exceptional Service Medal, the NASA Distinguished Service Medal, and several NASA group achievement awards.



Barbara Bicknell, center, who was chosen as the first Technical Operations intern, goes over an assignment with J.R. Cook, right, vice president of Technical Operations, and Chris Cook, left, senior personnel specialist for Organization and Management Development.

Astronautics Group names first Tech Ops intern

The Astronautics Group has named Barbara Bicknell the first intern in the newly established Technical Operations intern program.

The program was developed to give outstanding engineers the opportunity to learn about Martin Marietta's group and corporate functions, to develop their management skills, and to allow them to develop contacts throughout the corporation.

Bicknell will work on specific assignments throughout the company and will report directly to J.R. Cook, vice president of Technical Operations.

The six-month program is designed to provide the intern insight into the corporation's and the Astronautics Group's strategic plans and long-range goals. Bicknell also will be involved in activities that will provide insight into how the company allocates the facilities, the budget, and the personnel to achieve those goals.

As the first intern, Bicknell, a Space Sys-

tems engineer and seven-year veteran of the company, will document her progress throughout the program to lay the groundwork for future interns.

"We're very enthusiastic about the program," said Cook. "With Barbara as the first intern, we can be sure it will get a great start and be a program that will benefit other outstanding engineers in the future."

As the lead engineer of the space station integrated propulsion and fluid systems study, Bicknell was responsible for evaluating fluid systems designs on the space station and associated orbital spacecraft for the National Aeronautics and Space Administration's headquarters. Bicknell also was the principal investigator of the low-gravity venting independent research and development program, and she flew on the KC-135 "weightless wonder" aircraft to test tank designs and fluid behavior in zero gravity.

Specialist to start wellness program at fitness facility

An exercise physiologist has been hired by Martin Marietta Astronautics Group to begin a wellness program Nov. 7 in the new fitness room located at the Deer Creek Facility.

Mary Schneider, M.S., the director of exercise physiology at Healthmark Centers Inc., said she will schedule appointments to design individualized fitness programs based on exercise needs and potential. She will also set up a series of aerobics classes. Schedules of classes will be announced later.

Healthmark Centers, Inc., is a company that specializes in preventive "medicine" through medical, nutritional, and exercise education.

Listen to broadcasts for weather closures

If bad winter weather forces the company to close its facilities, local radio and television stations will broadcast closure announcements.

This season, there is a possibility of selective closures resulting from the safety conditions at each facility, according to Stanley F. Albrecht, vice president of Plant Operations.

"There is a chance that one facility will be open and another will not," he said. Employees should listen to broadcasts carefully to be sure of specific facility closures.

Emergency announcements will be broad-cast around 7 a.m. by the following stations:

KOA Newsradio ... 85 AM
News 4 Today ... KCNC-TV Channel 4
KRXY ... 1600 AM
KOAQ ... 103 FM
KDEN News ... 1340 AM
KRXY Y108 ... 108 FM
KIMN ... 950 AM
KYGO ... 98 FM

On the cover

The first Commercial Titan launch vehicle continues its progress toward launch next year. Mike Jones, left, Matt White, center, and Bill Baldwin, right, frame a stage-one fuel tank for the first vehicle, which will be launched from Cape Canaveral Air Force Station, Fla., in the third quarter of 1989. Scheduled to be aboard the first Commercial Titan are two communications satellites—one for the Japan Communications Satellite Company and one for the United Kingdom Ministry of Defence.

Briefings scheduled for new health plan

Briefings for exempt and nonexempt salaried employees regarding the changes in Martin Marietta's health care benefits have been scheduled throughout November to help employees decide on their choice of reenrollment. Employees must reenroll themselves and their dependents in a health plan before Dec. 1 to ensure continued health care coverage.

Reenrollment forms and facts about the new plans will be available at the briefings.

Special briefings for the revised salaried retiree medical plan are scheduled from 8-9 a.m. on Nov. 15, and from 10-11 a.m. on Nov. 22 in the Deer Creek Auditorium.

Employees should have received briefings schedules with their paychecks on October 20 and 21. Additional schedules are available through each department's personnel office.

The Employee Benefits office has set up a hotline to answer questions regarding the corporation's revised employee medical benefits plan, at Ext. 7-3232. Questions can also be answered through each insurance company's membership service area. The numbers are: Connecticut General basic plan, 691-0851; Cigna Network plan, 782-0085; Comprecare Health Maintenance Organization (HMO), 750-6200; and Kaiser HMO, 861-3220.

