

Uranium Enrichment News

A Monthly Newspaper for Employees of Martin Marietta Utility Services, Inc.

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Number 6

Interactive Multimedia makes learning easier

In these times of change, there is a strong demand to provide training for UE employees in a more cost efficient and timely manner. Ideally, training would respond individually to trainee needs (self-paced instruction), give more help when required, and perhaps use things like stereo sound along with still pictures, movies or videos, text and state of the art computer graphics to grab the trainee's attention.

But what kind of Computer-Based Training would provide good trainee-computer interaction while at the same time be user-friendly, save costs and increase retention of knowledge? How could trainers provide all of this and still have a system that allows for evaluations of the trainee's mastery of a skill or knowledge requirement and provide record keeping capabilities? Welcome to the world of Interactive Multimedia.

Even if you have never been close to a computer before, you will find the Interactive Multimedia units easy to use. They are so simple that all you have to do is touch the "picture" of a button on the computer monitor screen and the program starts. You control the flow by touching these "buttons" when they appear.

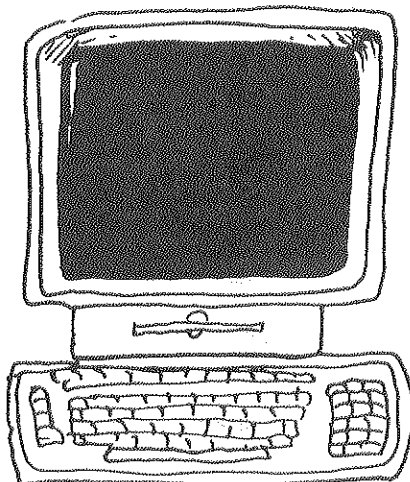
Consider this example. You stare at the computer screen, not knowing what to expect. A woman appears on the screen and begins to explain the training modules that you will be studying. She is replaced by another video which shows "Joe Radworker" at a convention where he is learning about being a radiological worker.

Joe even cracks a few jokes, but he is soon replaced by words and bright colors. After you read the learning objectives of the lesson, you are asked whether you want to attempt to test out of the module by taking a pretest. Go ahead. You already know some things about this material. Touch the screen to receive more information.

Interactive Multimedia is a relatively new technology that uses computers to provide information incorporating text, video, graphics and audio all in one presentation package. Interactive

multimedia, while being developed for the entertainment industry, has found a perfectly compatible and natural home in the training world in the form of Interactive Video Instruction (IVI) or Computer-Based Training (CBT).

This type of training is ideal for customers at each site, said Portsmouth's Tom Agans, a member of the Advanced Training Technology Team that was responsible for implementing the program at the UE plants. "It is better training for less money and less time," he added. Pete Cooper, a Paducah team member, agrees, "This is an idea whose time has come."



Both plants recently installed several Interactive Multimedia laser disk type units, and which are now on loan to various departments. In Portsmouth the units are located in the X-344, X-705, X-342, X-720, X-7721, X-326 and X-330. At Paducah there are stations in C-743-T-16 and in C-720. Some other units have arrived and should be hooked up soon in C-304 and C-720.

Each laser disk holds up to 54,000 images per side. Recording video and complicated computer graphics to the laser disk keeps the IVI from tying up the computer's hard drive.

One of the first programs available for IVI instruction is the classroom portion of the Radiological Worker training. The Radworker interactive courseware (ICW) contains the same learning objectives as the classroom presentation. The advantage to RWT-ICW is that it allows the participant to progress at his or her own pace. Another advantage is that by using actual videos, audio, and computer graphics, with the user touching the screen to control the program, the presentation can be much more interesting and diversified than sitting in a classroom.

For instance, the radiological worker training even offers games for the student to play to help him or her learn the lesson, such as "RWP Feud" (similar to Family Feud) and "Match the Signs" (similar to Concentration).

In over 40 test runs this past summer, mostly with employees who had

never used a computer before, the response at Portsmouth was overwhelmingly positive. Most were able to get through the coursework and take the written test in about four to six hours, compared to about ten to twelve hours for the traditional classroom method. Paducah has tested the Rad Worker program on a smaller number and met with similar success. "We find that people are better able to manage the training to meet their particular needs," Cooper said, "The students move quickly through the areas where they feel secure, then focus their time in areas where they have more questions."

The RAD Worker training was developed by Westinghouse Hanford under contract to the Department of Energy. Consequently, MMUS was able to obtain the laser disks at no charge and only had to invest in the units.

Paducah introduced IVI training to its maintenance groups this summer. Twenty instrument mechanics underwent approximately 80 hours of IVI instruction each, most in an effort to document their skill in calibrating instruments for the plant's safety systems. Ronnie Sills, one of the Instrument Mechanics who participated, said he liked the training better than conventional classroom training. He had never used a computer before and said it took a couple of sessions for him to become familiar with the equipment. Once the initial jitters were gone, though, the IVI training went well. He said it was less boring than sitting in a classroom.

Portsmouth started using the IVI radiological worker training in September. As of mid-December, more than (Continued on page 2)

New payroll system for UE

As of January 1, 1994, payroll checks for MMUS employees will not only look different, but they will be processed on the new business systems for all Utility Services employees. This will be one of the initial Human Resources/Business Systems under the QUEST (Quality Uranium Enrichment Systems of Tomorrow) project to be implemented.

Payrolls were formerly processed at multiple sites for employees at four locations and comprised weekly, semi-monthly and monthly pay cycles. Under the new system, all MMUS checks will be processed in the central MMUS Payroll organization with weekly pay cycles for all hourly personnel and bi-weekly for all salaried personnel.

The new business systems will allow on-line, real-time updating of payroll and personnel information.

In addition, one common MMUS Central personnel database will be maintained and accessed for Payroll and employee personnel information.

Payroll was scheduled to send an update in late December to all employees to provide an explanation clarifying the changes to payroll checks.

Any Payroll questions should be directed as follows:

MMUS Oak Ridge-Marian McCarrell, ext. 6-2280

Paducah Salary-Loyce Lovvo, ext. 6201

Paducah Hourly-Gilbert Johnson, ext. 6253

Portsmouth and Bethesda Salary-Donita Grashel, ext. 3642

Portsmouth Hourly-Barbara Scott, ext. 2672

Rusty Yates is the Payroll Manager. He can be reached at (614) 897-2586.

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VRIF Program announced at Portsmouth

As previously announced, the decision to suspend the production of Highly Enriched Uranium (HEU) at Portsmouth resulted in the need to reduce employment levels. Knowing this, Portsmouth chose not to fill several new openings during the past year and elected not to replace the vast majority of the employees who have left payroll. A number of employees have transferred to Martin Marietta Energy Systems, Inc.'s Environmental Restoration and Waste Management Program at the plant. However, there is still a need for additional reductions in order to meet the plant's established employment level for November 1994.

To facilitate these reductions, Portsmouth has announced a Voluntary Reduction In Force (VRIF) Program for salaried employees. Information sessions covering retirement and medical benefits, and outlining the VRIF application process will be conducted during the weeks of January 3 and January 10, 1994 (see schedule at end of article). Please call the Benefit Plans Office at ext. 2150 or 2196 to reserve a

time to attend one of these sessions. Employees who then decide to actually apply for a VRIF will be allowed to make application during the weeks of January 17 and January 24, 1994.

