

Energy Systems at Portsmouth

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

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Forum focuses on '91 highlights, '92 goals

Challenge is fewer noncompliances; 'makes sense for us to be a leader'

The main challenge facing Energy Systems in 1992 is to have fewer noncompliances with environmental permits and regulations.

President Clyde Hopkins delivered this message to more than 600 company and union leaders at the recent President's Forum.

"It makes good business sense for us to be a leader in this area and stands to improve our performance dramatically," Hopkins said. "We have made progress, but we must pay more attention to detail."

Hopkins identified the need to improve the company's faltering safety record as a second challenge. "Too many people in this company are getting hurt," he said. "We had one of the worst overall lost-workday-incidence rates ever for 1990-91, and that has to improve."

The third greatest challenge for the company, he said, is to gain a better understanding of what DOE as the customer wants and then to make sure it is delivered.

The Forum focused on 1991 highlights and on goals and challenges for 1992. Hopkins also reported that a review committee set up to evaluate the current Performance Planning and Review (PPR) process had made some recommendations and that Energy Systems would implement changes in the process over the coming year.

Under the new system, he said, one of the biggest changes will be the elimination of labels (CX, CM, etc.). As with the present system, managers and supervisors will be required to meet with employees annually to set performance objectives, and at least once more each year (though twice is preferable) to review progress or redefine objectives.

"We hope this will make the process more satisfactory for all of us," he said.

Hopkins closed by encouraging employees to identify and report any issues of concern whether they relate to fraud, waste and abuse; noncompliances; discrimination or sexual harassment; or ethics violations.

"There is an open-door policy right to the top of the corporation, and there are several ways to report such problems," he said. "By so doing not only do you help us manage our business, but to some degree you may help us save it."

Other speakers were ORNL Deputy Director Murray Rosenthal; Vice Presidents Jeff Bostock, Bob Merriman, Chuck Hall and Ken Sommerfeld; and Senior Vice President Gordon Fee.

URANIUM ENRICHMENT

For Uranium Enrichment, '91 was a year of both progress and setbacks, said Sommerfeld. Progress was made in tapping uncommitted market shares for enriched uranium, but the strike at the Portsmouth Plant remains unresolved.

"The Portsmouth situation is of great concern to all of us," said Sommerfeld. "It's no good for anyone. It's in everyone's best interest to settle our differences and get our bargaining unit people back into the plant, and we're doing everything we can to make that happen."

Despite the difficulties, Sommerfeld said, there is much to be proud of at Portsmouth, including the strong progress in technical self sufficiency, in hiring and training skills, and the very strong Safeguards and Security inspection and evaluation.

At Paducah, Sommerfeld cited a positive tiger team verification and cost savings from the use of nonfirm power as accomplishments. He acknowledged the successful production and delivery of Separative Work Units at both enrichment plants.

Challenges for '92 include the resolution of the Portsmouth strike, improving customer satisfaction, increasing environmental compliance, streamlining waste management and continuing to seek improvement in all areas of operation.

"More training and diligence also are needed in the operating areas. But we have proven that innovative ideas yield good results," he said. "And I look for increased enrichment sales by DOE for 1996-98."

APPLIED TECHNOLOGY

For the Applied Technology Organization, the future holds growth, said Merriman.

The Work-for-Others Program, Environmental Restoration and other K-25 Site activities all fared well in '91, with a brighter outlook for '92.

Challenges Merriman cited include adapting to the new needs created by the

(Continued on Page 2)



Shawnee State students take environmental tour

The ecology class from Shawnee State University visited the plant in March to learn about wetlands and to study geologic characteristics of the site. Students met with plant specialists to see and discuss site environmental restoration projects and monitoring activities.

Mission of Y-12 Plant changing from production to disassembly

With the break-up of the Soviet Union and other phenomenal changes in the world situation, employees at the Y-12 Plant in Oak Ridge can expect to see sweeping changes coming to their working lives.

The extent of the changes will not be defined for several months, but are expected to affect the plant's future budget and employment levels.

The Y-12 Plant's primary mission, which was production of nuclear weapons components, no longer exists with the President's decision to stop production of nuclear weapon systems, Bostock explained. However, the mission to disassemble and retire weapons remains, as does the mission to support the work of other federal agencies.

Jeff Bostock, Plant Manager, answered employee questions about the future at Y-12 in his recent "State of the Plant" address.

Bostock also discussed the Y-12 situation during a presentation before 600 company managers at the recent Presidents' Forum.

Bostock said the impact of recent political events on the Y-12 Plant and its employees is of major concern. With shrinking defense budgets and reductions in the nuclear arsenal, the plant will be forced to consolidate and downsize operations. A major challenge will be to maintain employee morale and commitment and to help the work force adjust to the need for changing skills.

"Total quality management and concern for people must be important considerations," Bostock said. "The future of Y-12 is uncertain, and anybody who would tell you it isn't would be foolish. But there are

ways that we can position ourselves for the future, including being prepared for weapons retirement and dismantling and striving for increased growth in the Work-for-Others and technology transfer efforts," he said.

Bostock cited as accomplishments an improved safety record, increased support and participation of the unions in improving work processes, and teamwork that resulted in a strong Complex 21 proposal.

Among issues that remain unresolved is the effort to maintain nuclear competency — those skills and equipment necessary to get back into the weapons production business rapidly if the need arises.

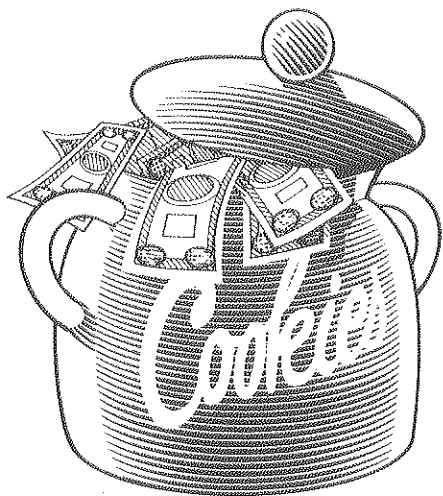
"We haven't answered the question of maintaining nuclear competency yet," Bostock said, adding that much decision making and planning for Y-12 is subject to policy and budgetary matters that also are not resolved.

"How much money is out there is unknown," he said, "but we do know that we will continue to increase our work for others and will continue to retire weapons."

"We also know that the Y-12 organization will have to shrink," he said. Within five years, Bostock said, the Y-12 site will not be the same.

"I would encourage you, if you feel that your job category is at risk, to take every opportunity to look at other jobs available at other sites, declare your interest and make yourself available for interviews and other job search opportunities," he said.

