

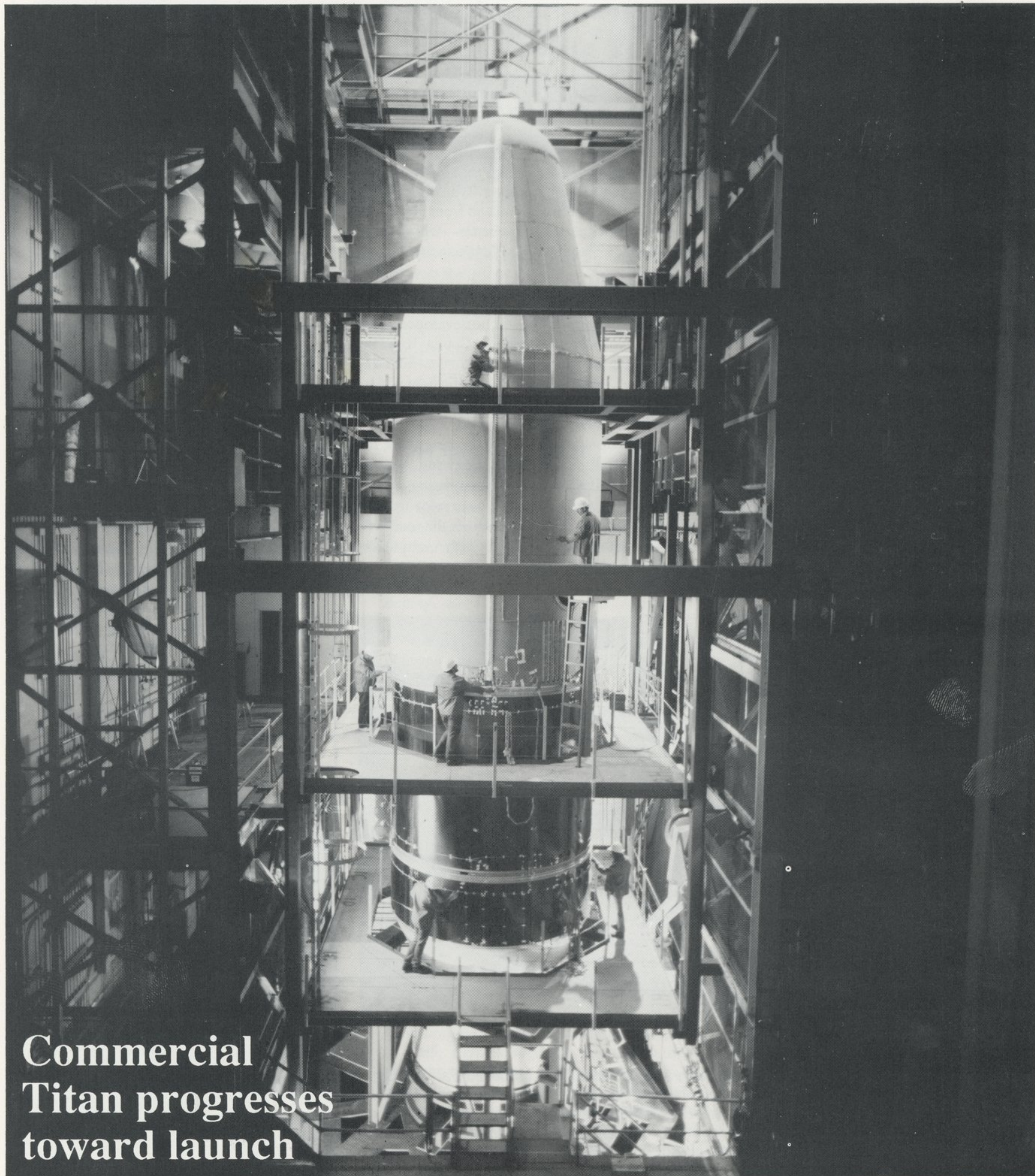
MARTIN MARIETTA

news

ASTRONAUTICS GROUP

April 7, 1989

Number 8



**Commercial
Titan progresses
toward launch**

Astronautics Group gets all-green COR

The Astronautics Group got the highest rating possible—eight “greens”—in the recently completed Contractor Operations Review (COR). Green means satisfactory.

“I expect us to maintain and improve on our position as a high-quality producer because of our commitment to continuing improvement,” said Peter B. Teets, Astronautics Group president.

“We grew from the first COR to the second one, and we grew again from that one to this one. Both management and non-management employees are taking this look at us by our customer as a stepping stone to even better performance in the future.