PSP, SIP enrollment begins in November

This month, employees may enroll in or modify their investments in the performance sharing plan (PSP) for salaried employees, and the savings and investment plan (SIP) for hourly employees.

Employees may change the percentage of payroll deductions and the tax mix (before or after tax contributions). Changes become effective the first full pay period in January.

Investment option changes for future contributions or transfer of funds from one account to another may be made twice a year at any time. Changes go into effect at the end of the month in which the request was processed.

To enroll in the PSP plan, you must have been a salaried employee for at least six months. To be eligible for the SIP plan, you must have had at least 12 months of service by January 1, 1989. Employees who have withdrawn or suspended contributions, but have satisfied the employment period, must com-

plete a form to resume contributions.

Employees who are eligible to participate in the plan for the first time will receive an enrollment kit in the mail. All forms may be obtained at the benefits office on the third floor of the Deer Creek Facility; the cafeteria entrance at the Electronics Manufacturing Facility; personnel building 6020 at Greenwood Commons; Information & Communications Systems benefits office, room 201 E&F, at Littleton Systems Center; second floor of the ORB building (which connects the Administration Building with the Engineering Building); the lobby near the guard station at Terrace Towers Facility; room 607 at the Space Support Building; and at the employee briefings that will describe the corporation's revised health plan.

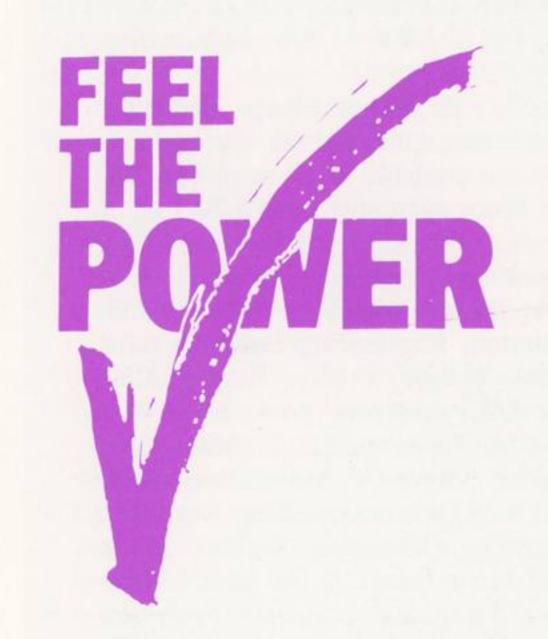
Forms must reach the Employee Benefits Office, Deer Creek Facility, Room 3B409, Mail Stop DC1343, by Nov. 30.

Dental coverage can be changed this month

During November, salaried employees in the Denver area may change their dental insurance provider. The effective date would be Jan. 1, 1989. Enrollment for hourly employees will take place in December.

Similar to last year's enrollment, employees will have the choice between Connecticut General dental insurance, which allows a choice of dentists, or the Safeguard prepaid plan, in which all care is sought through a primary care dentist.

Employees interested in making a change in coverage may pick up change cards at November's employee briefing sessions, which will be held to explain the revised medical insurance plan. Information is also available at the Employee Benefits office at Deer Creek, or in the Waterton forms office on the second floor of the ORB building (which connects the Engineering Building with the Administration building).



Nov. 8 is election day

Polls are open from 7 a.m. to 7 p.m. Call the County Clerk in your area or check local newspapers for your polling location.

SIP

Unit values for the Savings and Investment Plan (SIP) for United Aerospace Workers (UAW)- and United Plan Guard Workers of America (UPGWA)represented employees in September (August values in parentheses) are:

Fund A 0.9731665389
Indexed Equity (0.9341430984)
Fund B 1.1783206816
Fixed Income (1.0723792938)
Fund C 0.8681234095
Company Stock (0.8681234095)

PSP

Unit values for the Performance Sharings Plan (PSP) for salaried employees in September (August values in parentheses) are:

Fund A 4.5920888229
Indexed Equity (4.4043823157)
Fund B 3.0519185149
Fixed Income (3.0282383767)
Fund C 4.5609467214
Company Stock (4.1599661875)

Accident insurance enrollment slated

Employees who would like to enroll in the special accident insurance plan or who would like to increase their coverage or include their families under the plan may do so during the month of November. Coverage would begin Dec. 1.