(Continued on Page 2)



Bad idea!



Worse Idea!

Savings Bonds very attractive as 1992 campaign gets underway

As interest rates withdraw from historic highs, Series E Savings Bonds are looking a little better to people who hold them. As interest rates drop on certificates of deposit, the U.S. Savings Bonds are expected to become hot items again this year, according to Dick Marlowe, financial reporter for the Orlando Sentinel.

Martin Marietta Corporation Chairman and Chief Executive Officer Norm Augustine is serving as the 1992 National Savings Bonds Campaign chairman.

Augustine has established a sales goal of \$10 billion this year, up from \$9.1 billion last year. A factor in meeting this goal will be the increasing number of large employers, including Martin Marietta, who make Savings Bonds available through painless payroll deductions and encourage employees to buy them. Payroll deductions account for about 40 percent of sales.

Another big selling point is that Savings Bonds provide investors with uncomplicated

Y-12 missions undergo change

(Continued from Page 1)

In a February letter to Energy Systems employees, President Clyde C. Hopkins pledged the company's commitment to fill as many of its existing openings as possible in a way that will save jobs that may be at risk. Changes in hiring process in Oak Ridge effective Feb. 18 have the goal of preserving jobs for Energy Systems employees.

As of March 9, approximately 1,800 Y-12 employees responded to a company invitation for them to submit resumes indicating their interest in accepting other available positions within Energy Systems. Copies of these resumes are now being circulated to other Energy Systems installations.

co-ownership strategies for leaving money to heirs, or helping to pay for the college education of children or grandchildren.

The Energy Systems Savings Bonds Campaign begins April 1 and continues until May 8. Augustine will be at Oak Ridge for the campaign kickoff, set to begin at 10:30 a.m. on March 31, at the Garden Plaza Hotel in Oak Ridge.

Energy Systems President Clyde Hopkins serves as Martin Marietta Corporation's Savings Bonds campaign chairman. Steve Pullins, Maintenance Division Manager, is the Portsmouth plant's chairperson.

As part of the drive, Energy Systems conducted a poster contest with the theme "Making American Dreams Come True" for children of company employees.

Corporate Ethics Officer asks for names Anonymity hinders response

Providing feedback on the results of Ethics complaints is "one of the most important functions of the Ethics office," says George Sammet, Vice President for Corporate Ethics.

"But that's difficult to do when you can't locate the employee who made the complaint," Sammet points out. "I fully understand that there are times when a person calling the Ethics office wants to remain anonymous, regardless of the outcome, and we respect that."

At the same time, he said, "I want to get back to those employees who want to know that we have done something, but when they choose not to identify themselves, I can't reach them."

For example, Sammet said, "I had an employee send me an anonymous note about a sensitive issue that was causing morale problems and needed top management's attention. We investigated, found the charge to be true, and took corrective action."

"But because the action we took was a disciplinary action rather than a job suspension, it wouldn't appear to the complaining employee that we had done anything," he explained.



Good idea!

Message from the Plant Manager

Financial security is important to all of us. But developing the savings habit that will produce that security is not easy, unless the saving is done for you.

That's what Martin Marietta's Payroll Savings Plan is all about. By joining the plan, you will automatically be saving part of your paycheck before it is spent. You'll also be investing in our country, the United States of America.

Savings Bonds are truly better than ever. They offer market-based, competitive interest rates when held at least five years, they are exempt from state and local income tax, and Federal tax may be deferred until the Bonds are cashed. They are safe and replaced free if lost, stolen or destroyed. Bonds are ideal for any savings need, because they can be held as little as six months or as long as 30 years.

Savings Bonds have taken new meaning, as they can be used toward some of the cost of higher education — yours or that of your child. The interest you earn can be completely tax free if you meet certain qualifications.

Our 1992 Savings Bonds drive will be conducted April 1 through May 8. During that time, a co-worker will personally invite you to join the plan or to increase your savings.

I encourage you to listen and learn about the benefits of Savings Bonds, read the materials offered, and ask questions. By becoming involved with this savings plan, you've continued the great American tradition of U.S. Savings Bonds while at the same time, you build financial security for you and your family.

*Ralph Donnelly
Plant Manager*

"To ensure that an employee can receive feedback on a complaint and still remain anonymous, the Ethics Office has a system to preserve that anonymity," Sammet said.

"If an employee calls and doesn't want to give his or her name, we'll provide that person with a four-digit identification number. That number, rather than a name, is used to identify a caller," Sammet adds.

When a caller wants to check on the status of an investigation, he or she can call the Ethics Office, give the identification number and receive an update over the phone. "After investigating a case, we usually can respond with the results fairly quickly," Sammet explains. "But there's still the limitation that only the complainant can initiate such a call."

The Ethics office is located in Orlando, Florida. Its toll-free number is 1-800-3-ETHICS (1-800-338-4427).

Employees also may write to PO Box 616234, Orlando, Florida 32861-6234.

President's Forum

(Continued from Page 1)

change of mission for K-25. "There has to be greater focus on improving cost effectiveness to customers, responsiveness and the quality of our support services," he said. "A major challenge will be to decontaminate and decommission the large buildings that have been shut down."

Merriman also cited the urgency of eliminating environmental noncompliances and improving compliance with OSHA regulations.

He noted the talent, leadership and teamwork that led to a successful conclusion of the recent tiger team audit and to the success of the TSCA incinerator in burning more than 2 million pounds of waste. He did say, however, that more attention needs to be paid to detail, that imminent closure activities must be stepped up, and that communication should be enhanced between the organization and its customers.

"Applied Technology is a growing part of this company, and K-25 has become more than just a decontamination and decommissioning facility," Merriman said. "With 4,000 people on site, employees are now saying it's hard to find a parking place. That's the best news I've heard in a long time."

ATTENTION TO DETAIL

In closing remarks, Fee offered advice for getting through the coming year successfully. "Pay attention to both your internal and external customers. And pay attention to detail. We need to do what we say we are going to do and what we are supposed to do."

"Preach and teach teamwork, and show leadership by walking your areas, talking with people and listening. Finally, set lofty goals and strive to meet them," he said.

BITS ON LINE

Benefits information available by telephone

Such information as savings plan balances, short- and long-term disability coverage, health benefits, special accident and group life insurance benefits, and retirement benefits is now available to employees and retirees over the telephone.

The BITS (Benefit Information Telephone System) is available almost round the clock, from 7 a.m. to 3 a.m. Sunday through Friday and 7 a.m. to midnight Saturday. The system is accessed by calling 1-800-824-BITS (1-800-824-2487) from a push-button telephone and responding to the prompts.

