

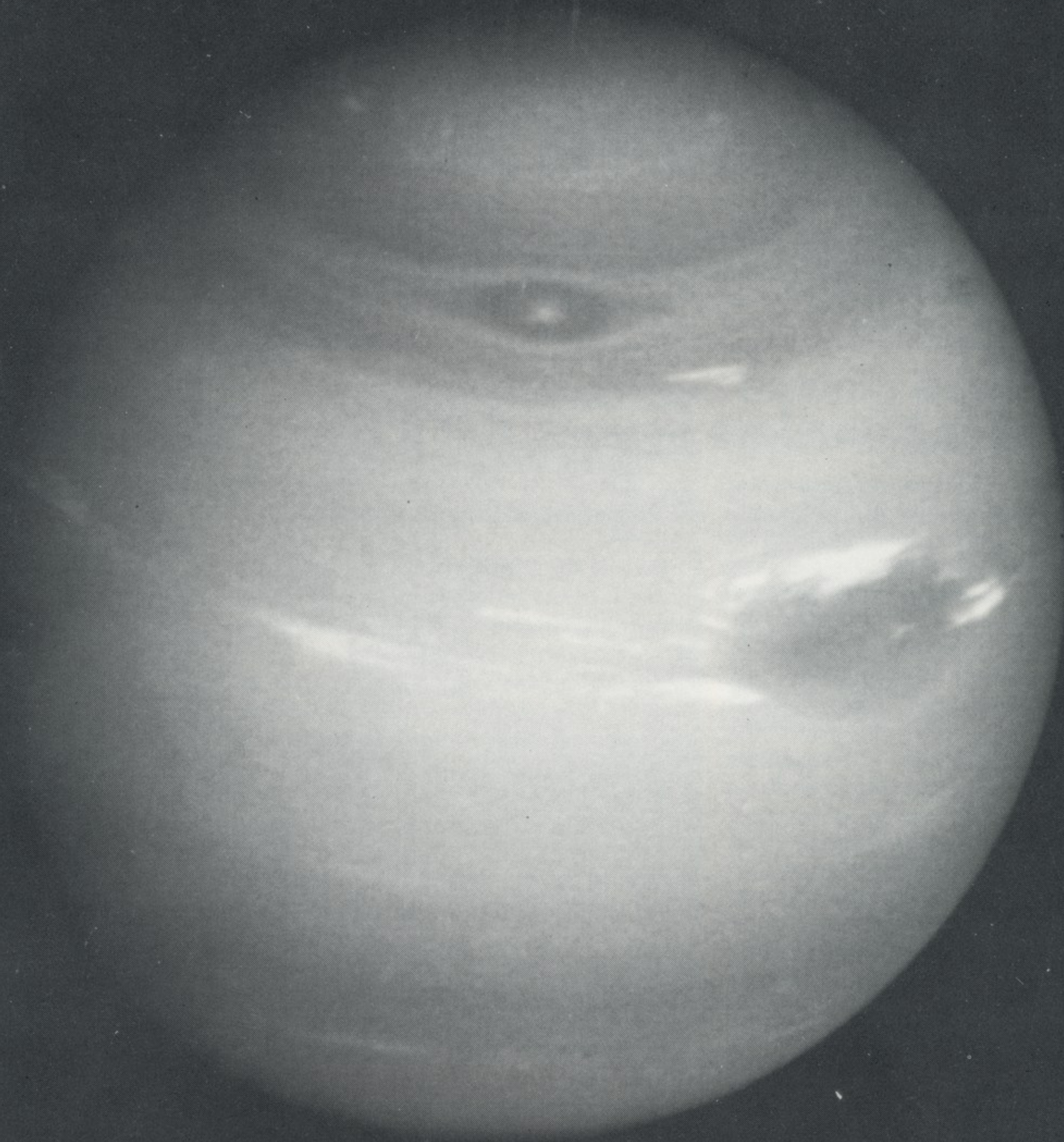
MARTIN MARIETTA

news

ASTRONAUTICS GROUP

August 25, 1989 Number 18

Voyager meets Neptune



Corporate news

Egyptian government to buy electro-optics system

The Electronics & Missiles Group will provide aircraft night navigation and targeting systems to the Arab Republic of Egypt under terms of an agreement between the U.S. Air Force, Department of Defense, and the Egyptian government.

