

# Energy Systems at Portsmouth

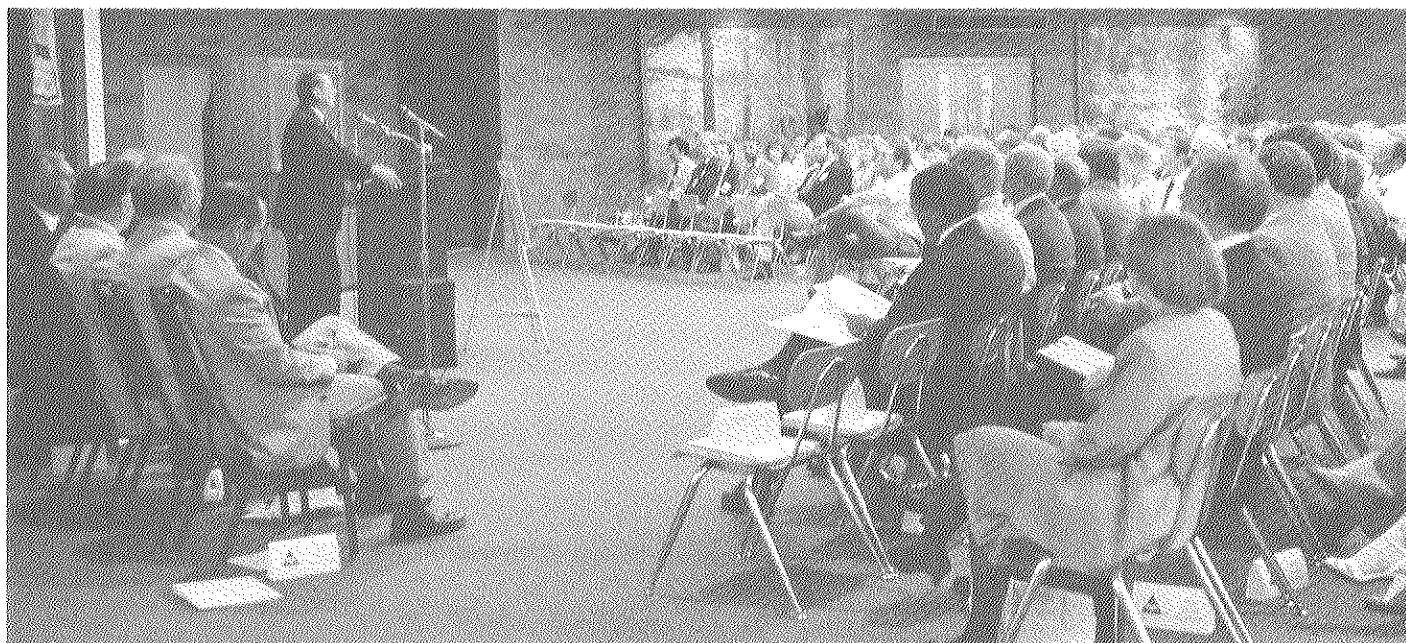
A Monthly Newspaper for Portsmouth Gaseous Diffusion Plant Employees of Martin Marietta Energy Systems, Inc.

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## President's Forum comes to Portsmouth

By Marilyn McLaughlin  
Central Public Relations

During President's Forum information meetings presented July 30 in Oak Ridge and Aug. 23 at Portsmouth and Paducah, Clyde Hopkins and other senior managers emphasized their commitment to the Total Quality Management (TQM) philosophy.

About 600 Energy Systems managers, union leaders and other Oak Ridge personnel split between two sessions in Oak Ridge on July 30. About 300 more attended a session at Portsmouth during the morning of

Aug. 23, and another 300 attended in Paducah that afternoon.

The location for the Portsmouth session was the Vern Riffe (Pike County) Joint Vocational School.

Citing highlights from the quarterly update report on company activities, Hopkins expressed appreciation for employees' efforts in meeting production schedules and research and development milestones; preparing for Tiger Team visits; achieving compliance with environmental, safety and health standards; and attaining good results in union-management contract negotiations.

## Benefit sessions go on the road

The Benefit Plans Office is planning the second of a series of programs to help employees understand their benefits package.

This series of meetings has been entitled "Your Health Benefits Program: What You Should Know" and has been scheduled at four convenient off-site locations so that spouses may attend along with employees.

The first program of the series, already completed at the plant, was "Your Savings Program."

The program will be conducted by members of the Portsmouth Benefit Plans Office. It is designed for active employees only, because retirees are covered by a number of different plans. Packets of information will be compiled and mailed to retirees later in the year.

Some topics to be covered include the proper way to complete benefit request forms, explanation of benefit statements, coordination of benefits, the hospital audit

award, contacts at the insurance companies, and information one needs before calling the insurance companies. Other topics will be discussed, and participants will be encouraged to ask questions.

All sessions will begin at 6:30 p.m. and last for about two hours or less.

The locations and dates are as follows:

- Thursday, Sept. 20, Majestic Theater Auditorium, Chillicothe;

- Monday, Sept. 24, Main Cafeteria, Pike County Joint Vocational School;

- Tuesday, Sept. 25, Massie Hall, Shawnee State University, Portsmouth; and

- Thursday, Sept. 27, Main Auditorium, Jackson Extension Center (Route 93 South).

The Benefit Plans Office asks that employees call extension 2342 or 2150 to schedule their attendance so that proper preparations can be made at each presentation site.

Emphasizing his commitment to the TQM philosophy and its main elements, including empowerment of employees, setting goals, giving quantitative feedback and working as a team, Hopkins stressed TQM as a strategy for "seeking quality in everything we do to improve our operations and our performance at every level, and to obtain internal and external customer satisfaction for all of our products and services."

Hopkins (pictured above) was joined by other senior managers who expressed their philosophies about TQM and described accomplishments and plans for TQM implementation in their business units.

Ken Sommerfeld, Vice President for Enrichment, described the Uranium Enrichment Performance Improvement Program (UEPIP) as a "major instrument for implementing TQM principles" in that it incorporates Energy Systems values, quality assurance, the performance improvement process, and education, he said.

"It provides a roadmap by outlining a series of steps used by multi-site teams to reach the target goal of compliance and performance excellence," he said, explaining that "excellence in performance can be achieved when a facility and all of its employees work together toward the goals of commitment to continuous improvement, technical self-sufficiency, openness to face the facts and willingness to change, respect for even small amounts of radiation, constant pursuit of training, adherence to the concept of total responsibility and ownership, and dedication to teamwork."

(See SENIOR MANAGERS, Page 2)

## United Way drive begins

The goal is \$65,000 for the plant's United Way campaign, formally taking place Sept. 10 through 21.

"I'll Be There with My Support for United Way" is the theme selected to solicit the effort to collect funds for area United Way agencies.

The campaign began with the annual "kick-off" coffee activity on Monday morning, Sept. 10, in the X-1000 Cafeteria. Dr. Paul Crabtree, Assistant Vice President of Student Affairs/Director of Counseling in Assessment at Shawnee State University, provided comments on local domestic violence and child abuse, centering around the national campaign theme.

The general chairperson is Barbara Baker, Hourly Employment. Kristy Landman, representing the United Plant Guard Workers of America Local 66, serves as co-chairperson. Captain Gary Hairston of the Safeguards and Security Division has been named the assistant general chairperson and will assume the duties of general chairperson for the 1991 campaign.

The steering committee and staff personnel and their duties include Cathy Williams, training; Jane Johnson, campaign coordinator and publicity; Vicki Richard, finance systems; Elaine Litten, kick-off activities; and Kelly McCaleb, office manager.