Employees and retirees have received a brochure describing how to use the system, and in a separate mailing, a personal identification number (PIN) used to gain access to the system.

The PIN works in the same way as an identifying number for automated bank tellers. It should be kept confidential.

In order to enhance computer security in the BITS program, all participants who want to retrieve information from the system must individually activate access.

You will need either touch-tone service or a push-button phone with a pulse tone switch to gain access to BITS. Dial telephones cannot communicate with BITS.

To activate your information, you must:

- Call 1-800-824-BITS (1-800-824-2487)
- Enter the five-digit access code 66374
- Enter your social security number and your current Personal Identification Number (PIN)
- Change your PIN to any four-digit number you select

Approximately 14 days after entering your new PIN, you will receive a written confirmation in the mail at your home address. Your new PIN will be effective on the date stated in the notification letter.

Please remember to protect your PIN. Do not leave it where others may have access to it. The only record of PIN information will be maintained at Towers, Perrin, Forster and Crosby, the company that operates the computer system where this information is maintained. No one at Martin Marietta Energy Systems will have access to the numbers.

If you should forget your PIN or you feel the security of your PIN has been breached, contact the Benefit Plans Administrator immediately.

"The primary goal of this program is to give better service to employees and retirees, who until now, have had to go to their Benefit Plans office to request this basic information," said Gary Riser, Energy Systems Assistant Treasurer and administrator for the program. "We are very pleased to offer this telephone access to our employees and retirees."

According to Harriett Westmoreland, Y-12 Benefit Plans Administrator, who

worked with Sally Jaunsen, Manager of Energy Systems Benefit Plans Operations, to develop the system, plans are to add vacation, federal income tax withholding and savings bonds information later.

System data are managed by TPF&C, the company that prepares the annual benefits report which employees receive each year. "It was a logical progression for us to extend the uses of these data to the BITS system," Jaunsen said, adding that annual benefits statements will still be mailed.

"We also want everyone to know that this information still will be available in the site Benefit Plans offices and that we will continue to be available to those who want direct contact with our offices," said Joyce Packer, Energy Systems Benefit Plans Administrator.

"But we know that many of the people who are interested in their benefits information do not want to gather their records from their homes and bring them to the plant for a consultation. Some do not have the opportunity to call or drop by during regular work hours. Now those people can call at midnight if they want to and get their questions answered," she said.

"Of course, the telephone system cannot be used to make changes in benefits, and some information — by law — cannot be given out over the telephone," Westmoreland said, "but the most common questions that come to us — savings balances, information about how the funds are invested, life insurance coverage amounts, medical plan deductibles or premiums — will be easier to get."

Paula Hickman, Portsmouth site Benefit Plans Administrator, cautioned that information may be limited for retirees under The Goodyear Atomic Corporation benefit programs. However, she confirmed, the information remains available through the site's Benefit Plans office.

Questions or concerns about the program or access to it should be directed to the Benefit Plans office.

New Employees

March 2

Margaret E. Saffles, Environmental and Industrial Hygiene Analytical Services (D-551).

Janet L. Young, Computing Systems and Data Services (D-346).

Jackie G. Adkins, Compensation and Employee Records (D-021).

March 16

Sandra K. Preston, Medical (D-111).

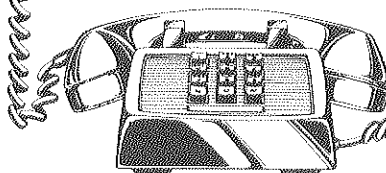
March 23

Jason E. Patrick, Materials Sampling & Testing (D-511).

Kathy A. Kratzenberg, Employment (D-024).

Carl T. Yeager, Training Services (D-225).

CALL
1-800
824-
BITS



Value-Added award winners now total 51

There are 51 employees of Martin Marietta at the Portsmouth Gaseous Diffusion Plant who have been honored with a special "Value Added" Award since the start of a special recognition program in June 1991.

The "Value Added" Awards recognize people who have demonstrated, by some extra effort, the spirit of the Martin Marietta Energy Systems "Values" statement — Concern for People, Working Together, and Achieving Challenging Goals.

The program at the Portsmouth plant is administered by the site's Values Council. Those honored by the "Value Added" Awards are nominated by co-workers.

The first award group included Anita Dever, Bill Flannery, John Hobensack, Tony Jones, Chris Ondera, Debbie Perez, Marvin Rice, Bonnie Rumble, Buck Sheward, Carol Snively, and Keith Williamson.

The second group of employees chosen by their peers as the type of people they appreciate on their team included Jim Kidder, Norma Roe, George Shoemaker, Paula Hickman, John Hortel, Buck Walter Jr., Ray Kimbler, Bill Flanagan, and Paul Keels.

The third group was Greg Barch, Patricia Cramer, Alberta Hammond, Bill Kelley, Mark Mullins, Romaine Newsome, Frank Perry, Dave Shisler, Dick Snyder, and Debbie Sullivan.

The fourth group included Steve Stepp, Joyce Hopper, Lonnie Murray, Lora Trainer, Gary Shular, Tom Douglas, Jerry Towler, Georgene Marr, Rob Litten, and Ron Parker.

The most recent selections were John Oppy, Wanda Moore, Jarvis Vanderpool, Barbara Baker, Martha Sampson, Linda Baldwin, Charles Slater, Rusty Yates, Joe Moore, Linda Scott, and Lee Lawson.

DOE issues policy to protect employees who identify problems

Secretary of Energy James D. Watkins acted March 3 to further protect those who identify health and safety issues as well as waste, fraud and abuse within the Department of Energy (DOE) complex.

The final "Whistleblower Protection Rule" establishes procedures for the investigation, hearing and review of allegations of employer reprisal from DOE contractor employees. The rule, Criteria and Procedures for DOE Contractor Employee Protection Program, adds Part 708 to Title 10, Code of Federal Regulations. It calls upon DOE contractors and their employees to work in partnership with DOE to assure that all DOE facilities are well-managed and efficient, and operated in a manner that safeguards the health and safety of the public and employees.

In establishing the new rule to protect contractor employees from reprisals, Admiral Watkins said, "I am committed to maintaining a work environment that encourages all contractor employees to identify problems, seek resolutions, and come forward with information that they in good faith believe evidences unsafe, unlawful, fraudulent or wasteful practices." Part 708 provides employment protection to contractor employees, who as the result of reporting health and safety or mismanagement concerns are subject to consequent discrimination by their employers.

In conjunction with the final rule, Admiral Watkins will be creating a new DOE Headquarters office responsible solely for the administration and investigation of contractor employee complaints of reprisal. The new office will report directly to the Secretary or his designee.

