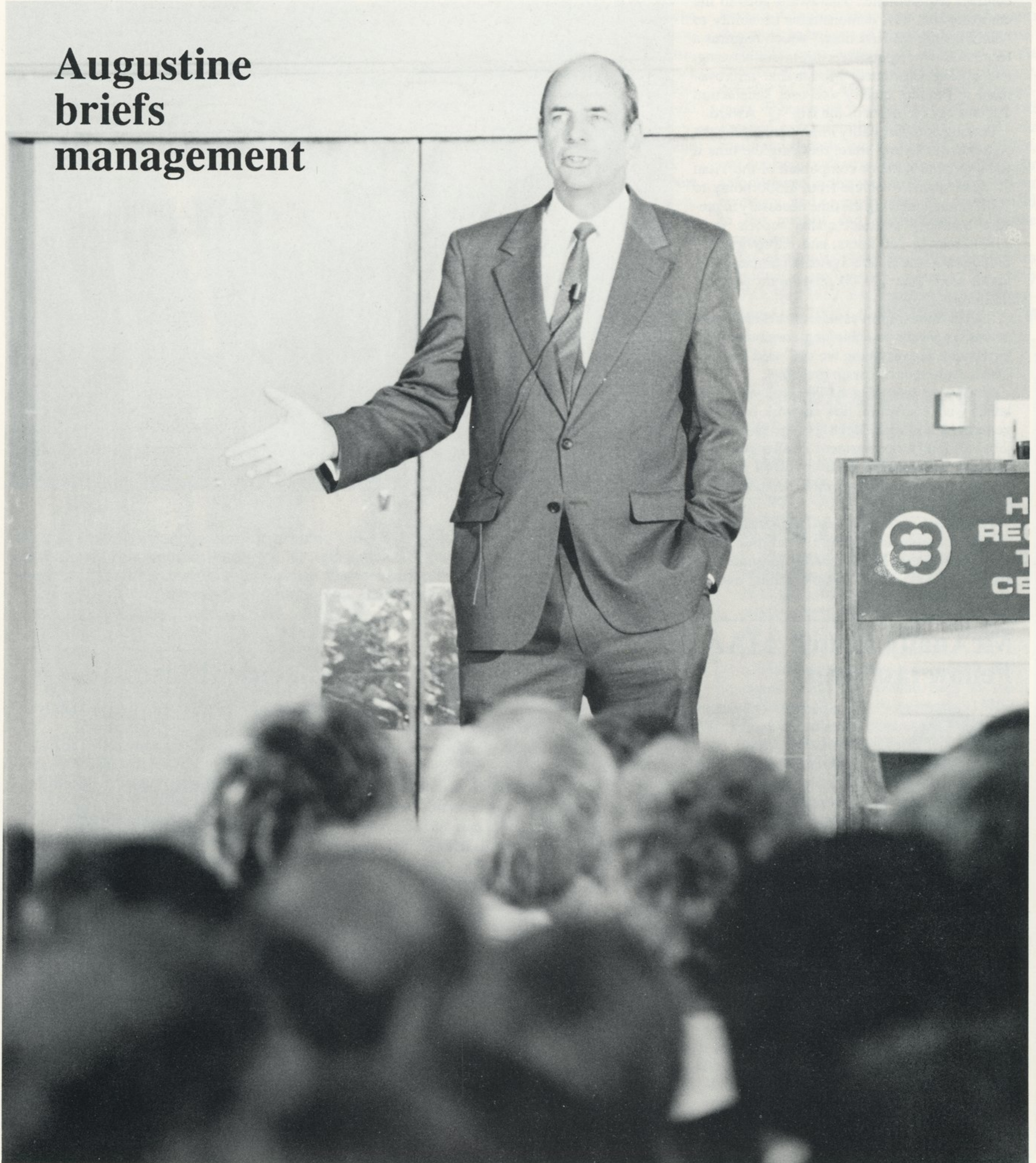


May 11, 1990 Number 9

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briefs
management**



Astronautics Group gets CMD's Big 'Q' Award for quality work in 1989

The Astronautics Group has been awarded the Contract Management Division's Big "Q" Award for 1989, presented annually to an Air Force contractor that significantly demonstrates its ability to produce a quality product on a continuing basis.

