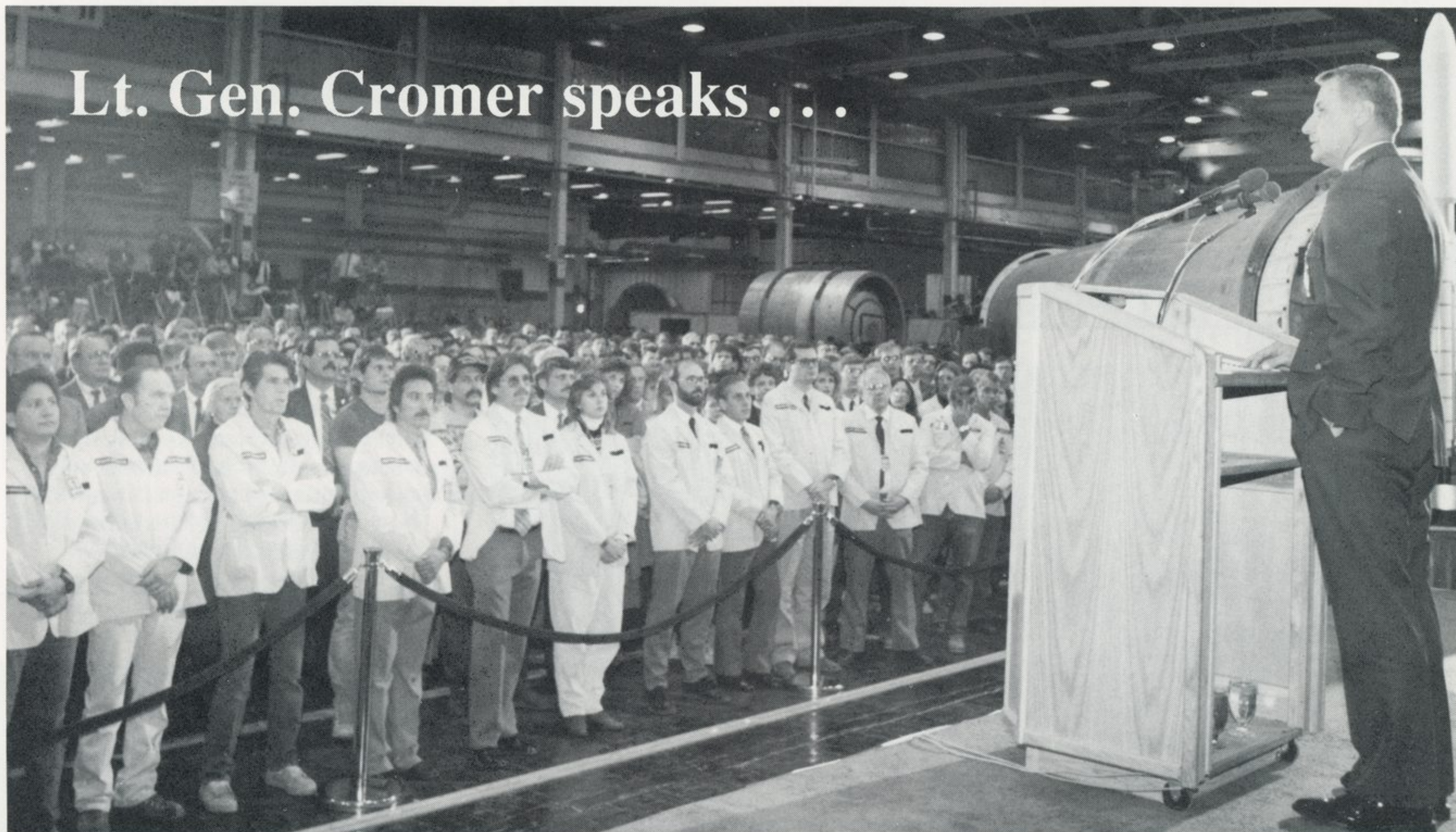


November 3, 1989

Number 23

Lt. Gen. Cromer speaks . . .



. . . Gen. Randolph tours



Employees reminded to follow hospitalization guidelines

Employees who participate in the basic medical plan through Connecticut General, or the out-of-network feature in the CIGNA health plan, should follow specific guidelines for hospitalization to avoid paying for benefits they should receive free.

The Pre-Admission Certification/Continuing Stay Review (PAC/CSR) provision clause in both plans is designed to help employees make informed decisions about inpatient hospital care.