The final rule was published in the March 3 Federal Register, and will become effective April 2.

MARTIN MARIETTA

Energy Systems at Portsmouth

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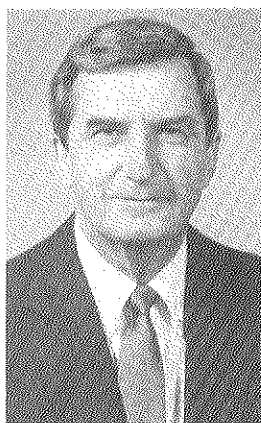
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Sommerfeld



Merriman

Sommerfeld and Merriman undertake new responsibilities

Kenneth W. Sommerfeld, who has served as Vice President for Enrichment, has been named Vice President for Technical Operations, replacing Charles A. Hall, who leaves Energy Systems for a new appointment as President of Martin Marietta's new Specialty Products Company, which will manage the Department of Energy's Pinnellas plant near Largo, Florida.

J. Robert Merriman, who has served as Vice President for Applied Technology, has been named the new Vice President for Environmental Restoration and Waste Management Programs.

Sommerfeld, who holds a bachelor of science degree in mechanical engineering, was employed by du Pont and had served as an officer in the U.S. Navy before coming to Y-12 in 1958. At Y-12, he was Superintendent of Project Engineering and later Superintendent of the Assembly Division.

He transferred to K-25 in 1968, where he was Operations Division Superintendent and later was named Deputy Plant Manager and then, in 1979, Plant Manager. He transferred to ORNL in 1981 as Executive Director for Support and Services and was named Vice President for Enrichment in 1984. In his new post, Sommerfeld reports to President Clyde Hopkins.

Merriman holds bachelor's, masters and doctoral degrees in chemical engineering and is a graduate of the University of Pittsburgh Executive Management Program.

Merriman joined the organization in 1963 as a member of the development and professional staff at K-25. He held K-25 posts of Director and Program Manager for the Technical Division, Director of Enrichment Production and Technology, and Vice President for Enrichment Business Services. He was named Associate Director for Nuclear and Engineering Technologies at ORNL in 1987 and Vice President for Applied Technology in 1989.

Merriman is a 1987 recipient of the E.O. Lawrence Memorial Award for outstanding contributions in atomic energy. He reports to Senior Vice President Gordon Fee.

Martin Marietta announced other appointments with the two vice presidencies.

David L. Mason is acting Manager of the Uranium Enrichment Business Unit, serving in that capacity until the position is filled permanently.

Nancy Norton has been named Ethics Representative for Energy Systems, replacing Merriman in those duties while retaining her current post as Director of Human Resources Management and Administration.

Reporting to Sommerfeld will be Ron Leinius, Director of Computing and Telecommunications; Don Cannon, Director of Central Engineering; George Dailey, acting Director for Data Systems Research and Development; Ed Harris, Executive Director of Work for Others; and Dave Bartine, Director of Space and Defense Technology Programs.

Reporting to Merriman will be Finis Patton, who was appointed to the new position of Deputy Manager for Environmental Restoration and Waste Management Programs; Linc Hall, K-25 Site Manager; Bob Craig, Director of the HAZWRAP Program; Homer Crothers, Manager of Mission Success; and Bob Upchurch, Director of International Technology Programs. Tony Mahnauskas, in his Technology Development role, will continue his present dotted-line relationship to the new organization.

Until a new Vice President for Uranium Enrichment is named, Richard Hognlund, acting AVLIS Program Director, continues to report to Merriman.

Changes also have been made in Patton's organization. Reporting to him now are Lanny Bates, now Special Assistant; Fran Delozier, now Director of Environmental Restoration; Keith Kahl, Director of Environmental Restoration and Waste Management (ERWM) Program Integration and Administration; and Charlie Frye, Director of Central Waste Management. Delozier continues to be responsible for Decontamination and Decommissioning Program.

Challenge of declining budget prompts cost control initiative

To prepare for difficult economic times that will affect government contractors and other industry nationwide, Energy Systems has embarked upon the Columbus Initiative, with the formation of the Organizational Efficiency and Budget Response Team, to coordinate the development of plans to improve efficiency and competitiveness.

Administration Vice President Chuck Landguth, who is team leader, said the Columbus Initiative group will find ways to strengthen the central and general staff budgeting process.

The effort, established in cooperation with DOE-OR, has a July 31 deadline. The team will present findings and recommendations to company managers in the summer. Other team members and their areas of focus are Controller Mason Oakes, budgeting; Policy and Management Systems Manager Mack Sparks, risk-based analysis; and Publications Division Director Donna Griffith, organizational efficiency, cost reduction and communications. Supporting Oakes' work with budgeting are members of his staff, Valerie Homan and Gary Scarbrough.

"Five hundred years ago, Christopher Columbus set out to find a faster trade route to the Far East and encountered the New World. Our team is embarking on a voyage to discover a new world of better ideas for doing business that will lead to a brighter future for this company and those who work here," said Griffith.

"We are coming on tough economic times in the government contracting business and elsewhere," said Landguth, "and we must be aggressive in our pursuit of strategies that will ensure our success in a more demanding operating environment. Our goal is to develop a new way of doing business that can be a model for operating effectively through tough times."

Judy Penry, director of Planning and Budget for DOE-OR, commended Energy Systems for "recognizing and accepting the challenge to answer declining budgets with the aggressive pursuit of cost containment.

"By continuing to focus on making products and services of high quality in cost-effective ways, Energy Systems will remain competitive for the limited budget resources expected in the coming months and years," she said. Areas of emphasis include central and general staff operations, evaluation of general staff support using a risk-based matrix, and development of plans to enhance efficiency and reduce costs throughout the company. "We will be working with central and general staff groups to find ways to achieve organizational goals while keeping costs in control," said Oakes. "Our aim is to hold the

line on costs and ensure that organizations operate as efficiently as possible."

Budget evaluations conducted as part of the project will employ risk analysis as appropriate. Sparks is leading a seven-person performance evaluation group that will review general staff operations.

"Evaluations will focus on the risk of not doing an activity, task or project to establish a rank-order listing of what we are doing or would like to do," Sparks said.

"These evaluations will enable us to see where we have critical needs and how we can allocate our resources for the best effect. We need to apply both dollars and staff where they can do the most good."

The team will look to both external and internal sources for information on ways to enhance operations. Surveys of top U.S. companies will be sources of information on how other industry leaders are meeting the demands of tight budgets. "We are certain that these reviews will provide new insights into how Energy Systems can prepare for the future," Griffith said. "We must seek out the best ideas wherever they exist and use them.