Salaried employees who are approved to take a VRIF will be scheduled to leave the payroll according to plant work load requirements and employee preference. In order to receive approval for a VRIF request, it must be determined that either: 1) your job will be surplus, or 2) your leaving will save a job for another employee who would be involuntarily laid off. It is intended that VRIFs will only be awarded to salaried employees meeting these eligibility criteria.

In the days ahead, employees may be contacted by management or Employment Department personnel in an effort to backfill VRIF requests and attrition openings. This does not necessarily mean that the contacted employee is targeted for layoff. It does mean the employee may have the necessary qualifications to fill a job that will allow a VRIF to occur. Your coop-

eration in this effort is vital to the success of the VRIF program and assisting with the overall restructuring plan.

The following is the schedule for the information sessions:

VRIF WITH RESIGNATION:
Tuesday, Jan. 4, 1994
Training Conference Room #2; X-100 South Wing, 1st Floor
Sessions at 8:30 a.m., 10:30 a.m. and 2 p.m.

VRIF WITH RETIREMENT:
Wednesday, Jan. 5, 1994
X-102 Cafeteria, Semi-Private Dining Room #2
Sessions at 8:30 a.m., 10:30 a.m. and 6 p.m.

Thursday, Jan. 6, 1994
X-102 Cafeteria, Semi-Private Dining Room #2
Sessions at 6 a.m., 10:30 a.m. and 2 p.m.

Tuesday, Jan. 11, 1994
X-102 Cafeteria, Semi-Private Dining Room #2
Sessions at 8:30 a.m., 10:30 a.m. and 2 p.m.

Wednesday, Jan. 12, 1994
X-102 Cafeteria, Semi-Private Dining Room #1
Sessions at 2 p.m. and 6 p.m.

Interactive Video Instruction

(Continued from page 1)

165 persons at Portsmouth had completed the training, saving more than 1,650 hours in traditional classroom hours. In addition, when comparing the cost of the units to the costs that have been saved, Portsmouth is already receiving a return on its investment. Portsmouth is able to track statistics by a special feature in the computer program which generates a record of all students, their badge numbers, test scores and dates of completion.

The Advanced Training Technology Team worked to coordinate the IVI at both UE sites. Members from Portsmouth include Team Leader Dave Couser, Tom Agans, Ted Coulter, Sharon Grooms, Bryant Lybrook and Bryan Howell. Paducah members include Pete Cooper, Jim Gilchrist, O.E. "Skip" Hancock and Larry Shelton. This High Performance Work Team formed at the end of July 1993.

The idea of laser disk technology has existed for several years, but until recently, the quality was poor. The new technology, which became widely available this past spring, has much better quality and does not require the use of a keyboard or a mouse. Users just have to touch the screen to make their selections.

Because the training is self-paced and interactive, the proctor is able to do more than just watch over the trainees. This may include further course development work, one-on-one instruction with trainees, or other valuable but often time-prevented tasks.

Portsmouth is awaiting delivery of

computers and software that will allow its training personnel to develop and author their own interactive training programs. There are several commercial interactive programs on the market, and Portsmouth will utilize them whenever possible, provided they meet the needs of the customer and that they are time and cost efficient.

The instrument courses taught this summer at Paducah used commercial software. Some other IVI training programs offered at Paducah include general skills, mechanical maintenance, electrical maintenance and instrument maintenance. Most vendors of commercial software work with customers to customize programs for a particular industry or facility.

There are other interactive technologies, such as CD-ROM and CD-I, that are being considered in addition to interactive laser disk programs.

In the near future, the sites will offer mandatory OSHA compliance training through IVI. Also, at Portsmouth, a review and testout option for General Employee Training (GET) is now available through Computer-Based Training. Another possibility in the future will be to set up IVI on the big screen so that a group of students can take a class at the same time.

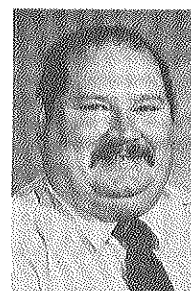
Currently, an order for more units is being prepared so that different divisions and/or departments can have the systems in their areas.

If you wish to see one of the units or to attend the radiological worker training, contact your facility trainer.

Administrative Promotions



Baker



Davis



Gardner



Odell

Paducah

Rodney Baker has been promoted to Electrical Maintenance Supervisor in the Maintenance Support Department of the Cascade Operations Division. He reports to Dale Donohoo, Department Head.

Larry Davis has been promoted to Quality Analyst for the Executive Staff. He reports to John Dew, Continuous Improvement Program Manager.

Portsmouth

Larry Gardner has been promoted to Supervisor, Janitors. He reports to Dan Wilburn, Department Manager, '00' Cascade, X-330 Building.

Sandra Odell has been promoted to Supervisor, Chemical Operations. She reports to E.V. Clarke, Department Manager.

MARTIN MARIETTA

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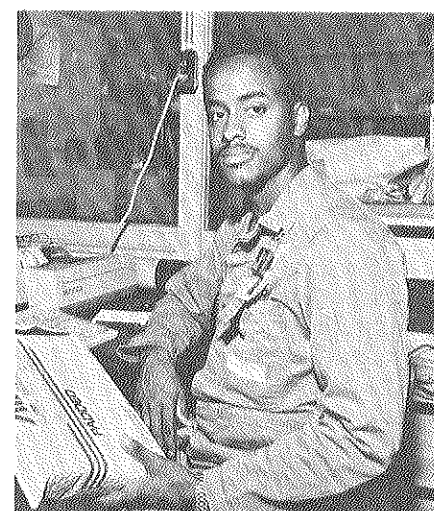
PUBLIC AFFAIRS

X-100 Building, W/S 1132	C-100 Building
P.O. Box 628	P.O. Box 1410
Piketon, Ohio 45661	Paducah, Kentucky 42001
(614) 897-2457	(502) 441-6981

Tim Matchett ... Manager, Public Affairs, Portsmouth
Joe Walker ... Manager, Public Affairs, Paducah
Angie Duduit ... Editor, Portsmouth
Georgann Lookofsky ... Editor, Paducah
Kim McLean ... Design
Richard Trowbridge ... Process Camera/Stripping
Jim Morris and Joe Newsum ... Photography

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Published monthly for Utility Services employees such as Joseph Benberry of the Material Services Department in the General Plant Support Division at Paducah.

Fink named Site Director



Fink

William H. Timbers, Transition Manager for the United States Enrichment Corporation (USEC), has named Lee

Fink as Site Director for the Portsmouth plant.

Fink has 14 years experience in the field of civilian nuclear energy and was previously a Project Supervisor with Atlanta Electric, the electric utility of southern New Jersey, as that company's lead on nuclear issues.

Fink, a southern New Jersey native, had been involved in oversight of nuclear power plant operations at four sites in New Jersey and Pennsylvania. In that capacity, he served on Independent Safety Engineering Groups, Outage Planning and Construction staffs. Fink was also a member of the Managing Committee for the Merrill Creek Reservoir, a water supply and nature center project in northern New Jersey. He has been an active public speaker on nuclear issues. Prior to his utility service, Fink was a nuclear submarine officer. He is currently a retired Commander in the Naval Reserve.