The special accident insurance plan is supplemental life insurance coverage that provides benefits in the case of death, dismemberment or total disability due to an accident on or off the job. All active full-time employees are eligible and may select coverage from \$20,000 to \$250,000 (or to a maximum of \$500,000 if it does not exceed ten times the applicant's annual earnings). Family coverage would insure the lives of a spouse and any dependent children. Employee insurance costs nine cents per week per \$10,000 of coverage. Coverage for the employee and dependents is 14 cents per week per \$10,000.

More information is available through the Benefits Office at Deer Creek, in the Waterton forms office on the second floor of the ORB building (which connects the Engineering Building with the Administration building), or at employee briefings that will describe the corporation's revised health insurance plan.



Rispha McCray, a Thomas Jefferson High School student, gets some assistance from John Young of Data Systems in a company-sponsored program to help students with their scholastic aptitude tests.

Company sponsors SAT study program

The Astronautics Group is sponsoring a computer-based training program to help eight disadvantaged minority high school students with their Scholastic Aptitude Tests (SAT).

The students will meet in the Deer Creek learning center for eight, three-hour classes, to help improve their scores on the college board test. They will use Barron's SAT study program, which was purchased by Data Systems' Public Relations department.

Jerry Frasl, chief of computer-based training for Technology Training, said Martin Marietta saw the need to help students who didn't have computer learning centers at their schools. So, the company stepped in "out of the goodness of our heart," to share the facility while the students were in the SAT program.

The students' instructor is John Young, product representative for Product Excellence

at Data Systems. Young, an alumni of Hampton University (the school's alumni association sponsored the students), selected the students and provides their transportation for the program.

The learning center was opened by Technology Training for the Astronautic's Group in July as a place for employees to learn on their own, outside a classroom. Frasl said the facility is part of the company's push to enhance employee's education to help them in their jobs. The learning center offers six self-learning courses.

Employees who know of organizations that could use the facility as a public service from Martin Marietta, or who have additional questions, may contact Frasl at Ext 1-4957 or at Mail Stop DC-1825.

Overnight mail costs racking up

The mail room supervisor is asking employees to use priority mail instead of overnight express mail whenever possible.

Although priority mail takes one more day to deliver in most cases, it can be anywhere from 75 percent to more than 500 percent less expensive than overnight mail, said Dave Eyman, Mail Room supervisor. From January through September this year, the Astronautics Group spent more than \$68,000 in overnight mail services.

Priority mail delivery packages are available through the mail room.

Credit union now open at Deer Creek

Red Rocks Federal Credit Union has opened an office in the Deer Creek Facility in the south corridor on the "R" level. It is open Monday through Friday, 9:00 a.m.-3:30 p.m.

The credit union offers savings and checking accounts, notary service, loans, cashing of payroll checks, credit and/or debit cards, certificate of deposit accounts, individual retirement accounts, free travelers checks, money orders, Christmas club, night deposit drop, and more. The phone number is Ext. 1-4777.

IFSS performance rates good and low

Nearly 100 Plant Operations and Strategic Systems employees were honored on Oct. 18 for exceeding the performance goal on the Peacekeeper ICBM instrumentation and flight safety system (IFSS) production contract.

The employees reached a productivity index rating of 1.3, which John Parker, production manager for IFSS, said may be the top rating in the industry for aerospace production.

Performance index (PI) ratings are determined by dividing the total number of hours spent to complete a project by the amount of standard hours assigned for the work. A lower number is better, and the number increases for inefficiencies or delays. The ratings are sent to the Air Force every month.

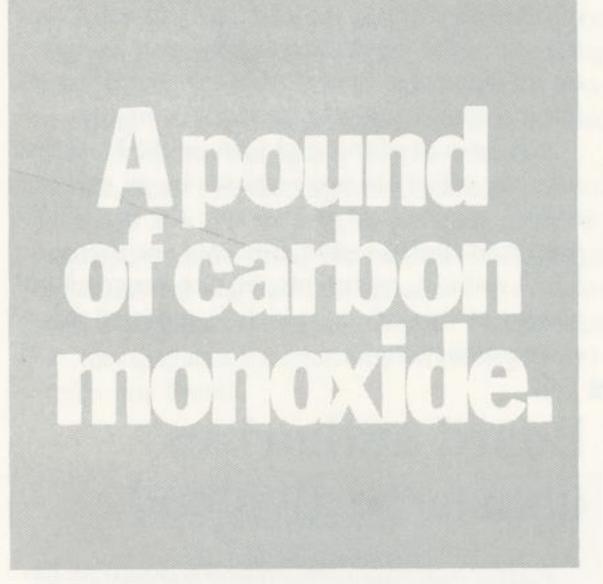
The productivity goal was set in June 1987 as a combined effort between all IFSS employees in Denver and at Manned Space Systems. The group attained the goal more than three months ahead of schedule.