"It is obvious that we are going to need as much thoughtful support and input as we can get from the people in various Energy Systems organizations. They know their businesses best and should be empowered to take on a major portion of the efficiency challenge. We realize, for example, that many organizations are actively pursuing ways to improve efficiency and cut costs through total quality management initiatives. We want to build on whatever successes we've already had rather than starting at ground zero," said Griffith.

"In recent months, many of us have been looking at our own budgets at home and trying to figure out how we can stretch our dollars further. Such careful re-examination is happening in industry throughout the nation, and it is what we must do in this company," said Energy Systems President Clyde Hopkins.

"It is always the right time to examine our goals and the means that we are using to achieve them. In this technological age and with the power of our highly skilled and intelligent work force, we certainly can find ways to improve aspects of our work each day," he said.

"We have been saying for several years that a new culture is evolving within Energy Systems," Landguth said. "The Columbus Initiative is part of that change.

"By reviewing our operations critically and then working together to make positive changes, we expect to sharpen our competitive edge and move toward making this the kind of company we want it to be in the years to come."

Lemmon appointed TQM/UEPIP manager

William J. Lemmon has been appointed Total Quality Management (TQM)/Uranium Enrichment Performance Improvement Program (UEPIP) Manager. He reports to Ralph Donnelly, Plant Manager.

Lemmon is now responsible for implementing the TQM/UEPIP strategy at the Portsmouth plant as outlined in the recently published Uranium Enrichment strategic plan.

Lemmon came to work at the plant in July 1965 as a Technical Squadron trainee. He became General Foreman, Process Area, in October 1968, and was named Supervisor, Process Area, in September 1973. He was promoted to Superintendent, Uranium Operations, in August 1978, and transferred to the plant's Production Engineering & Services Subdivision as Superintendent in February 1983.

Lemmon was named Manager, Gas Centrifuge Enrichment Plant (GCEP) Production Division in February 1983; and with the termination of GCEP, named Manager, GDP Production Division in July 1985. He became Manager, Maintenance Division, in October 1988.

Lemmon was graduated from Grove City College in 1965 with a bachelor of science degree in metallurgical engineering. He has also studied management at Wittenberg University and Penn State.

He and his wife, Winnie, have two children and live in Chillicothe.

Clausing now heads Safety Analysis

Lloyd Clausing is now the plant's Department Head, Safety Analysis (D-544). He reports to Charles E. Gamm, Superintendent, Laboratory Services and Safety Analysis.

Clausing came to work at the Portsmouth plant in April 1980 as an Engineer, Sr., and for five years was responsible for Technical Services methods, procedures and training for waste water, environmental and quality assurance areas. He also directed the design, construction and installation of a valve test stand for the Gas Centrifuge Enrichment Plant.

Clausing then spent four years at Fernald before returning to Portsmouth to undertake Safety Analysis responsibilities in May 1989.

A Navy veteran, Clausing was graduated in 1951 from Tri-State Engineering College at Angola, Indiana, with a bachelor's degree in mechanical engineering. He has also studied electrical engineering at the Naval School in Sampson, New York.

Clausing is a past chairman of the Ohio River Valley Water Sanitation Commission.

He and his wife, Betty, have three children and live in Portsmouth.



Lemmon



Pullins



Clausing



Hobensack

Maintenance Division Manager now Pullins

Steven W. Pullins has been named Maintenance Division Manager. He reports to John Shoemaker, Deputy Plant Manager.

Pullins now directs the Maintenance Engineering and Services, Instrument Maintenance, Mechanical Maintenance, Electrical Maintenance, and Shops & Support Maintenance activities.

Pullins came to the Portsmouth plant in July 1990 as Special Programs Manager.

Pullins served the U. S. Navy's nuclear submarine fleet for seven years and received the Navy Achievement Medal. He then spent eight years with Wisconsin Electric at its Point Beach nuclear plant as an Engineer, Inservice Engineering Manager, and then Simulator Coordinator.

Pullins was graduated from Wright State University in 1976 with a bachelor of science degree in engineering physics, concentrating in materials, and from the University of Wisconsin in 1990 with a master's in nuclear engineering.

He is a member of the American Society of Mechanical Engineers and the Professional Reactor Operator Society.

He and his wife, Laurie, have four children and live in Chillicothe.

Hobensack directs Process Services

John E. Hobensack is now the plant's Department Head, Process Services (D-514). He reports to Norman F. Christopher, Superintendent, Uranium Analytical Services.

Hobensack came to work at the Portsmouth plant in February 1980 as a Technical Assistant. He became Section Head, Process Services, in May 1986, and Research & Development Associate, Chemical Technology, in May 1988.

Hobensack was graduated from Miami University in 1975 with a bachelor's degree in applied science.

Hobensack coordinates the plant's Science Demonstration and Special Activities Program and serves on the Shawnee District Science Fair Committee.

He and his wife, Carolyn, have two sons and live in Chillicothe.



Obituaries

Lena Jones, Fort Wayne, Indiana, Feb. 10. Survivors include a son, Brian Jones (D-823), and daughter-in-law, Denise Jones (D-321).

Henry Bailey, Minford, Feb. 15. Survivors include his daughter, Elaine Litten (D-701); son, Joe Bailey (D-823); grandson, Rob Litten (D-108), and granddaughter-in-law Angie Litten (D-540).

Arthur R. "Bill" Denny, 63, Waverly, Feb. 18. Denny was a Laborer (D-727) at the time of his retirement in December 1989. Survivors include his wife, Connie, and two daughters.

Dorsey Tanner, 57, Jackson, Feb. 25. Tanner was a Janitor at his retirement in March 1984. Survivors include his sister, Bonadean Davis (D-752).

Noah Russell, 82, Portsmouth, Virginia, Feb. 29. Russell was a Machinist (D-721) at retirement in April 1974. He is survived by his wife, Lena.

Freda E. Barnett, 86, Prospect, March 5. Survivors include her son, James W. Barnett (D-723), and grandson, Rusty L. Barnett (D-743).

Bill Potts, 66, Portsmouth, March 7. Potts was a Shift Superintendent at retirement in April 1988. His wife, Marge, died on Monday morning, March 9.

Jim Fenton, 32, South Webster, March 9. Survivors include his father, Bill Fenton (D-911).

Fred Flanagan, 60, Portsmouth, March 17. Flanagan was a Maintenance Mechanic 1/C (D-724) at retirement in May 1991. Survivors include his wife, Dorothy; brothers-in-law Dick Orlett (D-611) and Mike Orlett (D-523); and cousin Bill Flanagan (D-911).