According to the newly revised *Highlights of Your Employee Benefits Plans* brochure, "... PAC/CSR puts a health care advocate to work for you."

That advocate, or special service, is provided by Intracorp, an independent health review organization.

"If you belong to the basic medical plan, you or your doctor must contact Intracorp for a PAC

review any time your doctor recommends inpatient care for you or a covered family member," the brochure states. This also applies to maternity hospital admissions and to the out-of-network feature of the CIGNA health plan. In emergency situations, individuals should get care first, and then if confined to the hospital, contact Intracorp within 48 hours of admission.

Employees, or covered family members, should work closely with doctors to contact Intracorp at least seven days before scheduled admission. Doctors are required to fill out forms and work with Intracorp to determine length of stay and recommended treatment. Intracorp's toll-free number is: 1-800-633-9900.

Failure to obtain pre-certification could result in a benefit reduced by between \$300 and \$500, and if an individual chooses not to comply with Intracorp's certification, he will be responsible for the full hospital charge. ■

McAnally named AAS fellow

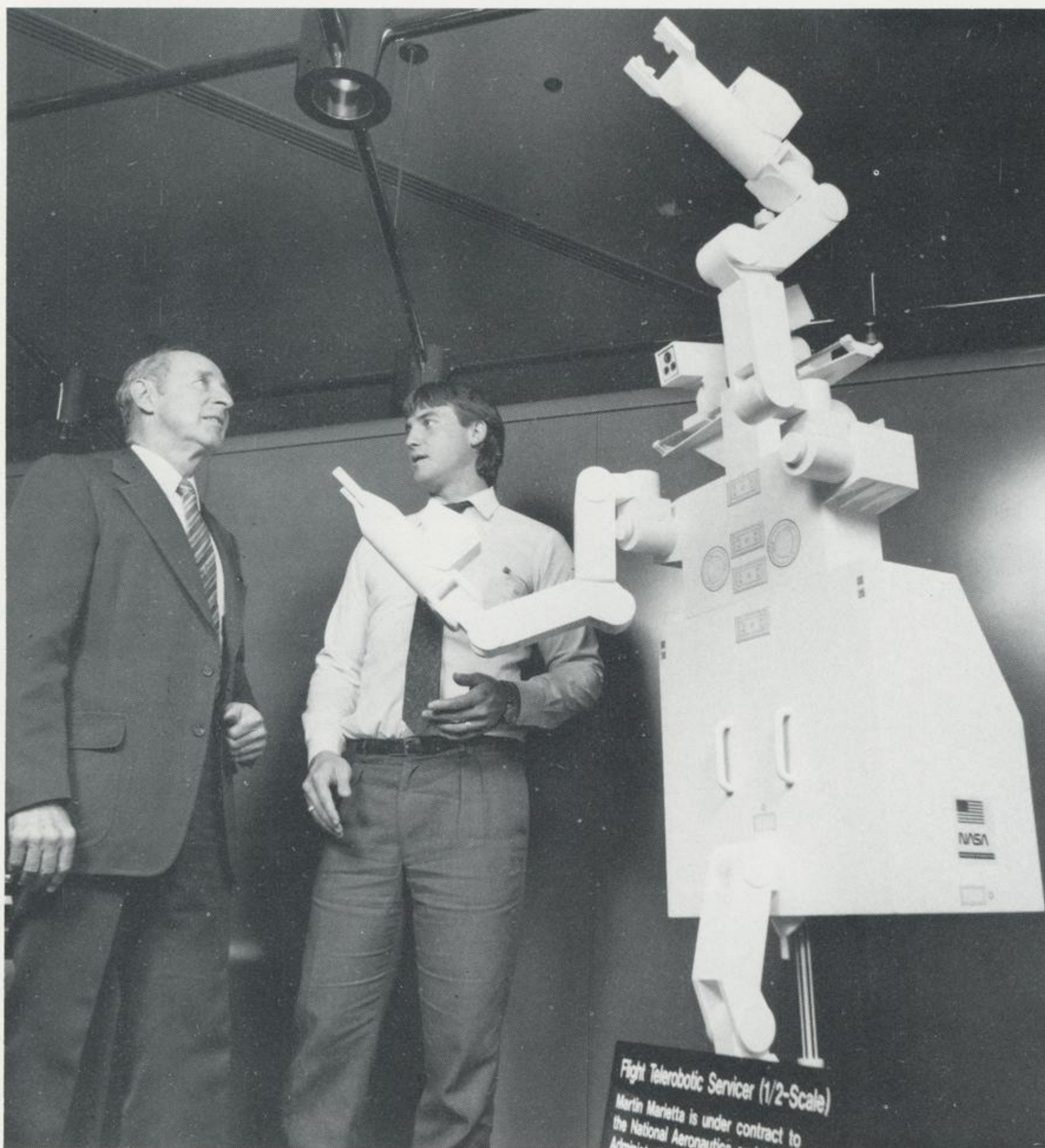


James W. McAnally, president of Space Systems, has been named a fellow of the American Astronautical Society (AAS).

