

Energy Systems at Portsmouth

A Monthly Newspaper for Portsmouth Gaseous Diffusion Plant Employees of Martin Marietta Energy Systems, Inc.

Volume 5

Piketon, Ohio

January 1990

Number 1

Secretary Watkins' 'Tiger Team' Energy department evaluation group concludes activities here Nov. 17

The environment, safety and health compliance assessment by a U. S. Department of Energy "Tiger Team" began at the Portsmouth plant on Oct. 23. It concluded with a close-out session Nov. 17.

The teams work in support of DOE Secretary James D. Watkins' 10-point initiative to strengthen safety, environmental protection and waste management activities at all DOE facilities.

The assessment revealed no major problems that required curtailing plant operations. It did recognize that environment, safety and health programs at the plant were in a state of change.

The team identified a total of 190 findings. Of these, 100 were in health and safety areas and 71 were in the environmental area. There were 19 related to organization and management. An action plan to address each findings is being prepared. Of the 190 findings, 58 will be corrected by March 31.

Of the 71 environmental findings, half involved compliance issues, and 12 had not been previously identified either by the plant or by external audits and appraisals.

In its summary of environmental issues, the Tiger Team acknowledged efforts in addressing waste handling and releases, which demonstrate improvement as well as an assertive position by management in addressing compliance issues.

A total of 35 Occupational, Safety and Health Act (OSHA) violations were identified and are included among the 100 Health and Safety issues. In situations presenting an immediate health and safety risk to personnel, conditions were either abated or curtailed until corrected. Of these violations, 12 have been corrected.

Several plant employees were responsible for the "Noteworthy Practice" identified by the Tiger Team. Through a program initiated by water treatment supervisors, operators are encouraged to obtain State certification. These efforts had previously been applauded by the Ohio Environmental Protection Agency (OEPA) during annual inspections of the plant in 1988 and 1989. Operators, under the instruction of Bob Childers, attended classes on their own time (four hours per week for

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Salary benefits changing April 1

After extensive review and evaluation of the Energy Systems benefits program for its overall competitiveness, cost and effectiveness, a series of changes are being implemented to the program for salaried employees. Most become effective April 1.

As explained in a letter sent recently to salaried employees from Energy Systems President Clyde Hopkins, the main guidelines used in developing specific changes were a concern for external competitiveness and the need to structure the program to benefit a majority of employees as well as to ensure cost effectiveness.

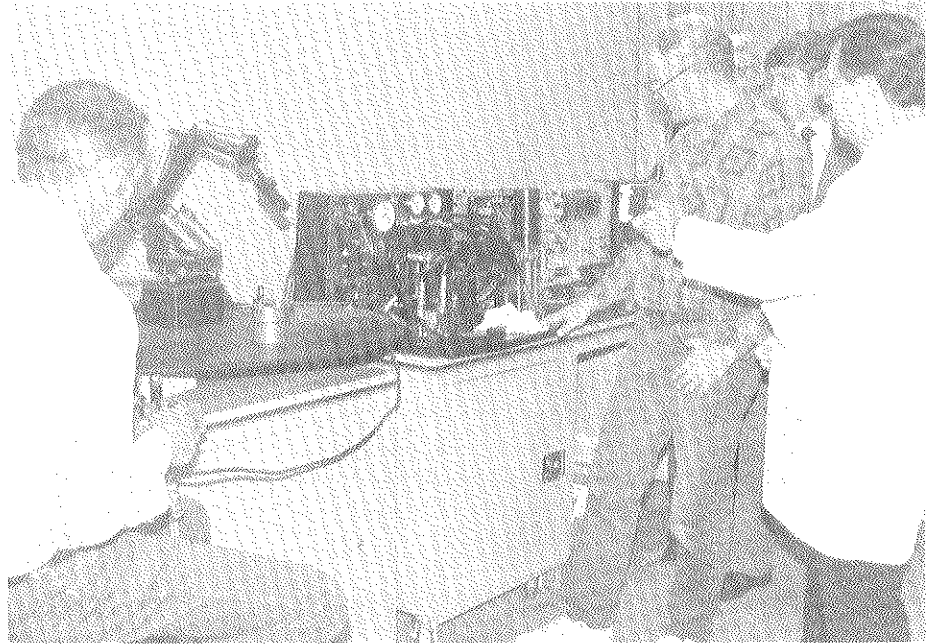
Because of the rapidly rising cost of health care (Energy Systems' cost for employee health care has risen by more than 70 percent over the last two fiscal years), the company's review examined new approaches to providing medical benefits that are more equitable, yet still allow employees and their families access

to appropriate medical care for any situation.

As part of this approach, the new program will include the introduction of a system of cost sharing that increases as one's ability to pay increases.

In addition, new benefits are being provided, along with improvements and modifications to existing plans. A new long-term disability plan is being introduced, and improvements are being made to the savings program, group life insurance plan, and retirement program.

Salaried employees are being invited to learn about the revised benefit program at special information meetings at each site during January and February. At the meetings, employees will view a presentation on program changes, receive materials describing the changes in more detail and have an opportunity to ask questions.



Employees learn hydraulics/pneumatics at JVS

One of Pike County's greatest assets is the Vern Riffe Joint Vocational School, its personnel and equipment. This facility and its personnel nearby particularly benefit Energy Systems. There are 18 employees attending a hydraulics and pneumatics course there. It began Dec. 12 and continues for 16 weeks through early April, for a total of 64 hours of instruction, according to Don Walters, Foreman, Maintenance Training. This is the second time Energy Systems has used the JVS for training. The first course taught by JVS personnel covered refrigeration and air conditioning. The hydraulics and pneumatics course was arranged through Superintendent Dr. Larry Meredith and the Adult and Community Education Supervisor, Leon Bevins. The instructor is Jim Evans, at right. (Photo courtesy of Laura Tucker, The Waverly News-Watchman).

Plant pollution prevention program focuses on environmental awareness

Citizens of today's world have a growing concern for environmental effects and the problem of disposing of hazardous and non-hazardous wastes.

Each of us must expand our knowledge of this problem, and be more aware of what we can do to help.

The Portsmouth plant is starting a Pollution Prevention Awareness Program (PPAP) to help employees become more familiar with these issues.

Through this program, you will be in-

formed about new concerns and how they will affect you and your job.

In the coming months, the PPAP will be adding several activities, and your participation in this program is encouraged. One activity will include an Environmental Awareness Week.

Questions concerning this program can be directed to Kerry Davis, Environmental Control, extension 2971.

Please participate and share your ideas for site environmental excellence through the PPAP. Other means are the Cost Reduction "I"dea Program and the Waste Minimization Achievement Award Program.

PLANT PROGRAMS

DOE Order 5400.1 requires comprehensive environmental management at all its plants. The DOE supports environmental compliance by making it predominant in the plant's award fee.