Pat Cramer, Peggy Karr, Bonnie Grow, Steve Newman, Bill Pyles, Wilma Redden, John Pappas, Betty Bihl, Richard Foster, Randy Sizemore, Pat Spriggs and Angie Kinney serve as division representatives.

(See UNITED WAY, Page 2)



**United Way**



Eddie Henry, Electrician I/C, has donated a total of 12 gallons of blood, a significant contribution over the years toward meeting the replacement and research needs of the American Red Cross. The Head Nurse for the July visit to the plant was Betty Hannan, Tri-State Region, American Red Cross Blood Services, Huntington. She presented Eddie with his 12-gallon pin.

## Red Cross continues to benefit from plant Bloodmobile visits

A total of 219 units of blood were collected during the American Red Cross Bloodmobile's semi-annual visit to the plant, which took place July 9 and 10.

During 1990, 410 usable units of blood were collected by the American Red Cross Bloodmobile in two visits — 191 units were collected in January.

Nearly 19,500 units have been collected through American Red Cross Bloodmobile visits to the Portsmouth Gaseous Diffusion Plant since 1953.

Employees of Ohio Valley Electric Corporation participate in the plant blood program.

Kelly McCaleb, program coordinator, extended thanks to Bill Curry, Mimi Clausing, Polly Mingus, Ramey Hoskins and Leesa Fogel for providing assistance during this Bloodmobile visit.

"First-time" donors were Dwight Cole, Nathaniel Evans, Cheryl Entler, Rebecca Dailey, Charles Douglas and Bonnie Shilling.

Donors who have reached or exceeded gallon milestones are as follows:

- 12 gallons — Eddie Henry
- 8 gallons — Ron Coriell, Ronald Day, Albert Stone and John Watson
- 4 gallons — Myron Cofer, Omar Johnson, William Squibb and Robert Oxenham
- 3 gallons — Bob Lykowski, Greg Goslow, Roger Stephenson and Alva Viers
- 2 gallons — Robert Blackburn, Paul Lytten, Gerald Dearmond, Greg Hatfield, Melvin Ramey, Charles Wagner, James Arnett, Frank Bruch, Rachael Doss, Mike Horton and Troy Tanter
- 1 gallon — John Schultz, Mark Aliff, Lonnie Sayne and John Bowdle

(based on contributions of \$1-10 and more than \$10) will be eligible in the drawing of the Savings Bonds.

Training and distribution of campaign materials for all solicitors was Sept. 7.

The success of past campaigns is attributed to a high level of employees donating their "fair share" and a dedicated campaign staff and committee.

Following the plant's campaign, a gift of \$20,000 from Martin Marietta Corporation will be added to employee collections for distribution to local county United Way representatives.

Since 1954, Portsmouth has given more than \$1.9 million to United Way.

## Senior managers discuss efforts toward Total Quality Management

(Continued from Page 1)

Summarizing UePIP and TQM highlights, Sommerfeld also described team efforts in work on model facilities at Paducah and Portsmouth and the use of Team Talk to enhance communication and empower people in the decision-making process.

Bill Morgan, ORNL Associate Director for Operations, described ORNL efforts in its missions of research and development, education, and technology transfer and discussed progress in addressing environmental, safety and health compliance issues.

Significant scientific advances include the advanced neutron source, the Hermies III robot, the heavy-ion storage ring for atomic physics, gene-structure research and the external dosimetry program, all of which are part of ORNL's reputation as "a world-class laboratory" in the areas of science and engineering, Morgan said.

Other ORNL activities for TQM include site values committee projects and Science Education Center initiatives.

Bob Merriman, Vice President for Applied Technology, compared the implementation of TQM to a journey and cited the Hazardous Waste Remedial Action Program (HAZWRAP) as a model for integrating TQM in all aspects of project management.

Other TQM success stories Merriman discussed include the Space and Defense Technology Program, the Optics MODIL, permit testing and startup of the TSCA incinerator, phased readiness reviews, and the K-25 site model for excellence.

Merriman said the application of TQM can have impact upon U.S. competitiveness, which "depends on unlocking people's potential."

Gordon Fee, Vice President and Manager of the Y-12 Plant, described excellence through teamwork. Stating the Y-12 quality policy for customer satisfaction, Fee cited efforts to improve communication at Y-12 through "working together" on councils and committees.

Fee said that TQM tools include the use and cycle-time reduction techniques, rational problem solving, performance measures and "control charting" to get people involved.

"The wellness of our plant is determined by our performance in health and safety, the environment, waste management, quality and safeguards and security," he said.

Fee cited as positives a focused-factory approach, application of lessons learned and a strong program for employee recognition, all of which "make the quality vision a reality."

Chuck Hall, Vice President for Technical Operations, described continuous improvement, process simplification, teamwork, empowerment, improving upward and downward communication, focus on customers, goal setting and systems measure-

ment and defect prevention (rather than inspection and rework) as TQM elements for "doing things better and forming closer ties between the organization and its customers," adding that "we need to eliminate word can't from our vocabulary."

Hall listed the Vision 2000 Plan, "getting back to basics" and concurrent engineering as ways to achieve TQM.

He listed as successes lithium operations, the advanced neutron source, the Seawolf propulsor, computer-integrated manufacturing and computer-integrated engineering, closure and postclosure activities and the computer-aided productivity program.

Chuck Landguth, Vice President for Administration, highlighted values, performance improvement and quality as elements of TQM that focus on building understanding and sensitivity among team members.

He said that cultural diversity techniques can be used to "achieve better understanding of individual sensitivities and make teams actually work." The Performance Improvement Process, he said, has become a "reflexive response and is part of the way we do business."

Landguth said that self assessment and applying standards of excellence help us to work internally toward a common objective.

Landguth's presentation included a videotape presentation in which Energy Systems employees talked about PIP, Energy Systems values and other elements of TQM.

## Native American program planned

Today, Native Americans account for thousands of citizens throughout the United States, yet appear lost in pages of history.

To recognize the importance of the Native American, the Portsmouth plant has designated the week of Sept. 24-28 for observance of this proud heritage through a series of special activities.

Throughout the week, an exhibit of Native American artifacts, paintings, books, replica or original clothing and other items will be displayed in the dining areas of the X-102 cafeteria.

A group of Native American singers from the Native American Indian Center will provide entertainment next to the X-100 Administration Building during lunch on Sept. 26.

Ms. Selma Walker, a Sioux Indian from the Yankton Reservation in South Dakota and founder of the Native American Indian Center in Columbus, will provide remarks during a luncheon activity Sept. 28.

Calvin Parker, Lisa Parker, Kurt Sisler, John Sisler, and Joe Sisler (all Native Americans) are serving on the plant committee for this activity.

## United Way campaign under way

(Continued from Page 1)

To help achieve this goal, remember the "Fair Share" concept of giving. This nationally recognized approach was incorporated into the 1987 campaign to allow people the opportunity to give a "fixed percentage" of their "base" pay.

Payroll deduction cards are available for those who want to enroll in the campaign's "Fair Share" approach to giving. Contributions may also take the form of "fixed amount" payroll deduction, cash or check.