“I couldn’t be happier with our COR results,” Teets said. “It was great to get an all-green COR, especially since we were so psyched up for it. A great many of our people worked hard to achieve that goal.”

Lee White, chairman of the bargaining committee of United Auto Workers Local 766, said,

“We, the union, are happy to know that we got all greens on the COR. We’re willing to keep the relationship working as a team.”

Among the positive comments the Air Force made about the company was a commendation for housekeeping in the factory areas. Martin Marietta’s people came in for praise, too.

The company is already off and running on corrective action plans for areas that need some attention based on specific COR write-ups. According to Stan Albrecht, head of the company’s COR team and vice president of Plant Operations, an overall plan is expected to be approved by the Air Force by mid-April.

“In my opinion,” Teets said, “this COR was a lot less hectic than our two previous CORs. The results prove that we’re in a position to readily accommodate other reviews. We have a lot to be proud of, and we’ll proceed from here to do nothing but get better and better—which is the essence of Total Quality Management.” ■

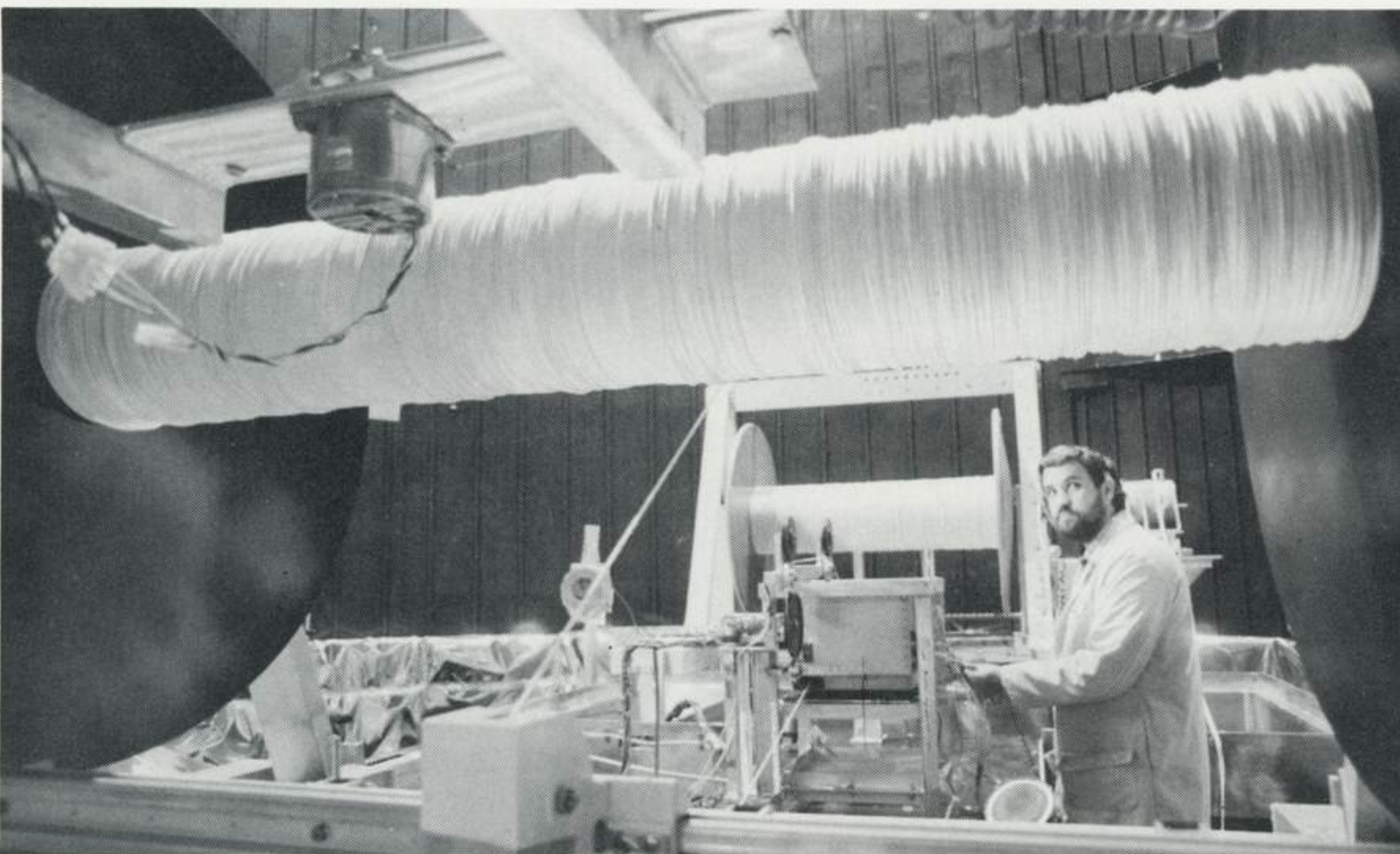
Improvements underway for Deer Creek travelers

The intersection of Deer Creek Canyon Road and Owens Street, below the Manville Research and Development Lab, is currently undergoing a facelift that will make auto travel safer for everyone.