McAnally

McAnally follows comprise the highest ranking members of the society," Daniel J. Fink, chairman of the 1989 AAS Fellows Committee, said in a letter to McAnally. "This level of membership is conferred in recognition of your significant contributions to astronautics."

McAnally has been a long-time AAS supporter, and in 1978 was instrumental in starting the Rocky Mountain Region's annual Guidance and Control Conference, presently recognized as one of the best technical symposiums in the nation. He also provided support to the 1986 AAS annual meeting in Boulder.



FTS work progresses

Robert L. Ripely, a vendor from Cherry Textron, left, discusses light-weight fasteners for the Flight Telerobotic Servicer with Leo A. Kelly, a senior buyer in Procurement. They are in the lobby at the Deer Creek Facility next to the new one-half-scale FTS model. The lobby at Deer Creek features about 18 models showcasing current and future programs and past achievements. The lobby soon will feature a one-twentieth-scale Hubble Space Telescope model. Space Systems has been selected by the Goddard Space Flight Center to build the FTS. It will be a multi-armed robot used to assemble Space Station Freedom in the mid-1990s.

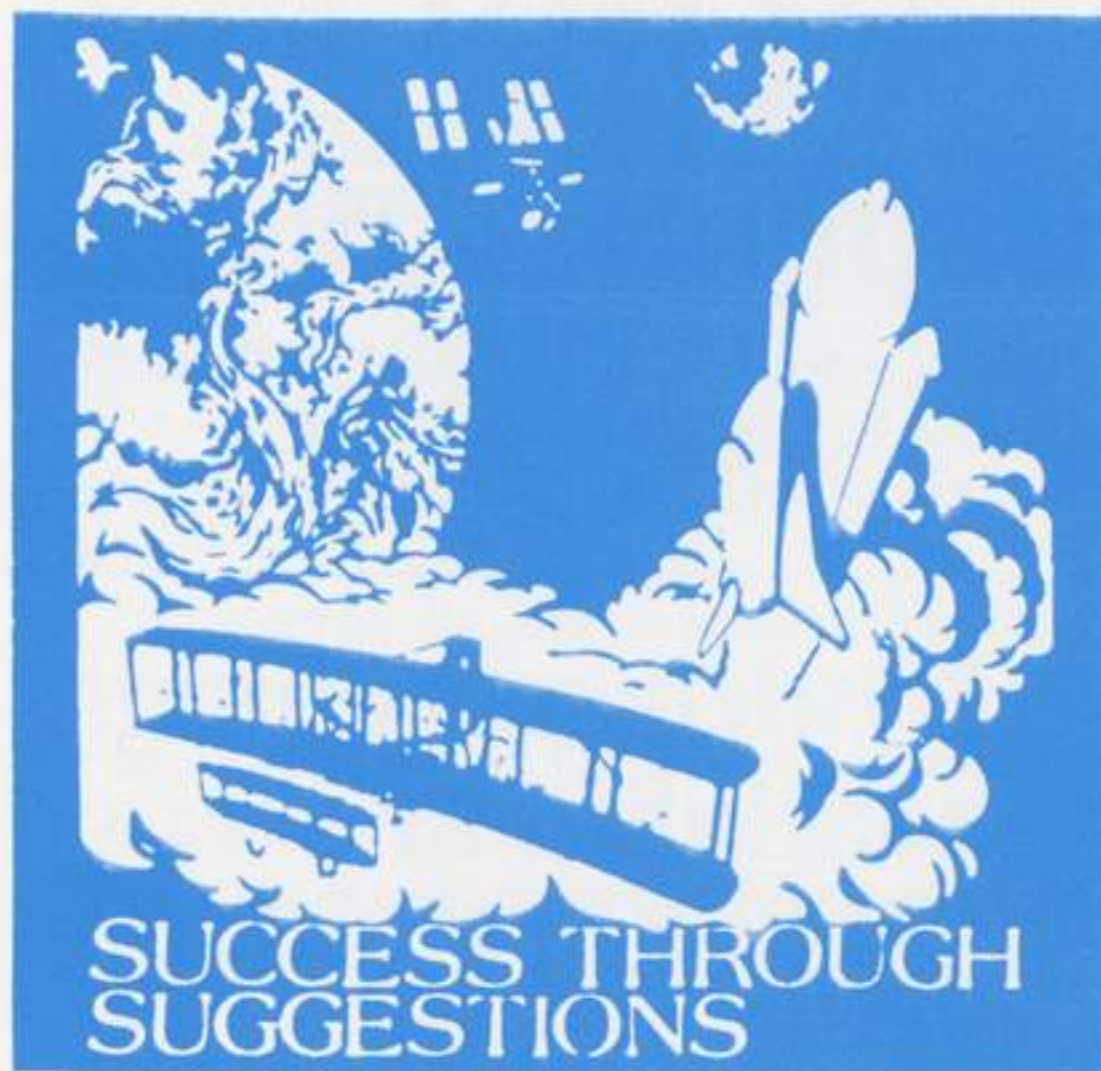
Complete cholesterol testing available

Is your total cholesterol level more than 200? Or are you unaware of your level? If you answered yes to either question, consider having a complete "Lipid profile" to learn your ratio of good to bad cholesterol.

Work site testing will be offered by HealthMark per the schedule below for a cost of \$16. (The fee for this program is not covered by any company medical plans.) The blood draw takes 3-5 minutes and will be done on a first come, first served basis. Participants must fast 12-14 hours (only water is allowed). Free feedback sessions will take place the following week at each test location to distribute and interpret results and discuss ways to make changes.

The testing is available from 6:30 to 9:30 a.m. at the following locations: Littleton Systems Center Tuesday, Nov. 14, Room 107; Waterton—Technical Support Building Wednesday, Nov. 15, Room 301-302; Deer Creek Facility Thursday, Nov. 16, Wellness Center; and Waterton—Space Support Building Friday, Nov. 17, sixth floor presentation room.

For more information, call a HealthMark representative in the Wellness Center at Deer Creek, Ext. 7-7575 or 7-7576.



Suggestion awards

The following people recently received Success Through Suggestion awards:

- **Edward A. Gee**, for a suggestion to use company equipment, rather than rental equipment, when possible at off-site locations to save time and rental costs.