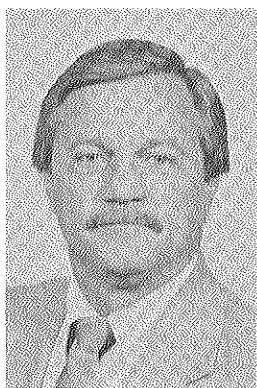
Fink received a bachelor of science degree in mechanical engineering in 1969 from Cornell University in Ithaca, NY. In 1984, he received a master's degree in business administration from Monmouth College in West Long Branch, NJ.

In addition to his professional experience, Fink has also been a member of several industry and community groups including the Edison Electric Institute's Nuclear Operations and Quality Assurance Committees; the Nuclear Non-operating Owners' Group, which he helped found in 1988; the Northfield (NJ) Municipal Planning Board; and the U.S. Navy League of which he served as Council Vice President in 1989. He is also a member of the American Society of Mechanical Engineers.

In his new position, Fink will be responsible for administering the operating lease with the U.S. Department of Energy, acting as the Corporation's representative with the local community and media, and serving as Vice President of Production J. William Bennett's liaison at the site.

Fink and his wife, Betty, will be relocating to the area. They have two daughters, Mary and Virginia.

Promotions and appointments



Wetherell

Ron Wetherell recently transferred to the Portsmouth plant to assume the duties of Manager of Auditing. He reports to Wendy Fields, President,

Martin Marietta Utility Services, Inc. Since January 1993, Wetherell had served as Manager of Government Compliance at the Electronics and Missiles Group in Orlando. He previously served as Audit Manager there for more than five years.

From 1984 to 1987, Wetherell worked for Orlando Aerospace as Finance Administrator, Chief of Program Finance and as Manager of Information Management Systems (IMS) Technology. From 1981 to 1984, he served

as a Senior Electronic Data Processing (EDP) Auditor for Martin Marietta Corporation.

Prior to his employment with Martin Marietta, Wetherell served as a Senior EDP Auditor at the Illinois Power Company for six years. He also served as a Police Officer for the city of Decatur, Ill., for five years. In addition, he served three years with the United States Navy.

He lives in Jackson with his wife, Linda. They have two grown children, Brian and Melissa.



Nolfi

Ralph M. Nolfi has been promoted to Deputy Facilities Manager, Environmental Restoration and Waste Management, MMES, at the Portsmouth site. He reports to Bill Lemmon, Facilities Manager.

Nolfi joined The Goodyear Tire & Rubber (GT&R) Company in Akron in June 1957 in its apprentice program, which he completed in 1961. Following work there and at GT&R's Logan plant as a Machinist, he became a Quality Control Inspector in 1963, Technical Service Engineer in 1964 and Product Cost Engineer in 1966.

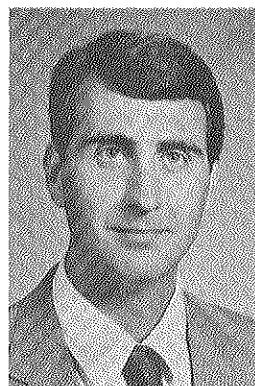
In November 1970, he was transferred to the Portsmouth plant where he began in the Training Program. In January 1971, he was appointed Program Manager for the plant's improvement and uprating efforts. In August 1975, he was promoted to Section Head of Cost Estimating. In August 1976, he began work as a Project Engineer in Oak Ridge to prepare for operation of the Gas Centrifuge Enrichment Plant. He was promoted to Supervisor, General Engineering, for GCEP in March 1979 and then to Superintendent, Manufacturing, for GCEP in October 1981.

In May 1983, Nolfi transferred back to Portsmouth as Superintendent, Manufacturing for GCEP. He returned to Oak Ridge in May 1984 on special assignment to participate on the Advanced Gas Centrifuge Project.

In June 1985, Nolfi returned to the Portsmouth Gaseous Diffusion Plant as Superintendent of Maintenance Engineering and Services. In July 1992, he became OSHA (Occupational Safety and Health Association) Program Manager for the Portsmouth site.

Nolfi is a Journeyman Machinist and has taken courses in mechanical engineering at Ohio University.

He lives with his wife, Judith, in Wheelersburg. He has three children, David, Kathryn and Michael. In addition, he has two stepchildren, Charles and William Goddard.



Redden

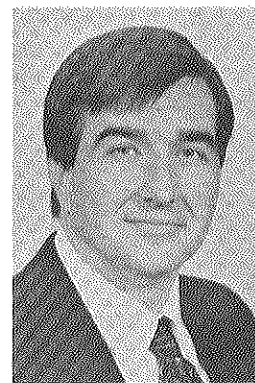
Marty Redden has been promoted to Coordinator, Emergency Management at Portsmouth. He reports to Joe Stockham, Department Manager, Shift and Emergency Management.

Redden came to the Portsmouth plant in February 1981 as an Environmental Surveyor for Health Physics. In September 1987, he became an Industrial Hygiene/Health Physics Technician. He was promoted in March 1990 to ES&H Advisor in the Plant Shift Superintendent's Office. In April 1992, he transferred to Emergency Preparedness as an Analyst.

Redden graduated from Shawnee State Community College in 1981 with an associate degree in natural sciences. He is now pursuing a bachelor's degree in that field from Shawnee State University.

He is a member of the Scioto County Local Emergency Planning Committee.

Redden and his wife, Carolyn, live in Portsmouth with their two sons, Joshua and Micah.



Wilburn

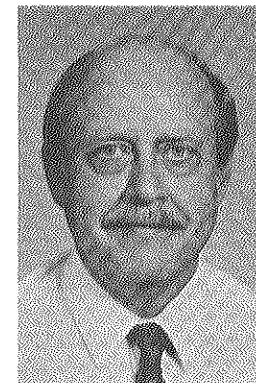
Dan Wilburn has been promoted to Department Manager, "00" Cascade, X-330 Building. He reports to Steve Pullins, Division Manager, Cascade Operations.

Wilburn came to the Portsmouth plant in September 1975 as a Janitor. In March 1976, he became a Production Process Operator. He was promoted to Production Area Shift Supervisor in August 1982. In September 1987, he was promoted to Assistant Cascade Coordinator and then became a Cascade Coordinator in

June 1989.

In 1990, Wilburn received an associate degree in business management from Shawnee State University. He is currently working toward a bachelor's degree in business administration from Saint Joseph's College in North Windham, Maine, by correspondence.

Wilburn and his wife, Gail, live in Portsmouth. They have three children, Errin, Garrett and Jennifer.



Halcomb

Joseph B. Halcomb has been promoted to Plant Shift Superintendent. He reports to Joe Stockham, Department Manager, Shift and Emergency Management.

Halcomb came to the Portsmouth

plant in August 1973 as a Fireman in the plant's Fire Department. In August 1982, he was promoted to Shift Fire Captain, and in March 1990, he was promoted to ES&H Advisor in the Plant Shift Superintendent's Office.