The Air Force's Contract Management Division (CMD) presents the award to one of 26 companies that it monitors for compliance with contract requirements. The award goes to the company that best demonstrates its ability to "build it right the first time," which requires a team effort among engineering, manufacturing, and quality assurance. Measurable improvement in product quality and user satisfaction also are key elements of the Big "Q" Award.

Among notable quality improvements by the Astronautics Group were: reducing the time it takes to build a major component of the Titan IV space launch vehicle from 2,500 hours to 1,200 hours; reducing the time necessary to prepare quarterly contract status reports from 2,000 hours to 750 hours; and improving 123 processes in the Space Systems company that saved more than 71,000 man hours and \$10 million.

"All of these improvements are a direct result of our emphasis on achieving continuous improvement in everything we do," said Peter B. Teets, Astronautics Group president.

"Last year, more than 5,500 employees at all levels were trained on how to work better together to find more effective ways to do their jobs. People empowerment challenges each employee to become more involved in decisions to improve product quality and productivity, and reduce costs."

Air Force Col. John B. McCabe, commander of the Astronautics Group's Air Force Plant Representative's Office, recently presented the award to Teets at the Group's annual awards night.

"Martin Marietta's strong commitment to innovation, teamwork, and quantitative measures was instrumental in their winning the Contract Management Division's 1989 Big "Q" Award," McCabe said. "It was indeed a pleasure to present this award at the recognition dinner for more than 100 of their most innovative and forward-thinking employees—they are the ones who made the award a reality."

Col. Kenneth G. Miller, commander of the CMD at Kirtland Air Force Base, N.M., said in a letter to Teets, "I congratulate you and your team at Martin Marietta for your Quality performance last year. The success of the Martin Marietta Astronautics Group can be directly traced to the total commitment you have made to quality improvement."



McCabe presents Big "Q"

Col. John B. McCabe, commander of the Air Force Plant Representative's Office, left, presents the Contract Management Division's Big "Q" Award to Astronautics Group President Peter B. Teets, right, during last month's awards night dinner. Edward M. Browne, Commercial Titan president, background, helped emcee the event.

McAnally named AIAA Fellow last week



McAnally

Space Systems President James W. McAnally has been elected a fellow of the American Institute of Aeronautics and Astronautics (AIAA).

A letter from Buz Hello, AIAA president, to McAnally recognized him for "many outstanding contributions and acknowledged leadership in the professional aerospace community."

AIAA Fellows are chosen for notable and valuable contributions to the arts, sciences, or technology of aeronautics or astronautics.

Presentation of a certificate and a pin signifying McAnally's election was made last week in Washington, D.C., during the AIAA Annual Meeting and International Aerospace Exhibit.

As Space Systems president, McAnally is responsible for the management of a broad range of space programs.

Open enrollment set for accident insurance

Now is the time for employees to either enroll in the Special Accident Insurance plan or adjust existing coverage. Changes made this month will be effective June 1.

The Special Accident Insurance plan offers supplemental life insurance coverage that provides benefits in case of death, dismemberment, or total disability following an accident on or off the job, Clare Ryland, of the Benefits Office, said. All active full-time employees (hired to work on a normal, continuous basis for at least 20 hours a week) are eligible to participate.

Coverage can range from \$20,000 to \$250,000, she said. "Or, if an employee desires coverage up to \$500,000, they must bear in mind that it can be no more than 10 times their annual earnings."

Also, this year the plan has been amended to enhance family plan coverage and the changes are automatically in effect for all

employees presently enrolled in family coverage.

"These improvements, provided at no extra cost, include an increased family plan benefit and surviving spouse benefit," Ryland said.

The new family plan, where the family consists of a spouse and at least one child, increases the spouse's coverage from 50 percent to 60 percent of the employee's principal sum. And where there are no children, the spouse's coverage is increased to 70 percent.

Ryland said the surviving spouse benefit provides income in the amount of one-half percent of the employee's principal sum per month for 12 months in the event of the accidental death of the employee or spouse.

For more information, employees should refer to the Special Accident Insurance booklet or contact the Benefits Office at Ext. 7-4928 or 7-3232.

Chamber of Commerce voices support for Astronautics Group

(Editor's note: The following letter to the editor from Linda Morton, chairman of the board for the Jefferson County Chamber of Commerce, recently ran in the Rocky Mountain News.)