- **Michael A. Glanert**, for a suggestion to promote employee motivation by creating a Strategic Systems employee of the month parking space.
- **Alonzo T. Hayes**, for a suggestion to change drill specifications for the Titan 45K man-hole subassemblies to provide a better cutting edge and reduce drilling time.
- **Alvin J. Jaufre Jr.**, for his suggestion to add another x-ray viewer in the weld repair area on the second floor of the Factory. This suggestion gives personnel in that area a chance to enhance and commit to better time schedules.
- **Cheryl L. Johnson**, for a suggestion to create a poster designed to help support Dr. W. Edward Deming's "14 Steps to Industrial Survival." This idea has been deemed as a viable media tool for support of Deming's theories of better management.
- **Brenda L. Kellam**, for a suggestion to number each revision to the Standard Procedures Manual and place the number above the date in the table of contents to reduce confusion regarding current versions.
- **Mikhail Levin and George E. Lorentz**, for a suggestion that only the critical dimensions on secondary structure sheet metal parts be required to undergo dimensional verification by Product Assurance on the first floor of the Factory. This suggestion has resulted in cost reduction and time savings in this area.
- **Michael E. Morris and Kyle E. Dudley**, for a suggestion to use "boneyard parts" rather than actual production hardware for on-the-job training conducted in the Titan assembly area of the Factory. Benefits from this suggestion are deemed to be reduced costs.
- **Kim J. Parker**, for a suggestion to use a computer spread sheet for the standards application process currently used in the Electronic Manufacturing Facility II. The new method is underway, and the elimination of many manual steps has resulted in fewer errors. ■

1989 United Way campaign tops record

The Astronautics Group's record-setting 1989 Pacesetter campaign for the Mile High United Way proved once again that employees are dedicated to helping the community.

The campaign raised more than \$2 million, more than any previous Astronautics Group campaign. That includes more than \$260,100 new dollars from employees who have not previously contributed.

Martin Marietta's campaign also proved to be the largest employee campaign in the Rocky Mountain Region with 220 "1887" leadership club members—the most from any area company—and 15 Astronautics Group loaned executives supporting the Mile High United Way campaign.

James Sterhardt, Astronautics Group campaign chairman and vice president of Production Operations, said, "It's great to see our people work so hard to help out so many people in the Denver area.