Repaving started last week, and a new stop sign will be posted on Deer Creek Canyon Road at the Owens Street intersection for travelers going west, said Stanley F. Albrecht, vice president of Plant Operations, after attending a South Valley Road Committee meeting with Jefferson County personnel. These changes will provide a through lane for automobiles traveling south on Owens as they turn west through the hogback.

A three-lane section will be developed at the Deer Creek Canyon Road and Cougar Road intersection, creating safer travel for cars not turning onto Cougar Road. And a traffic light will be installed at the exit of the Martin Marietta road and Deer Creek Canyon Road.

Albrecht also said the engineering work for the new South Valley Road is nearing completion, and Jefferson County is preparing to start the bid process to select a contractor to construct the road. Physical work on the road will begin within two months, with completion scheduled for this September. ■



Tethered Satellite passes test

Space Systems employee Kelly Parham prepares a portion of the Tethered Satellite System for testing in the Space Simulation Laboratory. The test, concluded successfully in March, simulated deployment and retrieval of the tether under spaceflight conditions. For the test, the tether was routed from the flight reel (foreground) through the lower tether control mechanism onto the ground reel (background) at speeds of up to six meters a second. First flight of the system on the Space Shuttle is set for early 1991.

Air Force praises company’s people

A number of Astronautics Group people were singled out for praise for their performance during the COR by the Air Force COR auditors.

One group includes Randy Sprague, Shar Petty, Joanne Popovich, Melanie Baker, Tina Englehard, Nancy Schick, Reanne Frazier and Mark Sperow, all from the administrative side of the review.

“This group performed an extraordinary effort to support us,” said Charles Kjelland, head of the Air Force COR team. “We completed all administrative efforts by 4 p.m. Thursday, which is a record.”

Four company facilitators also got high marks from the Air Force.

“Joyce Halliday, Regina Palmer, Lonnie Plenent and Greg Worthington were all extremely knowledgeable of company procedures and processes. They made the COR flow very smoothly,” Kjelland said.

Kjelland also noted positively the “professional management style displayed” by Scott Gross in electronic manufacturing; Hatch Wroton in engineering; Lt. Ted Housley, fire chief; Lt. Casey Norman, fire commander; and Claudia Mathis in material audit.

And among non-management employees, Kjelland noted eight people who deserve recognition.

“These people were knowledgeable, helpful, professional, and had a lot of pride in Martin Marietta,” he said. They are Jacob Mass, nondestructive inspection inspector; Marge James, advanced manufacturing technology; Tom Robinette and Garrett Mengel, inspectors; Steve Sedlacek, fire dispatcher; Ike Rose, safety engineer; Art Thun, industrial hygienist; and Carolyn Horton, secretary.

Classes open

The Martin Marietta Evening Institute still has openings for the following classes.

- 1) CS-360A Intro to Macintosh, Sessions: 1C, 3C, 4C, 5C, 6C, 7C, 8C, and 9C. Call Betty Wooster at Ext. 7-6650 for more information.
- 2) CS-360C Macintosh Introduction to EXCEL: 1C, 2C, and 3C. Call Mike Chris, Ext. 7-8432.
- 3) CS-333 Introduction to IBM Personal Computer: 1C, 2C, 3C, and 4C. Call Kathy Steinberg at 790-3400.

New drug policy implemented

A new law called the "Drug-Free Workplace Act of 1988" took effect in mid-March, and it affects Martin Marietta and all other government contractors.

The law requires the company to certify that it will provide a drug-free workplace.

"I fully support this law, and Martin Marietta is in willing compliance with it," Peter B. Teets, president of the Astronautics Group, told a high-level audience at the 13th Annual Colorado Governors' Luncheon on March 30.

"I don't believe this new legislation was intended to be onerous, nor is our policy designed to be troublesome. Rather, we have a vital interest in maintaining a safe, healthful, and productive environment for our employees, and in protecting company property, equipment and operations," Teets told the audience of approximately 700.