Letter to the Editor:

Many of us in the business community, and especially here in Jefferson County where Martin Marietta employs more than 9,000 employees, have watched with some chagrin as the *Rocky Mountain News* and *The Denver Post* have seemed to report with glee Martin Marietta's misfortunes with the Commercial Titan launch on March 14. The stories and some of the headlines seem to savor Martin Marietta's problems, with headlines like "Martin Botched Wiring" (*Rocky Mountain News*, March 17).

The purpose in writing is not to apologize for Martin Marietta. After the company

analyzed the problem, it was very quick in acknowledging its cause just two days after the launch. With that promptness and candor, it's hard to understand why the company was pilloried for several days after the problem was disclosed. One is tempted to wonder if there is an anti-defense bias among many of the reporters and editors at both papers. Martin Marietta is, of course, in addition to its Commercial Titan launch business, a major supplier of systems to both the Department of Defense and the National Aeronautics and Space Administration.

It is constructive to note that Martin Marietta has in many, many ways been a major contributor to this community since it began operations here 34 years ago in 1956. Its payroll for its more than 14,000 employees in the state in 1989 was more than \$600 million. Purchases of goods and services in

Colorado were \$166 million. Its employees and their family members are active in many elements of community service. For several years Martin Marietta employees have contributed more than \$1 million per year to the United Way, for example. And Peter B. Teets, president of Martin Marietta Astronautics Group, has been honored for his active participation in many community service projects.

Those of us who have been observers of Martin Marietta have come to expect a high standard of performance from the company. And they have delivered: consider that the two Viking spacecraft that arrived on the surface of Mars in 1976 and sent us back first-hand photographs of the red planet were built by Martin Marietta in Jefferson County. Both of these spacecraft, incidentally, were launched by Titan III boosters much like the Commercial Titan. The two Voyager spacecraft that have given us spectacular photographs of most of the planets in our solar system, also were launched by Titan III's. In fact, Martin Marietta has a success record in the Titan III program of greater than 95 percent in more than 140 launches over the last 25 years on missions for the Air Force as well as NASA.

Perhaps the papers were just expressing concern that such a large contributor to our economy and our community had had a problem. If so, they chose a harsh way of doing it. We wonder why the media doesn't devote equal space to Martin Marietta's many successes. ■

U.S. Savings Bonds campaign winds down

More than 86 percent of Astronautics Group employees are participating in the 1990 U.S. Savings Bonds campaign, which will end during the next two weeks.

Employees are encouraged to continue turning in their participation cards in order for volunteers to obtain a final participation tally. This year's participation goal is 92 percent.

Stanley F. Albrecht, vice president of Human Resources and chairman of the internal campaign, said "I want to express my sincere appreciation to all employees who have assisted in this year's effort."

An appreciation drawing to award \$100 savings bonds to several participants is scheduled for next month. ■



U.S. Treasurer promotes bonds

Catalina Villalpando, the United States Treasurer, right, visited the Astronautics Group late last month to help promote the U.S. Savings Bonds campaign. During her visit, Villalpando received an overview of operations and toured the factory. Above, Buck Reynolds, manager of Detail Manufacturing, shows off hardware on the first floor of the factory.

YES conducts plant sale

Your Employee Store is conducting a flower and plant sale today at all major work locations.

And tomorrow, May 12, a spring plant sale will take place beginning at 10 a.m. at the Littleton Systems Center, front parking lot. A variety of bedding plants, potted plants, shrubbery, and seeds will be available.

May 31 is the projected opening date for a new employee store at the Space Support Building and all stores will have Memorial Day sales on May 24. ■

Murphy takes over at Vandenberg Operations



Murphy

William J. Murphy, former director of Defense Systems Product Area IV, has assumed the directorship of Vandenberg Operations. He replaces Felix J. Scheffler, who has retired after serving in the position for the last six of his 31 years with

the Corporation.

Murphy reports directly to Frederick H. Hudoff, president of Space Launch Systems.

Before joining the Corporation in 1983, Murphy served 30 years in the Air Force, retiring as commander of the Western Space and Missile Center at Vandenberg. ■

No left turns, please

Plant Protection reminds all employees that vehicles leaving the Deer Creek Facility are not allowed to turn left at the South Valley Road intersection. Illegal left turns at the unfinished intersection have resulted in several near misses.