The Environment, Safety and Health Division is responsible for environmental protection, health, safety, and waste

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WANTED: Employee airplane enthusiasts

Calling all flying aces! If you fly the friendly skies as a hobby or have previously flown and want to share a small aircraft experience with your associates, please contact Jane Johnson, Public Relations, extension 2863, MS 1118A, by Friday, March 2. A special story will be dedicated to all of you in the April edition of *Energy Systems at Portsmouth*.



We did it! We reached our United Way goal!

The 1989 United Way goal for the Portsmouth plant was \$70,000. At the close of the campaign, totals indicated employee gifts and pledges amounting to \$68,621.53. As of December 21, employee gifts and pledges for the benefit of local United Way agencies total \$70,332.83.

Some of the additional pledges come from new employees. Some are the result of cards outstanding at the close of the campaign in early November.

Thanks to all our additional "hometown heroes!"

Salary program analysis continues as implementation expected March 1

By John Sergent
Director, Compensation

Integration and competitiveness with other corporations are goals of Energy Systems salary program examinations.

The status of this two-year program was summarized in the August 1989 issue of Energy Systems at Portsmouth. As you may recall, the completion of this program will have accomplished the following objectives:

- Establish similar systems for administering base compensation for all employees through Energy Systems.
- Update all job descriptions, job specifications and job titles based on the current duties and responsibilities in individual positions.
- Establish equity of relationships of Portsmouth positions and salaries with those in other Energy Systems organizations.
- Establish improved career ladders/promotional opportunities where feasible.

It was originally expected that this work would have been completed by December 1989, that results would be implemented in January, and that salary increase planning for calendar 1990 would be based on the revised salary structure.

However, unexpected delays were experienced due to a number of events, notably the pressure of the DOE "Tiger Team" on the premises for about five weeks (including preparation and subsequent activities). Completion of the program is now expected by about mid-February with implementation scheduled to begin on March 1.

Salary increase planning for calendar 1990 will be based on existing salary structures at Portsmouth and is proceeding according to normal schedules and practices.

Most of the objectives of program integration have already been accomplished. These include establishment of systems and methodologies for activities such as Performance Planning and Review, planning and administering salary increases, updating of job descriptions for individual positions, completion of job evaluations of all positions, establishment of Supplemental Incentive Compensation Program, and definition and enlargement of career/promotional ladders for appropriate work specialties.

Group meetings with supervisors and employees on results of these activities and revised salary structures will begin in early February. Times and dates will be announced.

Energy Systems' management recognizes the need for continuing studies of this type. It must insure internal and external relevance of salary structures, necessary to meet its commitment to each employee to provide equitable pay for the values of work in his or her position.

Tiger Team report in area libraries

(Continued from Page 1)

12 weeks), applied for a State Operators License at personal cost, and traveled to Columbus to pass the exam.

The Tiger Team, in the Executive Summary of its report, noted that Martin Marietta Energy Systems management, both corporate and at Portsmouth, recognize and support the need for change as outlined in Secretary Watkins' policies and directives. The team noted that initiatives such as the Long-Range Health and Safety Plan at the corporate level and the Model Facility Program at Portsmouth are steps to a more aggressive posture in identifying root problems.

Copies of the Tiger Team's draft report, "Compliance Assessment of the Portsmouth Gaseous Diffusion Plant," are available for review at the X-710 Technical and X-100 Engineering libraries, as well as Pike County, Portsmouth, Jackson, Chillicothe, Peebles and Greenup libraries.

Plant Manager Ralph Donnelly noted that, as employees, each of us must dedicate ourselves to the objective of full adherence and compliance with all federal and state environment, health and safety rules and regulations.

"It is essential to the continued operation of this plant," he said.

Pollution awareness program starts

(Continued from Page 1)

management at Portsmouth. The plant's basic philosophy emphasizes reducing pollution at the source. Several programs support this philosophy.

Environmental Protection — The plant has an extensive monitoring and surveying program that provides information on all media (air, surface water, ground water, soil and biology). This program helps ensure that the plant is taking adequate measures to protect the public, employees, and the environment from harm. The plant's Remedial Action Program identifies and investigates sites that have the potential for release of hazardous or radioactive contaminants to the environ-

ment. The intent is to begin corrective measures which are required.

Waste Management — The Portsmouth plant has a Waste Management department which is responsible for a waste minimization strategy of segregation, materials substitution, process changes, mechanical compression, volume reduction and recycling.

Environmental Advisory Committee (EAC) — The plant's Environmental Advisory Committee, consisting of local experts in a variety of areas, addresses concerns and acts as a liaison between the plant and nearby communities. Periodically, its members conduct public meetings.



Nearly 300 have completed hazardous materials course

Greg Fout (above) and others continue to instruct the OCAW and Labor Institute's "Radiological Hazardous Waste" course as part of the comprehensive pilot program involving 1,200 hourly employees. As of mid-January, almost 300 hourly employees and foremen have participated in this course. It is designed to increase awareness of health and safety hazards with emphasis on hazardous materials. The course promotes maximum involvement and learning by using learner-centered, participatory teaching methods. It develops problem-solving skills to help prevent illnesses and accidents from occurring.

Uranium materials handlers achieve shipment record

Fiscal 1989 was a record year for the Uranium Materials Handling Department. Its personnel prepared an even greater number of cylinders of enriched product for shipment from the Portsmouth Gaseous Diffusion Plant.

The toll enrichment program began in 1969 to supply fuel for operation of civilian nuclear power reactors around the world. Demand for this toll product increased over the years as power reactors were constructed.

The Oak Ridge Gaseous Diffusion Plant was placed on standby in 1985. All toll enrichment activity was then transferred to the Portsmouth facility. Since fiscal 1984, the filling of customer cylinders has increased from 1,062 to a record 1,824 for fiscal 1989.

There are 15 hourly operators who perform the work required at the X-344 Toll Enrichment Building. They operate the four steam-heated autoclaves and complete the transfer of UF₆ product of up to 4.5 percent U-235 from 10-ton cylinders to customer-owned 2.5-ton cylinders.

Autoclaves provide safety and monitoring control of the cylinder during the heating and transfer operation. The liquid UF₆ is transferred to the customer cylinder and samples are withdrawn for laboratory analysis of assay and purity. Other

autoclave operations include individual cylinder sampling, assay blending, and sample container dumping.

The UF₆ product is shipped to reactor fuel fabricators in the United States (General Electric, Westinghouse Electric, Combustion Engineering and Advanced Nuclear Fuels) and overseas to Japan, Germany, Korea, and Sweden.

The High Assay Sampling Area (HASA) was built in 1986 and 1987. Sampling

operations began on August 4, 1987.

Two autoclaves there, heated by electricity, provide safety during the heating and sampling of five-inch, eight-inch or 12-inch cylinders of high assay UF₆.

High assay product is used as reactor fuel in United States naval ships and submarines.

Each HASA autoclave can hold three cylinders. A computer control system monitors the temperature and pressure of

each cylinder as well as all autoclave conditions.

Major operations in the facility include composite sampling for laboratory analysis to determine assay and purity, individual cylinder sampling, assay blending and sample container dumping.