"Nearly 40 percent of workplace deaths are directly related to drug or alcohol use," Teets said. "Eighteen thousand deaths and 20,000,000 injuries on the job annually involve alcohol."

Teets' speech outlined the actions the new law requires.

"... Martin Marietta will not hire individuals who use any illegal drug, in any amount ..."

—Peter B. Teets

First, the company must publish and provide to every employee a statement that says that manufacturing, distributing, dispensing, possessing or using controlled substances is prohibited in the workplace.

This statement was distributed to all employees earlier this week.

Second, companies must establish a drug-free awareness program. This program is to inform and educate employees about:

- The dangers of drug abuse,
- The company's policy of maintaining a drug-free workplace,
- Available counseling, rehabilitation, and employee assistance programs, and
- Penalties for violating relevant laws and company policies.

Employees who are convicted of violating a criminal drug law while in the workplace must tell the company within five days of their conviction. The company then has 10 days in which to tell the government contracting agency.

"It follows, then, that contractors must impose a sanction (penalty) on any employee so convicted, or that the employee be required to participate in a drug abuse assistance or rehabilitation program," Teets said.

The third major provision of the new law requires contractors to make a good faith effort to maintain a drug-free workplace, Teets said.

In response, Martin Marietta has issued a new corporate policy statement on drugs and alcohol.

"One of the principal statements of the company's policy says Martin Marietta will not hire individuals who use any illegal drug, in any amount—regardless of frequency," Teets continued.

"That's a pretty straightforward hiring policy, isn't it?" Teets said.

For employees who have a drug or alcohol abuse problem, Astronautics Group has an Employee Assistance Program.

Run by Charles Roach, the award-winning program was established formally two years ago. It provided services to more than 400 employees in 1988.

Substance abuse was the primary problem in 132 of these cases. The program also helps employees deal with stress, family, legal, marital, financial and other personal problems.

Fifty employees received inpatient or outpatient treatment for drug or alcohol abuse last year, and 49 of them are back on the job.

"This program saves about four dollars for every one we spend on it," Teets told the Governors' Luncheon.

"The practical aspect . . . is that it costs less to rehabilitate an employee with a substance abuse problem than to replace him or her," Teets said.

"And an interesting thing happens. When the company makes the effort to help an employee with a serious problem, in most cases the employee becomes more loyal and more productive than the company might have hoped." ■