Jefferson County will install traffic control signals and modify the intersection this summer to open up a normal traffic flow. ■

Vendor exposition scheduled next week

The Office Automation Futures Group is hosting the 1990 Vendor Day Expo from 10 a.m. to 5 p.m. May 16 and 17 in the Deer Creek auditorium. The theme for this year's exposition is "Office Technology for Today and Tomorrow." All Astronautics Group employees are invited to see these micro-based products. ■

30 years of service



Several employees were recently honored for 30 years of service at recognition luncheons. They include, standing, left to right: Otis Woods, Jim Maher, Charlie McClure, John Gishpert, Tom Pharo, Rodger Kimsey, Bill Napier, Paul Dalton, Don Todd, Don Reinke, and Leo Patricks. Seated, left to right: Marty Wilhelm, Manny Medina, Mel Love, Marty Martinez, and Don Schade.



Other honorees include, standing, left to right: Duwayne Bender, Gene Krening, Ernie Cordova, Gerald Scott, John Nettleton, Glenn Cleveland, Jim McAnally, Al Rasey, Art Rosener, Andy Espinoza, and Bill De Wolfe. Seated, left to right: Ray Tafolla, Dave Brodie, Elver Robbins, Ivan Schall, and Ted Mossman.

Vandenberg gets Commander's safety award

Vandenberg Operations has received the 1989 Western Space and Missile Center Commander's Award for the best large contractor safety program at Vandenberg. This is the tenth time since 1975 that the company has won the award.

The company was cited for its superior safety record during a Titan II launch, the first launch of the Small ICBM, the final Peacekeeper test launch, support of the Strategic Air Command's first operational Peacekeeper launch, and major modification of the east pad at Space Launch Complex 4.

These safe efforts involved more than 840 employees working more than 1.5 million hours.

Outplacement services from local college help employees get jobs

Arapahoe Community College (ACC) is providing successful outplacement services for Astronautics Group employees who have been laid off due to a lack of work.

Some of ACC's services include counseling, training, and access to resources designed to prepare individuals for fast re-entry into the work world.

Fifty percent of laid-off Astronautics Group employees in 1990 using the service have obtained employment. A recent survey of these employees resulted in the following comments:

- "Please keep the service for others. It really helped me."
- "Counselors were a great help. They gave me the insight and encouragement to survive this lay-off problem."
- "I would encourage others to use this service; in fact, not to do so is really a personal management mistake in my opinion."

The Astronautics Group and ACC also are improving this service. Newspapers from most major cities, access to MARCALL, resume preparation and printing, and video training soon will be complemented by weekly career continuation workshops, word processing, and FAX capabilities.

To learn more about this program, employees should call their Human Resources administrator, or Ext. 7-1178. ■