Ten \$100 Savings Bonds will be awarded at the Oct. 5 Allocation and Recognition Luncheon. Those donating to the campaign

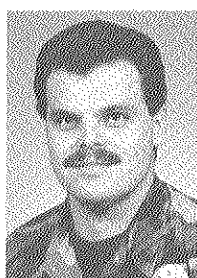




Harrison



Deffenbaugh



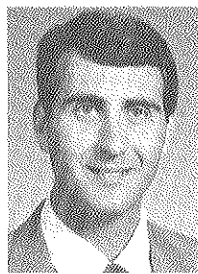
Gammon



Fosson



Gabennesch



Redden



Sayne



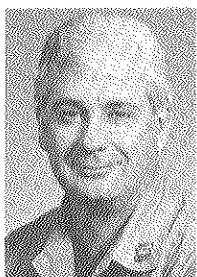
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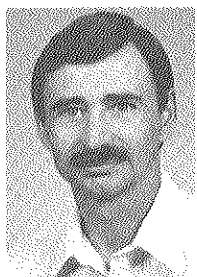
Uhl



Boyer



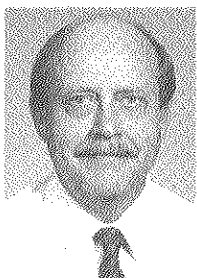
Ephlin



Hoffman



Rogers



Halcomb

## Promotions

**Wendell K. Hahn** has been promoted to Supervisor, Cascade (D-812). He reports to Charles Slater, Department Head, Cascade Operations.

**William P. Gammon** has been promoted to Police Captain (D-911). He reports to Dan Hupp, Police Chief.

**David A. Fosson** has been promoted to Cascade Coordinator (D-817). He reports to Jules Ratliff, Department Head, Cascade Operations.

**Shirley J. Harrison** has been promoted to Supervisor, Materials (D-332). She reports to Jerry Harris, General Supervisor, Materials.

**Robert G. Tandy** has returned to the Portsmouth Gaseous Diffusion Plant as Supervisor, Maintenance (D-714). He reports to Doy McCrary, Department Head, Maintenance.

**Robert L. Stanley Jr.** has been promoted to Supervisor, Chemical Operations (D-823). He reports to Mike Milam, Department Head, Chemical Operations.

**Lonnie J. Sayne** has been promoted to Fire Captain (D-921). He reports to Jim Boyce, Department Head, Fire Protection Services.

**Allen F. Hoffman** has been promoted to General Supervisor, Utilities Operations (D-832). He reports to Tom Houk, Department Head, Utilities Operations.

**Robert D. Rogers** has been promoted to Police Captain (D-911). He reports to Dan Hupp, Police Chief.

**James E. Ephlin** has been promoted to Shift Captain (D-911). He reports to Dan Hupp, Police Chief.

**Richard L. Coriell** has been promoted to Shift Captain (D-911). He reports to Dan Hupp, Police Chief.

**Clark J. Deffenbaugh** has been promoted to Assistant Cascade Coordinator (D-817). He reports to Jules Ratliff, Department Head, Cascade Operations.

**Robert S. Uhl** has been promoted to General Supervisor, Power Operations (D-831). He reports to Omar Johnson, Department Head, Power Operations.

**Carolyn F. Boyer, Joseph B. Halcomb, Martin W. Redden, Michael S. Gabennesch and Forrest D. (Dale) Noel** have been promoted to ES&H Shift Advisor (D-922). They report to Carl Weghorst, Department Superintendent, Emergency Management.

## Progressions and Promotions

**Kerry M. Davis**, Administrative Assistant I to Human Resources Representative II (D-224).

**Tobey L. Attia**, Computing Analyst II to Computing Specialist I Technician (D-447).

**Wanda G. Moore**, Clerical Assistant II (D-802) to Sr. Clerical Assistant (D-226).

**Diana K. Tackett**, Clerical Assistant II (D-802) to Sr. Clerical Assistant (D-226).

**Barbara L. Yeager**, Clerical Assistant II to Sr. Clerical Assistant (D-912).

**Jeffrey C. Cottle**, Administrative Assistant I (D-634) to Budget Analyst II (D-302).

**John S. Reiser**, Engineer III to Engineer IV (D-632).

**Bryant H. Lybrook**, Photographer to Video Producer I (D-453).

**Melonie A. Valentine**, Principal Technologist (D-803) to Sr. Human Resources Specialist (D-020).

**Gregory S. Lang**, Engineer IV (D-454) to Engineering Specialist (D-440).

**Thomas T. Hammond**, Engineer II to Engineer III (D-613).

**Chandan K. Sanyal**, Engineer IV to Engineering Staff Consultant (D-632).

**Rafael Melendez**, Accountant II to Sr. Accountant (D-479).

**Paul W. Remy**, Mail Assistant I to Mail Assistant II (D-451).

**Leonard J. Sendek**, Safety Engineer to Sr. Safety Engineer (D-070).

**Daniel J. Ruggles**, Industrial Hygienist IV to Industrial Hygienist Specialist (D-106).

**Leesa M. Fogel**, Nuclear Material Control Assistant I to NMC Assistant II (D-932).

**Elizabeth K. Hutchison**, Clerical Assistant II to Sr. Clerical Assistant (D-912).

**Cheryl A. McRoberts**, Sr. Office Assistant to Secretary (D-911).

**Josephine E. Charles**, Clerical Assistant II to Sr. Clerical Assistant (D-911).

**Sue A. Uhrig**, Nuclear Material Control Specialist to Nuclear Material Control Associate (D-534).

**Marian Frances Stroth**, Sr. Accounting Assistant to Accounting Support Specialist (D-477).

**Tammy L. Boggs**, Clerical Assistant II to Sr. Office Assistant (D-225).

**Linda C. Baldwin**, Sr. Accounting Assistant to Accounting Support Specialist (D-476).

**Cynthia L. Waulk**, Sr. Accounting Assistant to Accounting Support Specialist (D-477).

**Phyllis I. Saxton**, Sr. Accounting Assistant to Accounting Support Specialist (D-475).

**Vicki J. Alley**, Sr. Office Assistant to Secretary (D-321).

**Anita L. Dever**, Secretary to Reports & Data Specialist (D-023).

**Pauline I. Swearingen**, Nuclear Material Control Assistant II to Nuclear Material Control Specialist (D-534).

**Jennifer L. Hopkins**, Sr. Office Assistant (D-321) to Security Console Operator (D-911).

**Jane Johnson**, Public Information Representative I to Public Information Representative II (D-022).

**C. Suann Stewart**, Administrative Assistant I (D-225) to Human Resources Representative II (D-220).

**Adam J. Forshey**, Specialty Buyer to Contract Buyer (D-321).

## Advisory group has 17th meeting

The Environmental Advisory Committee (EAC) for the Portsmouth Gaseous Diffusion Plant met in its 17th session August 23 and 24 to review and follow up on the items of concern presented at the public meeting it conducted May 17.

Committee members reviewed historical records and visited plant facilities which were topics of discussion at the public meeting. They also listened to briefings and participated in discussions covering burial of equipment and materials, soot discharges from the plant's coal-fired Steam Plant, two corroded depleted uranium hexafluoride (UF<sub>6</sub>) cylinders, ground water developments and environmental compliance.

The committee also reviewed the status of plant compliance with the requirements of the Consent Decree between DOE and the State of Ohio, and the Administrative Consent Order between DOE and the U.S. Environmental Protection Agency.

The Portsmouth Environmental Advisory Committee is charged with the task of assessing the impacts on the public as they relate to those activities of Energy Systems which affect the environment. Committee members serve in an advisory capacity, examining environmental issues rather than evaluating specific technical procedures.