During a gathering to honor the employees at the new Electronic Manufacturing Facility III at Waterton, top management said those involved with IFSS are in the forefront of the company's effort to improve productivity.

Gene Bond, director of IFSS, said he had forecast overruns of several million dollars for the program, but the problems were overcome, and now, "the Air Force looks to us as an example to other contractors."

James A. Sterhardt, president of Strategic Systems, said the accomplishment, "was a magnificent team effort, and all of the employees involved have set an example for the entire company to follow."

Stanley F. Albrecht, vice president of Plant Operations, also commended the work done on IFSS and said the new manufacturing facility should lead to further productivity gains, and an improved work environment for all EMF employees.



That's what the average vehicle emits in just 11 miles. Staggering, isn't it? So try to cut down on the number of times you hop into your car. Combine several errands into one trip. Or plan them around your commute to work. Less miles mean less air pollution.

BetterAir

Cromer to visit

Lieutenant General Donald L. Cromer, commander of Air Force Space Division, will visit the Astronautics Group on November 21. Cromer will speak to Space Launch Systems and Titan production employees in the factory, and all SLS and factory employees are invited to attend.

Cromer assumed command of Space Division on June 24 after serving as the commander of the Space and Missile Test Organization at Vandenberg Air Force Base, California.

Details of the general's visit will be provided on employee bulletin boards.

Corporate news

Martin Marietta reports third quarter earnings

Martin Marietta Corporation reported third quarter net earnings of \$202,788,000, or \$3.81 per common share, compared with \$55,625,000, or \$1.02 per share, in the third quarter of 1987. Per share earnings included a nonrecurring gain of \$2.55. Without this one-time gain, per share earnings were \$1.26, up 23 percent from last year's third quarter. Sales for the quarter increased to \$1,455,002,000 from \$1,319,848,000 a year ago.

Nine months new earnings were \$335,161,000, or \$6.30 per share, compared with \$171,266,000, or \$3.13 per share, in the same period a year ago. Sales for the nine months increased to \$4,192,342,000 from \$3,853,536,000 in the nine-month period last year.

Net earnings in the third quarter and for the nine months include the onetime after-tax gain of \$135.7 million, or \$2.55 per share, from the sale of the corporation's 68.3 percent interest in Hoskyns Group plc, a London-based international computer services company.

A large part of the total gain on the Hoskyns sale was offset for tax purposes by an existing capital tax loss carry forward. Of the \$2.55 per share after-tax gain, 73 cents per share, or \$39.1 million, represents the nonrecurring tax benefit of this offset, which is reported as an extraordinary item.

Board authorizes quarterly dividend

Martin Marietta Corporation's Board of Directors authorized a quarterly cash dividend of 27 1/2 cents per share on the company's common stock, payable Dec. 30 to holders of record at the close of business on Dec. 5. The action continues the rate on Martin Marietta common, effective in the third quarter of 1987, of \$1.10 on an annualized basis.

Company visited by local politicians

Three Colorado politicians visited the Astronautics Group recently to meet employees and the company's president, and to tour facilities.

Congressman Joel Hefley, a Republican representing Colorado's Fifth House District, visited the company on Oct. 25 to tour the second floor of the factory, the Small ICBM Designto-Produce Facility, and the Rapid Retargeting/Precision Pointing research facility.

Hefley then met with employees in the Engineering Building and attended a luncheon with Peter B. Teets, president of the Astronautics Group, and Joseph C. Spencer, vice president of Business Development.

Martha Ezzard, a former state senator and state representative, met with Teets on Oct. 14 and later greeted employees at the Deer Creek Facility.

Ezzard is the Democratic candidate for the U.S. House of Representatives in Colorado's Sixth Congressional District.

Congressman Dan Schaefer, the Republican incumbent running for re-election in the Sixth



Congressman Joel Hefley, a Republican representing Colorado's Fifth House District, visited the company on Oct. 25. From left to right are Gene Sobke, manager of the second floor of the factory, repair welders Alvin Jaufre and Richard Pruess, and Hefley.

District, met with Teets on Nov. 2 for an overview of Denver's operations and visited with employees at the Deer Creek Facility.

Schaefer was a state senator from 1979-83 and a state representative from 1977-78.