Before coming to the plant, Halcomb served as a member of the city of Portsmouth's Fire Department for more than five years.

In 1974, he received an associate degree in business administration from Portsmouth Interstate Business College. He has also taken coursework at Shawnee State University.

Halcomb is a veteran of the Vietnam War, serving with the United States Air Force from June 1963 to June 1967. He is a member of the American Legion and the Veterans of Foreign Wars.

He is also a member of Aurora #48 Masonic Lodge and is a 32° Mason with the Valley of Cincinnati Scottish Rite Consistory and is a Shriner with the El Hasa Temple in Ashland, Ky.; Portsmouth Hillbilly Clan #1; the Wheelersburg Chapter of the Order of Eastern Star and the Honorable Order of Kentucky Colonels.

Halcomb and his wife, Barbara, who works in Portsmouth's Waste Policy Department, live in Sciotoville. They have four children, Joseph Jr., Angie, Sarah and Ian.

Details about Family and Medical Leave

The Family and Medical Leave Act (FMLA) of 1993 has gone into effect for employees of Martin Marietta Utility Services, Inc. and Martin Marietta Energy Systems, Inc. Training on the new act was conducted at both Paducah and Portsmouth sites during November.

Eligibility. At MMUS and MMES, you are eligible for FMLA leave if:

- (1) you have been employed by the company at least one year on a cumulative basis; and
- (2) you worked at least 1,000 hours during 12 months before the leave; and
- (3) you have one of the following reasons for taking the leave:
 - (a) to care for your new child (including adoptions and foster care) during the 12-month period following birth or placement;
 - (b) to care for your spouse, child, or parent, who has a serious health condition (generally, a condition that requires inpatient care, is chronic or incurable, or results in incapacity of more than three days' duration and requires continuing treatment by a health care provider); or
 - (c) you have a serious health condition that makes you unable to perform the essential functions of your job for at least three work days.

If your need for a leave is foreseeable, you must notify the company of your intention to take a leave at least 30 days in advance. You also should make reasonable efforts to schedule planned leave so as not to unduly disrupt company operations, subject to the health care provider's approval. The company may deny your leave for 30 days if you do not provide advance notice for planned leave. If your leave is not foreseeable, you must notify your supervisor as soon as possible, ordinarily no later than the third working day of leave.

Duration. You may take up to 12 weeks of FMLA leave every calendar year. Under some circumstances, you may take FMLA leave on an intermittent or reduced-schedule basis (i.e., partial-day or periodic full-day absences) when medically necessary.

Doctor's Report. If your leave is necessary because of a serious health condition (yours, your spouse's, your parent's, or your child's), you may be required to submit a completed doctor's report verifying the seriousness of the health condition.

If your leave is to care for a relative with a serious health condition, the report must explain why your presence is needed. If you do not submit the form in a timely manner, your leave can be denied until the required certification is provided. If you are on leave for your own medical condition, you will be required to submit physician's verification of your health condition.

cation of your health condition.

The doctor's report will be reviewed for completion by a Benefit Plans staff representative; an incomplete report may delay the company's approval of your leave request. The company may require a second opinion, at its expense, from a health care provider of its choosing. If the two opinions differ, a third opinion must be obtained at the company's expense from a health care provider acceptable to both you and the company. The third opinion is binding.

You may be required to submit subsequent doctor's reports to verify the need for the leave. If you fail to submit adequate reports, your FMLA leave may terminate. If you fail to return to work after 12 weeks, your FMLA leave will expire.

Return to Work. When you return from FMLA leave within the 12-week period, you will be restored to either the job you had before the leave or to an equivalent position and restored to the same employment rights and benefits that you had before taking the FMLA

leave, so long as you would have continued to be provided those rights and benefits had you not taken the leave. If you took a leave because of your own serious health condition, then you must report through your Site Health Services Center.

Pay During Leave. Disability absences that meet the definition of a serious health condition will be designated as FMLA leave (absences for three or more consecutive work days, any reduced workday disability absences or disability absences on a recurring, intermittent basis for a condition that qualifies as a serious health condition).

Personal leave (with or without pay) taken to care for a family member with a serious health condition will be designated as FMLA leave. When medically necessary as certified by the attending health care provider, such leave may be taken on an intermittent or reduced schedule basis (i.e., partial-day or periodic full-day absence).

Unpaid personal leaves of absence may be taken to enable you to care for

a family member with a serious health condition or to care for your new child (birth, adoption, or foster care). You may take up to four months unpaid leave following the birth, adoption, or placement. The four-month period includes the period of paid disability leave. Any leave taken, up to a maximum of 12 weeks, will be designated as FMLA leave.

Medical. If you are receiving disability pay or personal leave with pay, your payroll deductions will continue as if you were actively at work. While you are on leave of absence to care for your family member with a serious health condition or your new child, your medical coverage will be continued during your leave (maximum of 12 weeks) just as if you had remained at work. You may opt to discontinue your benefits for the period of leave. When you return to work, your coverage will continue as it was before taking leave (unless you have a qualifying change in status), and the pre-tax deductions

(Continued on page 5)

More information on the prescription drug plan

Effective on January 1, 1994, Martin Marietta Energy Systems is implementing a new prescription drug plan. This program is available for salaried employees and retirees who are covered in the Comprehensive Medical Plan or the Metropolitan Major Medical Medicare Supplement Plan. The retail program is administered by PAID Prescriptions, Inc. The mail-order program is administered by National Rx. Both PAID and National Rx are subsidiaries of Medco Containment Services, Inc.

Prescriptions filled after January 1, 1994, will be reimbursed under this program. Connecticut General and Metropolitan will not be processing prescription drug claims after December 31, 1993. You will, however, continue to submit

any other medical bills to Connecticut General or Metropolitan. This program is not available for members of the bargaining unit or for retirees who retired with Goodyear benefits. OCAW and UPGWA members will continue to submit prescription claims to Connecticut General.

In November's issue of Uranium

Enrichment News, commonly asked questions and answers appeared on the mail order program. Below are more questions and answers about the mail order program along with other questions and answers about general information.

If you have more questions, call your site Benefit Plans office. You may also call the National Rx customer service department at 800-685-8869. The cus-

tomers restricted in the quantity which the pharmacy may dispense. Please ask a Customer Service Representative at 1-800-685-6689 if you have a question regarding your particular medication.

A co-payment is still required, however, even when less than a 90-day supply must be dispensed.

2. I forgot to enclose my co-payment. What will happen?

You will receive your medication plus an invoice. Please return the co-payment plus the invoice to National.

3. I live overseas (out of the country). Can I also use the mail order program?

Pharmacies located in the United States are prohibited by law from sending prescriptions to overseas addresses. The pharmacy may only dispense prescriptions to an overseas location through an

APO or FPO address. Additionally, all prescriptions must be written by a physician licensed in the United States.

4. How do I order my refills by phone?

Simply call our Customer Service Representative at 1-800-685-8869.

(Continued on page 5)

Was your pharmacy listed?