Five hourly employees perform the sampling and warehouse activities at this facility. Sampling operations increased by more than 10 percent in fiscal 1989.

MODEL FACILITY

X-344 Building to be over and above compliance

With today's increasing concern for environmental, health and safety issues, one of the best ways to demonstrate compliance with federal and state rules and regulations is go "beyond compliance" to "excellent operation."

The X-344 Toll Enrichment Facility has been chosen to be a "model facility" for the Portsmouth plant, demonstrating excellence in operations.

"We're looking forward to this challenge," said E. V. Clarke, Supervisor, Uranium Materials Handling and head of a special task team which will ensure "model" status.

Energy Systems is selecting model facilities at each site to serve as experimental stations. At these locations, the company can try out various ideas such as new approaches to training. Upgrades also will include a thorough review and revision of operating procedures and physical changes to enhance building appearance and make it more functional.

People will experience more fully what is required to meet the expectations of the uranium enrichment enterprise.

Operations within the toll enrichment facility include liquid UF₆ sampling, liquid UF₆ transfer, and packaging and shipping.

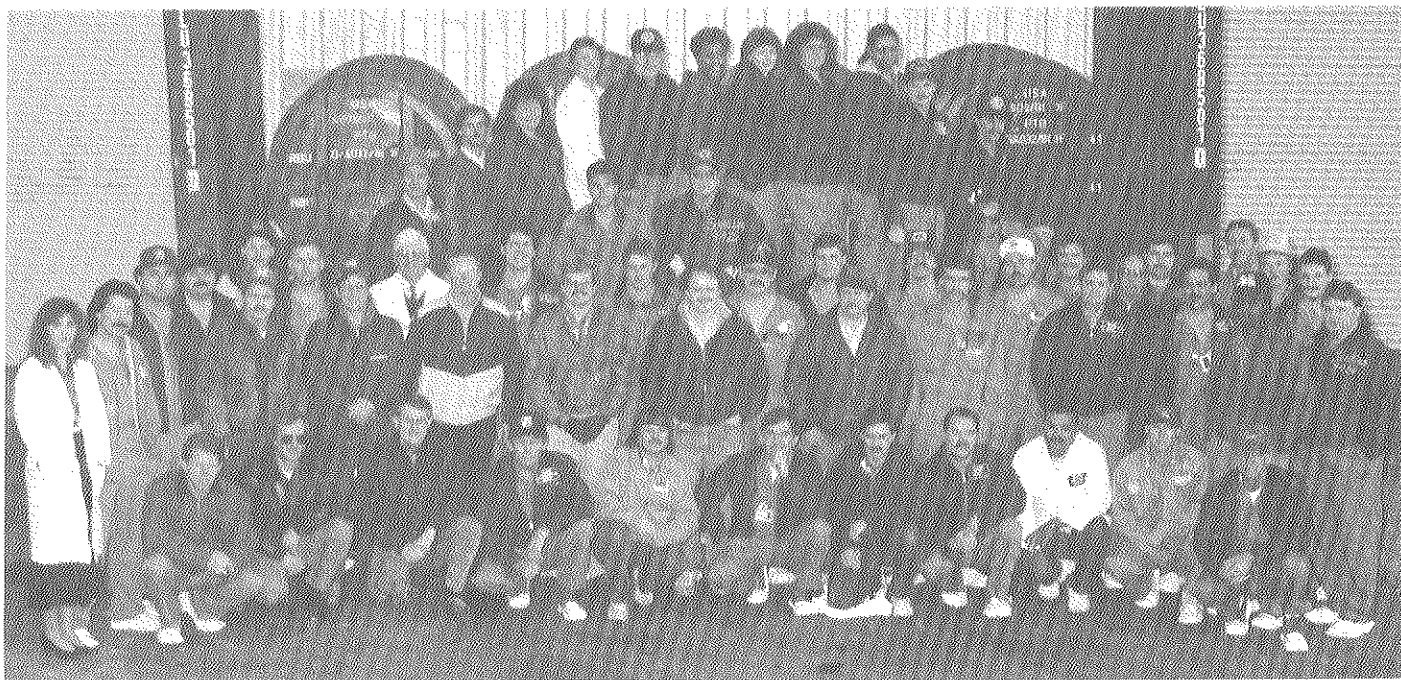
All toll enrichment shipments for the U. S. uranium enrichment enterprise originate from this facility.

Due to the nature of the facility's operation, a large number of people visit the toll enriching area each year. Clarke said one of the project proposals is a reception and orientation area for visitors and the addition of a protective pre-fabricated bubble.

Clarke stressed that in today's uranium market, it's important we give the public a better understanding of our operations and convince them that the enrichment business is serious about compliance.

"What we do in this facility is important, and we like to have people visit our facility because we're proud of it," Clarke said.

The Portsmouth plant has never missed a shipment date in all its years of operation. During 1989, records were set by employees in this facility in the transferring and high assay sampling areas.



Those helping the plant achieve a record year (above) in filling more than 1,800 customer cylinders of toll enrichment product and more than 570 customer cylinders of highly enriched product include (kneeling) Kirk MacDonald, Rod Spriggs, Greg Barch, Jim Chandler, Greg Maynard, Ralph Strickland, Gary Eisnaugle, Steve Cole, Jerry Jackson, Dean Bussa, John Sloas, (first row) Charlene Barch, Jeff Conklin, Bill Bowen, Dan Stephens, John Figlestahler, Jack Hughes, Don Davidson, Ken Adkins, Rick Johnson, Phil Gullen, Jess Franklin, Marshall Figgens, Charlie Sims, John Jenkins, (second row) Bruce Dwyer, Mark Chandler, Mark Veach, E. V. Clarke, Pat Spriggs, Roger Knuff, Dave Mathews, Troy Strade, Max Potter, John McClellan, Bob Givens, Dennis Massey, Charles Valentine, Mark Conkel, Brad Benner, Tim Sapp, (back row) Don Remy, Jim Smalley, Loren Thomas, Ken Stephens, Rich Boelens, Perry Mingus, Charlie Bailey, Virgil Holsinger, Marie Page, Gina Smith, Donna Christman, Kathy Eley, John Lester and Jody Brown. At right are Bob Tacke, Jim Gattrell, Dee Jamison, Mike Williams, Gayle Copsley and Mark Rupp. Not pictured are Larry Dingess, Bob McCoy, Willis Hamilton, Diana Yates, Carl Munn and Darlene Sutton.



Retirees

DECEMBER

Eugene G. Schoolcraft, Waverly, Foreman, Maintenance (D-025), more than 22 years.

JANUARY

Joseph W. Carver, Portsmouth, Supervisor, Payroll (D-477), almost 35 years.

Arthur R. Denny, Waverly, Laborer (D-025), almost 22 years.

William T. Durbin, Piketon, Cascade Coordinator (D-817), almost 36 years.

Charles R. Keen, Waverly, Processor Trainer (D-802), almost 36 years.

Jack L. Mason, Piketon, Utilities Foreman (D-832), almost 11 years.