The transaction under DOD's Foreign Military Sale program includes 12 sets of PATHFINDER navigation pods and SHARPSHOOTER targeting pods, with associated maintenance and test equipment, logistics support, and training. Beginning in 1991, the systems will be installed on Egyptian Air Force F-16 aircraft.

The PATHFINDER navigation pod and SHARPSHOOTER targeting pod are derivatives of the LANTRIN system that the Corporation produces for U.S. Air Force F-15E and F-16C/D aircraft. The system incorporates heat-sensing infrared sensors with laser and computer technologies.

LANTRIN has been field-proven in more than two million nautical miles of test flights and has been approved for full-rate production for deployment later this year by the Air Force.

The PATHFINDER system has been integrated and test-flown on U.S. B-1B, F-16C/D, and A-7 aircraft and will soon be engaged in a test flight program aboard the A-10.

Company to sell assets of Orlando real estate unit

The Corporation said it has retained Goldman, Sachs and Company to sell substantially all of the remaining land and property holdings of Orlando Central Park, Inc., a wholly owned subsidiary of the Corporation.

The almost 1,800 acres of property for sale include more than 850 acres of usable land in four separate developments for tourist, commercial, office, and warehouse uses; the Mercado Shopping Village; and two office showroom buildings. The Peabody Hotel, a premier convention center headquarters hotel 50 percent owned by Orlando Central Park, is not included in the sale. ■

MARCALL access numbers changed

Beginning Sept. 2, the nationwide "800" MARCALL number will be changed, while all local access numbers will remain the same as those issued last October.

Notification of the number changes will be mailed directly to the employee's home address by the company. Only employees who have remote access capability for MARCALL will receive notifications.

Employees should contact Lisa Field, Ext. 7-6641, or department administrators, if they have not received their notification by Sept. 2.



Augustine congratulates FTS team

Norman R. Augustine, chairman and chief executive officer, recently visited the new Integrated Robotics Facility at Waterton to congratulate the Flight Telerobotic Servicer (FTS) team on its contract win. FTS will be a multi-armed robot used to assemble the Space Station Freedom in the mid-1990s.

Shelter for homeless houses 180 a night

Although the situation surrounding homeless individuals and families in Denver seems to be an unsolvable problem, one United Way agency is doing all it can to aid the homeless by providing beds and shelter for nearly 180 people every night.

There are 2,500 counted homeless in Denver and only 800 beds for the homeless in the city. The Volunteers of America's Emergency Shelter for the Homeless on York street, near I-70, accounts for about 20 percent of the available beds in Denver. It's the second largest shelter in the area.

"Without the support of the United Way, we simply would collapse," Sharon Zimmer, the shelter's director for two years, said. The majority of the shelter's budget (38 percent) comes from Mile High United Way donations, while churches, restaurants, hotels, stores, and private donations carry the rest of the load.

"When an individual or family comes in, we register them, present an orientation, assign a bed, clean them up, and get them prepared to get a job," Zimmer said. "They register for 14 days; however, if they show that they are willing and working to obtain a job, they may stay longer provided that they open up a small savings account with us."

Located in an old Air Force finance center, the shelter prides itself on catering to families as well as individuals. "Many of these people just a year ago had cars, credit, jobs, and now they are faced with the emotional struggle of being homeless," she said. "It's especially tough on

the children." The United Way says 26 percent of the homeless are members of families with children.

Beds in the shelter are no more than three inches apart and are kept neat and orderly by all tenants, and families use short partitions to designate their own living area.

Zimmer and her staff of 10 (mostly volunteers, including members of the Denver Broncos and their wives) realize that they are involved in a remarkable effort.

The shelter works with Denver Mobility to provide transportation for the tenants. Local paramedics and a Denver hospital work to help with medical problems, and according to Zimmer, a chef at a nearby hotel usually manages to "make too much soup" and provides about five gallons twice a week. In addition, bread comes from grocery stores, a pizza chain donates pizzas leftover from deliveries, and canned food damaged in production lines is also donated.