Company joins forces to stop Amendment 6

"Governor Roy Romer; E. Gordon Gee, president of the University of Colorado; George Dibble, president of the Colorado Association of Commerce and Industry; House Speaker Bev Bledsoe; Senate President Ted Strickland; and the editors of the Rocky Mountain News and the Denver Post have joined numerous other business, educational, political, labor, and civic leaders to oppose the so-called 'taxpayers bill of rights,' Ballot Proposal No. 6. I, too, have become convinced that passage of Amendment 6 is not in the best interests of the citizens of Colorado. The following analysis was prepared by the League of Women Voters."—Peter B. Teets, President.

Major Provisions:

- Requires majority voter approval for future state and local tax rate increases and repeals 1988 tax increases.
- Requires a two-thirds voter approval to incur future state or local governmental debt that extends past the fiscal year in which the debt was incurred.
- Limits residential property taxes to 1 percent of assessed market value, plus voterapproved debt.
- Limits each district's property tax revenue growth to inflation plus local growth (new construction or higher school enrollment) unless voters approve otherwise.
- Reduces the limit on state income tax from 5
 percent to 4 1/2 percent of taxable income
 unless voters approve otherwise. All taxable
 income shall be taxed at one rate.
- Limits future growth in state government spending to the combined increase in inflation plus population, unless voters approve otherwise.

Those in Favor Say:

- Voter approval should be required before tax rates can be raised. Citizens will have a greater voice in deciding how much government they can afford.
- This proposal makes modest tax reductions to achieve a more reasonable tax level and to control government spending.
- This proposal establishes flexible guidelines for future increases in revenues and government spending.
- 4. The 1 percent limitation on residential property tax prevents senior citizens and others from being taxed out of their homes.
- 5. Allows government entities to raise taxes in an emergency situation, but permits voters to repeal or keep the tax at the next election.

Those Opposed Say:

- 1. This proposal takes the authority to fix tax rates away from state and local elected officials, thus lessening the power of representatives in Colorado.
- 2. This proposal will impose restrictions on the government's ability to reform and modernize the tax structure and to provide equity among taxpayers as changes occur in the state's economy.
- Insufficient revenues are already making it difficult for the state to fund needed services.
- 4. All new taxes or tax increases first effective in 1988 without approval by voters would be repealed. This may have an impact on Colorado's new School Finance Act.
- 5. All future government and government-based debt would need a two-thirds voter majority. This is contrary to democracy; it establishes the will of the minority over the will of the majority.

Employee services/recreation

Smoking Cessation Class—Enjoy a breath of fresh air! The American Cancer Society's "Fresh Start" smoking cessation class is available free of charge to all Martin Marietta and Air Force personnel, their spouses and dependents. The class consists of four meetings, 5:00-6:30 p.m., Nov. 7, 10, 14 and 17 at Goddard Middle School. To register, call the Employee Services office, Ext. 7-6605 or 7-6750.

Ski Club—The Satellite Ski Club will meet at 7:30 p.m., Wednesday, Nov. 9 at the Greenwood Point Apartments' Clubhouse (near Broadway and Littleton Boulevard). Signups will be taken for the Loveland and Steamboat trips. See the Employee Services/Recreation racks for a map to the clubhouse.

Martin Marietta's 3rd Annual Racquetball Tournament—Will be Nov. 19 and 20 at Highline Athletic Club, at the corner of Dry Creek Road and South Broadway Avenue in Littleton. Entry fee is \$10.00. There will be A, B, C and D divisions for men and women. Entry forms are located in the Employee Services/Recreation racks and must be received at the Deer Creek Recreation office by Nov. 11.

Mile High L5 Space Society—Invites employees, family, and friends to join the society at 7 p.m. Friday, Nov. 11, at South Park I. A speaker is scheduled and refreshments are provided. For further information and to register guests, call president Barry Tuell, Ext. 7-8137 or 973-7874 (home).

Hunting and Fishing Club—The group will meet at 5 p.m. Monday, Nov. 14, in the recreation area clubhouse.

Commodore Users Group—The club will meet at 5 p.m. Tuesday, Nov. 15, in the recreation area clubhouse. For more information, contact Dan Whittemore, Ext. 7-6324, or Chuck Barton, Ext. 7-9950.

Platte Canyon Photo Club—Will meet 7 p.m. Wednesday, Nov. 16, at the Public Service Building, 10001 W. Hampden (at Kipling). Photographer Joe Lange will present a slide show entitled, "Scenic Gems of the American West." For more information, contact Bill Privatsky, Ext. 7-4969.