Emory A. Smith, Portsmouth, Scientist, Principal (D-522), more than 36 years.

FEBRUARY

Robert E. Childers, Waverly, General Foreman, Utilities (D-832), more than 36 years.

Dorothy M. Kalfs, Portsmouth, Accounting Clerk I (D-223), almost 35 years.

Family

PATRICK

Laurel Patrick, daughter of Dian (D-634) and Jim (D-010) Spriggs has been named "Veteran Official of the Year" by Ohio State's Department of Intramural Sports.

WHITT

Tony Whitt, brother of Debbie Detillion (D-521), tied the highest recorded three-game series in the Portsmouth Men's Bowling Association on Dec. 5. Tony tied this with games of 290-225-279 for a total of 794.

Obituaries

Earnest Cox, Dec. 10. Father-in-law of John McGee (D-631).

Sabina R. Hanson, 66, Piketon, Dec. 15. Wife of Meryn L. Hanson, retiree.

Dewey Barr, 93, Parkersburg, Dec. 22. Grandfather of Melody Channell (D-102) and Terry Barr (D-511) and father of Dewey Barr, retiree.

Wanda Marie Gessells, Chillicothe, Dec. 28. Wife of Dick Gessells, Graphics Section, Telecommunications and Office Services.

Richard L. Dever, Portsmouth, Dec. 29. Dever was a Quality Control Inspector at the time of his retirement in June 1978.

Progressions & Promotions

Phillip L. Nickel, from Production Process Operator (D-810) to Industrial Relations Staff I (D-023).

Betty L. Bihi, from Secretary I (D-812) to Administrative Specialist (D-621).

Barbara J. Crusan, from Clerk II (D-912) to Security Console Operator (D-910).

Terry O. Nickell, from Technical Assistant II to Technical Assistant III (D-514).

William R. Fout, from Health Physicist I to Health Physicist II (D-102).

James M. Hawk, from Health Physicist I to Health Physicist II (D-102).

Anthony R. Coyan, from Instrument Mechanic 1/C (D-712) to Maintenance Technologist, Staff (D-701).

Samuel M. McGraw, from Safety Code Inspector II to Technologist, Technical Division, Staff (D-551).

Kari R. Prosch, from Clerk II to Accounting Clerk I (D-932).

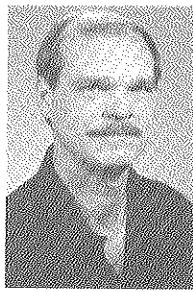
Angela F. Litten, from Clerk III (D-904) to Accounting Clerk I (D-478).

Robert M. Litten, from IHHP Assistant (D-102) to Administrative Aide I (D-102).

Elizabeth K. Hutchison, from Clerk I to Clerk II (D-912).

Ruthie G. Haydon, from Secretary III (D-820) to Secretary IV (D-108).

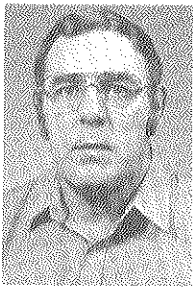
Robert R. Kennard, from Laborer (D-727) to Safety Code Inspector I (D-551).



Easter



Niner



Days



Messer

Promotions

Robert F. Days has been promoted to Foreman, Process Area (D-810). He reports to Kenneth M. Tomko, Supervisor.

C.R. (Ray) Mullins has been promoted to Maintenance Coordinator (D-701). He reports to William J. Lemmon, Manager, Maintenance Division.

Tony L. Profitt has been promoted to Foreman, Maintenance (D-702). He reports to Ray Mullins, Maintenance Coordinator.

Kenneth H. Willis has been promoted to Foreman, Maintenance (D-712). He reports to Ray Mullins, Maintenance Coordinator.

Terry L. Easter has been promoted to Foreman, Maintenance (D-752). He reports to Ray Fankell, General Foreman.

William M. Walters has been promoted to Foreman, Process Area (D-810). He reports to Charles Slater, Supervisor.

Ronald C. Niner has been promoted to Foreman, Process Area (D-810). He reports to Charles Slater, Supervisor.

Kenneth R. Messer has been promoted to Foreman, Maintenance (D-726). He reports to Thomas Lowe, General Foreman.

SERVICE MILESTONES

James R. Armstrong, Donald E. Chaney, Lawrence F. Greathouse, Dudley C. Nichols and James P. Spriggs reach the 35-year milestone in February.

Frank R. Conkel and Kenneth E. Petrey began work at the plant 25 years ago.

Gary D. Carr, James E. Cooper, Linda J. Davis, William R. Greer, Raymond Horsley, Gary K. Jones, Michael J. Lallow, Glenn N. Light, Michael L. Meeker, Lawrence H. Montgomery, Jo Ann O'Connor, Donald E. Perry, Myron C. Ruth, David A. Shisler and Vernon W. Speakman celebrate 15 years of service.

There are 33 employees reaching the 10-year milestone in February. They are Randy D. Ballengee, Charles W. Bearhs, Michael E. Belford, Judy A. Bobo, Mark T. Boggs, Howard F. Boldman, Johnnie R. Brewer, Bret E. Collier, Ronald B. Cooper, Larry D. Cotton, Paul G. Crabtree, Nina L. Dadosky, Noah R. Daniel, Damon A. Detillion, Timothy D. Gannon, Dale L. Gillette, Steven C. Hacker, John E. Hobensack, James R. Kouse, Paul L. Mullens, Mark E. Mullins, Gary D. Mullett, Harold D. Nixon, Clarence R. Pyles Jr., Norma L. Roe, Larry J. Smith, Jerry D. Speakman, Gary J. Stabler, Mark A. Sullivan, Edsel E. Tatman, Robert C. Tieman, Sandor Tollas Jr. and Samuel M. Yerardi.

Robert N. Rosenquist began work at the plant five years ago.

Lyon comes from Proctor & Gamble to be Portsmouth medical director

Walter Lyon, M.D., has joined Energy Systems as Medical Director at the Portsmouth Gaseous Diffusion Plant. He reports to Keith Stalnaker, Manager, Environment, Safety & Health Division.

Lyon comes to Energy Systems from Proctor & Gamble in Cincinnati, where he accrued more than 22 years of experience in occupational medicine.

A native of Scioto County, Lyon was graduated from Minford High School in 1948. He served in the U. S. Air Force from 1948 to 1952, as Sergeant, Medical Laboratory.

Lyon was graduated from The Ohio State University in 1956 with a bachelor of science degree and with his M.D. in 1961 from The Ohio State University College of Medicine. Lyon also received a master of science degree in occupational medicine from The Ohio State University in 1965.

He is a member of the Ohio State Medical Association, the American

Academy of Occupational Medicine, the American Industrial Hygiene Association, and the Western Ohio Occupational Medicine Association.

He and his wife, Shirley, have three children. They continue to live in Cincinnati while planning a move to the plant area.



Lyon

New Employees

December 11

Roger D. Blevins, Boiler Operator (D-832).