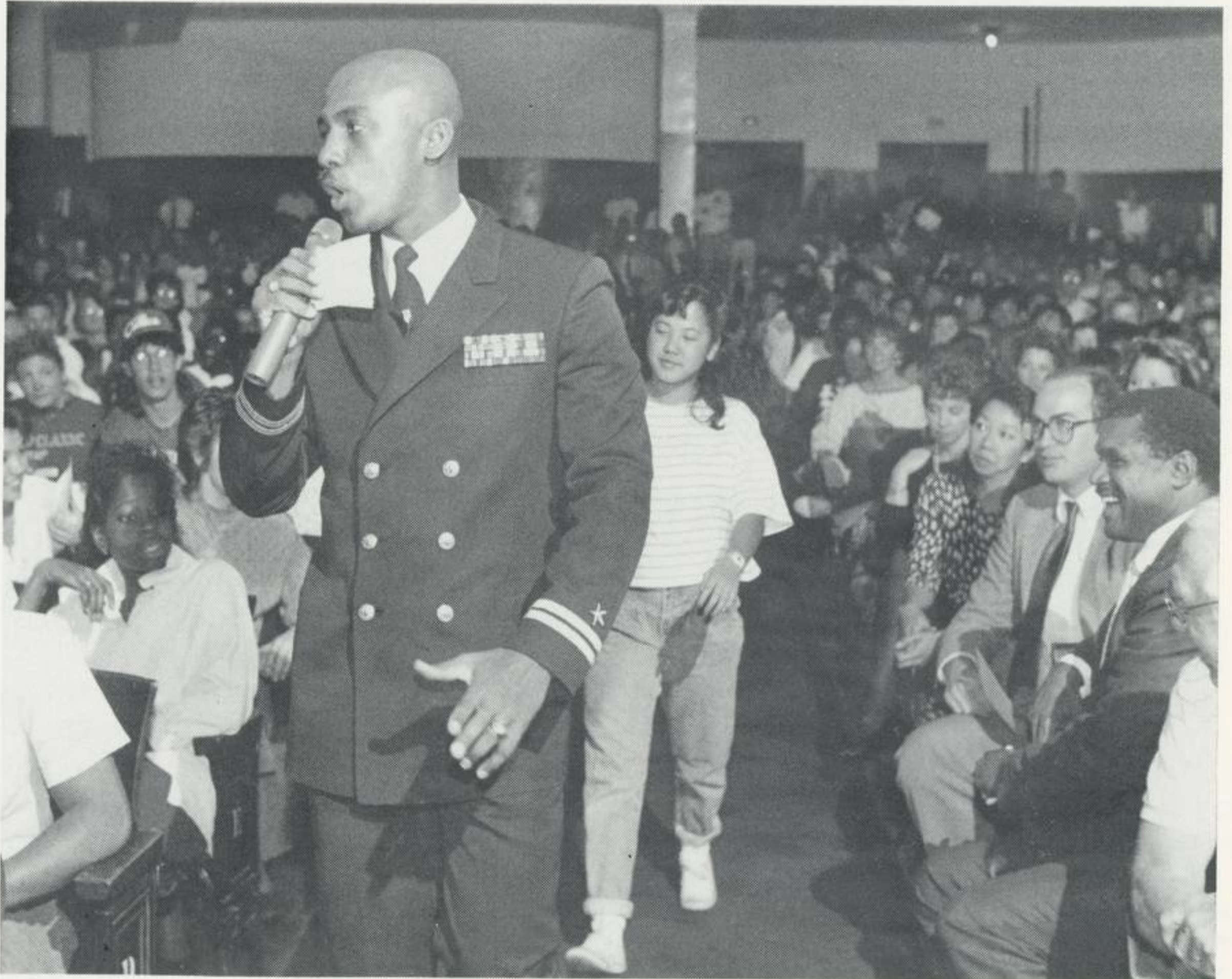
On the cover

A test payload fairing and payload carrier assembly for the Commercial Titan space launch vehicle undergo tests at the main plant. The two elements of the launcher are stacked as they will be for the first Commercial Titan launch this fall. The vehicle was scheduled to be rolled out of the Waterton factory today and will be transported by cargo plane to Cape Canaveral Air Force Station, Fla. The launch will be conducted from an Air Force launch pad which Martin Marietta has an agreement to use for commercial launches.

Company receives award

In recognition of the outstanding service provided to Martin Marietta employees through the Employee Assistance Program, Governor Roy Romer presented Astronautics Group a plaque at the 13th Annual Governors' Luncheon. Peter B. Teets accepted the plaque on behalf of the Group.

Employees who would like more information about the Employee Assistance Program should contact Charles Roach at Ext. 7-5521.



Just say no!

Lt. Montel B. Williams, U.S. Navy (Reserves), delivers a motivational, power-packed message to students at Denver's East High School: stay off drugs and stay in school. Lt. Williams travels around the country representing the REACH, The American Dream, Inc. foundation, speaking to students, educators, business and civic leaders. Martin Marietta sponsored his recent visit to Denver. He spoke to students at East, West, and Manual High Schools.

Karl Gehring/Denver Post

Sexual harassment courses continue

New supervisors and employees who have not yet attended sexual harassment awareness courses through the Equal Employment Opportunity/Affirmative Action Plan department should do so by the end of the year.

According to U.S. Equal Employment Opportunity Commission (EEOC) guidelines, unwelcomed sexual behavior, advances, requests for sexual favors, deliberate or repeated unsolicited communications or gestures, and other verbal or physical conduct of a sexual nature constitute sexual harassment when any one of the following criteria occur:

- Submission to such conduct is made either explicitly or implicitly a term of condition of an individual's employment.
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting the individual.
- Such conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

"Lack of awareness of the law in this area is no excuse," Jerry Pitts, EEO personnel administrator, said. "Prevention of sexual harassment is an important issue."

For more information, call Pitts at Ext. 7-1811 or 7-1423. ■



New wastewater treatment building

Stanley F. Albrecht, center with shovel, breaks ground for the construction of a new Final Polishing Building at Waterton with employees from facilities engineering, procurement, and environmental management. When complete, and in service in November, the \$4.6-million facility will be able to treat one million gallons of wastewater per day, and release an effluent that will meet or exceed most drinking water standards. The facility will include office space, a new laboratory, a chemical feed building and an advanced industrial wastewater treatment system. It was designed by the Astronautics Group facilities engineering department, with the assistance of a local consultant.

Performance Sharing Plan explained

A number of employees have expressed confusion and frustration over the restrictions and penalties associated with withdrawals from the before tax portion of the Performance Sharing Plan (PSP), Mary Duffy, PSP coordinator, said. The benefits office would like to clarify some of the commonly misunderstood issues.