Parapsychology Club—Will meet from 5-7 p.m. Thursday, Nov. 17, in the Littleton Systems Center cafeteria. "Learn How To Find Out About Yourself" is the topic of speaker Arlen Bock. Nonemployees are welcome to attend, but corporate policy requires a minimum age of 16. Employees must provide escorts for their guests and give names of guests to Janna Winkel, Ext. 7-7814, or Helen Hussander, Ext. 1-6887.

Running Club—Members of the Sheepherders running club captured first place in three recent community races. Team victories included the Joe Mandel Corporate Team Race for the 4th straight year; the Denver Symphony 5K team division for the third straight year; and the Governor's Cup 10K, Corporate I division.

Denver Symphony Discount—Coupons offering two tickets for the price of one for any Denver Symphony Orchestra classical or pops concert are available from the Employee Services office at Deer Creek, the Waterton branch office in the ORB building, room 200 (open Monday and Friday, noon-4 p.m.), and from the volunteer recreation representatives at SSB, LSC, South Park III, South Lincoln, and Greenwood Commons facilities. To find the representative closest to you, call Ext. 7-6750.

Deer Creek Toastmasters—An initial meeting to form a new Toastmasters Club at the Deer Creek Facility will be begin at 4:15 p.m. Wednesday, Nov. 9, in the Independence Room, "R" level. For more information, contact Pat Roybal, Ext. 1-5762.

Titan Toastmasters—The group meets at 6 p.m. Mondays at Mission Trujillo Restaurant, 181 Ridge Road (Broadway and Ridge Road). Contact Mark Willey, Ext. 1-6183, for details.

LSC Toastmasters—Improve communication skills and gain self-confidence—attend Toastmasters Club meetings on Wednesdays at 4:30 p.m. For more information, contact Jim Harrer, Ext. 7-4588, or Alex Hubert, Ext. 7-6527.

Barber/Styling Shop Hours—Convenient, professional, low-cost hair cuts are available to all employees and Air Force personnel from 6:30 a.m. to 3 p.m. at the following locations: Deer Creek Facility, A-level, by south elevators, Monday-Friday, Ext. 7-9157; Waterton, Engineering Building, basement, Monday-Friday, Ext. 7-3029; and LSC, west and south of cashier, Tuesday-Thursday, Ext. 7-0560.

Career Women's Association—CWA will hold their next meeting Nov. 16 at Arapahoe Community College in the Half-Moon Room. Social hour will begin at 5 p.m. and the meeting with election officers will begin at 6 p.m. The speaker will be Denny Kercher from Mountain States Employers Council who will speak on "Negotiation As a Woman." Reservations are due Nov. 14 through Jane Wolfe, Ext. 7-2944. Tickets are \$7 for members and \$12 for nonmembers.

SICBM receives 100% award fee

The U.S. Air Force Ballistic Missile Office (BMO) this week awarded Strategic Systems a 100% award fee and its fourth consecutive "excellent" rating for work performed on the Small ICBM System Support Contract.

The award, based on an 11-month period, is the first perfect score the program has received for the System Support contract, but award fees have been in the 90-percentile range for the three previous excellent ratings.

"Your continued strong support to the program is evident by this, your fourth consecutive excellent rating," said Maj. Gen. Edward P. Barry, Jr., commander of BMO, in a letter to James Sterhardt, president of Strategic Systems. "You received high marks in all evaluation areas without any noted weaknesses."

In giving the award fee, Barry noted the company's work on the Small ICBM Missile Modal Survey test, the Data Management System support, and the Interface Control Working group.

Employees to sponsor Marine celebration

To celebrate the United States Marine Corps' 213th anniversary, Martin Marietta former Marines are hosting a dinner on Veterans Day, Nov. 11.

More than 300 former Marines are employed by Martin Marietta in Denver, and all are invited to attend the celebration beginning at 5:30 p.m. at the Holiday Inn, 7390 W. Hampden. Guests are welcome. Reservations must be made by Nov. 4 to Jim Lingle, Ext 7-7639. The dinner is \$35 per couple or \$20 for individuals.

Magellan work resumes

Following the cleanup and inspection of the Magellan spacecraft resulting from a mishap at Kennedy Space Center, Fla., work is proceeding as planned toward a launch in late April 1989 on the Space Shuttle Atlantis.

On Oct. 17, an electrical mishap caused damage to a test battery in the spacecraft. Investigators have since determined that damage was limited only to the battery, a connector and a thermal insulation blanket. No damage to the spacecraft's structure or electrical systems was found.

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