The Pre-Announcement Letter on the new Prescription Drug Program that all employees and retirees received who are covered in the Comprehensive Medical Plan and Medicare Major Medical Supplement Plan included a SAMPLE list of retail drug stores that are closest to their home address. This was NOT intended to be an inclusive list of all network pharmacies. The PAID network includes 98 percent of all the drug stores in the United States. If the pharmacy you regularly use was not one of those listed, feel free to ask your pharmacist if they are in the PAID network, or call the National Rx Customer Service number, 1-800-685-8869. After December 8, the site Benefit Plans offices will have print-outs of network pharmacies available for distribution.

If your pharmacist is not in the network and would like to join, have them call the PAID Prescriptions Pharmacy Service Help Desk at 1-800-922-1557.

tomers service department can answer questions about either the mail order or retail programs.

Mail Order Program

1. Are there any medications where you will not mail a 90-day supply?

Yes. Controlled substances and a small number of other medications are

New Arrivals

Portsmouth

Daughter, Megan Charliece, November 11, to Jeff and Linda Gross. Jeff works in Applied Nuclear Technology.

Son, Casey Drew, November 10, to Lawrence and Tina Vinings. Tina works in Environmental/IH Analysis.

Daughter, Andrea Marie, November 11, to Tony and Cheryl Dryden. Tony works in X-340 Complex Maintenance.

Son, Elijah Jeremy Colton Kelley, November 12, to Monti Kelley who works in Health Physics.

Son, Christopher Adam, November 12, to Chris and Jenifer Arnett. Chris works in Internal Audit.

Daughter, Holly Elizabeth, November 22, to Steve and Robin Halverson. Robin works in Employment.

Paducah

A son, Paul Anthony, December 4, to Bryan De Neve, Materials and Equipment Technology, and Barbara De Neve, Engineering and Technical Support.

Family and Medical Leave Act

(Continued from page 4)

from your paychecks for the ongoing premiums will resume.

Dental Insurance. If you are receiving disability pay or personal leave with pay, your dental insurance will continue as if you were actively at work. Your dental insurance will continue with no premium cost while you are on leave of absence to care for your family member with a serious health condition or your new child (maximum of 12 weeks) just as if you had remained at work.

Life and Special Accident Insurance. If you are receiving disability pay or personal leave with pay, your payroll deductions will continue as if you were actively at work. While you are on leave of absence to care for your family member with a serious health condition or your new child, you may elect to continue your life insurance coverage. Special Accident Insurance coverage will be cancelled during your leave of absence. You may "opt out" of coverage during the leave period.

Subject Matter Experts. Each MMUS and MMES division at Portsmouth and Paducah has a Family Medical Leave Act (FMLA) Subject Matter Expert (SME). Recently the SME's were trained to assist employees within their divisions who have questions or concerns about Family Medical Leave.

For your convenience, we have listed below each division's SME along with his or her phone extension.

Portsmouth

Executive Staff/General Counsel
Cathy Williams 2102

Cascade Operations
Vickie Ratliff 4573

CUP Operations
Theresa Wright 2263
Jan Mann 3734

General Plant Support
Vanessa Burkitt 5019

Support Services
Samantha Doty 5260

Technical Operations
Regina Rapp 2397

Mgt. Systems and Compliance
Cheryl Salmons 4656

Safety & Health
Charlene Barch 2087

MMES Environmental Restoration
LaDonna Coriell 3856
Bob Moore 5749

Environmental & Waste Mgmt.
Ruthie Haydon 4041

Business Management
Linda Ciraso 2122

Human Resources
Susan Jones 2554

Paducah

Business Management
Krisann Karnes 6555

General Plant Support
Wanda Holliman 6446

Human Resources
Pat Moss 6977

Technical Services
Nora Hester 6403

Safeguards, Security, & Emergency Services
Pat Mills 6372

Cascade Operations
Bill Switzer 6526

Technical Operations
Dale Kahre 6371

Plant Manager
Pat Moss 6977

Environmental & Waste Mgmt.
Wanda Ferguson 6560

Safety & Health
Linda Steger 6411

Mgmt. Systems & Compliance
Bob Lichtenberg 6227

Chemical, Utilities & Power
Karen Conyers 6120

MMES Environmental Restoration
Stewart Tolar 6971

Additional information about your rights under the FMLA is posed and will be provided when you request leave. Please contact the Benefit Plans office at your site if you have any questions.

Prescription drug plan details

(Continued from page 4)

5. Can I request mail-order refills over the phone?

Yes, just call the customer service number, 800-685-8869. The customer service representative will need your prescription number printed on the refill slip provided by National Rx. You will need to give the customer service representative your account number of a major credit card to pay for the \$5 and \$15 co-pay. National Rx accepts Master Card, Visa and Discover.

6. My child takes Ritalin. How is it dispensed?

Ritalin is a Schedule II narcotic. Under federal law, the maximum dispensing level for a Schedule II narcotic is a 30-day supply. Since Ritalin is a brand-name drug, National Rx will ship a 30-day supply for \$15. You may also purchase the 30-day supply in a retail network pharmacy, paying 20 percent of the price after the \$50 deductible. All Schedule II narcotics are sent registered mail via UPS.

7. What diabetic supplies are available from the mail-order pharmacy?

With a prescription, you can obtain insulin, blood and urine test strips, alcohol swabs and syringes. The brand name of the syringes are Monojet and Turimo.

General Information:

8. Am I required to purchase all my maintenance medications through the mail-order pharmacy?

The new prescription drug plan effective January 1, 1994 does NOT require that you use the mail-order pharmacy for your maintenance medications. Remember, you can purchase your prescriptions in three ways:

- Through the network pharmacy. After meeting your \$50 deductible, you will pay 10 percent of the cost of the generic drug and 20 percent of the cost of a brand-name drug. You can receive up to a 30-day supply at a network pharmacy.
- Through the mail-order pharmacy. You will pay \$5 for generic drugs and \$15 for brand-name drugs. There is no deductible in the mail-order pharmacy. You can receive up to a 90-day supply at the mail-order pharmacy.
- Out-of-network pharmacy. You will pay the full cost of the prescription, file a paper claim with PAID Prescriptions and be reimbursed 50 percent. The \$50 annual network deductible still applies. You can receive up to a 30-day supply at a network pharmacy.

If your physician authorizes the use of a generic drug and YOU choose the more expensive brand-name drug, you will pay the brand drug co-pay (\$15 or 20 percent) PLUS the difference in cost between the brand-name drug and ge-

neric drug.

9. Do I have to get a new prescription from my doctor for all my medications?

A new prescription is required when you use the mail-order pharmacy. If you are getting refills of a prescription that is on file at a local pharmacy and you plan to continue to purchase your refills at that pharmacy after January 1, 1994, a new prescription is not required.

10. When will I get my prescription ID card?

The prescription ID cards were mailed to your home address the week of December 13, 1993.

If you have any questions about the mail-order or retail program, please call the customer service hotline at National Rx. The number is 1-800-685-8869.

11. My usual doctor is away. What should I do?

Most doctors have a covering physician when they are away. Please call your doctor's office.

12. Do we have to get generic drugs?

If your doctor wants the brand name, he/she must expressly prohibit substitution on the prescription by writing "Do Not Substitute" or "Dispense as Written."