"We serve three meals a day that are solely donated," she said. "Also, blankets, sheets and the like are donated." Roughly 1,500 Army blankets are scooped up at the first sign of snow.

"We are a shelter of last resort, because most others don't want them," Zimmer said. But, thanks to the United Way and the local community, the Volunteers of America's Emergency Shelter for the Homeless gladly opens its doors, seven days a week, and provides a chance for everyone to get back on their feet. ■



At work at the arboretum

Ardis Hughes, a staff member at the Chatfield Arboretum, joins fellow workers in planting wildflowers just south of Deer Creek Canyon Road. The Astronautics Group is in the middle of three-year \$100,000 grant to the arboretum for a program to develop, test, and distribute wildflower seeds that are adaptable to the area. Wildflower species that lend themselves to widespread planting methods and environmental conditions will be turned over to the Colorado Department of Highways for eventual use as roadside cover.

Families sought for exchange students

This month nearly 4,000 students representing 22 countries will be arriving in the U.S. to spend a school year living with an American family and learning what it's like to be an American teenager.

The students are all sponsored by the Educational Foundation for Foreign Study, a non-profit student exchange organization based in Cambridge, Mass.

Locally, Lisa Holwey, Colorado EF regional manager, said it's vitally important to find homes for the incoming students.

EF students come from Europe, Latin America and Asia, and have been carefully selected for adaptability, maturity and academic motivation. Families who wish to host a student need to provide a bed, meals and a loving environment. Students bring their own spending money and are fully insured.

For more information about hosting a foreign high school student, please call the foundation toll free at 1-800-44-SHARE. ■

Ethics reminder

Employees with ethics concerns are asked to work with the following people to solve their problems: their supervisor, personnel representative or employee relations representative, the local Ethics office, or the Corporate Ethics office.

If for any reason an employee feels unable to work with his or her supervisor, he or she should contact the Ethics office directly.

Anonymity will be maintained, and no employee will suffer indignity or retaliation because of a report he or she makes.

The number for the Astronautics Group Ethics office at Waterton is Ext. 1-9959, and the Deer Creek office number is Ext. 7-4530. The Corporate Ethics office can be reached at 1-800-338-4427.

The mail stop for all ethics correspondence is DC 1005.

On the cover

This image of Neptune was taken by Voyager 2's narrow-angle camera when the spacecraft was about 7.5 million miles from Neptune. Resolution is about 68 miles per pixel. The Great Dark Spot (middle) and the smaller dark spot have a relative velocity of 220 miles per hour. The light and dark bands circling Neptune indicate predominantly zonal (east-west) motion. The diffuse white feature north of the Great Dark Spot is near Neptune's equator and rotates with about the same period as the Great Dark Spot. Streaks of bright clouds at the south edge and just east of the Great Dark Spot are its constant companions and change the details of their appearance, often within a few hours. Changing brightness of the cloud streaks could be a result of vertical motions. Voyager's closest encounter with Neptune occurred at about 2 a.m. MDT today.

Training catalog has two incorrect numbers

The Technology Training Catalog delivered recently to general distribution has two incorrect phone numbers on page ii.

The Space Systems training coordinator is Chris Carman, and he can be reached at Ext. 7-6445. Also, the manager of technology training should be contacted at Ext. 1-9528.

The department apologizes for this inconvenience.

Augustine receives honorary degree



Augustine

Norman R. Augustine, chairman and chief executive officer, received an honorary degree from the University of Colorado at Boulder during this month's outdoor commencement exercises.

Augustine received an honorary Doctor of Science for contributions to the aerospace industry and years of public service.

The exercises also featured a mother-daughter team and two other special honorees.

Augustine holds bachelor and masters degrees in aeronautical engineering in 1957 and 1959, respectively, from Princeton University.

He is chairman of the NASA Space Systems and Technology Advisory Committee and a member of the NASA Advisory Council, and is a member and past chairman of the Defense Science Board. ■

30 years of service



Employees with 30 years' service honored at a recent luncheon included, standing left to right: Art Trevithick, Arvel Perian, Joe Carroll, Richard Brown, Ralph Galbraith, Jr., and Charles Toth, Jr. Seated: Don Lawless, Anthony Catrine, Irene Woodzell, Joe Arrazola, and Ralph Wingo, Jr.