SIP

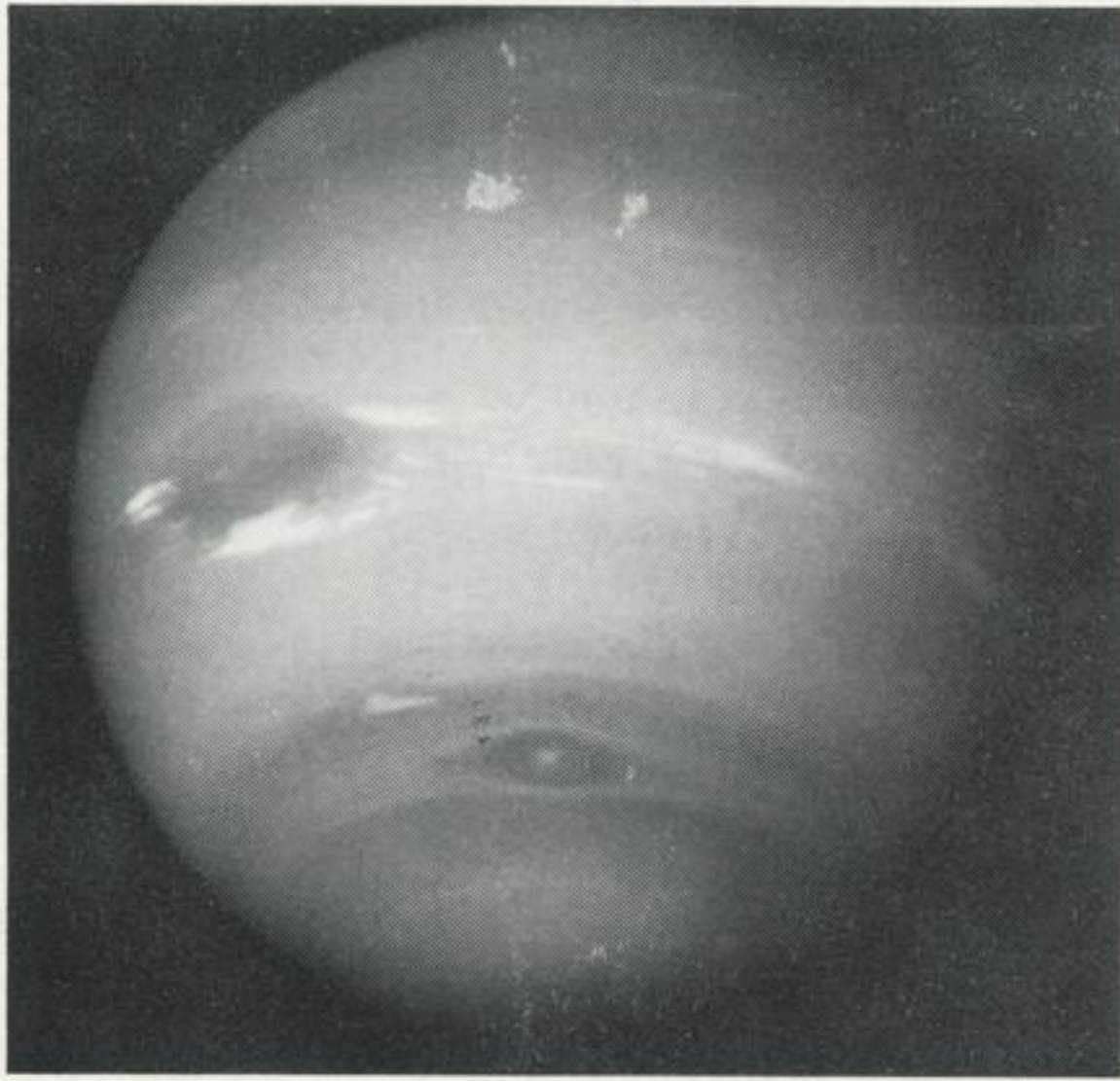
Unit values for the Savings and Investment Plan (SIP) for United Aerospace Workers (UAW) and United Plant Guard Workers of America (UPGWA) represented employees in March 1990 (February 1990 values in parentheses) are:

Fund A	1.2477930629
Indexed Equity	(1.2176813115)
Fund B	1.2047531201
Fixed Income	(1.1969626050)
Fund C	0.8754591440
Company Stock	(0.8101159866)

PSP

Unit values for the Performance Sharing Plan (PSP) for salaried employees in March 1990 (February values in parentheses) are:

Fund A	6.0732352908
Indexed Equity	(5.9195017562)
Fund B	3.5122390996
Fixed Income	(3.4850224345)
Fund C	4.6340215381
Company Stock	(4.2941447481)



Voyager tape for sale

Late last summer, Voyager II flew within 3,000 miles of Neptune (see above photo) completing the grand tour of the four outermost planets. The journey of Voyagers I and II are brought to the screen in a colorful 17-minute video produced by Martin Marietta. The video is available in VHS format. Please send \$6, pre-paid, to AVP, 131 Rollins Ave., Suite 3, Rockville, Md. 20852. Delivery will take about three weeks.

Augustine heads new committee to support Public Employees Roundtable

Norman R. Augustine, chairman and chief executive officer of the Corporation, has joined President George Bush and Colorado Gov. Roy Romer in publicly supporting the Public Employees Roundtable.

The roundtable is a non-profit, non-partisan coalition of 31 management and professional organizations dedicated to informing American citizens about the quality of people in government and the value of the services they perform.

"Too many exceptional public employees are leaving government and qualified replacements are becoming harder to recruit," said Norman R. Augustine, chairman of a new Corporate Forum established to help the roundtable enhance the prestige of government service.

Augustine has asked his peers to support public service in speeches, media interviews, releases, and in other arenas "because it is virtually impossible for public servants to speak on behalf of themselves."