## New Employees

### August 16

**Ramona A. Clevenger**, Data Entry Assistant I (D-446).

**Patricia H. Hines**, Clerical Assistant II (D-223).

**Joy M. Knauff**, Laboratory Technician II (D-511).

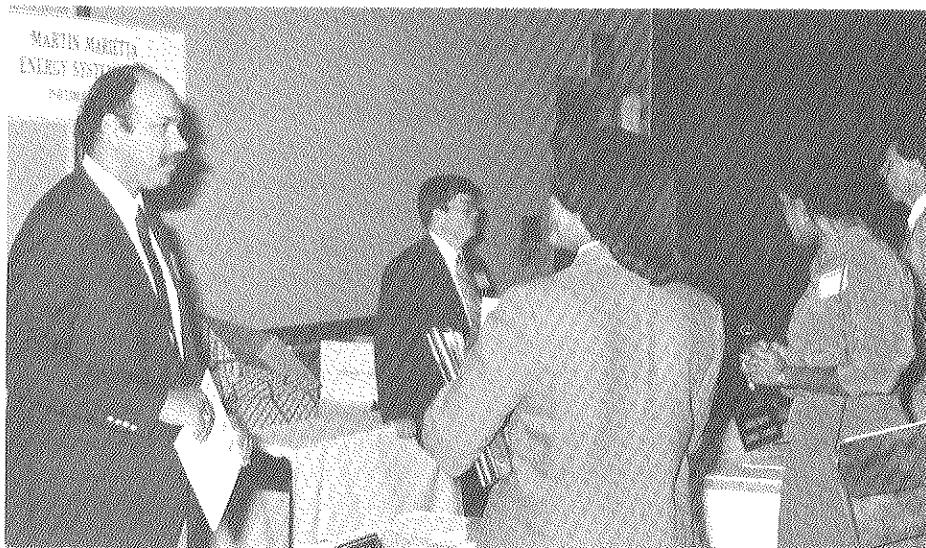
### August 20

**Tommy R. Hicks and Michael J. Williamson**, Security Inspector (D-911).

**Donnie D. Crouch**, Materials (D-332).

## New Arrivals

**Daughter, Amanda Kay**, Aug. 10, to **Daniel** (D-712) and **Debra Gray**.



Buyers Robert Harris and Dale Bauer discussed the procurement requirements of the Portsmouth Gaseous Diffusion Plant with representatives of small, small disadvantaged and woman-owned businesses who attended the recent Business Opportunity Fair in Columbus. This was the sixth time the Portsmouth plant took the lead in conducting such an opportunity fair to identify new sources of supply.

## Business opportunity programs continue to yield DOE accolades

For the third consecutive year, Martin Marietta Energy Systems at the Portsmouth Gaseous Diffusion Plant was selected in 1990 as one of 15 management and operating (M&O) contractors to receive a Small Business Achievement Award from the U.S. Department of Energy (DOE).

The award recognized the plant's outstanding support of DOE's small business efforts during FY-1989.

Small businesses were granted more than \$19 million of the plant's total procurement contracts, including \$3.7 million to small disadvantaged businesses and \$2.19 million to woman-owned businesses.

Energy Secretary James D. Watkins approved the selections of the M&O contractors to receive the awards at ceremonies in Washington, D. C.

The program demonstrates management's commitment to the small and small disadvantaged business programs; recog-

nizes exceptional achievements by Secretarial offices, departmental heads of contracting activity (HCAs), and M&O contractors; and provides a highly visible incentive for taking small and small disadvantaged business program initiatives.

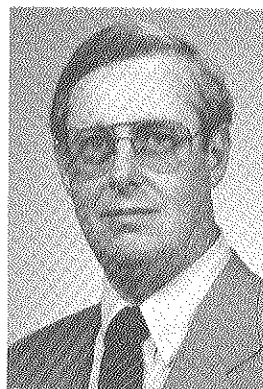
At Portsmouth, the Purchasing Department continues to seek out new sources of supply from small, small disadvantaged and woman-owned businesses through its annual Business Opportunity Fair activity.

The department completed its sixth annual Business Opportunity Fair at the Hyatt on Capital Square in Columbus on July 20. More than 120 individuals representing 111 firms registered for the one-day event.

Suppliers of industrial equipment, supplies, and services were invited to attend with special emphasis directed toward identifying new sources as well as increasing the volume of business being done with present small, small disadvantaged, and woman-owned businesses.

The Purchasing Department also presented two workshops. One was designed to provide information about Set-Aside Programs, while the second was a plant and plant purchasing orientation program.

Representatives from several other companies and organizations were available to discuss the needs of their organizations with the attendees.



Burton

## Burton selected department head

Timothy K. Burton has been promoted to Department Head, Technical Computing Services (D-447). He reports to Gerald A. Komlos, Department Superintendent, Computer Systems and Procedures.

Burton came to work at the Portsmouth plant in November 1972 as a Programmer. He became Programmer, Staff, in June 1976, and Programmer, Sr., in March 1978.

He was promoted to Section Head, Systems and Programming, in October 1980.

Burton was graduated from Rio Grande College in 1971 with a bachelor of science degree in mathematics.

Burton is a U. S. Army veteran. He has one son and lives in Portsmouth.

## By Polly Blackburn, DOE Oak Ridge Importance of education stressed during first Women's Equality Day

By Jane Johnson

More than 60 men and women were on hand to observe the first Women's Equality Day Activity conducted Aug. 28 at Portsmouth.

The luncheon program consisted of the six-minute videotape, "One Fine Day," and a guest speaker from the Department of Energy (DOE), Oak Ridge.

Keith Stalnaker, the Plant Manager's staff, gave a brief account of Margaret Brent and her efforts as early as 1647 for women's suffrage, which later led to the passage of the 19th Amendment on Aug. 20, 1920.

"Martin Marietta is proud to recognize the political rights of women through this event," said Stalnaker.

John Shaffer, DOE-PEO, introduced Polly Blackburn, DOE Program Analyst for the Office of Scientific and Technical Information at Oak Ridge.

"Her credentials are most impressive," said Shaffer of Blackburn. "She is well versed in issues facing men and women."

Blackburn's address began with a personal anecdote.

"Raising children is the hardest job I've ever had," said Blackburn, "they don't come with a set of instructions and they break all the rules."

Blackburn stressed the importance of education through her own experience.

"Although I had a degree in science, my major was in home economics," reflected Blackburn, "and that degree served as a millstone around my neck until I changed my perspective some 25 years later and obtained a second degree."

Even though Blackburn worked as a scientific professional, her classification was that of a home economist.

"One degree is not enough," pointed out Blackburn. "You have to make yourself qualified with a marketable degree."

During her school years, Blackburn was approached in obtaining a degree in engineering, but did not receive encouragement from her family which said home economics would be more appropriate.

Studies indicate that men know how to negotiate to get what they need in the areas of salaries, benefits, and perks.

Blackburn's current reading material includes a book on the wives of the Presidents of the United States and their role in shaping rights for women. She read part of a letter from Abigail Adams to President John Adams requesting equal rights.

"Jacqueline Kennedy was a feminist — a working woman when she and John married," Blackburn said, "and it was through her efforts that led to the re-enactment of

the "Equal Pay for Equal Work" law instituted during the presidency of Lincoln.

President Kennedy engaged the assistance of Eleanor Roosevelt to research this issue. Roosevelt discovered that the "equal pay for equal work" law was enacted as a direct result of Lincoln's wife. Mary Todd Lincoln had a firm stand regarding the difference of government paying jobs at the onset of the Civil War (15 cents an hour for men versus 9 cents for women). Because this law had never been repealed, it soon became a stepping stone for present day women's rights movements.

Although women were given the right to vote in 1920, equal rights did not magically occur.

"Harvard did not admit women until 1956 but women were not granted the right to obtain a degree from that institution until 1963," Blackburn said.

Her message correlated with that of Rosa Parks, who refused to take a back seat on a city bus in Montgomery, Alabama.