"And personally, it's very rewarding to be closely attached to the entire campaign," Sterhardt said. "I'm blessed to have been a part of all the special moments and to be able to congratulate everyone involved."

Although the Pacesetter campaign is over, employee involvement continues to be strong.

Randy Sprague, a loaned executive currently finishing a three-month stint at the United Way's Denver office, said, "I've never seen so many good people working with this much dedication. This has been a fun and worthwhile experience for me personally, and I feel comfortable saying that everyone's efforts are helping an incredible cause."

At the Astronautics Group, Dan Amerman has served the past three years as a loaned executive working the campaigns from the Martin Marietta side of the fence. "These past three years have been rewarding and have provided many eye-opening experiences," Amerman said. "We all are fortunate to have good jobs, and I've been fortunate enough to have worked and learned from some tremendous people (at United Way).

"I feel it's important to realize that this is a yearlong effort," Amerman said.

Amerman, and partner Jim Schaefer, currently are turning over the reigns of coordinating the Astronautics Group's United Way campaign to Barb Riney and Jane Dolen. ■

Corporate news

Company's third quarter net earnings \$1.65 per share

The corporation reported 1989 third quarter net earnings of \$87,286,000, or \$1.65 per common share.

The company said its third quarter earnings are not directly comparable with the \$3.81 per share reported a year ago due to an unusual gain of \$2.55 per share on the sale in 1988 of a computer services company. For comparison purposes, adjusted results were \$67,100,000, or \$1.26 per share, in the third quarter a year ago.

Nine-month net earnings were \$233,419,000, or \$4.41 per share, compared with adjusted year-ago figures of \$199,461,000, or \$3.75 per share. Reported nine-month earnings a year ago were \$355,161,000, or \$6.30 per share, including the one-time gain from the sale of Hoskyns Group plc, a United Kingdom computer services company.

Sales for the third quarter totaled \$1,423,105,000, compared with \$1,455,002,000 a year ago. Sales for the nine months were \$4,172,905,000, compared with \$4,192,342,000, for the first nine months of 1988.

Backlog at the end of the third quarter was \$11.6 billion, compared with \$10.6 billion a year ago.

Norman R. Augustine, chairman and chief executive officer, said: "The strong showing in the third quarter operating earnings was highlighted by improving margins in our two largest segments, Astronautics and Electronics & Missiles. All signs report to record operating earnings this year, and a healthy backlog demonstrates that the corporation is strategically well-positioned for the future."

Corporation wins contract to process U.S.D.A. statistics

The corporation has won a contract to continue providing data processing services to the U.S. Department of Agriculture's National Agricultural Statistics Service. The contract extends a 10-year association with the Agriculture Department.

The Information Systems Group will provide remote computing services to the Department of Agriculture through the company's Orlando data processing center. The new contract in-

cludes an initial year, plus seven one-year renewal options with a potential value of \$34 million.

The Martin Marietta data network links 45 U.S.D.A. offices that collect and analyze information on crop and livestock production, weather, and other pertinent data. This information then is disseminated to the agricultural community.

Martin Marietta continues 33.75-cent quarterly dividend

The corporation's board of directors authorized a quarterly cash dividend of 33.75 cents per share on the company's common stock, payable Dec. 29 to holders of record at the close of busi-

ness on Dec. 4. The action continues the rate on Martin Marietta common, effective in the third quarter of this year, of \$1.35 per share on an annualized basis. ■



50 years of service honored

At the age of 17, Charles Jackson, middle, started working at the Glenn L. Martin company as a sheet metal helper. Fifty years and several programs later, Jackson continues to contribute to the company. During his career Jackson has recorded eight different years in which he didn't miss a day of work. Richard E. Weber, left, and John Adamoli are pictured with Jackson.

Magellan watch

Date: Nov. 3, 1989
 Distance
 from Earth . . . 83,268,583 mi.
 Velocity:
 Geocentric
 (Earth) 67,686 mph
 Heliocentric
 (Sun) 82,480 mph
 One-Way
 Light Time . . . 7 min. 30 sec.
 Next
 Maneuver March 1989

NES and ICA form chapters

The Rocky Mountain chapters of the National Estimating Society and the Institute of Cost Analysis are currently forming new chapters.

These national non-profit organizations are dedicated to improving the effectiveness of cost analysis and cost estimating throughout industry and government.