Each year the roundtable salutes government workers during Public Service Recognition Week. This year more than 250 communities

across the U.S. are participating in the event May 7 through May 13.

Gov. Romer has issued an honorary proclamation recognizing the event in Colorado and several local agencies like the U.S. Fish and Wildlife Department, General Accounting Office, Federal Executive Board, and General Service Administration have scheduled events this week to honor and thank their employees.

"Public employees have an impact on the lives of all Americans," said Constance Berry, director of the Office of Personnel Management. "Their work reaches into every home and touches every family. The food we eat, our roads and airports, our health care, our welfare, our housing, our farms, the water we drink, our safe passage in the world, the stability of our economy, and so much more is intimately tied to the quality and productivity of public employees."

To learn more about the Public Employees Roundtable, employees can contact the group at: P.O. Box 7610, Ben Franklin Station, Washington, D.C. 20044, (202) 535-4324. ■



United Way gets a boost

Ray Guerra, an employee at the Veterans Administration, center, joins Mile High United Way President John Jaco, left, and Frank McKenna, right, vice president of Business Management and the Astronautics Group United Way campaign chairman, at the American GI Forum. McKenna presented a \$140,000 corporate gift to the Mile High United Way. Guerra used resources at the Forum, a United Way agency, to help gain employment at the Veterans Administration.

Chemical roundup set for next week

All employees are invited to join the Astronautics Group in supporting the Jefferson County Hazardous Substance Response Authority's Household Chemical Roundup on May 19 and 20.

The event allows Jefferson County residents to drop off 40 pounds of household chemical waste materials such as automotive products, household cleaners, pesticides, solvents, oil-based paints, and paint products.

Materials should be brought in sturdy boxes lined with plastic bags to the Jefferson County Fairgrounds, 15200 W. 6th Ave, east gate, at the following times, based on residential location:

- North Jeffco, I-70 to northern county line, 8 a.m. to 12:30 p.m., May 19
- Middle Jeffco, I-70 south to U.S. 285, 12:30 to 5 p.m., May 19
- South Jeffco, U.S. 285 to southern county line, 8 a.m. to 12:30 p.m., May 20
- Mountain area, 12:30 to 5 p.m., May 20

Last year, waste was received from approximately 767 households. A total of 20,000 pounds of hazardous waste was disposed, 1,166 gallons of latex paint was solidified and landfilled, and 11,440 pounds of waste oil was recycled.

For more information, please call the Jefferson County Health Department at 232-6301 or Rich Fatuzzo, event coordinator, at 278-5845.

Volunteers needed to help plant wildflowers

At least 25 volunteers are needed from 9 a.m. to 1 p.m. Saturday, June 2, to help plant 6,000 wildflowers around the Martin Marietta sign, south of the entrance to the Main Plant.

A special mix of wildflowers developed by the Denver Botanic Gardens will be planted for this pilot program. Eventually, this mix of native seeds will be planted along Colorado highways for beautification and to help control erosion.

Employees interested in participating should call Ext. 1-5000 and leave their name, mail stop, and telephone number on the machine.

Volunteers expressing an interest will be contacted with more details.

On the cover

Norman R. Augustine, chairman and chief executive officer of the Corporation, gives an update on the Corporation last Tuesday at a regional management meeting in Denver. Augustine spoke to approximately 200 top management representatives from the Astronautics and Information Systems groups, summarizing for them some of the topics covered at the recent stockholders meeting in Orlando. Among subjects he emphasized were ethics, Mission Success, keeping programs sold, generating new applications, controlling costs, and the environment.



Special events planned for National Employee Health and Fitness Day

Employees can participate in a variety of free, special events on Wednesday, May 16, to celebrate National Employee Health and Fitness Day.

Free blood pressure checks will be conducted between 11 a.m. and 1 p.m. in the cafeterias at Littleton Systems Center, the Space Support Building, Engineering building, and the Deer Creek Facility.

The Deer Creek Wellness Center will conduct an open house from 10:30 a.m. to 5:30 p.m. featuring tours, blood pressure checks, nutrition information, equipment usage demonstrations, healthy snacks, and a free low-impact aerobics class at 11:15 a.m.