SERVICE MILESTONES

April 1992

- 35 years — Lewis E. Storms.
 30 years — Richard C. Havens.
 25 years — Irwin W. Dresbach.
 20 years — Kenneth D. Baldwin, Gene D. Detillion, Douglas E. Days, Gregory L. Dickerson, William Lewis, and Steve A. Ross.
 15 years — John D. Burke, Donald H. Stowers, John W. LeMaster, Jasper Jordan Jr., Lawrence P. Wettstein, Michael L. Neal, James R. Sizemore, Cynthia L. Waulk, Daniel F. Gray, Leon D. Bean, Bryant H. Lybrook, Paul E. Conley, Sumantha L. Lee, Roger B. Gregory, John F. Watkins, Larry E. Cornett, Harry R. Fite, Terry R. Robertson, Sue E. Lewis, Phyllis I. Ragland, and George D. Shoemaker.
 10 years — William L. Stevison.
 5 years — Timothy R. Pitts and Penny S. Henthorn.

Ethics Hotline

To report possible wrongdoing or to obtain clarification on ethical matters, contract your Ethics Representative at extension 2554 or call the Corporate Ethics Office at (407) 356-9400.

In addition, the Martin Marietta Corporate Ethics Office has a 24-hour toll-free number: 1-800-3-ETHICS (1-800-338-4427).

VALUES DIRECTIVE

President asks for renewed emphasis on concern for people, communication

Energy Systems President Clyde Hopkins has initiated an action-oriented Values reemphasis, with an appeal to employees in management positions to reaffirm their concern for people and encourage effective communications both from and to managers.

"This is not a passive campaign. Strong intentions and high hopes alone will not achieve the involved, interactive and effective working relationships we need," Hopkins said. "Rather, we must initiate actions and demonstrate in real ways that we are determined to act upon our Values.

"Persons in management positions are in control of more than just the directing of work duties; they set the mood and atmosphere of the working relationships in their areas. Because they handle performance appraisals, merit increases and other matters crucial to the comfort and ease of non-managers' working lives in this company, they must take action to demonstrate that persons who raise concerns can do so with confidence that their comments will be taken seriously.

"We must take the lead in establishing an atmosphere of open communication and cooperative, collaborative working relationships through which we can solve problems and ensure that questions and concerns are answered in timely fashion," he said.

Hopkins has initiated a program to heighten awareness among managers that their key responsibilities with respect to the com-

pany's Values must include effective listening, increased sensitivity to employee concerns and serving as role models in problem-solving efforts. He has scheduled meetings in the next few weeks with managers at every level to discuss mutual concerns personally.

"I hope that before our meeting, these people will think about their level of concern for staff working in their areas. We have emphasized the idea of Concern for People throughout our Values campaign. I want to be sure that everyone understands that this is the element from which hang all of the other components of the Values Statement.

"That concern for people is not simply a thought or an attitude to which we pay lip service. It is an active pursuit. I have provided a list of the key responsibilities managers have in expressing and acting on their concern for people. I hope that everyone at Energy Systems will work together to see that people in positions to make a difference respond to issues raised in their areas," Hopkins said.

In addition to his own efforts, Hopkins has asked Energy Systems Director of Training and Development Charlie Emery to meet with site Values Committees with the goal of seeking feedback and conducting site self-assessments to determine where problem areas exist and how they might be eliminated.



James

Earl James retires after nearly 20 years as Pike County's 'emergency manager'

by John Christian

When Mother Nature paid a visit to Pike County a little more than a year ago, she left six inches of rain and more than \$1 million in damage. As residents cried for help, they were greeted by what was the product of forethought by Earl James — an emergency medical service and an agency to manage it.

It was 1973 when James, then chief of the Waverly City Fire Department, met the county's need for an emergency medical team in time of disaster. He wrote the first draft, the foundation for a local program, and fired it off to the statehouse.

Not quite 20 years later, James has retired from his post as coordinator of the Pike County Emergency Medical Service and director of the Pike County Emergency Management Agency. Steve Phipps, a school teacher at Eastern High School near Beaver, has assumed command.

Phipps has several years of fire fighting experience and was one of the original Emergency Medical Technicians (EMTs) of the newly formed county service.

James came to the Portsmouth Gaseous Diffusion Plant in 1980 as a training instructor in the Medical Department. In 1988 he moved to the staff of the plant's Emergency Preparedness Department.

The retired fire chief said running the county's emergency medical service is a daily operation that involves five stations and approximately 115 certified EMTs. The stations make nearly 1,600 runs each year. That number increases when there is a natural disaster.

James wore his other hat as director of the Emergency Management Agency in times of disaster. The emergency management agency operates the county's emergency operations center, which serves as a clearing house for emergency forces in

the field. "If they need additional help or equipment, the operations center's job is to get it for them," James said.

During last year's flooding the county activated two reception centers for people that had to be evacuated.

The emergency medical services program has changed since its original \$45,000 state grant supplied it with four vehicles, a radio system, and alerting equipment for the EMTs. Today, it has five stations and eight vehicles.

A county emergency agency has to be prepared to deal with all kinds of situations. James recalls the blizzard of 1978 when the agency was activated for three days. "The biggest job we had was getting fuel and food to people that were snowbound," he said. "To accomplish that we had the National Guard bring us those six- or eight-wheel-drive vehicles. They got us back through roads and lanes and helped us get the stuff to the people." James said the agency also used four-wheel-drive vehicles and snowmobiles to help operate the Meals on Wheels program feeding elderly throughout the county.

James said recruitment will be a task that Phipps will have as he assumes command. He said although the number of vehicles and stations have increased, the number of EMTs has not increased. With the final installation of the county's 9-1-1 program, there will be an expected increase in the amount of calls the county gets.

James attributes the lack of volunteers to a high burn-out rate, a problem he says is universal with emergency response personnel. "There is a tremendous amount of stress involved with this," he said.

But James said his career has been marked by the blessing of working with so many dedicated people.

King birthday celebrated

The words were printed boldly on the program cover.

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

Plant employees received this message Jan. 21 as they celebrated the birthday of Dr. Martin Luther King Jr. in the plant cafeteria. The activity was also part of the plant's Black History Month agenda.

King, a clergyman and Nobel laureate, is best remembered as one of the principal leaders of the American civil rights movement and a prominent advocate of non-violent resistance to racial oppression.

The Reverend Jesse Wood, pastor at Love Zion Baptist Church in Columbus and guest speaker for the occasion, commended Energy Systems for honoring King. "For so many people, it's just another day off

(Continued on Page 7)

List of manager's responsibilities

Increase and maintain strong sensitivity toward employees.