"Even then, women attending classes at Harvard had to sit in the back of the classroom," Blackburn added.

"Set your goals; age is no barrier," said Blackburn. She continues her studies through a master's program twice a week.

Blackburn quoted Susan B. Anthony, "We ask of our rulers at this hour no special privileges. We ask that all civil and political rights that belong to the citizens of the United States be guaranteed to us and our daughters forever."

"One hundred fourteen years later, we are still asking," added Blackburn.

## Obituaries

Charles H. Wright, Lucasville, Aug. 9. Wright was a Materials Handler (D-424) at retirement in February 1982. He is survived by his wife, Anna Lou.

### MARTIN MARIETTA

Energy Systems at Portsmouth

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A subsidiary of Martin Marietta Corporation

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# Work continues toward PCB compliance

Work continues on an interim measure to install containment systems in the process buildings to recollect polychlorinated biphenyls (PCBs).

An agreement-in-principle has been signed by the Environmental Protection Agency and the Department of Energy for a Toxic Substances Control Act (TSCA) Federal Facilities Compliance Agreement (FFCA) concerning PCBs at the gaseous

diffusion plants. Negotiations for the actual FFCA document are continuing.

This agreement establishes a plan and schedule to bring the gaseous diffusion plants into full compliance with PCB regulations.

PCBs are generally found in most electrical operations, under the name askarel. Askarel is a generic name for nonflammable transformer dielectric/coolant fluids

comprised of 40 to 80% PCBs. Askarels were sold under trade names such as Pyranol, Chlorextol and Archlor, etc.

At the Portsmouth plant the primary issues of concern include:

- Eight process unit lube oil systems inadvertently contaminated with PCBs at levels greater than 50 ppm, which must be either retrofilled with new lube oil or filtered of PCBs to a level below 50 ppm.

- Spill cleanup of PCB contaminated oil that has leaked onto building floors. Oil drips are considered spills under the TSCA regulations.

- All PCB storage areas must meet storage requirements in accordance with regulations outlined in the TSCA.

- Ventilation duct gaskets and electrical cables contaminated with PCBs will be removed from the facilities at decommissioning.

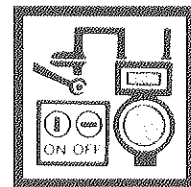
The interim measure in the compliance agreement allows for a containment system to capture oil that has leached through the PCB impregnated gaskets. A commonly accepted industrial practice at the time of plant construction was to dip the wool felt gasket in the PCBs as a fire retardant. A manifold system collects the oil from the containment system and distributes it to a central collection point where it is collected and stored.

Approximately 10,400 of the total 23,000 motor exhaust duct gaskets have been modified. The remainder of the gaskets will be modified by June 30, 1993.

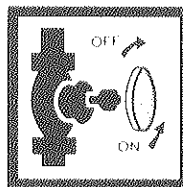
**EDITOR'S NOTE:** Recently, members of the Emergency Operations Center (EOC) staff, duty officers, Emergency Response Team, DOE Site Office and medical staff of Martin Marietta Energy Systems at Portsmouth participated in an exercise to review the plant's ability to respond to an earthquake. It is also believed that Portsmouth plant employees could benefit from the following earthquake preparedness information. It is reprinted from a brochure by the Ohio Emergency Management Agency entitled, "Beat the Quake! — EARTHQUAKE PREPAREDNESS."

## Beat the quake! — EARTHQUAKE PREPAREDNESS

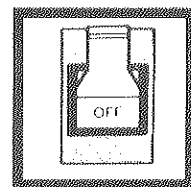
- Learn first aid and CPR (cardiopulmonary resuscitation) from your local Red Cross chapter or other community organization.
- Keep a list of emergency phone numbers.
- Learn how to shut off gas, water and electricity in case the lines are damaged. (Safety note: Do not attempt to relight gas pilot. Call the utility company.)



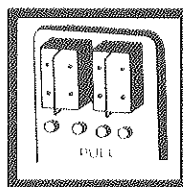
Gas Valve



Water Valve

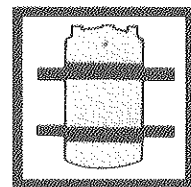


Circuit Breaker



Pull-Out Cartridge Fuse

- Check chimneys, roofs, walls, foundations for stability. Make sure your house is bolted to its foundation.



Water Heater

- Secure water heater and appliances that could move enough to rupture utility lines.
- Keep breakables and heavy objects on bottom shelves.

- Secure heavy, tall furniture that can topple, such as bookcases, china cabinets or wall units.

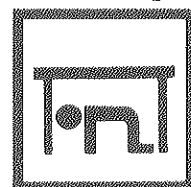
- Secure hanging plants and heavy picture frames or mirrors (especially over beds.)

- Put latches on cabinet doors to keep them closed during shaking.

- Keep flammable or hazardous liquids such as paints, pest sprays or cleaning products in cabinets or secured on lower shelves.

- Maintain emergency food, water and other supplies, including a flashlight, a portable battery-operated radio, extra batteries, medicines, first aid kit and clothing.

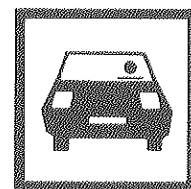
### During The Quake



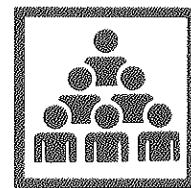
If indoors, stay there. Get under a desk or table or stand in a corner.

If outdoors, get into an open area away from trees, buildings, walls and power lines.

If in a highrise building, stay away from windows and outside walls. Get under a table. Do not use elevators.

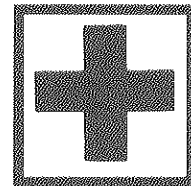


If driving, pull over to the side of the road and stop. Avoid overpasses and power lines. Stay inside until the shaking is over.

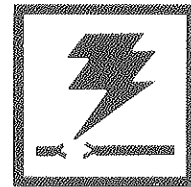


If in a crowded public place, do not rush for the doors. Move away from display shelves containing objects that could fall.

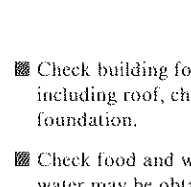
### After The Quake



Check for injuries. Apply first aid. Do not move seriously injured individuals unless they are in immediate danger.



Do not use the telephone immediately unless there is a serious injury or fire.

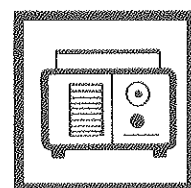


Hunt for hazards:

- Check for gas and water leaks, broken electrical wiring or sewage lines. If there is damage, turn utility off at the source.

- Check building for cracks and damage, including roof, chimneys and foundation.

- Check food and water supplies. Emergency water may be obtained from water heaters, melted ice cubes, toilet tanks and canned vegetables.



- Turn on your portable radio for instructions and news reports. Cooperate fully with public safety officials.

- Do not use your vehicle unless there is an emergency. Keep the streets clear for emergency vehicles.

- Be prepared for aftershocks.

- Stay calm and lend a hand to others.

## How on Earth Do You Prepare for Something Like This?

First you should know that survival isn't luck. You can survive an earthquake and minimize its damage simply by becoming aware of potential hazards and taking some basic earthquake preparedness measures.

The fact is that movement of the ground is seldom the actual cause of death or injury. Most casualties result from partial building collapse, falling objects and debris, like toppling bookcases, ceiling plaster and light fixtures.

Since earthquakes strike without warning, it is important to act now. The longer you wait, the greater the risk. The experts know that damaging earthquakes are coming but they don't know when, so it's smart to assume that it's sooner rather than later. At least then, you'll be prepared. You can rest a little easier knowing that you know what to do (and what not to do) before, during, and after the quake.