"The two major problems some employees in the plan have encountered are misunderstanding the intent of the savings plan, and dealing with the recent legislative changes enforcing the initial intent of retirement savings," Duffy said.

"Employees who sign up for the program should realize that the PSP program is designed for them to set aside savings for retirement and long-term reasons easily," she said. "The money set aside in the before tax portion of the plan is difficult to withdraw during their time as an active employee."

Recent legislation, effective Jan. 1, 1989, requires more extensive documentation of severe and immediate financial hardships to be able to withdraw before tax funds, she said. Those hardship guidelines have been established by the IRS and include tuition for post-secondary education and purchase of a primary residence.

Also, earnings on before tax contributions made after the first of the year are no longer eligible for withdrawal while the participant is actively employed.

Employees who withdraw funds under the guidelines expose themselves to various penalties, Duffy said. These include: 10 percent

federal excise tax on the taxable portion of the withdrawal made prior to age 59½; adding the taxable portion to ordinary income for that year; and a suspension from making contributions to the PSP program for two open enrollments.

"This plan provides a great way to save for retirement," Duffy said. "It reduces tax liability now and defers taxation on contributions and earnings until retirement. At the same time, the company matches 25 to 100 percent of basic contributions.

"However, we like to caution employees to set their before tax level of contributions at a realistic level.

"Employees also may choose to use the after tax portion of the plan. After tax savings do not provide the immediate reduction of taxable income that the before tax savings provide," Duffy said. "After tax savings, however, can be accessed once every 12 months for withdrawals without having to prove a hardship, and taxation on earnings is deferred until withdrawal. After tax basic contributions also are eligible for the company match.

"It is important to understand that even though the before tax plan provides tax advantages, the after tax portion is more easily accessible," she said.

Changes between before tax and after tax elections and contribution level changes can be made during the open enrollment period next month. Contact Duffy at Ext. 7-5609 for additional information. ■

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 February 1989 (January 1989 values in parentheses) are:

Fund A	1.0407232455
Indexed Equity	(1.0691120886)
Fund B	1.1104841002
Fixed Income	(1.1043218822)
Fund C	0.8776314769
Company Stock	(0.8552601289)

PSP

Unit values for the Performance Sharing Plan (PSP) for salaried employees in February 1989 (January 1989 values in parentheses) are:

Fund A	4.9722952838
Indexed Equity	(5.0914591175)
Fund B	3.1742579295
Fixed Income	(3.1506447626)
Fund C	4.6239325724
Company Stock	(4.5060262807)



ALS conducts systems review

Approximately 300 people attended a 1½-day Advanced Launch System (ALS) Program Management and Systems Requirements Review at the Hyatt Regency Tech Center Hotel. The company is making good progress on the ALS program, Air Force reviewers said. The 168 government personnel who attended the reviews included representatives from the Air Force's Space Systems Division (the contracting agency for ALS), the Strategic Defense Initiative Office, NASA, and the Air Force's Astronautics Lab.

Company to host TQM symposium

The Astronautics Group will host the first National Total Quality Management Symposium at the Hyatt Regency Denver hotel Nov. 1-3. This symposium will be the first national conference to explore continuing performance improvement through Total Quality Management (TQM).

The American Institute of Aeronautics and Astronautics, National Security Industrial Association and American Defense Preparedness Association will co-sponsor the symposium.

It will provide a national forum for government, university, business and aerospace and defense executives and researchers to discuss how best to promote continuous performance improvement in U.S. industry.

Gen. Bernard P. Randolph, Commander of the Air Force Systems Command, and Norman R. Augustine, chairman of the board of Martin Marietta, are general co-chairpersons. Dick Cook, vice president of Technical Operations for the Astronautics Group, is chairing the technical program committee. Santo Bertuzzi of Astronautics Group is serving as Augustine's deputy, and Ted Sundin, also of Astronautics Group, is serving as Cook's deputy.

The federal government's TQM philosophy, concepts, and methodology will be examined at the symposium. Government, business, industry and academic representatives will present examples of TQM from their experiences, thus leading to better understanding of best practices for TQM implementation. ■

Larizza appointed business development vice president for Informations Systems Group



Larizza

Rocco D. Larizza has been appointed vice president of business development for the Information Systems Group.

Larizza had been president of the Information & Communications Systems company since June 1988, and prior to that, he was vice president of the I&CS Denver operations.

Dr. B. Clovis Landry, who has been named vice president of the Information Systems Group and replaces Larizza, will handle management responsibility for I&CS in Denver.

Most recently, Landry was vice president of Special Information Systems, where he was responsible for the executive management of a number of significant information systems programs.