- Encourage two-way communication (listen actively).
- Work together with employees to resolve issues and solve problems.
- Endeavor to maintain employees self-esteem.
- Take immediate action on employee concerns and issues.
- Ensure timely resolution and provide feedback.
- Follow up (check back with employees to see whether the solutions you try have been effective).

Maintain effective communication and documentation in all directions.

- Ensure that problems are elevated to the appropriate management levels and organizations.
- Use site and central Human Resources, ES&H, Quality, and EEO/AA organizations as resources to resolve problems, answer questions and address issues.

Encourage employee involvement, participation and positive growth.

- Create a climate conducive to teamwork.
- Recognize and reward success. Take no action that could be viewed as retribution or retaliation toward an individual who raises concerns or issues.

Serve as a role model in all that you do (live our Values, communicate through and about them).

Plant commemoration honors Dr. Martin Luther King

(Continued from Page 6)

work," he said. "I'm thankful that you have taken the time to come and share and find a small measure in your heart to remember him for the many works that he accomplished and the many kind things that were done for mankind."

Wood invited the audience to refer to the third chapter of the book of Galatians in the Bible. "It's a good one because Galatians deals with freedom. It is the Magna Carta of the New Testament," he said.

He addressed what he called a margin of freedom. "We are looking for that area within your life that might very well sit on the border of your life that prevents you from being free—that area that prohibits you from setting others free," he said. The restraint could be with a person their entire life, or newly acquired, he added.

Of all the things King stood for, Wood felt the challenge to the margin of freedom was a key issue. King had gone to India in 1959 to better understand Indian nationalist Mohandas K. Gandhi, whose ideas King emulated in his own nonviolent protest. King's concepts of nonviolence were challenged by other black leaders in this country which demanded change "by any means possible." His prestige, however, ensured that nonviolence remained the official mode of resistance.

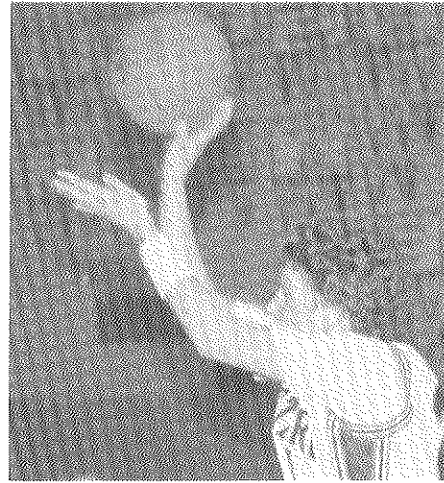
"Freedom is a frightening thing. We all

want it. But it has obligations and responsibilities. It is quite often more than meets the eye," Wood said. He used the example of teenagers who "branch out on their own" only to "discover that freedom is more than mere words."

King was well aware of the dangers of freedom. At several of his nonviolent campaigns he was arrested. But King continued to encourage black voter registration, desegregation, and better education and housing in the south.

Soloist James Williams, Technical Services, delivered the powerful message of composer Ellen Ashcourt in his arrangement of "My Task."

Reverend William Lynch, Technical Services, coordinated the activities of the Program Committee which included Eloyse Johnson, Dave Nickell, Kennedy McCall, Sharon Reeves and Angie Strickland.



Marlene Stollings now stands alone in the history of Pike County basketball. She is the county's all-time leading scorer with 2,492 points, but has one more year to achieve an all-time career goal of 3,000 points and pass the state scoring champion.

Marlene Stollings, Eastern H.S. Scoring star seeks state record

By John Christian

Look out college basketball, here comes Eastern High School junior Marlene Stollings.

Stollings has done more to put the fire back into local high school basketball than most high school athletes could ever dream of doing.

In addition to her excellent academic grade-point averages, 3.85 as a freshman and 3.76 as a sophomore and junior (to date), Stollings has topped the girl's basketball scoring record with 2,492 points, the fifth-highest total ever by an Ohio high school girl.

She is working toward that all-time career goal of 3,000 points. With 497 points next year, she can slide past state scoring champion Joanne Ineman, who totaled 2,988 points at Olmsted Falls from 1978-82.

She averaged more than 40 points per game this past season with a shooting percentage of 58.7 and an 83.1 mark at the foul line. She was named Player of the Year by the following: SOC Division III, AP Southeast District, District 14, UPI Division III (All State), Chillicothe Gazette, and AP Division III (All State).

The 5-foot-10 junior forward has also added something to the lives of the writers, her teachers, her coach and other students.

Perhaps unintentionally, Stollings has drawn a picture of what it's like to be a hero, particularly in the words of those around her.

"She is bright and articulate," says writer Christy Zempter. "The win (for the team) is more important to her than any 2,000 points. That's the type of player she is," says Coach Becky Pendell. Writer Joe Abraham brags that 10 colleges are "still in the running for her basketball services."

However, it is Stollings who represents her self-image the best when she told Abraham, "I enjoy it and everything, but I don't feel I've let it go to my head."

Instead, she lets it go to her game. Stollings averaged 42.5 points per game during this past regular season. Her highest total for a single game has been 69 points. And in one game she pulled in 13 three-pointers, which tied the national record for girls. Her efforts led the Eastern High School Lady Eagles to the SOC Division I championship.

Marlene recently received a Martin Marietta "National Engineers Week" award for her essay on "What Engineers Do For Us."

Stollings' sister, Brenda, and father, Curt, work at the Portsmouth Gaseous Diffusion Plant.

Tribute to our secretaries

By John Christian

In an information-driven economy of computer modems, facsimiles machines, conference calls, and desktop publishing, today's secretary continues to hold a very visible and progressive position in a diverse business world.

Each year during the last week of April, offices worldwide observe Professional Secretaries Week. This year it's April 19-25, with Professional Secretaries Day observed Wednesday, April 22.

The annual "Professional Secretaries Week" observance began in 1952, just 10 years after the formation of Professional Secretaries International (PSI).

The 1992 theme "A Past With A Future" summarizes the evolution of the secretary in the work place.

Since the formation of PSI in 1942, the role of the secretary has transformed from a single job description to positions that are as specialized as the organizations they support.

PSI defines a secretary as "an executive assistant who possesses a mastery of office skills, demonstrates the ability to assume responsibility without direct supervision, exercises initiative and judgment, and makes decisions within the scope of assigned authority."

Technology, once believed to be the end of the secretarial profession, brought countless opportunities to secretaries who kept pace with such technological advancements. Many secretaries found themselves thrust into leadership positions as they became more proficient and efficient.

The 1960s were known as the decade of data processing, the 1970s produced word processing, and the 1980s emerged with information processing. The 1990s are projected to be the age of voice processing.