13. Are generics poorer quality or rejects from the manufacturers?

Absolutely not! Generic drugs must meet the same high standards established by the Federal Food and Drug Administration (FDA) for purity, safety, strength and effectiveness.

14. Can I write the number of the prescription myself?

No. Only a doctor can indicate the quantity to be dispensed.

15. My doctor left off the strength/other important information on my prescription. May I write it in?

No. If a prescription is missing information, a pharmacist will attempt to call your doctor to obtain the necessary information.

16. I just got a prescription which I must start taking right away. What should I do?

Prescriptions needed immediately must be obtained locally. You should use a retail pharmacy for your immediate, short-term needs. If you will be taking this medicine on an ongoing basis, obtain a second prescription from your doctor.

The first prescription could be for a two or three-week supply, and the second one, which you can mail to National, could be for a 30-90 day supply and refills.

Look for more on the prescription drug plan in January's issue of Uranium Enrichment News.

UE fire departments participate in training

Paducah

Paducah's Fire Services Department (FSD) recently completed its annual "Fire School" to provide employees with training needed to maintain emergency response certification. More than 100 people attended, representing organizations from throughout the plant.

Lieutenants Bobby Hale and John Smith, Jr., training officers for Fire Services, taught the two-day course which was repeated five times to accommodate people from all shifts. Chief Butch McKinney, Coordinator, said the focus is on hands-on involvement, with minimal lecture.

Much of the material covered is required by Occupational Safety and Health Administration (OSHA) guidelines, including Hazardous Materials Technician training, Confined Space training, and the annual "Live Burn" exercise. Since the plant fell under OSHA regulatory control with its transition to the United States Enrichment Corporation, these requirements are now in effect here. However, FSD has trained to meet OSHA requirements for several years. OSHA requires that emergency response personnel qualify annually in these areas.

Hazardous Material training includes decontamination procedures, monitoring equipment and procedures, a review of the incident command system, and review of the various levels of personal protective equipment, including self-contained breathing apparatus. The section concludes with a hands-on drill featuring a mock scenario that the students must deal with.

Confined Space training involves

going over current procedures, reviewing permitted and non-permitted spaces, reviewing the equipment required for entering confined spaces, and an exercise that has the students effect a rescue of people trapped in an actual confined space.

The "Live Burn" portion of the training is a drill that requires students to deal with a real fire, using fire fighting equipment and following the guidelines they've learned earlier.

Critiques are conducted at the end of each training session and lessons learned are shared and applied.

McKinney said a training facility now under construction should be ready before the 1994 Fire School and should make the training and drill scenarios even more realistic.

Portsmouth

Members of Portsmouth's Fire Department have participated in a busy training program during 1993. Fire fighters there participate in monthly in-service training which consists of advanced fire service methods and techniques.

Emergency Medical Technician training during the year involved CPR recertification, bloodborne pathogens training, and drills such as "Teamwork '93," a full participation exercise which was conducted in August, involving 38 county and state agencies and approximately 550 people.

During August and September, special live fire training was conducted for plant and county fire fighters. This training utilized a 24x24-inch platform which bubbled propane through water in six large plans, simulating flam-

mable liquid fire. The training proved to be very successful and realistic.

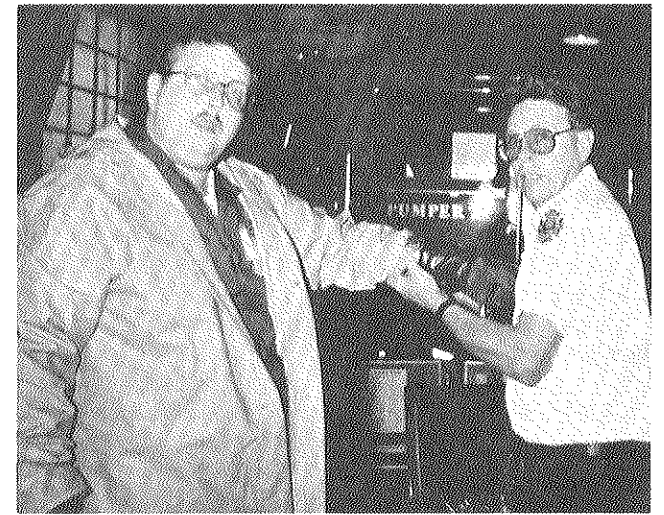
Confined space training was also conducted during the year. In this training, the Fire Department used its confined space simulator in addition to participating in realistic drills at actual confined space locations on plantsite. Fire fighters attended recertification classes for confined space entry and attendant, instrumentation and emergency response to

confined spaces. A confined space drill was conducted for each of the four department shifts, with members of the Emergency Preparedness Department critiquing the drills.

In October, plant and county fire fighters and EMT-A's participated together in fire fighter survival as well as search and rescue training by using a special maze mounted on a large flat bed trailer.

Members of Portsmouth's Fire Department are required to be state certified as fire fighters and EMT-A's. Many of them attend additional training offsite at the State Fire Academy and with their home volunteer fire departments.

In addition to classroom and hands-on training, fire fighters at Portsmouth network with other emergency response organizations through videotapes pro-



Steve Hughes, a fire driver at Paducah, is helped into protective clothing by Captain Joe Howard during a Fire School session.

vided by nationally recognized communications groups.

Training Officers Doug Buckle and Jack Harbert conducted annual 24-hour E-Squad training in September and October for all shifts. In addition, self contained breathing apparatus training was provided during the year by Fire Department trainers for 43 members of the Health Physics Department.

All training at the Fire Department is documented by written examinations and performance evaluation check sheets.

A new Fire Department training facility is also being planned at Portsmouth to replace the facility at the X-106-B in order to make training more realistic and even safer, especially when live fire is involved.

Service Milestones

January 1994 Paducah

- 25 years-- J.D. Harris, K.M. Housman, E.W. Potts, J.L. Burr, C.E. Copeland, W.J. Moore and S.C. Morgan.
- 20 years-- T.B. Hudson, C.T. Warren, J.B. Ballard (MMES), R.E. Gooud, R.S. Miller and B.Q. Cashion, Jr.
- 15 years-- D.W. Donohoo, B.W. Wallace and J.S. Hunt.
- 10 years-- C.A. Crutcher, B.L. Coursey, R.V. Lipscomb and J.A. Green.
- 5 years-- B.J. Walker, V. Hugen, D.J. Tockstein, B.E. Meadows (MMES), C.B. Crowe, L.D. Cain, T.M. Karnes, D.O. Dunigan and C.A. Garnett.