Landry holds an undergraduate degree in mathematics and master's and doctorate degrees in computer sciences from Ohio State University.

Before joining Martin Marietta Corporation in 1985, Larizza spent 20 years with IBM, where he was director of Space and Special Information Systems, and was responsible for the management of command and control systems and other complex information systems programs. He has a degree in civil engineering from the State University of New York. ■

Savings bonds provide benefits

"Building security . . . fulfilling dreams."

That's the theme for the 1989 U.S. Savings Bonds campaign, which is underway at the Astronautics Group.

"I like to think of those who invest in U.S. Savings Bonds as share owners in America," Peter B. Teets, Astronautics Group president and the 1989 Savings Bonds chairman for greater Denver, said.

"Each person has individual goals and reasons for investing in bonds," Teets said. "But regardless of specific reasons, everyone who invests in savings bonds is building security."

The current annual interest rate for bonds is 7.35 percent. And, even at the minimum annual rate of six percent, if a person set aside \$12.50 for bonds every two weeks for five years, they'd have more than \$1,850 saved.

In 1988, Martin Marietta Corporation placed seventh on the U.S. Treasury Honor Roll of major companies. This year the entire corporation aims to improve that ranking, said Leroy Hollins, manager of employee services and coordinator of the Astronautics Group campaign.

Additional advantages for employees who purchase savings bonds include (1) interest earned on U.S. Savings Bonds is exempt from state and local income taxes; (2) federal tax on interest earned also can be deferred until the bonds are cashed; and, (3) bonds can be assigned to children who can cash them in at a lower tax rate when they reach the age of 18.

Teets also said, "Whether we're saving for an education, retirement, a down payment on a home, or gifts for children and grandchildren, we're benefiting both ourselves and our country (by purchasing bonds)." ■

Astronautics Group calls for TQM abstracts

The Astronautics Group is seeking contributed papers for the First National TQM Symposium, which the company is hosting here Nov. 1-3.

The papers should deal with TQM as it applies to:

- Business operations,
- Engineering and technical operations,
- Production (including procurement),
- Lifetime product support, and
- The total enterprise.

The deadline for abstracts is June 15. Prospective authors should send their one-page, 200-word, abstract to Ted Sundin at Astronautics Group, MS DC 4800.

Papers will be selected for presentation on the basis of the originality, comprehensibility and technical relevance, and content of the abstract.

Authors will be notified of acceptance by July 10. Final, camera-ready manuscripts will be due Sept. 15.

Questions on the program, format and policies, and suggestions for special presentations, should be directed to Sundin at Ext. 7-5213. ■

Corporate briefs

Martin Marietta wins sonar system contract

Martin Marietta Corporation has received a \$13.75-million full-scale engineering development contract from GE's Submarine Combat Systems Department to develop an advanced sensor system for the U.S. Navy's Seawolf-class submarines.

Called the Wide Aperture Array, the sensitive listening device is designed to be a key element of the AN/BSY-2 Submarine Combat System, which is in full-scale development by GE for the Navy's newest attack

submarine. The new combat system will collect, process and display acoustic sensor data and manage a wide variety of submarine-launched weapons. Seawolf-class submarines are scheduled for deployment in the mid-1990s.

The Wide Aperture Array will employ hydrophones mounted on the outside of a submarine's hull. Insulation from the vessel's own internal noises increases the array's ability to locate other vessels.

Albrecht elected to YMCA board

Stanley F. Albrecht, vice president of Plant Operations for the Astronautics Group, has been elected to serve on the board of the Littleton YMCA.

"I live in Littleton and have been on the city's Planning Commission," Albrecht said. "This board position provides me with an opportunity to contribute to the welfare of the town I live in, while at the same time helping the Littleton YMCA in its goal to be more active in the community."

Albrecht said his three-year term will enable him to contribute effectively to both Martin Marietta and the Littleton YMCA. ■

Employee services/recreation

Blood Pressure and Cholesterol—Free blood pressure checks and \$2 cholesterol screenings are available between 11 a.m. and 5 p.m. Monday through Friday at the Deer Creek fitness center. In addition, employees can schedule free consultations with a HealthMark exercise physiologist by calling the fitness center at Ext. 7-7576 during these same hours.

Colorado Corporate Games—Martin Marietta employees are urged to try out for the company's 9th Annual Corporate Games team. The competition involves more than 30 corporations and is a fund-raising event for the Colorado Special Olympics. Women and men are needed for track, tennis, racquetball, swimming, bicycle, golf, trap shooting, 5k run, 5k racewalk and 5k wheelchair competitions. Events pairing employees with Special Olympians include: a tandem bicycle race, a 4x100 track relay, and a 4x25-meter coed freestyle swimming relay. Employees interested in participating as athletes or volunteers should obtain a Corporate Games flyer from the recreation racks and send the completed form to the Employee Services/Recreation office, mail stop DC1344, by April 10.