Employees interested in learning more about these organizations, or this field, should contact: John Fasciani, Ext. 1-5426; Don Gudzone, 7-6737; Bob Dehn, 7-9799; Marv Elsberry, 1-4506; or Bob Johnson, 7-9745. ■

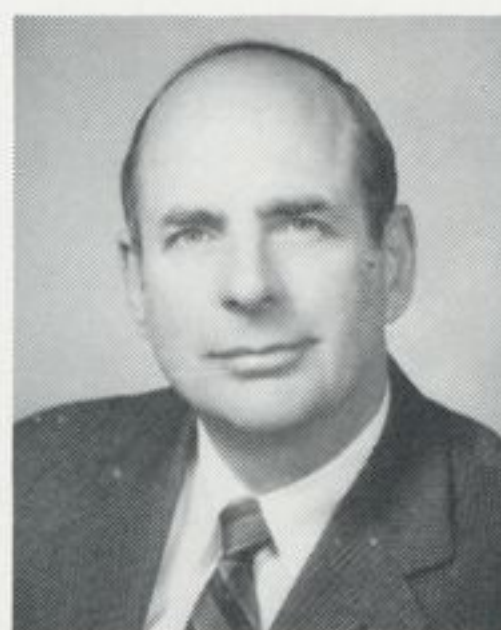
Procurement integrity bill affects all employees

Employees should familiarize themselves with a procurement integrity bill signed into law last July by President George Bush.

The law prohibits contractors from soliciting proprietary or source selection information; discussing or offering future employment to government procurement officials; or offering money, gifts, or other gratuities from a competing contractor. Additionally, the law prohibits government procurement officials for a period of two years after leaving government service from participating in a contract in which they had been personally and substantially involved.

Astronautics Group employees can read specific corporate guidelines regarding procurement integrity in the Corporate Operating Instructions, GEN 21, and the Astronautics Group's policy CON-00-D2. In addition, they may contact Mike Freed, contract manager of policy and review, at Ext. 7-7150 for more information.

Augustine elected to ethics board



Norman R. Augustine, chairman and chief executive officer, was elected to the board of directors of the Washington, D.C.-based Ethics Resource Center.

Augustine

"Mr. Augustine's long-standing and deeply held commitment to ethics and corporate accountability will contribute immeasurably to the center's goals," Gary Edwards, the center's executive director, said. "We look forward to a rewarding and fruitful relationship."

Founded in 1977, the center is a nonprofit, nonpartisan and nonsectarian organization working to strengthen the ethical foundations of society.

The center serves education, business and government by providing the resources and assistance necessary for these institutions to foster integrity, encourage ethical conduct and support basic values. ■

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 1989 values in parentheses) are:

Fund A	1.2697720761
Indexed Equity	(1.2757698696)
Fund B	1.1602529505
Fixed Income	(1.1532015819)
Fund C	1.0791312300
Company Stock	(1.0625631326)

PSP

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

Fund A	6.1278368358
Indexed Equity	(6.1504029400)
Fund B	3.3539931785
Fixed Income	(3.3286541544)
Fund C	5.7381028535
Company Stock	(5.6474977762)

First TQM Symposium reinforces case for cultural change

More than 750 people from U.S. defense industries and agencies crammed the sessions of the first national Total Quality Management Symposium held Nov. 1-3 in Denver. The size of the turnout astonished even its organizers, which included Martin Marietta as host.

Sponsored by the American Institute of Aeronautics and Astronautics (AIAA) and the American Defense Preparedness Association (ADPA), the symposium was a clearinghouse for the ideas and promotion of continuous performance improvement. Among the participants were representatives from the defense industry, every branch of the military services, the Department of Defense, the National Aeronautics and Space Administration, and academia.

The exchange of information and experiences emphasized that TQM is a fundamental cultural change in the defense industry and that the change is absolutely essential.

Keynote speakers and panelists all reiterated that a "business as usual" attitude would no longer work and must be replaced with some form of TQM. High among the motivations for change are foreign competition and cuts in the defense budget.

"We have reached that crisis point at which the risk of not changing is greater than the risk of change," observed John A. Betti, undersecretary of Defense for acquisition. "There is an overwhelming consensus among DOD, industry, Congress, and the American taxpayer that our defense acquisition system isn't working. As a matter of fact, some even think that it is bankrupt."

While Lt. Gen. J. M. Loh, Air Force Systems Command, Aeronautical Systems Division insisted that "we still have the leading defense industry in the world," he confirmed there is a need for change. "The 1980s are going down in my book as the 'Rude Awakening' decade," he said of the defense budget that plummeted from an expected seven percent increase to an actual 12 percent reduction.