Portsmouth

- 40 years-- Samuel B. Ray, David L. Knittel, William T. Brown and Richard E. Vallery.
- 25 years-- Barbara F. Webb, James W. Ervin III and Lenard Rhoads.
- 20 years-- Jackie L. Riley, Myron E. McRoberts, Ronald A. Temper, David W. Chaffin, Lonnie J. Sayne, Bobby L. Tripp and Shirley A. Camp.
- 15 years-- Lawrence D. Williams, Regina G. Peters, Jeffrey A. Kochler, Roger L. Douglas, Sheila Y. Tanner, Robert S. Allen, Barry E. Sexton, John R. Slater, Robert E. Farrar, Tony L. Timmons, Kenneth R. Weary, Gayle L. Copley, Judith A. Turner and Karen S. Giles.
- 10 years-- Tommy A. Thompson, Gina L. Smith, Gary D. Davidson, Jimmy D. Compton, Rebeckah V. Cline, Nancy C. Salmons and Janet L. Rice.
- 5 years-- Carl S. Hunt, Randall T. Mowery, Edward C. Purpero, James H. Hammond, Marjean Colley, Ronald E. Coriell, Frank E. Dam, Monica J. Williams and Loetta R. Legg.

Ethics Hotlines

- Portsmouth Ethics Rep. - Wayne McLaughlin (Ext. 2554)
- Portsmouth Waste, Fraud and Abuse 24-hour Hot Line (Ext. 2401)
- Paducah Plant Manager's Hot Line (Bell-6789)
- Paducah Plant Ethics Officer (Bell-6472)
- Paducah Plant Fraud, Waste and Abuse Hot Line (Bell-6600)
- Energy Systems Hot Line (615-576-9000)
- Martin Marietta Corporation Hot Line (1-800-3-ETHICS)
- DOE Inspector General and Environmental Hot Line (1-800-541-1625)

New Employees

Paducah

November 8

- Robert Thomas Bilstein III, Health Physics.
- Marcia Gail Crutcher, Plant Engineering.
- Vincent Lee Risner, Nuclear Safety.
- Anthony Brown Davis, Engineer, MMES.
- Joseph Craig Dowdy, Engineer, MMES.
- James Donoho Ethridge, Photographer, MMES.

November 20

- Frank Lee Atkinson, Health Physics.
- Dale Dixon Hallenbeck, Quality Systems.

Portsmouth

November 1

- Ronald Wetherell, Internal Audit.

November 15

- John E. Nemeth and Grant M. Germann, Quality Services (MMES).

November 29

- Karward L. Faulk, Quality Services (MMES).

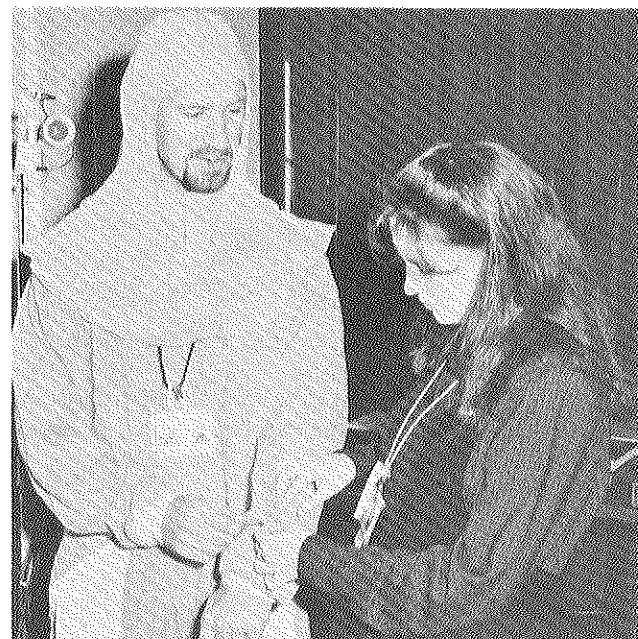
Educational efforts important at both UE sites



Health Physics Awareness Day at Portsmouth

Portsmouth celebrated Health Physics Awareness day on December 1 in the X-102 Cafeteria. HP personnel were there to distribute information to employees on radiological topics and to answer their questions.

At left, Mike Smith (second from right), who coordinated Health Physics Awareness Day activities, poses with other HP department personnel who assisted in the day's events. From left is Jim Crabtree, Jeff Cunningham, Roberta Cook, Stan Jones, Chris Evans, Smith and Jim Harris. Not pictured are Gary Medukas, Clyde Dulin, Ken Whittle, Larry Rague, Bruce Manninen, Bill Fout and Robert Hill.



Above right, Jeff Cunningham of Health Physics demonstrates anti-contamination clothing for Cherie Fitch (MMES).

MMC scholarships still available

Martin Marietta Corporation scholarship applications for 1994 continue to be available in the Public Affairs offices at each site. Scholarships are for sons or daughters of eligible employees. Current employees must have been employed fulltime within the Corporation for a total of at least two years as of January 1, 1994, and be on the active payroll at the time of the award. Eligible employees also include retired employees, long-term disability employees, and deceased employees. A scholarship applicant must be a graduating senior of a secondary school in 1994. Applications and all supporting documentation must be in the hands of the Scholarship Committee in Bethesda, Maryland, no later than February 1, 1994.

Chemistry made fun at Paducah

More than 750 fourth-graders in the Paducah area learned that chemistry can be fun during presentations at their schools by employees from Paducah's Technical Services Division. The sessions were arranged in recognition of National Chemistry Week, November 7-13.

"Student participation was an essential part of the presentation," said John Price, Inorganic Analysis. He, along with other employees who are members of the American Chemical Society and the ACS Technicians Society, organized the effort that included visits to 31 classrooms in 10 schools. Martin Marietta provided funds through its Corporate Gifts and Grants Program to purchase subscriptions to science newsletters for each classroom and for chemistry souvenirs for the children.

At McNabb Elementary, students, wearing oversized safety glasses, listened intently as Price, Laura Morgan and Cindy Wright walked them through a recipe for making "gak," a slimy, gelatin-like substance. The room filled with excited voices as the

Dixie cups full of watery chemicals they were stirring began to fill with the rubbery gak. Caught up in the excitement of discovery, the students effortlessly learned some important basic concepts about how chemical units bond to one another.

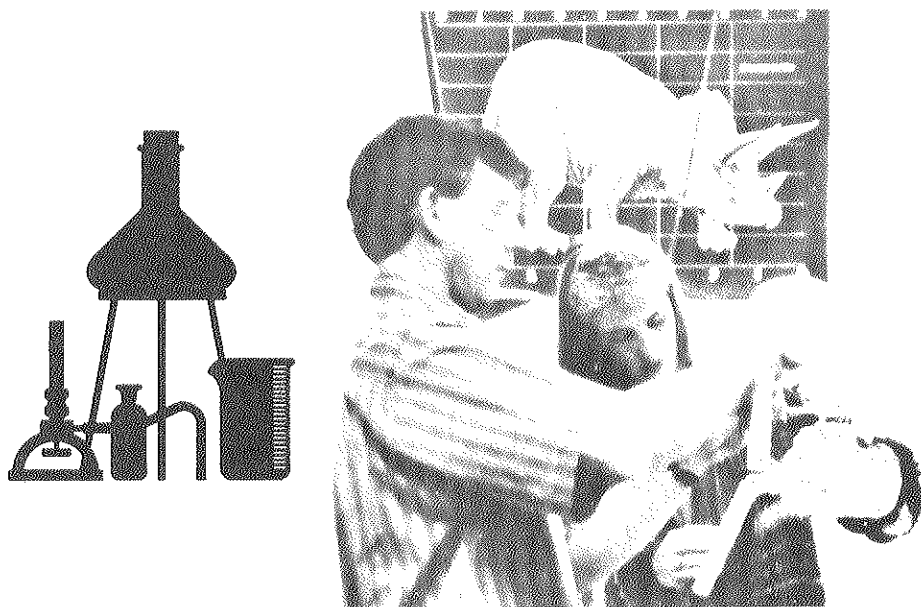
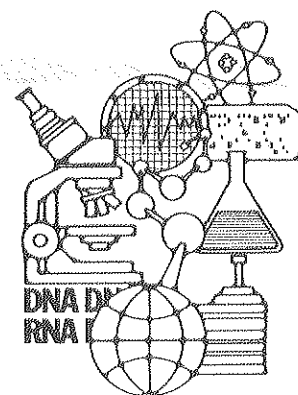
When the presenters arrived at each classroom, they asked the children if they thought chemistry was fun. Overwhelmingly the answer was "no." By the time the demonstrations were over, the room was filled with Einstein wannabes.