The following check list and guidelines are your ground rules for survival.

### Before The Quake

Develop a family earthquake plan. Prepare your family and your home by completing the activities on this check list.

- Decide how and where your family will reunite if separated.

- Choose an out-of-state friend or relative that separated family members can call after the quake to report their whereabouts and condition.

- Know the safe spots in each room: under sturdy tables, desks, or against inside walls.

- Know the danger spots: windows, mirrors, hanging objects, fireplaces and tall, unsecured furniture.

- Conduct practice drills. Physically place yourself in safe locations.

## Attendance counts!

One of the major factors affecting the ability of an industrial plant to operate effectively and efficiently is the attendance of its employees.

The causes of absenteeism may include:

1. Legitimate illness or injury.
2. In some cases, individuals may feel their attendance is not important because it appears there are plenty of people to get the work done.
3. Low job satisfaction may create absenteeism if the employee feels the job is not important, or the job lacks the opportunity for meaningful contribution. Job satisfaction may also be affected by relationships with supervision and co-workers.

Whatever the reason, the fact remains that absenteeism forces many hardships on every employee. Absenteeism diverts resources from other needed activities. It creates resentment among employees and undermines the ability to meet goals.

Attendance is very critical to the success of production, special programs and other activities at the Portsmouth Gaseous Diffusion Plant.

Absenteeism is a priority management concern in an era of tighter budgets coupled with additional responsibilities. With increasing workloads and fewer dollars, we need people at work. Absent employees not only put more of a burden on the attending employees, but many people have no significant sick leave accumulated and are vulnerable to a serious illness.

If you have ideas on possible solutions to bring plant absenteeism back into line with the national average, please discuss them with your immediate supervisor or the Human Resources Division.



# Amendments unfold around women's efforts

**Editor's Note:** The following was provided by Jane Johnson to demonstrate women's continuing involvement with the creation and evolution of our nation's most important legal document, the Constitution.

The idea of equal rights for women is not a new one. The feminist movement of the 1970s and 1980s is actually a re-emergence of a massive social reform movement, begun in 1848, at the Seneca Falls Women's Rights Convention. The women's rights movement eventually focused its efforts on winning the right to vote, a campaign that reached a successful conclusion with the passage of the Nineteenth Amendment on Aug. 26, 1920.

Throughout the past 200 years, social movements have been undertaken to amend the Constitution. From the 1830s until the end of the Civil War, women played a significant role in the movement to abolish slavery. These efforts eventually resulted in the passage of the 13th Amendment.

Lucretia Mott, a Quaker minister, and Frances Ellen Watkins Harper are among the early abolitionists who traveled and lectured on the topic. In Philadelphia and other northern cities, female anti-slavery societies were formed where white and free Black women worked together to educate the country about the evils of slavery. Women also observed boycotts of products produced by slave labor.

Mott, Harper and many others offered their homes as stations on the Underground Railroad, where escaping slaves could find food and safe lodging on their journey to freedom in Canada. Harper, a free Black, worked as an abolitionist agent, traveling throughout the North, delivering lectures and reading her poetry. In her later years, she was also actively involved with the Women's Christian Temperance Union

(WCTU) in its campaign to limit alcohol consumption, an issue which was of great concern to many women.

Sojourner Truth, Susan B. Anthony and Elizabeth Cady Stanton were all active in the abolitionist movement as well as the movement's for women's rights. As a Black woman, Truth often met with great resistance when she endeavored to speak out for women's rights or the need to abolish slavery. But her quick wit and tremendous faith in the causes she pursued won over her audience. "She produced a singular effect upon the audience," wrote a *New Yorker* in 1868, "melting away the prejudice of color and creed. We have seldom witnessed more marked results upon the soul of an audience."

The beginning of the women's suffrage movement is marked by the Women's Rights Convention in Seneca Falls, New York, which was called by Mott, Stanton and several other women in 1848. The two-day meeting was attended by more than 300 women and men, and was followed by similar meetings in various parts of the country.

Stanton and Anthony joined forces in 1852 to create a working partnership that would provide the theoretical backbone and the public presence necessary to bring women's rights issues to the American public. Anthony, who was, in the minds of many Americans, the personification of the women's suffrage struggle, had previously worked as a temperance agent.

The most notable and most effective advocate for temperance as a women's issue was France Willard. As the leader of the WCTU from 1881 until her death in 1898, Willard expanded the concerns addressed by that organization. In addition to temperance demonstrations and prayer meetings outside saloons, the WCTU became actively involved in campaigns for

expanded rights for women such as: the right to vote, expanded property rights, improved working conditions, reform of divorce laws, and many other social reform issues. The temperance movement grew rapidly under her leadership and eventually was successful in securing passage of the 18th Amendment, prohibiting the sale or importation of alcoholic beverages.

Although they did direct public attention to the issue of expanded legal rights for women, the early leaders of the woman's suffrage movement were only successful in securing the vote in a few western states. The campaign for women's suffrage later became a major political force under the leadership of Carrie Chapman Catt, President of the National American Woman's Suffrage Association (NAWSA) from 1916-1920, and Alice Paul of the Woman's Party. A brilliant strategist and organizer, Catt devised a plan for congressional lobbying and large scale local demonstrations which increased public support for passage of the suffrage amendment.

In the 1916 and 1918 elections, Alice Paul and the Woman's Party campaigned against politicians who did not support woman's suffrage. They also organized hundreds of women to carry out a daily vigil outside the White House for well over a year, holding signs critical of President Wilson and calling for passage of the 19th Amendment. The picketers were harassed by passersby and arrested by the police. These arrests and the subsequent hunger strikes by the jailed women created tremendous media attention for the suffrage issue and eventually caused President Wilson into giving his support.

After the 19th Amendment was adopted in 1920, many women thought that women's equality had been achieved. Alice Paul believed that women's rights would not be secured under the Constitution until an "Equal Rights Amendment" was included. She drafted the original version of the ERA in 1924, but it was not until 1972 that an ERA finally passed Congress. The National Organization for Women (NOW), founded in 1966 as a civil rights advocacy organization, and many other national women's organizations took leadership roles in the movement to ratify the ERA. Eleanor Smeal, president of NOW during the ERA campaign, worked effectively to mobilize hundreds of thousands of women and men to participate in demonstrations for the ERA and to raise millions of dollars for the ratification campaign. Like the suffrage campaign before it, the movement for a guarantee of equal rights for women and men under the Constitution will take several years to reach a successful conclusion.

Nonetheless, women have and will continue to play an important role in shaping our country's future.



Kefgen

## Kefgen becomes department head

Robert B. Kefgen has been promoted to Department Head, Quality Assurance (D-552). He reports to Kenneth D. Baldwin, Superintendent, Quality Assurance and Control.

Kefgen came to work at the Portsmouth plant in August 1970 as a Physicist in Measurements Technology. He became Physicist, Staff, in September 1974, and in February 1977, he was transferred to the Technical Division Manager's staff with responsibility as Quality Assurance Coordinator.

Kefgen was named Section Head, Process Engineering, in September 1979, and then was transferred to Quality Assurance in May 1982. He became Supervisor, Quality Control, in August 1984.

Kefgen left the plant in August 1987 and served as a Quality Assurance manager with another company before returning to Martin Marietta in December 1988 as a Scientist, Sr., in Nuclear Criticality Safety.

He was graduated from Kent State University in 1969 with a bachelor of science degree in physics.

He and his wife, Anita, have five children and live near Chillicothe.