Denise S. Jones, Buyer I (D-321).

December 18

Bryan A. Jones, Chemical Operator-In-Training (D-823).

Elisabeth K. Gilbert, Technical Assistant II (D-516).

James W. Dutcher, Micrographics Production Clerk (D-452).

Jonna L. Curnutte, Clerk I (D-103).

John A. Farmer, Clerk Trainee (D-701).

Jodi L. Carter, Clerk II (D-551).

January 2

Kenneth P. Brooks, Supervisor, Quality Assurance (D-552).

Toby T. Knox, Engineer I (D-531).

Gary W. Snyder, Scientist II (D-103).

Malinda J. Galich and David C. Edlmann, Co-Op (D-024).

January 8

Charles M. Fannin Jr., Assistant Boiler Operator (D-832)

Jake S. Stockham and Bobby L. Tripp, Instrument Mechanic 1/C (D-712).

January 9

Leia J. Meenach and Shelly B. McClurg, IHHP Surveyor I (D-102).

Sharon K. Brown, Drafter I (D-612).

Cathy J. Holbrook, Technical Assistant II (D-511).

C. Paulette McDowell, Mary L. Stewart, Mark I. Parker, Tabitha L. Conkel and Richard S. Knauff, Technical Assistant II (D-512).

Jerry L. Copley, Technical Assistant II (D-521).

January 16

Jerry L. Dodds, Technical Assistant II (D-510).

Linda D. Scott, Software Engineer (D-521).

Brian A. McCullough, Scientist I (D-511).

New Arrivals

Son, Kris Adam, born January 2, to Gary (D-478) and Wendy Wiseman.



Winning photographers in the plant's fifth employee contest were recognized by Bob Bush, director, Business Services, for their artistic accomplishments. Seated are Vicki Scott and Polly Mingus. Standing are Don Woodrum, Carl Hartley, Bush, Shirley Bates and Rodney Gossett. Bates, Mingus, and Hartley will receive \$100, \$75, and \$50 Savings Bonds for winning first, second and third place, respectively. Scott, Woodrum and Gossett were awarded honorable mention. Absent when the photo was taken but also receiving honorable mention were Dave Shepherd and Bob McCoy.

TOP PHOTOGRAPHERS

Bates, Mingus and Hartley take honors

Winners of the fifth Portsmouth plant employee photo contest are Shirley C. Bates, first place; Polly A. Mingus, second place; and Carl Hartley Jr., third place.

Respectively, they will receive \$100, \$75 and \$50 Savings Bonds.

Employees receiving honorable mention were Rodney Gossett, Vicki Scott, David Shepherd, Robert McCoy and Don Woodrum.

Bates is a Reproduction Operator, Telecommunications and Office Services. Mingus is a Clerk II, Quality Assurance and Control. Hartley is a Power Operator I/C, Power Operations.

Representatives from three area arts councils served as judges for the contest.

One was Dennis Stewart, Curator of Education, Southern Ohio Museum and

Cultural Center, an agency affiliated with the Portsmouth Area Arts Council.

Another was Dennis Deane, arts instructor, Ohio University-Chillicothe, of the Scioto Valley Arts Council, which includes Ross, Pickaway and Pike counties.

The third was Don Mathews, Jackson, retired Columbus Dispatch reporter and photographer who represented the Southern Hills Arts Council, which serves Jackson and surrounding counties.

Public Relations had received more than 70 entries from plant employees.

The primary objectives of the plant's photography contests are to recognize the photographic talents of employees and to enhance the appearance of lobbies, conference rooms and other areas with enlargements of winning and other entries.

Science team honored as it completes 26th program year

In an age when surveys indicate that the American populace is 94 percent illiterate in the sciences, the message of a 26-year program still burns brightly.

Almost 63,000 students in area schools have enjoyed 520 science demonstrations over this period through the efforts of a special team of Portsmouth Gaseous Diffusion Plant employees and their dedication to community service.

Participants of the plant's Science Demonstration and Special Activities team were recognized by Ralph G. Donnelly, plant manager, at a special luncheon Jan. 16.

During the 1988-89 school year, the program supported 22 science shows involving almost 3,500 students. There were also 27 employees who served as judges for

science fairs at the local, district and state levels.

A special achievement this year included the continuous science demonstrations provided to employees and family members during the plant's first Family Tour Days. People supporting this function were Jim Armstrong, Art Cardenas, John Dikeman, John Hobensack, Roger Jackson and Marty Kelley.

During his presentation, Donnelly said, "Martin Marietta Energy Systems employees symbolize excellent participation within our communities by increasing the interest in science curriculum development for school-age children."

Program participants recognized at the awards ceremonies with certificates were Alex Alatsis, Phil Anderson, Jim Arm-

strong, Keith Banks, Art Cardenas, Ruth Charles, Melody Channell, Bonadean Davis, Paul Davis, Gene Deacon, John Dikeman, Doug Fogel, Sandy Fout, Bobby Fuhr, John Gedeon, John Hobensack, Roger Jackson, Jane Johnson, Marty Kelley, Tim Matchett, Debbie Perez, David Richter, Bonnie Rumble, George Shoemaker, Ed Simpson, Tony Sturgeon, Dr. John Taphorn III, Jodie Upham, Randy Waugh and Ron Wawro.

Because of the high number of requests we received for science demonstrations and science fair judging, the program is limited to the immediate four-county area. However, all requests are evaluated and met whenever possible.

The contents of an appreciation letter were shared with program participants,

"Though we as educators do all we can to keep our students interested in all phases of our curriculum, a program such as the one presented today by people who are actually working in the field, will carry a great deal of influence on our students, and hopefully spark added enthusiasm for science in school."

"This program provides an excellent opportunity to demonstrate Martin Marietta's public service involvement," noted Donnelly.

The luncheon program concluded with two science demonstrations by John Hobensack, the program's technical coordinator.

Personnel from four divisions now participate in the program. If you're not already a member of this program but are interested in participating, please contact John Hobensack, extension 5770, or Jane Johnson, extension 2863.



During the 1988-89 school year, science came alive to almost 3,500 area students through the efforts of the Science Demonstration and Special Activities Program team. Team members presented 22 demonstrations at 14 local schools. The plant also provided 27 judges for science fairs at local, district and state levels. Team members this year included (seated) Art Cardenas, Melody Channell, Debbie Perez, Bonnie Rumble, Sandy Fout, Jane Johnson, (standing) John

Gedeon, Dave Richter, John Taphorn, Tim Matchett, Ed Simpson, Jim Armstrong, Bobby Fuhr, Marty Kelley, Alex Alatsis, Tony Sturgeon, Roger Jackson, John Hobensack and Keith Banks. Not pictured are Phil Anderson, Ruth Charles, Bonadean Davis, Paul Davis, Gene Deacon, John Dikeman, Doug Fogel, George Shoemaker, John Taphorn, Jodie Upham, Randy Waugh and Ron Wawro.