Secretaries have always managed information — whether it be a telephone or as far-reaching as helping select a computer system. Information managed correctly drives business. Secretaries are still the customers' first — and last — contacts. They form the business image and its personality.

As the work force becomes more diverse, communication and understanding, hallmarks of PSI and the secretarial profession, will help bridge the gap between countries and cultures. These characteristics will also mean unlimited career growth to those prepared to seize the new challenges of an ever-changing society.

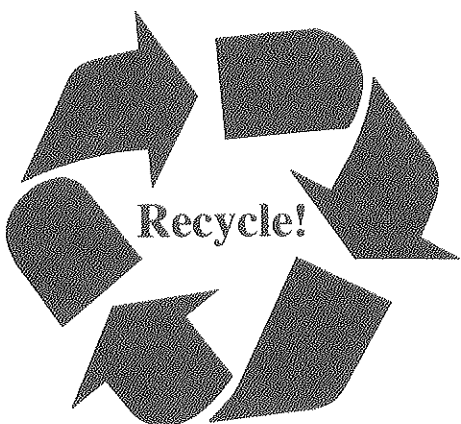
PSI is the world's leading organization of office professionals. Today, PSI represents a variety of business backgrounds and professions, including secretaries, executive assistants, information specialists, and office managers. PSI concentrates on education and professional development with support for the Certified Professional Secretary (CPS) rating and the Office Proficiency Assessment and Certification (OPAC) program.



Coriell

Promotions

Gary D. Coriell has been named Supervisor, Waste Management (D-451). He reports to William A. Kelley, Superintendent, Waste Operations.



DoD Award

For continued support of employees with military service obligations, the Portsmouth plant has again been recognized by the Department of Defense. Plant Manager Ralph Donnelly accepted the certificate from Vern Blaine, Sr. Staff Auditor (D-411), who submitted the nomination. Blaine is Organizational Maintenance Branch Chief at the 401st Combat Logistics Support Squadron at Wright-Patterson Air Force Base.



Recycling saves 259 yards of sanitary landfill space

Recycling is working — almost!

Plant employees have now recycled 3,309 pounds of aluminum cans and 15.7 tons of cardboard.

These materials would have used up 259 cubic yards of space in the plant's sanitary landfill.

With funds from the aluminum can recycling program, the Values Committee

has made several civic contributions based on recommendations of employees.

At its current level, the recycling effort is reducing the amount of waste sent to the sanitary landfill for disposal by 12.5 percent.

The recycling program plan could expand to incorporate other materials which go to the landfill; this may include a paper recycling program in the near future.

There is also room for improvement in the recycling of aluminum cans and cardboard.

Recycle Aluminum Cans!

We are finding aluminum soft drink containers in office and break area trash cans.

Please place aluminum cans in the special, marked containers for recycling. This will further reduce the volume of waste material destined for disposal at the plant's sanitary landfill, saving that space for later; it will be needed.

Dismissing recycling of aluminum cans not only creates waste, it IS a waste. Since local charities and individuals in need benefit from the proceeds of our aluminum can recycling program, someone in need loses out when you don't take your aluminum cans to the special containers.

We're also finding paper trash in the receptacles designated for aluminum cans! Please dispose of paper trash appropriately. It is needless work to have to remove someone's paper trash from the aluminum can containers.

Paducah Gaseous Diffusion Plant saved \$80 million dollars on electrical power costs in fiscal 1991, a year in which the power level for plant production reached its highest point in 10 years.

Paducah accomplished this savings through the use of "nonfirm power" — excess electricity available from a supplier at night, on weekends or holidays, and during moderate weather. Power costs during these times often are as low as half the normal rate.

Because gaseous diffusion plant production systems operate 24 hours a day, 365 days a year, nonfirm power at Paducah is advantageous to both the utility and DOE. The utility can earn some profit on their otherwise unused assets and reduce the overall costs to other customers, as well as reduce DOE's overall costs.

The use of nonfirm power began on a small scale basis, but has rapidly expanded to become one of the plant's most innovative programs. From 1984 through 1991, the use of nonfirm power has saved more than \$220 million. Savings such as this help keep DOE's charges competitive with those for services provided by other long-term suppliers of uranium enrichment.

Other 1991 records for the plant included the highest monthly percentage use of nonfirm power (57 percent in August), the lowest nonfirm power price ever agreed to for the site, and the most power level changes in a single year in the history of the plant (882).

Earth Day 1992

Waste Minimization is conducting a Pollution Prevention and Waste Minimization Awareness Campaign for Earth Day 1992.

This awareness effort includes a poster contest for children of all Martin Marietta Energy Systems employees at the Portsmouth Gaseous Diffusion Plant.

Children are encouraged to submit posters for Earth Day (April 22). The posters should be on 8½- by 11-inch paper and must be hand-drawn (no computer images or paste-up art work). The artists may use paints, crayons, markers, or colored pencils.

Names and addresses should be printed on the back of the posters. The entries should be mailed to the Public Affairs Department by April 20.

The posters will be displayed in the X-102 cafeteria. They will be judged on April 21 and winners will be announced April 23. Prizes will be awarded.

Retirees

Henry L. Smith, Jackson, Principal Technologist (D-378), after 13 years.

Austin E. Hoover, Waverly, Maintenance Mechanic 1/C (D-714), after 10 years.

Richard G. Church, Portsmouth, Maintenance Mechanic 1/C (D-724), after more than 17 years.

Cathy R. Gilmon, McDermott, Chemical Operator (D-823), after more than 11 years.

Harold B. Percell, Wheelersburg, Materials (D-332), after 13 years.

Walter R. Foster, Lucasville, Production Process Operator (D-814), after more than 38 years.

Gerald W. Chapman, Waverly, Maintenance Planner (D-742), after more than 17 years.

Shirley Couser, Sinking Springs, Sr. Human Resources Representative (D-223), after more than 37 years.

Geneva M. Cox, Portsmouth, Nuclear Materials Control Specialist (D-534), after 16 years.



Childers

Waverly auditor Childers retires

Waverly City Auditor Bob Childers retired from office at the end of January. Childers is the longest serving chief fiscal officer in the community's history. He worked for the city for 26 years.

After a quarter century of public service, Childers has been an integral part of the development of the local community. The most significant change has been Waverly's change from village to city.

A native of Akron, Childers moved with his wife Florence to Waverly in July 1953 to work at the new uranium enrichment plant at Piketon. He retired from the plant as a General Foreman in the Utilities Department in 1990 after 36 years of service.

Hotline Reminder

To report fraud, waste or abuse, unethical activities, or concerns about security, quality, environmental, safety or health hazards, call the Internal Audit Hotline 24 hours a day on extension 2401.

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