## Values promotional materials developed

As part of the Energy Systems Values Implementation Program, a selection of promotional materials have been designed and will be available for use by Energy Systems personnel. Materials will include such items as a printed Values statement, posters, frames, notepads, and other materials that bear the Values logo or high-light key elements of the Values Program.

Values materials coordinators, who represent the Values Committee from each site, have been designated to help facilitate the process for obtaining and distributing materials.

For more information, contact the Portsmouth site coordinator, Cindy Vicars, X-720 Building, M/S 3215.

## Neighbors attend plant meeting

Neighbors and associates of the Portsmouth Gaseous Diffusion Plant had another opportunity to learn about environmental studies and clean-up activities under way at the site at a public meeting conducted July 19 at the Vern Riffe (Pike County) Joint Vocational School.

Beginning at 6 p.m., plant neighbors and interested individuals took advantage of specialists and displays at 11 topic tables during an informal social hour.

Formal presentations began at 7:00 p.m. and focused on the nuclear fuel cycle and general plant operation, historic changes in waste handling and disposal, environmental regulations, the roles of the regulatory agencies, and primarily, the site investigation and clean-up (remedial action) program.

Speakers included representatives of the Department of Energy's Portsmouth En-

riching Office, Martin Marietta Energy Systems, the U. S. Environmental Protection Agency, the Ohio Environmental Protection Agency, the Ohio Department of Health and Geraghty & Miller.

The speakers then conducted an open question-and-answer session prior to adjournment to topic tables for additional detailed one-on-one discussion.

This was the first of several meetings to be conducted over the next several years; the meetings are only one of several efforts undertaken as part of the Portsmouth plant's Environmental Restoration Program.

In May, the plant issued the first Environmental Restoration Program Information Bulletin, and in June and early July, environmental communications specialists from Geraghty & Miller completed a series of community interviews to gather information for future community relations planning.



The Co-Op and Youth Opportunity Program students working at the Portsmouth Gaseous Diffusion Plant this summer got together for this group photograph. They are (front row) Anthony Newkirk, Stephanie Malone, Richard Gill, Michael Beatty, Roger Zimmerman, Rhonda Renn, Tulanda Hopson, Kristi Brafford, Lori Lipscomb,

Nicole Hitchens, Angela Brown, Kimberly Cremeans, Malinda Galich, (back row) Nancy Jenkins, Michael Napierkowski, Matthew Miller, Rex Leist, Jeff Leonard, Jim Yerian, Dana Tackett, Kelly Wiehle, Marsha McRoberts, Becky Doss, Michele Battle, Elycia Hamrick and Melissa Cooper. Not pictured is Dominic McKinley.

## Summer student program in second year

**Editor's Note:** Text for this story was prepared by summer program students Matthew Miller, Richard Gill and Kim Cremeans.

Over the past two years, the Portsmouth plant's Co-Operative Education (Co-Op) and Youth Opportunity Program (YOP) activities have continued to develop with the goal of attracting young people to employment with Martin Marietta Energy Systems.

The programs were organized by Ralph Donnelly, plant manager, DOE-PEO Site Manager Gene Gillespie and Sharon Williams, Employment, to familiarize students with the nuclear industry, uranium enrichment and plant operations. Energy Systems has the benefit of the work done by the students, as well as fresh ideas and insights.

The Co-Op program is arranged by the student, the university that the student attends, and Energy Systems. The student attends college for half of the year and works for the other half, applying his or her major to the job.

This enables the student to experience the type of work that he or she may be pursuing.

The YOP program is designed for the student interested in working at the plant during the summer while continuing to attend college for the full term. This is arranged by the student and Energy Systems. In some cases, the university may arrange a summer internship for the student. Youth Opportunity Program students also are provided with experience in the discipline they are pursuing.

Last year, there were 10 students involved in the two programs. This year, there are 22 YOP students and 4 Co-Op students.

"The plant hopes to gain a future work force in skilled labor," Williams stated. "Maybe, someday in the near future, these

students will be permanent employees at the Portsmouth Gaseous Diffusion Plant."

Gillespie based the return of summer programs to the Portsmouth site on a need and an interest in recruiting and attracting young people to permanent employment.

"It allows the students to learn about the plant and process," he explained. "They can pass on information about the plant and their work here to other students and the public, helping to ease unnecessary fears. The programs also allow Energy Systems to evaluate the youth as candidates for permanent employment."

"It's too early to tell if the program is really working," he said. "The results will be seen when the students begin to graduate from college and begin their careers."

The program has more than doubled from 10 students last year (eight returned) to 22 students this year. Initially the program was restricted to female and minority candidates, and it was subsequently expanded.

"A long-range goal is to attract 'home grown' talent," Gillespie said.

Williams recalled a similar program under Goodyear in the early 1970s that ended with budget constraints.

"These programs allow permanent employees to be more productive," she said. "Students can handle some of the busy work."

"They train and teach students to work in a real world situation. They are encouraged to study science and mathematics to make the United States an educational leader again. The plant has a future skilled work force available. It helps keep students in school," Williams said.

Larry Nickel, Employment, is the program coordinator or recruiter. He screens resumes, looking for youth that have technical majors such as engineering.

Qualifying factors for YOP students include technical majors, grades, and a desire to remain in area and work here." Nickel

said. The number of qualified applicants was very high this year and resulted in expansion of the program, he recalled.

Student Michelle Battle became aware of the program through her father, Steve Battle. Now in her second year, Michelle has done secretarial work in the Hospital in 1989 and in Employment in 1990. She is majoring in psychology, and feels the program provides insight into interpersonal and business environment. It has been "very enlightening," she says.

Melissa Cooper's father is Security Inspector Jim Cooper. She is majoring in chemical engineering at the University of Akron. In her first year and based on her age, she has been limited to secretarial work this year but hopes to return for more specific assignments next year.

YOP student Rex Leist learned of the program from current Energy Systems engineers. Leist wanted the experience and to stay close to home. He assists plant engineers in the field.

"My job confirmed my desire to become an engineer," he said. "I want to return each summer. I love it!"

Student Jim Yerian's father, Jay Yerian, also works here. This is his first year helping to take water, air and soil samples under the environmental compliance program. Yerian attends Ohio University and is majoring in wildlife biology.

"The program provides a great summer job and a very good salary," Yerian said.

### Stories pending

**EDITOR'S NOTE:** An upcoming issue of *Energy Systems at Portsmouth* will include text and/or photographs of recent employee recreational activities including the Wyandot Lake summer picnic, basketball tournaments, the Easter Egg Hunt, the Tour of the Scioto River Valley (TOSRV), the Fitness Walk on May 16 and the Fitness Fun Day (5K Run and 5K Walk) on June 2.

## Computer rules

Have you ever contemplated using your computer for personal use, such as writing a resume or letter to a friend? What about using it for church activities, games, extra-curricular functions, or even a private business? U. S. Department of Energy (DOE) regulations prohibit the use of government-owned equipment for personal activities.

So, what if you're one who believes, "I'll never get caught." If so, you're taking a big chance. Some day, someone could find out. Enforcement is rigid, ranging from a formal reprimand to dismissal.

You may be thinking, "Why is it wrong to use government-owned computers for my use? After all, I'm an employee, and it doesn't affect anyone but me."

What happens when you use your computer for non-business activities? Computer time, which is money, is spent on you instead of your employer.

Paper, computer memory, and other computer resources are used for purposes other than work. Time on the job is also spent on personal activities instead of necessary job functions. The bottom line, however, is that you are in violation of DOE directives if you are doing personal business on your computer.

What about software piracy? Have you ever made extra versions of DOE-purchased software just for convenience, or perhaps for a home computer? To do so is illegal and can result in court action.