William Smith, senior quality manager at Motorola, said his company's rude awakening came in 1986 when the government halted production lines because "they said our processes were out of control." Motorola then committed itself to change along TQM lines. Since then, it has tripled in size and employees now look forward to pay bonuses rather than layoffs.

Attendees ranged in their understanding of TQM from "what is it?" to those with a decade of experience. Westinghouse already has an electronics assembly plant in Texas run entirely by employee teams that even review employee applicants.

Although Martin Marietta is a relative newcomer, Vice President of Product Assurance Art Welch presented substantial measured results throughout the corporation.

Welch explained to the crowd how TQM can produce unexpected benefits. At the Energy Systems Group, a plan by the site doctors and nurses to halve the time required to give



Betti warns of crisis

John A. Betti, undersecretary of Defense for acquisition, tells a lunchtime crowd at the first national Total Quality Management Symposium that there's a consensus that the defense acquisition system isn't working. He also stressed that cultural change would require "commitment, tenacity, and perseverance."

routine physicals also led to more people getting checkups because they had become more convenient.

As speaker at the evening banquet, Astronautics Group President Peter B. Teets affirmed Martin Marietta's commitment to train every one of its 14,000 people in High-Performance Work Team skills.

"We're going to ask our people to 'own' part of the work they do," he said. "The energy released by these High-Performance Work Teams is truly phenomenal. That's people empowerment."

The path of cultural change—whether in the Pentagon or private business—will be arduous, several cautioned.

"No one should underestimate the trauma associated with cultural change," cautioned Betti, noting that it "requires commitment, tenacity, and perseverance."

Robert Hood of McDonnell-Douglas Aircraft said that he could have doubled an extensive employee communications program on TQM "and still have come up short—people were starved for information."

One panelist explained that his company set a goal of 68 percent reduction in defects per year for four years to achieve a quality level found in some Japanese products. He said a lower goal was rejected because it would not produce any cultural change. "We had to target a level of improvement so high that it could not be achieved by the old methods. It forced change."

Many, however, could find humanistic humor in change. Smith said that during Motorola's crisis, "The entire management

team locked itself up off site, away from phones, and learned how to like each other . . . whether we wanted to or not."

The commitment of the military to TQM among its contractors and within its own organization was underscored by Gen. Bernard P. Randolph, commander of Systems Command. "While TQM is fully supported from Secretary (Richard) Cheney on down, Systems Command takes it a step further: We make no distinction between Total Quality Management and the mission of Systems Command." ■

On the cover

Lt. Gen. Donald L. Cromer, top, addresses a Factory-full crowd of Space Launch Systems employees last Wednesday. Cromer told the crowd that, thanks in part to them, assured access to space is a reality and that a new sense of teamwork has evolved; it will be important to build on that in order to respond to the challenges ahead. In the bottom photo, Gen. Bernard P. Randolph, right, and John Adamoli, vice president of production operations for Space Launch systems, center, listen to mill operator Ed Miera describe how the Numerical Control High-Performance Work Team has cut costs for pre-valve assembly parts by converting from conventional to numerical control. Miera is the leader of that 23-member team.

Leave the pack behind

Wouldn't you love a day off? Then plan to spend Thursday, Nov. 16 on vacation from cigarettes. Join the American Cancer Society's Great American Smokeout and give yourself 24 hours away from your old routine. What a difference a day can make! If you give up cigarettes and/or smokeless tobacco for one day, you just might elect to give them up for good and live a longer, healthier life. Employees, spouses and family members taking part in the November Smoking Cessation class (see details in Employee Services column) can celebrate their success at the final class day, Nov. 16. ■

NeXT computer on display in Computer Library

The NeXT computer workstation is available for "hands on" viewing at the Computer Library located on the third floor at the Deer Creek Facility, Room 3A-418. Employees may see and work with this state-of-the-art computer from 7:30 a.m. to 3:30 p.m. each workday. Contact Marilyn Huber at Ext. 7-6716 for more information. ■

Company restructures western region Business Development offices

The western region Business Development office has been restructured into two regions with headquarters in Los Angeles and San Diego.

Peter P. Beardsley will direct the Los Angeles office. That office's primary concern will be Air Force Space Launch Systems and Spacecraft Systems. Emphasis also will be placed on aerostuctures and avionics for aircraft programs. This office also will oversee operations at the Colorado Springs and Ogden, Utah district offices.