Smoking Cessation Classes—Enjoy a breath of fresh air! The American Cancer Society's "Fresh Start" program is available free to all Martin Marietta and Air Force personnel, their spouses and dependents. Classes consist of four meetings from 5-6:30 p.m., April 10, 13, 17 and 20 at Goddard Middle School. To register, call Employee Services at Ext. 7-6750.

Ice Capade Discount—Employees can save \$3 off \$12 and \$10 tickets for the 7:30 p.m. performances on April 12, 13 and 14, and the 6 p.m. show on April 16. Order forms are located in the Employee Services/Recreation racks and must be returned to the specified address four days prior to the designated performance.

Satellite Ski Club—Members and guests will meet at 7 p.m., Wednesday, April 12, at the Greenwood Point Apartments, (near

Broadway and Belleview, behind Burt Chevrolet.) The club's annual Fun Day is this Sunday, April 9, at Loveland. Enjoy free lunch and free timed racing, prizes and games. Lift tickets are only \$12. Early renewal discounts for '89-'90 season American Ski Association cards are available until the end of April to club members only. Two gold cards can be purchased for \$16. A ski trip to New Zealand is planned for August. The price will be approximately \$1,300 for one week, with Hawaii stopovers at no extra charge. Any questions regarding these cards or the trip can be directed to Steve Packard, Ext. 7-3830.

Hunting and Fishing Club—The group will meet at 5 p.m., Monday, April 10, in the Deer Creek cafeteria. For more information, contact Mel Smith, Ext. 1-8655.

Archery Club—The Red Rock Bowmen will meet at 5:30 p.m., Tuesday, April 11, at Bear Creek Archery, 3350 S. Knox Court. A league shoot will follow the meeting. For information, contact Dave Unruh, Ext. 7-0477.

Scuba Club—Members and guests will meet at 6 p.m., Wednesday, April 12, at A-1 Diving Company, one block west of Santa Fe at 1800 W. Oxford Ave. Upcoming dive trips include Bonne Terre Mine, St. Louis, Mo., April 28-30; Cozumel, Mexico, May 19-26; and Lake Powell, July 7-15. For details, contact Carol Claypool, Ext. 7-4194, or Wayne Cox, Ext. 7-6800.

Running Club—The Shepherders Running Club spring race series in Waterton Canyon continues April 13 and 27, and May 11 and 25. All races start between 4:45 and 5 p.m. For information, contact Brad Eckhoff, Ext. 7-7102 or 7-1496.

Parapsychology Club—The club will meet from 5-7 p.m. on Thursday, April 20, in the Littleton Systems Center cafeteria. Dick Mortimer, a Martin Marietta employee, will discuss "Using handwriting to communicate with your subconscious." Non-employees 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 Helen Hussander, Ext. 1-7344, prior to the meeting.

Career Women's Association—The club will hold a dinner meeting at 5:15, April 20, at the Fireside Inn, 5641 S. Nevada, 1 block north of Littleton Blvd. Kim Wolinski will speak on "Take Charge of Your Life." Cost is \$9 members/\$12 non-members. Make reservations with boosters by April 17. CWA will also sponsor a "Career Development Workshop" presented by Sally Muller, PhD, Saturday, April 22, from 8:30 a.m. to 3:00 p.m. at Arapahoe Community College, Room M128. A continental breakfast and lunch buffet are included in the \$25 member/\$35 non-member fee. Forms are available in the recreation racks and from boosters. Registration is limited to 30 and deadline is April 20 to Rita Nicholson, MS 8048, Ext. 7-8380.

Free classes scheduled for new aerobics area

To introduce the new fitness room at the Deer Creek facility, free classes will be offered to employees April 17-20. The schedule for these classes is: April 17 and April 20, calorie burners at 6 a.m., aerobics 11:15 a.m., low impact aerobics at 4:15 and 5:15 p.m.; April 18 and April 20, body shapers at 11:15 a.m. and 5:15 p.m. and aerobics at 4:15 p.m. All classes are 55 minutes long and employees may attend as many of the classes as they want. Registration forms for the next six-week class series will be in the recreation racks by April 12. Fees are \$22 for Monday, Wednesday and Friday classes, and \$15 for Tuesday and Thursday classes. ■

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