MARTIN MARIETTA

Energy Systems at Portsmouth

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Young

Young takes post as Hurtt retires

A. Thomas Young became a director of the Martin Marietta Corporation and its President and Chief Operating Officer effective Jan. 1 upon the previously announced retirement of Caleb B. Hurtt.

The board of directors elected Young during its meeting of Dec. 7, 1989.

Hurtt, who will continue as a member of the board of directors, retired Dec. 31 after 33 years with the corporation.

Young had been appointed Executive Vice President of the corporation Aug. 14 in anticipation of Hurtt's retirement.

Document office established

Martin Marietta has established an Office of Document Interpretation to provide employees with guidelines and advice on the propriety of obtaining or seeking apparently unauthorized government information.

"We have established this office as a central clearing house for employees who may have concerns or questions about the propriety, not only of actively seeking such material but of reviewing in any manner a particular piece of information or document," said Frank H. Menaker, Vice President and General Counsel.

"Martin Marietta's Code of Ethics and Standards of Conduct is quite clear regarding unauthorized government information," Menaker continued.

"But it isn't always obvious whether a particular item of information falls within these guidelines. For example, legends such as 'For Government Use Only' or 'Not For Release To Contractors' might give the impression that a document so marked should never be in the possession of a contractor. This is not necessarily true," he said.

"The Office of Document Interpretation is intended to provide our employees with guidance as to the legality or propriety of obtaining any such information."

Herbert E. Smetheram has been appointed to head the new office. Smetheram, whose 29-year Navy career included work with the Navy's budget planning and processes, also is head of the Electronics & Missiles Group's Market

Bond interest for school now tax-exempt

U. S. Savings Bonds purchasers are on the receiving end of a little gift from Uncle Sam in the form of special educational benefits that come with new Series EE bonds issued in 1990.

Bonds purchased after Jan. 1, 1990, when they are redeemed for educational tuition and fees, are exempt from federal income taxes. The ruling applies to Series EE denominations from \$50 to \$10,000, so it is possible to make the decision to apply savings bond income to educational costs when the time comes, and the benefits can be used for educating one's dependent children or oneself.

Some fairly obvious restrictions apply, including requirements that the institution be a college, university or qualified technical school; that the bonds be redeemed in the year in which the fees are paid; and that the funds not be used for room and board or other living expenses or clothing. The bonds must be issued to individuals who are at least 24 years old and may not list a child as owner.

Some income restrictions also are applied to those eligible to participate. Benefits decrease for joint taxpayers whose combined adjusted gross income exceeds

\$60,000 and for single taxpayers whose adjusted gross income exceeds \$40,000. After 1990, these income limits will be adjusted for inflation.

The standard limitation per calendar year on the amount of bonds that one can purchase is \$30,000 face value or \$15,000 purchase price for an individual (\$60,000 and \$30,000 for husband and wife co-owners). There is, however, no limit to the amount of bonds that can be accumulated for educational expenses over time as long as the annual purchase limitations are not exceeded.

Still undecided are redemption procedures for holders of qualified bonds and procedures for excluding interest income on the income tax form. Such matters will be decided "on a timely basis," IRS officials have said.

Bond holders will not receive the tax break by exchanging pre-1990 bonds for new bonds in 1990 without paying the tax on the redeemed bonds.

Karl Rapp of the Energy Systems Office of the Treasurer said the tax break is the best news in recent years for U. S. Savings Bonds holders. "We expect to see a lot of participation in the payroll savings plan as a result of this new advantage to saving through the U. S. Savings Bond program," he said.

As withdrawals for education pertain to the Energy Systems Savings Plan bond fund, Bill Falls from the U. S. Bureau of Public Debt in Washington, D.C., has ruled that if an employee withdraws funds from the bond trust, the withdrawal must first come in the form of individually issued bonds. Those bonds could then be cashed and the proceeds used within the framework of the educational benefits program but their use would still have to be supported by the evidence that will be required for proof of use under the educational benefit program.

However, if cash is directly withdrawn from the savings plan bond fund, it would not qualify for the tax exclusion under the educational program.

Employees who have questions about the educational benefit program for U. S. Savings Bonds should contact the Payroll Department for more information or to enroll in the payroll savings plan.

Because the IRS has not defined the specifics of the program with respect to providing proof that the funds will go for education and has not clarified procedures for redeeming the bonds for educational purposes, employees should contact the Payroll Department or a financial institution before attempting to redeem their bonds under the new program.

The 1990 Savings Bonds campaign at the Portsmouth Gaseous Diffusion Plant will be conducted in April or May.

Cost Reduction Honor Roll

The following employees submitted a Cost Reduction "I"dea which was accepted for implementation under program guidelines.

Jason Adkins	D-726
Steve Akers	D-741
Judy Arn	D-210
Doug Arnett	D-321
Herbert Blazers	D-726
George Bays	D-814
Rich Cormany	D-003
Mark Conkel	D-822
Suzanne Cornwell	D-476
Joe Deck	D-521
Iris Dixon	D-335
Ben Fenton	D-475
Darcel Gentry	D-321
Jehu Gross	D-714
Carol Hill	D-814
Lavern Jones	D-726
James Kidder	D-446
John Kyle	D-613
Rob Litten	D-102
Bob Martin	D-535
Bob Marasek	D-726
Christine McCrary	D-475
Stu Mell	D-321
Mike Milam	D-823
Jerry Moore	D-021
Kathy Nelson	D-335
Steve Newman	D-003
Don Rhodes	D-321
Dan Roberson	D-476
Gordon Sanders	D-720
Gary Timmons	D-104
Ken Tomko	D-811
Dan Towne	D-534
Cindy Vicars	D-814
Don Walters	D-726
James Wilburn	D-726
Cathy Williams	D-022
Sue Williams	D-321
C. Wolford	D-713
Bob Winegar	D-814

Data Center at Orlando, Florida. In this position, he has been dealing with government agencies which disseminate budget and other data to the defense industry. In his five years with Martin Marietta, he also has been involved in strategic planning.

Employees with questions here at Portsmouth should contact Technical Review, extension 2310, before contacting the Orlando office.

Smetheram may be reached at (407) 356-5222. His mailing address is MP 0457, Electronics & Missiles Group, PO Box 555837, Orlando, Florida 32855.

Shares repurchased

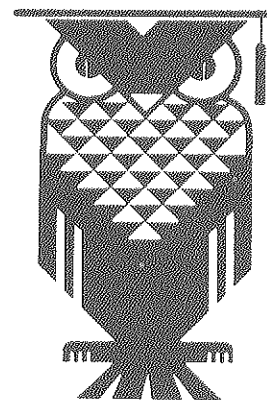
Martin Marietta Corporation's board of directors has authorized repurchase of up to 3.5 million of its common shares at market prices.

The authorization includes the repurchase of one million shares from Martin Marietta Corporation's Master Retirement Trust, and also includes authorization to establish, at a future date, one or more odd-lot repurchase programs under which up to one million shares may be repurchased.