DOE Order 1360.7, "Unauthorized Duplication and Copyright Restrictions of Computer Software," instructs DOE contractors to "recognize that they are responsible to assure that their employees do not make unauthorized use of copyrighted software under their contract."

Many computer users copy and distribute software without realizing that what they're doing is illegal. In acquiring software, you aren't actually buying it; you are merely paying for a license to use it.

The following may be helpful in detecting pirated software:

- Are you using a computer without an owner's manual for the operating system?
- Are you using any software manuals which are copies rather than originals?
- Have you ever gotten a copy of a program from another computer user? Or given one away? Or even "loaned" a copy to a colleague to try?
- Did the dealer throw in — at no extra charge — word processing and spreadsheet programs when you purchased your personal computer?
- Do your employees have copies of all the "business software" from the office so that they can work at home?

Violating DOE regulations and plant policies is just not worth the risk of being caught. Consider the cost and join in the effort to keep your computer usage in compliance with policies.

# Safety awareness best approach to ensure compliance

A highly increased level of safety awareness among all employees, in all divisions, at all Energy Systems sites, is needed to help achieve continuing compliance with Occupational Safety and Health Administration regulations.

Additional attention and effort on the part of each individual are important. To that end, this column concludes with a list of small tasks or safety precautions with which anyone can strike a blow for compliance.

Some matters should be understood in general.

- If you're going up high, wear whatever is available to protect you from falls — rigging, safety belt, etc.

- If you're at a construction site, find a hardhat and wear it.

- If you're in an area posted for wearing safety glasses, wear the glasses all the time until you leave — or don't go in.

The average worker can perform any one of the following tasks in a few minutes to help us all stay in compliance with OSHA regulations in our work areas. Such tasks usually can be performed without cost or major advance preparation. Where mater-

ials such as signs or color coding must be obtained in order to comply with a regulation, supervisors should stand ready to acquire appropriate supplies.

Here, then, is a list of what you can do for the Occupational Safety and Health effort right now.

- Remove an electrical cord that is draped over anything metal or otherwise conductive.

- Label an electrical box, giving voltage, current and wattage ratings as applicable.

- Pick up a cigarette butt (preferably your own).

- Mop up a spill; or be sure that it is done.

- Place the protective guard on your machine; ask your supervisor to order a new one if the existing one is damaged.

- Be sure that any equipment or machinery that is out of service is labeled appropriately. If you find a machine labeled "out of service," check to be sure its power source is labeled, too. If it isn't, tell your supervisor.

- Turn a container so its label can be seen.

- Make sure all the hazardous materials and substances around you are labeled.

- Find out where the Material Safety Data Sheets associated with your work are. Don't give up until you know where they are and can get to them at a moment's notice.

- Pick up a tool that is not in use, and put away.

- Separate the acids from the bases in approved storage areas.

- Close a fire door; notify your supervisor if it doesn't close properly.

- Remove an obstruction from in front of an emergency exit.

- Move anything that prevents easy access to a fire extinguisher.

- Check to see that signs are posted to indicate the location of safety equipment, eyewashes, safety showers, or fire extinguishers.

- Put on your safety equipment (fall protection for going up high; your hardhat; your safety glasses).

- Wear your ear protection as required.
- Unload the top of a metal storage cabinet.

- Use handrails where they are provided.

- If you have a tag line for guiding a load during lifting, use it; if you don't have one but should, install one.

## Recognition Banquet to be Nov. 5

The 1990 Recognition Banquet will be an activity of Monday, Nov. 5. The location for this popular Employee Activities Committee (EAC) event, which honors all sports winners as well as volunteers, again will be the Lake White Club near Waverly.

Bill Curry is chairing this event. "We are pleased to have Eric Gnezda again this year," Curry said. "Most people who attended last year were more than pleased with his performance." "This year he promises new humor and parodies including selections from a newly completed album."

Not many entertainers are song writers, singers, and satirists — all in one package! This is what makes Eric Gnezda's brand of entertainment so unique. His songs are

heard around the country on many top radio stations. Gnezda has also made appearances on Donahue and Entertainment Tonight.

The winners and volunteers, who are so important to the success of the EAC's sports tournaments and family activities, will be treated to not only to dinner and entertainment, but also to a special award which will be revealed by Chairman Curry the night of the banquet.

If you are a sports champion of any kind, or assisted in any of the EAC activities throughout the year, set aside the evening of Nov. 5 on your calendar. "This is an evening you will not want to miss," Curry said.

## SERVICE MILESTONES

### SEPTEMBER 1990

35 years — Wallace S. Cooley

30 years — Wilma M. Redden

25 years — Carol A. Chieves, Thomas P. Robertson and William F. Johnson.

20 years — Larry K. Drekelor, Michael L. Bartley, Timothy D. Jayne, William H. Koehler, John W. Maple and John A. Steward

15 years — Charles E. Coburn, Gary S. Smith, James M. Wallace, Larry M. Hardin, Gary G. Horsley, Jerry T. Queen, Cassius W. Taylor, Edward E. O'Bryant, Joe F. Groves, Jeanette Langford, Jan E. Taylor, Daniel L. Wilburn, Steven A. Sommer, Gregory R. Schneider, Martin J. Ross, Joseph D. Howard, Danny Harrington, Jeffrey L. Conklin, David L. Scott, Richard A. Snodgrass, Larry D. Adams, Charles M. Brunner, Robert C. Brown, Ronald K. Moore, John W. Taylor, John H. Henricks, Paul J. Powell, Michael R. Bower, Tony L. Proffitt, Vicki P. Slone, Candance R. Fite, Daniel A. Towne, Kurt J. Sisler, Larry S. Downard, Richard A. Boelens, Raymond E. Kuhn, William C. Nichols, Robert L. Ridge, Kenneth G. Burkitt, Ronald K. Browning, Jimmy L. Farley, William W. Curry and Roger D. McGraw

10 years — Dale E. Gillette, Sandra G. Hamilton, Kristy K. Landman, Terry O. Nickell, Jerry Blankenship, William A. Hardin Jr., Mary M. Homerosky, John R. Draher, Stephen W. May, Sharon C. Franklin, Bonnie L. Shilling and Michael G. Mason

## Christmas Party schedule decided

The popular Children's Christmas Party will take place on Sunday afternoon, Dec. 2, under the direction of the Employee Activities Committee (EAC).

Once again, the location for this festive holiday event will be the Waverly High School gymnasium. Co-chairing the event are EAC members Cheryl Salmons, Judy Curry, and Shirley Walter.

"Although this event is undoubtedly the biggest undertaking produced by the EAC each year, the efforts are certainly worthwhile when you see the joy and appreciation on the faces of each youngster," Salmons added.

There will be a toy for each child 12 of years of age and under. Hundreds of balloons will fall from the ceiling marking the arrival of Santa Claus. Afternoon activities will feature special professional entertainment, refreshments for everyone, and bags of candy for the children.

An additional feature has been added this year. Your child or grandchild will be photographed with Santa for a very nominal charge and you will receive the photo that same day.

The Christmas Party is for all employees, retirees, and their families. This includes children and grandchildren.

Before the Sunday festivities, EAC members will gather on Saturday to decorate the gym.

"Please don't feel that you have to be an EAC member to help plan or decorate," said Sharon Bailey, EAC President. "Although this is a big undertaking, the committee really has a lot of fun in its preparation and anyone interested in being involved is welcomed to join us," she added.

Anyone interested in volunteering their time to help with this massive project is asked to call Sharon on extension 6189.

Mark Dec. 2 on your calendars. Santa Claus is coming, to Waverly!



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