Standing, left to right: Henry Plate, Dave Buck, Dick Rusch, Del Hamdorf, William Woodis, and Thomas Lebel. Seated: William Rogers, Daniel Sullivan, Jerry Brown, William Britton, and Norm LaBonte.



Standing: Donald Winfrey, Jim Beall, Charles Forsyth, Ted Purdy, Sr., and Frank Siemruch. Seated: Gene Bolen, Purvin Scott, and Bill Echols.

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 July 1989 (June 1989 values in parentheses) are:

Fund A	1.2530686967
Indexed Equity	(1.1511989718)
Fund B	1.1460769518
Fixed Income	(1.1386198950)
Fund C	0.9878462625
Company Stock	(0.9457074614)

PSP

Unit values for the Performance Shareings Plan (PSP) for Salaried Employees in July 1989 (June 1989 values in parentheses) are:

Fund A	6.0343254190
Indexed Equity	(5.5399103302)
Fund B	3.3031161390
Fixed Income	(3.2768582628)
Fund C	5.2416550900
Company Stock	(5.0103696332)

Summer hires gain valuable experience

Seventy college students from 14 states and 25 schools participated in the 1989 summer hire program in areas ranging from business development to electrical engineering.

That group had a combined grade point average of 3.2, on a scale of 4.0, and a commitment to providing future professionals with hands-on experience.

The students spent the summer working full-time hours and solving real problems.

The summer hire program is coordinated through the office of University Relations, headed by Robert Gammill.

Students gathered as a group two times this year—early in the summer for an outdoor cookout and tour of the main plant, and last week, when the students joined several members of the executive staff in the Engineering Building's executive dining room.

At that final meeting, Richard E. Weber, vice president of Personnel, told the students that they are an important part of the nation's future in space-related activities and that their work at the Astronautics Group places them in high esteem among their college peers.

Changing culture calls for changing ideas and behavior

The Astronautics Group is in the midst of a changing culture. Total Quality Management, High Performance Work Teams, MRP II—all are programs that are changing the Group's culture and nature of doing business.

During this change, the Astronautics Group realizes that a culturally integrated workforce is key to becoming a world-class company, Richard E. Weber, vice president of Personnel, said.

"We believe we must have an integrated workforce that maximizes everyone's talents," Weber said. "Without a culturally integrated workforce, our goal to be a world-class contractor can't happen."

Moreover, the U.S. Department of Labor states that 85 percent of new entrants into the U.S. work force between now and the year 2000 will be women, minorities, and immigrants. Only 15 percent of the new entrants into the labor force over the next 12 years will be native white males, compared to 47 percent in 1985.

"The quest for excellence into the 21st Century begins in the schoolroom, but we must go next to the workplace," President Ronald Reagan said in his 1987 State of the Union address. "More than 20 million new jobs will be created before the new century unfolds, and by then our economy should be able to provide a job for everyone who wants to work. We must enable our workers to adapt to the rapidly changing nature of the workplace . . ."

The goal of becoming a world-class contractor has led the Astronautics Group to start Cultural Diversity Training for management on how to effectively manage a culturally diverse workforce. A Group objective is to attract and retain the best from this new, culturally diversified talent pool.

"Without a culturally integrated workforce, our goal to be a world-class contractor can't happen."

—Richard E. Weber

By the end of this year, 855 managers and above are scheduled to receive the training. And by the middle of next year, another 1,100 supervisors will be trained.

The Astronautics Group's management is committed to improving the way business is conducted, including understanding and developing a culturally integrated workforce.

"Melding the increasingly diverse elements of our employee population into an effective team is in our business interests and the right thing to do," Peter B. Teets, Astronautics Group president, said. "Because the development of a highly effective, culturally integrated work-

force is so critical for us both today and in years to come, I highly endorse the Cultural Diversity Training."

Three primary goals have been set for the training. They are to:

- 1) Eliminate counterproductive beliefs, attitudes, and behaviors toward racial groups and women;
- 2) Become educated, sensitized, and aware of how cultural differences impact the workforce; and
- 3) Implement "direct action" strategies for the effective integration of racial-ethnics and women into the mainstream of our organization.