After completion of the contemplated purchase from the Corporation's Master Retirement Trust, the Trust will retain ownership of one million shares of Martin Marietta common stock.

Martin Marietta Corporation had approximately 52 million shares of common stock outstanding as of Dec. 7, 1989, the date of the authorization announcement.

The future
is YOURS



U.S. SAVINGS BONDS
THE GREAT AMERICAN INVESTMENT



Martin Marietta contributes to community center

Plant Manager Ralph Donnelly and Maureen Codogan, executive director of the 14th Street Community Center in Portsmouth, were surrounded by the center's "Praise Singers" just before their performance Jan. 19 during the Dr. Martin Luther King commemoration. Martin Marietta recently donated \$1,200 to the center through its 1989 primary contributions program. The gift will be used for center programs and services which address physical, social, educational and cultural needs of youth, adults and seniors.

Story of personal achievement

If it is to be, it is up to me!

(Editor's Note: As part of Martin Marietta's Values Implementation Plan, achievement posters are at various locations throughout the site. Also available at these locations are inspirational messages such as the story that follows.)

In the early 1800s, Rebecca Lukens and her husband took over a small water-driven iron mill that made nails next to the Brandywine Creek of rural Pennsylvania.

They had big plans to build up their small business, but before their expansion plans could get underway, Rebecca's husband died, leaving her at the age of 31 with four young children and a fifth on the way.

She could have sold her interest in the mill and merely played the expected role of housewife. But due partly to a promise she'd made to her dying husband, and in spite of severe financial strain, she took over management of the ironworks herself. She had made up her mind that their dream was achievable, and that "If it is to be, it is up to me!"

Rebecca Lukens was equal to the challenge in every way. She carried through with the expansion plans, enlarging the mill and the product line to include plate iron. She provided the iron hull and boiler plates for the Navy's first iron ship in 1825. Many of the Mississippi riverboats came to rely on Lukens' ironwork for their boilers.

For thirty years she dauntlessly managed the business, surviving a severe economic depression, developing her company into one of the nation's major ironworks of that era, and doing all this in what was then a man's world with a man's kind of business. In 1985, Lukens Steel became a Fortune 500 company, built by a candotradition handed down from its remarkable early leader, in whose honor it is named.

In our organization, we too are often faced with challenges. And in those challenges lie opportunities for each of us to achieve and grow provided we, like Rebecca Lukens, each make up our minds that "If it is to be, it is up to me!"



Local center's 'Praise Singers' perform drama to honor Dr. King

The Praise Singers from the 14th Street Community Center performed the drama "Don't Let Our Wounded Brother Die" as part of the Dr. Martin Luther King Day commemoration in the plant cafeteria Jan. 19. Rev. Todd Gray, former pastor of New Hope Baptist Church and presently a student at the Union Theology Seminary in Richmond, Virginia, summarized King's doctrine and works for more than 90 plant employees and managers. Serving on the program committee were Sally Cunningham, Bill Lynch, Judy Turner, Chancey Valentine, Curtis Chapman and Angie Kinney. Jeanette Langford and Keith Lewis were the program coordinators.

SAVINGS BONDS NOTES

Those issued before January 1, 1950 no longer continue to earn interest

The Energy Systems Office of the Treasurer reminds U. S. Savings Bond holders that the bonds do not continue to earn interest forever.

Series E and EE bonds issued before November 30, 1965, will draw interest for 40 years from the date of issue. Bonds issued after December 1, 1965, will draw interest for 30 years from the date of issue. Thus, bonds issued on or before January 1, 1950, no longer earn interest. These bonds should be redeemed or "rolled over" to tax-deferred Series HH bonds.

For bonds issued in 1949, the interest earned must be reported on the 1989 tax return, whether or not the bonds were actually redeemed or surrendered in 1989, unless the bonds are traded for Series HH bonds. Income tax would have to be reported on any cash difference between the redemption value of the Series E bonds and the purchase value on any Series HH bonds.

Taxpayers are advised that if the option to cash the bonds is exercised, taxes on the interest earned are to be paid in the current tax year as though it were all earned in that year, unless the taxpayer has chosen the option of paying taxes on accrued interest during the life of the bond. If the bonds are rolled over to Series HH bonds, the interest on the original bonds (Series E or EE) can be deferred for up to 20 years or until the Series HH bond is redeemed.

Holders of Series HH bonds receive interest payments semiannually. Taxes will be due in the year in which the interest is paid. Such interest payments are taxed for that year.

For bonds that have matured (those over 40 years old) but have not been redeemed or rolled over, the IRS has said that tax will be due on the interest earned and must be paid even though the bond has not been cashed.

More Than Piggy Can Bear



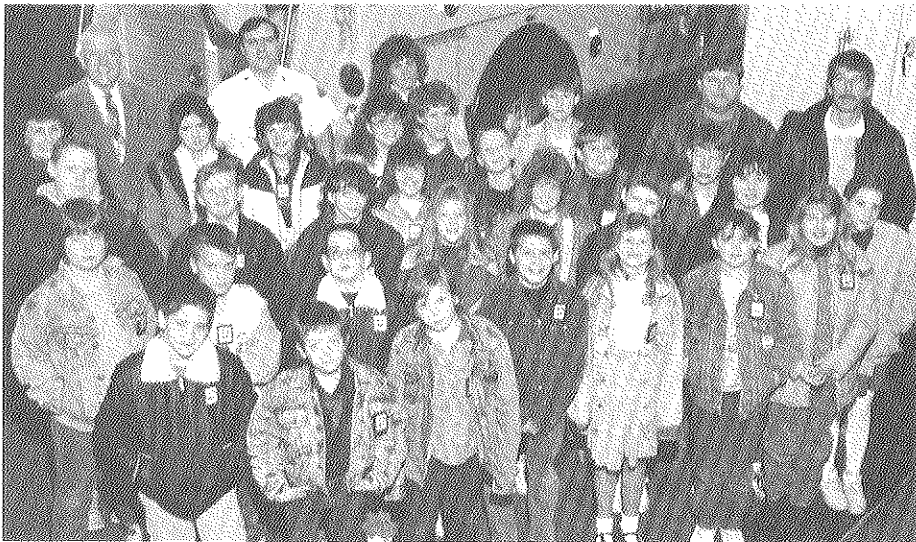
By the year 2006, the cost of a four-year college education could be nearly \$148,000 — way beyond the

capacity of most people's piggy bank! Face that staggering statistic now by starting your child's education fund with U.S. Savings Bonds. Bonds pay competitive interest rates and are exempt from state and local

income taxes. The Federal income tax liability on bond earnings can be deferred and, for some families, may be completely eliminated when the proceeds are used for qualified education expenses. Ask about the new Education Bond Program that applies to bonds purchased after January 1, 1990*.

*Specific requirements on bond registration, purchase, use and income levels apply.