Peter A. Abate will head the region in San Diego, with primary emphasis on enhancing new business activities with the Navy. Specifically, attention will be focused on the Navy Missile Center at Pt. Mugu, the Navy Weapons Center at China Lake, and the Navy Ocean Systems Center at San Diego. Abate's office will also have supervisory responsibility for the San Bernardino district

office. That office is involved in Strategic Systems Activities.

Health screenings available at Wellness Center

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. ■

Employee services/recreation

Pre-Holiday Fitness Classes—Openings exist in the next six-week sessions that begin Nov. 6 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 and body toning classes. Daytime and evening sessions are offered at a modest cost. Class fees can be prorated for late enrollees. Registration forms are in the information racks or may be obtained by calling the Wellness Center, Ext. 7-7576.

Hunting and Fishing Club—The group will meet at 5 p.m. Monday, Nov. 6, in the clubhouse at the recreation area. For more information, contact Mel Smith, Ext. 1-8682.

Smoking Cessation Classes—Enjoy a breath of fresh air. The American Cancer Society's "Fresh Start" program is available free to all Martin Marietta personnel, their spouses and dependents. Classes consist of four meetings from 5 to 6:30 p.m. Nov. 6, 9, 13 and 16 at Goddard Middle School, room 211. Those who have not sent in a registration form, but would like to attend, should call the Employee Services office at Ext. 7-6605.

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

Ski Club—Satellite Ski Club members and guests will meet at 7 p.m. Wednesday, Nov. 8, at the Bear Creek Run apartment's clubhouse, (Kipling and Morrison Road). There will be a membership signup and signup for Beaver Creek, Steamboat Springs, and Aspen ski trips. Contact Dan Ruedy at Ext. 1-9547 or Bob Foglia at Ext. 7-7122.

Scuba Club—Fathom Dive Club members will meet at 6 p.m. Wednesday, Nov. 8, at A-1 Diving Company, one block west of Santa Fe at 1800 W. Oxford Ave. Upcoming dive trips include Cozumel, Dec. 25-29, and LaPaz in April 1990. For details, contact Carol Claypool, Ext. 7-4194 or Larry Espelage, Ext. 7-6371.

Hunter Education Classes—Classes are set for 7 to 9:30 p.m. Nov. 14, 15, 16 and 20, at the VFW Hall, 3860 S. Jason St., in Englewood. The range date is from 8 a.m. to 1 p.m., Nov. 18 at the club's shooting range. Students must attend all class sessions. Registration is at the first class, and a minimum of 10 students is required to continue meetings. The cost is \$7. Employees, family members and friends are welcome to attend.

Radio Club—The Waterton Amateur Radio Society will meet at 5 p.m. Tuesday, Nov. 14, 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, Nov. 14, in the clubhouse at the recreation area. All members are required to attend. For further information, call Dave Unruh, Ext. 7-0477.

Parapsychology Club—will meet at 5 p.m., Thursday, Nov. 17, at Southpark West I, MIC room. Sue Ware, Egyptologist, returns to speak on "Egyptian Pyramids: Functional or Fictional?" All employees and guests, age 16 and older, are welcome. To reserve a guest badge or for more information, please call Helen Davis, Ext. 1-6887.

Toastmasters Clubs—Littleton Systems Center Toastmasters meets at 4:30 p.m. Wednesdays at LSC, Room 209G. The

contacts are Michele Stillman, Ext. 7-3582 or Marti Friend, Ext. 1-1806. Titan Toastmasters meets at 6 p.m. Mondays at Mission Trujillo Restaurant, 181 Ridge Road (Broadway and Ridge Road). Contact Mark Willey, Ext. 1-6183. The Littleton Club meets at 7 p.m. Tuesdays at the John Christianson Library (Arapahoe and University). Contact George Fosdick, Ext. 7-9923.

Career Women's Association—"Risk Taking" will be the topic for the Monday, Nov. 20 meeting, presented by Roslyn Turner, management and training consultant. Social time will begin at 6:30, with the business meeting at 7:00 and the speaker at 7:15. The meeting will be held at SPW I, MIC/Presentation Room. Cost is \$4.00 for members and \$6.00 for nonmembers, due by Thursday, Nov. 16, 3:00 p.m. to a CWA booster. All employees and spouses are welcome.

SDRC I-DEAS User's Group—The monthly meeting will be from 1:00 to 3:00 p.m. on Nov. 13 in the Deer Creek Facility/Loveland Room. The featured topic is mechanisms modeling and analysis. Contact Mark Lajczok at 1-9649 for more information.

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R. Christopher Talley Editor

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