Essentially, these goals are designed to promote the maximum use of the talents and capabilities of all employees and to ensure that all have opportunities for career advancement.

The training requires individuals to first look at their own subliminal attitudes and beliefs regarding racial, gender, and cultural differences. A look at why these exist and an examination of how to eliminate counterproductive and inaccurate beliefs follow.

Also, cultural integration, including cultural diversity and group exercises, is discussed. Strategies and plans for implementing the training are part of the process.

Cultural training led by Dr. William Guillory



Guillory

Dr. William A. Guillory, president and founder of Innovations Consulting, Inc., is overseeing and conducting the Cultural Diversity Training for the Astronautics Group.

In addition to holding a Ph.D. from the University of California at Berkeley, he has taken intensive study courses and workshops in psychology, human relations, and organizational structure. He was also a post-doctoral fellow at the Sorbonne in Paris.

Before establishing Innovations, Guillory was the chairman of the chemistry department at the University of Utah. He has authored more than 100 articles and a graduate-level textbook and has received several distinguished awards and appointments, including an Alfred P. Sloan fellowship, Alexander von Humboldt Senior Scientists appointment at the University of Frankfurt, Ralph Metcalf chair at Marquette University, and the Chancellor's distinguished lectureship at the University of California, Berkeley.

Cultural diversity is specifically designed for managers and supervisors to become sensitive and aware of unconscious behavioral patterns which may impede the advancement of minority, women, and culturally diverse employees in an organization.



Snoopy awards handed out

Twenty-two employees received prestigious Snoopy Awards during recent visits by STS-30 astronauts Mary Cleave, second from right, and Mark Lee. A Snoopy Award is presented by astronauts to employees who go above and beyond to ensure mission success. "Your dedication to your job makes my job a whole lot easier," Cleave said. "And for that, I sincerely thank you." Pictured are employees from the first floor of the factory who received the award. The are, from left to right, Paula Wills, Tim Bordon, Leroy Small, and Lee Martinez. In addition, 18 employees from the Magellan program received Snoopy Awards: Allen Bucher, Betsy Marlowe, Catharine Flowers, Charles Gay, Chris Miller, David Olschansky, John Henk, Jerry Dickerson, James Neuman, Julie Webster, Kenneth Bernhardt, Kevin McNeill, Michael Leeds, Richard Kasuda, Robert Winslow, Sarah Gavit, Shane Roskie, and Virgie Woods.

Bonfils blood bank scheduled this month

Employees at Littleton Systems Center, SouthPark West, South Lincoln, and surrounding areas can contribute to the community blood supply on Tuesday, Aug. 29, at LSC, Room 107. Belle Bonfils Blood Bank staff will take donations from 9 a.m. to 2:40 p.m.

Employees are encouraged to schedule appointments in advance. I&CS employees should contact Sue Lloyd at 7-0484, and Astronautics Group employees should call the Employee Services office, Ext. 7-6605 or 7-6750, for appointments. ■

Health screenings available after Wellness Fair ends

Although the 1989 Wellness Fair ends today at the Littleton Systems Center, employees still may obtain health screenings.

Employees may call the Deer Creek Wellness Center to schedule free weight loss and fitness consultations, a free body composition analysis test, and \$3 cholesterol screenings. Free blood pressure checks are performed on a drop-in basis.

HealthMark exercise physiologists are available from 11:30 a.m. to 5:30 p.m. Monday through Friday. Call Ext. 7-7575 or 7-7576 to schedule appointments. ■



Mile High
United
Way

Company committed to affirmative action for veterans and disabled employees

The Astronautics Group is committed to undertake affirmative actions to provide equal employment and advancement opportunities to all, regardless of race, sex, age, handicap, religious beliefs, honorable military status, or national origin, Jerry Pitts, from the Equal Employment Opportunity and Affirmative Action department, said.

"This affirmative approach is applied to veterans and disabled employees in every facet of employment action and is highlighted each year via the company's Affirmative Action plan," Pitts said. She added that the Astronautics Group is obligated to engage in affirmative

action efforts to promote equal employment opportunities to advance qualified disabled employees and veterans.