Also, a fitness walk is scheduled to begin at 5 p.m. in the Waterton Canyon parking lot. Employees and family members can enjoy a scenic walk and receive exercise information from a professional aerobics instructor during this event. ■

Employee services/recreation

Hunting and Fishing—The group will meet at 5 p.m. Monday, May 14, in the clubhouse at the recreation area. For more information, contact Mel Smith, 1-8682.

Commodore Users Group—All interested employees can attend the group's meeting at 5 p.m. Tuesday, May 15, in the recreation area clubhouse. Contact Dan Whittemore, Ext. 7-6324, for more information.

Martin Marietta Ada Working Group—Interested employees will meet at 5 p.m. Wednesday, May 16, at Littleton Systems Center, Presentation room. Contact Robert Lewis at Ext. 1-6731 for more information.

Parapsychology Club—Will meet from 5 to 7 p.m. Thursday, May 17, at South Park West I, MIC room. Guest speakers Jack and Ginger Sawatski will explain "Integration: Transforming Goals Into Reality." All employees and guests, age 16 and older, are welcome. To reserve a guest badge or for more information, call Helen Davis at Ext. 1-6887.

Colorado Corporate Games—Females are needed for the 5k run on Saturday, June 9, in the 50-59 years, and 60 plus age groups. Retirees are eligible to participate in these events. Interested women should call the Employee Services office at Ext. 7-6605. Individuals can still enter the open events that include indoor, co-ed soccer; two-man volleyball; pistol shoot; and horseshoes. These events are open to the general public, have separate entry fees paid by the participants, and do not earn team points. Obtain entry forms from the Employee Services office by May 25.

Absence Makes the Heart Grow Stronger—Be heart smart and get a fresh start with the American Cancer Society's

smoking cessation classes. Martin Marietta and Air Force personnel, their spouses, and dependents can participate free of charge. The classes consist of four meetings from 5 to 6:30 p.m. May 14, 17, 21, and 24 at Goddard Middle School. Participants can obtain registration forms in the company education catalogs or from the recreation racks. Direct questions to Ext. 7-6605.

Hunter Education Classes—Class dates are set for 7 to 9:30 p.m. May 21, 23, and 24 at the VFW Hall, 3860 S. Jason St., Englewood. The range date is from from 8 a.m. to 1 p.m. May 26 at the club's shooting range. Students must attend all class sessions. Registration will be taken 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.

Ride to the Gorge—Employees, their spouses, and dependents who are bicycle enthusiasts are invited to participate as Martin Marietta team members in a fund-raising event for the Multiple Sclerosis Society. Riders and volunteers are needed July 7 and 8 for the 150-mile ride to the Royal Gorge. Interested individuals should call the team coordinator, Dave Minson at Ext. 1-6438.

Bicycle Training Program—Employees who need specific information on how to train for long-distance bicycle rides or races can obtain details from the Wellness Center staff. Call Ext. 7-7575 or 7-7576 from 11 a.m. to 5:30 p.m. Monday through Friday.

Satellite Ski Club—Employees Robin Bowden, Melissa Stafford, and Randy Stafford, and Dean Johnson, spouse of employee Karen Johnson, teamed up to represent Martin Marietta in two recent events of the Ski Classic, a national ski racing series open

to corporate teams. On March 18 at Winter Park, the team won its division at the Ski Classic Rocky Mountain Regional race for the second consecutive year. This victory qualified them to enter the Ski Classic National race.

Classic Car Exhibit—A classic car exhibit of vehicles owned by Martin Marietta employees will take place from 11:30 a.m. to 12:30 p.m. and 4:30 to 5:30 p.m. Friday, June 8, at the Deer Creek Facility in the south, center level, parking lot. Employees interested in displaying their car or truck (classic, antique, muscle, or vintage) should call Clark Benson, Ext. 7-7306, by June 1. Proof of insurance is required to participate.

Barber/Styling Shop Hours—Convenient, professional, low-cost haircuts are available to all employees and Air Force personnel at the following locations: Deer Creek Facility, A-level, south elevators, Monday and Friday, 6:30 a.m. to 3 p.m., and Tuesday through Thursday from 6:30 a.m. to 5 p.m., Ext. 7-9157; Waterton Engineering building basement, Monday through Friday, 6:30 a.m. to 3 p.m., Ext. 7-3029; and Littleton Systems Center, west and south of cashier, Tuesday through Thursday, 6:30 a.m. to 3 p.m., Ext. 7-0560.

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