Tour rate steady throughout school year

One of several local school groups which have toured the plant recently was students from Mrs. Emler's fifth grade class at Jasper Elementary. Their tour route Jan. 26 consisted of a drive-through of the X-343 Feed and Feed Vaporization Facility and stops at the plant control facility, the emergency operations center and the fire department. Employees assisting with the tour included Dave Knittel, Doug Buckle, Tim Matchett, John Delubar, Larry McDowell, Cathy Williams, Jerry Moore, Rich Cornany and Jane Johnson.

Cold and flu remedies not children's treats

Each year tens of thousands of children under age 6 mistake flu and cough remedies for treats and suffer an overdose.

The American Association of Poison Control Centers reports that the overdoses of cough suppressants can lead to hallucinations, seizures and coma. Decongestant overdoses can raise blood pressure dangerously.

A dangerous overdose is three to four times the recommended daily dose taken at one time.

Parents who notice dilated pupils, unusual hyperactivity or drowsiness should immediately call 911 or the poison control center.

Advice given ranges from observing the child further to giving syrup of ipecac to induce vomiting. More serious cases may require hospital visits to get seizures under control or have the stomach pumped.

Of course, the foremost precaution is keeping these medicines in a locked cabinet out of the reach of children.

EEO terminology complex

Federal courts and regulators cultivate a different language

Editor's Note: During the past 15 years, we have seen the appearance of a new language. This is the language of Equal Employment Opportunity (EEO). With the advent of Executive Order 11246 and Title VII of the 1964 Civil Rights Act, new terms were developed by our federal courts and by the regulatory agencies created to enforce the statutes. The following is provided so that you can better understand this language.

Adverse Impact is a term used by courts and federal agencies to describe the unfavorable effect an employment practice may have on minorities or women, whether it be hiring, transfer, training, promotion, termination or any other personnel procedure. As a rule of thumb, federal agencies usually find adverse impact when the ratio for minorities or women is less than 80 percent of the ratio for whites or males, in which case the employer must justify the difference. Adverse impact can be the basis for discrimination findings, regardless of whether or not the discrimination is intentional.

Affirmative Action (AA) requires an employer to take positive steps to correct low representation of minorities and women, particularly in the better jobs. This involves special efforts to recruit, hire, train and promote. Affirmative Action goes beyond nondiscrimination, since it is specifically intended to correct the effects of past discrimination. It is required from all employers with government contracts of at least \$50,000 and at least 50 employees, even if they have been never been accused of discrimination. Title VII does not require Affirmative Action, but the Equal Employment Opportunity Commission can ask a federal court to order an

employer to take such action if it has violated the law.

Applicant Flow Data are statistics about the people who apply for certain jobs in an organization. Applicant Flow Data are useful Affirmative Action tools. Statistics should include the date and each applicant's name, sex and ethnic or racial group. Other information must include the source of the application, the position for which the person applied, the department and manager to which the applicant was referred, and the disposition of the application.

Tournament dates set for bowling

The schedule has been set for the 1990 plant bowling tournaments by Tournament Director Bill Johnson.

The Women's Team Event has been scheduled for 12:30 p.m. and 3:00 p.m. Feb. 3 at Weiss Recreation, Waverly.

The Men's Team Event will be at 11:00 a.m., 1:00 p.m. and 5:00 p.m. Feb. 10, also at Weiss Recreation.

The Women's Singles & Doubles will be at 1:00 and 4:00 p.m. Feb. 17 at TriCity Lanes, Jackson.

The Men's Singles & Doubles will be conducted Feb. 24, also at TriCity Lanes. Times will be announced.

The Company Championship will be March 10 at Sunset Lanes, Portsmouth. Men will bowl at 10:00 a.m. Women will bowl at 1:00 p.m.

Roundball contest beginning March 5

The 1990 Basketball Tournament begins Monday, March 5. The double-elimination tournament will be played in the Good Shepherd Manor gymnasium.

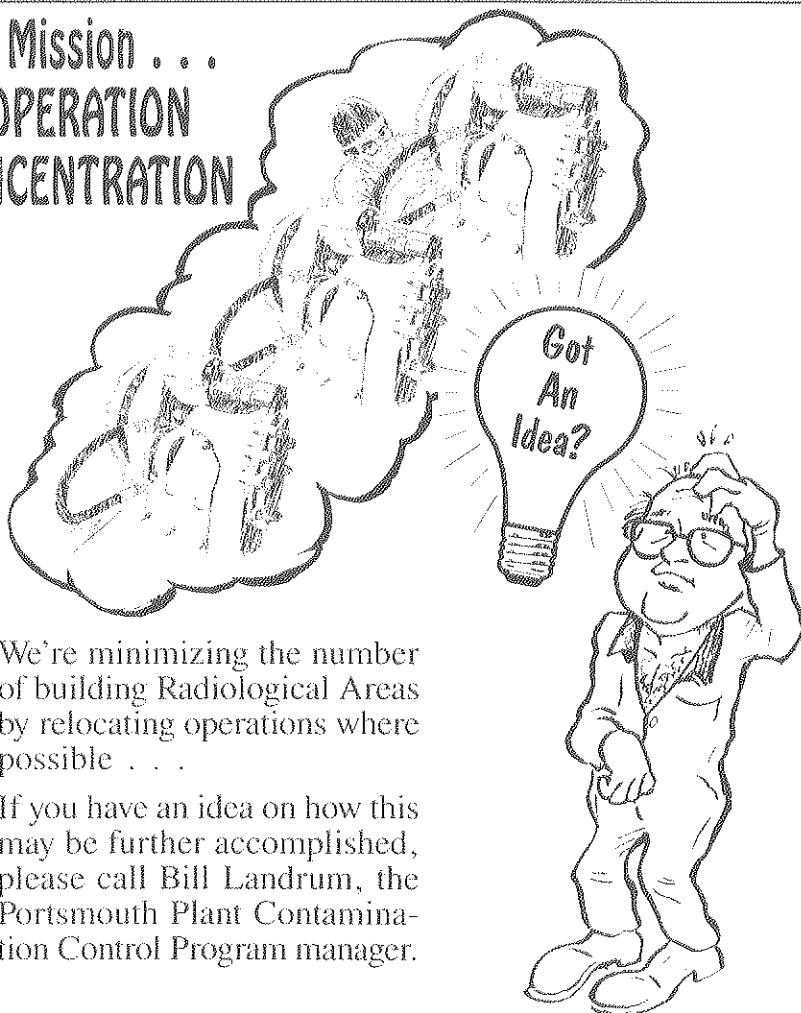
Participation is limited to employees and spouses (one spouse per team). There is no cost to participate. Winners will be invited to the Recognition Banquet.

Captains must submit rosters by Feb. 16 to John Gedeon, M/S 1131. Individual players will be placed on teams, space permitting.

For additional information, contact Gedeon (2457), Jim Whitt (2480) or Steve Wamsley (5780).

CC's Corner

Our Mission . . . OPERATION CONCENTRATION



We're minimizing the number of building Radiological Areas by relocating operations where possible . . .

If you have an idea on how this may be further accomplished, please call Bill Landrum, the Portsmouth Plant Contamination Control Program manager.

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