"Employees may review the affirmative action plans for disabled workers and veterans, and also may review the Astronautics Group's overall Affirmative Action plan between 8 a.m. and 4:30 p.m. each working day," Pitts said.

Employees with concerns or questions regarding the company's Affirmative Action program should contact Pitts at Ext. 7-1811. Employees should contact Mary Stirling at Ext. 7-1811 regarding the program for employees with disabilities. ■

Employee services/recreation

Basketball Volunteers—Employees interested in Martin Marietta league play are needed as night directors to assist in coordinating basketball. Also, an overall coordinator is needed to be basketball commissioner. Potential volunteers should call the Employee Services/Recreation office, Ext. 7-6605 or 7-6750, by Sept. 8.

Photography Club—Platte Canyon Photography Club members will meet at 7 p.m. Monday, Aug. 28, at the Public Service building, 10001 W. Hampden Ave. Contact Bill Privratsky, Ext. 7-4969, for details.

Fall Fitness Classes—The eight-week fall sessions begin Sept. 11 at the Deer Creek Wellness Center. Whether you are just beginning an exercise program or are an avid athlete, there is a class to fit your needs. Choose from low-impact aerobics, ski fitness, body-toners and circuit training. Daytime and evening classes are offered at a modest cost. Registration forms will be in the information racks after Aug. 30. Call the Wellness Center, Ext. 7-7576 or 7-7575, between 11 a.m. and 5:30 p.m.

Mixed Bowling League Forming—The mixed league that bowls at 6 p.m. on Tuesdays will have a general meeting at Green Mountain Lanes at 6 p.m. Tuesday, Aug. 29. League play begins Sept. 5. All interested employees and immediate family members are welcome. For additional information,

contact Betty Leach at Ext. 7-3686 or 933-0229.

Lose Weight at Work—Join the Weight Watchers at Work Program beginning Thursday, Sept. 7, at Waterton, Technical Support Bldg. The eight-week session meets from 11 a.m. to noon in Room 402. The \$15 registration fee has been waived. The \$64 class fee must be paid by Thursday, Aug. 31, to the Employee Services/Recreation office at Deer Creek. A two-check payment plan is available. Details are on registration flyers located in information racks at Waterton.

Running Club—Runners at all levels are invited to participate in the Shepherders Running Club fall series. Race dates are on Thursdays, Aug. 31, Sept. 14 and 28, and Oct. 12 and 26. Races start between 4:45 and 5 p.m. at the Waterton Canyon parking lot. For further details, contact Corrina Perrone, Ext. 7-4162.

Saddle Club—Ridge Riders club members will meet at 7 p.m. Tuesday, Sept. 5, in the recreation area clubhouse. For details, contact Mary Smith at Ext. 1-8154, or Irene Woodzell at 688-9676.

Motorcycle Club—Aerorider Club members will meet at 5 p.m. Thursday, Sept. 7, in the clubhouse at the recreation area. All interested employees, their spouses and dependents are welcome. For further information, call Jeff Hutchinson, Ext. 1-7877.

Mile High L5 Space Society—The group will meet for a picnic and star party at 6 p.m.

Friday, Sept. 8, at Observatory Park on the University of Denver campus. For further information, contact Mark Schloesslin at 1-9057.

Hunting and Fishing Club—The group will meet at 5 p.m. Monday, Sept. 11, in the clubhouse at the recreation area. For more information, contact Mel Smith, Ext. 1-8655.

Radio Club—The Waterton Amateur Radio Society will meet at 5 p.m. Tuesday, Sept. 12, in the hamshack at the recreation area. For further information, call Jeff Owings, Ext. 7-3629 or 7-6898.

Red Rock Bowmen—Archery club members will meet at 4:45 p.m. Tuesday, Sept. 12, in the clubhouse at the recreation area. This meeting will feature the last security briefing. All members are required to attend. For further information, call Dave Unruh at Ext. 7-0477.

MARTIN MARIETTA NEWS

Published by Public Relations

MARTIN MARIETTA

R. Christopher Talley Editor

Call Ext. 7-5364 with information for articles.

Prepared and produced by the publications department.

ASTRONAUTICS GROUP

P.O. BOX 179—Denver, CO

August 25, 1989