"The theme of the day," Price said, "was that chemistry and chemicals are an essential part of our lives and that chemistry can be fun and interesting."

Participants included Scott Babbs, Lisa Bass, Kent Brandon, Kim Cobb, David Curry, Traci Curry, Kelly Layne, John Dixon, Jr., Debra Fannin, Harry Fannin, Ayrie Hamilton, Steve Holshouser, Greg Herndon, Laura Morgan, John Price, John Shadrack, Connie Sykes, Jody Templeton, Kevin Walker, and Cindy Wright.



Two students from McNabb Elementary School show off the "gak" they created during a classroom demonstration of basic chemistry concepts.



John Price, Inorganic Analysis, organized chemistry demonstrations for more than 750 students in the Paducah area in recognition of National Chemistry Week. Here, Price explains some basic concepts to a fourth-grade class at McNabb Elementary.

Building named for retiring Division Manager

Carl Walter is retiring after more than 42 years of service to the Paducah plant and the enrichment enterprise. Paducah has recognized his many contributions by naming its newest building, the C-304 Cascade Operations Administration Building, in his honor.

Arriving at the plant fresh from Ohio State University in 1951 with a degree in chemistry, the young Walter walked into a bee hive of activity. The Atomic Energy Commission was building its second enrichment plant here and bringing the huge facility online was a top priority. Bright, ambitious and no stranger to hard work, Walter and the plant were a perfect fit.

His responsibilities increased rapidly, taking him into virtually every part of the plant. His intimate knowledge of the enrichment cascade equipment and processes is very detailed. A few months after his hiring, Walter was placed in charge of the C-315 tails withdrawal facility, then was selected to oversee a project to rebuild and restart the C-310 product withdrawal facility after it was destroyed by fire. He was then involved in plant equipment vacuum testing, managing fluorine plant operations and then was selected to head a cascade equipment test facility and later was assigned responsibility for half the enrichment operation. He moved to head of Operations Engineering, then was selected to manage the Quality and Technical Services Division. He later

became manager of the Health and Safety Division, started the plant's Corrective Action and Self-Assessment Division and then returned to the Cascade Operations Division, where he stayed until his retirement this month.

During those years, Walter received considerable recognition, including two Energy Systems Awards Night honors. While he appreciates those, Walter said he is proudest of the successes of people he worked with. "There's no greater joy than to see a person you've worked with be successful at what they want to do," he explained.

Asked about a formula for success, Walter cited a creed he learned from his father: "Never give equal to or less than you've been paid for—give more. Never leave until the clock is past quitting time or the job is done, whichever comes last. Strive every day to leave so that you can go to sleep with a sense of accomplishment."

His father was a key figure in Walter's life. He said he and his brothers learned the value of hard work early when their father gave them an acre of ground rather than an allowance. "We raised popcorn on our land and sold it door to door, three pounds for 25 cents, for spending money," he said, "Dad always made sure we had something constructive to do."

Walter said the plant has been good to him. "I've raised a family, educated my sons, have a nice home and car and

most important, I can look people in the eye with a sense of accomplishment."

Walter had planned to spend the waning days of the year on vacation, but instead has been pressed into service to help with an investigation into the causes behind an equipment failure that occurred in the C-337 building here early in December. "I'll help out here as long as help is needed and

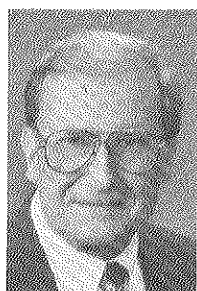
I feel I'm supplying that help. When that's over, I'll get on with my other plans," Walter said.

Those plans include some golf, fishing and gardening in addition to spending time with his wife and ten grandchildren. Walter and his wife, Margaret, have three sons, Richard, and Charles, both lawyers in Paducah, and James, a Lutheran minister in Michigan.



Paducah Plant Manager Steve Polston and Cascade Coordination Manager Bill Switzer show off the sign that now hangs on the C-304 building, renaming it the "Carl Walter Building". Walter retired this month after 42 years of service at Paducah.

Retirees



Walter



McLaughlin

Paducah

Carl Walter, Paducah, Division Manager, Cascade Operations, after 42 years of service.

Paducah retirees celebrated the holidays with dinner at Grecian Family Steakhouse December 16. John Hornsby reported that 97 people attended and said everyone had a great time. Jim Yancy provided entertainment, singing renditions of popular music from the 1950s and 1960s, country and western hits and holiday songs. "Thanks to everyone who came out and made this such a successful evening," Hornsby said.

Please note, retirees won't be receiving the traditional safety calendars this year because none were printed at the plant.

Paducah retirees meet for dinner the third Thursday of every month at 5 p.m. at the Ponderosa restaurant next to Kentucky Oaks Mall. All PGDP retirees are welcome. Call Hornsby, 502/442-1752, for more information.

Portsmouth

Shirley A. McLaughlin, Portsmouth, Senior Control Center Assistant (Shift Management), after more than 17 years of service.

Plant retirees meet for a luncheon every third Thursday of the month at the Ramada Inn in Portsmouth at 11:30 a.m. Various personnel from plantsite serve as guest speakers, and a newsletter is distributed.

Continuous Improvement Corner

Editors' Note: This information was submitted by John Dew, Paducah TQM Coordinator.

Who is your customer? Ultimately our customers are the utilities that use our product to generate electricity in nuclear power stations around the world. Millions of people have light and heat in their homes and offices thanks to the work at Paducah and Portsmouth.

On a day to day basis it is important for each of us to know who our immediate customer is. Who receives our service? Who depends on us to get something important done?

When we focus on our customer, we then begin to think in terms of customer satisfaction. Are we giving our immediate customers what they need in a timely manner? Can we improve our work processes so that our customers are better served?

When we are the customer, we want quality services on time and at low cost. Our customers expect the same from each of us.

EMPLOYEE ASSISTANCE PROGRAM

Having any personal or family problems with:

PARENTING, GRIEF, ALCOHOL, STRESS, MARRIAGE, DRUGS, FINANCES?

Completely confidential - free help for Portsmouth and Paducah employees

Call 1-800-222-3778 (open 24 hours)

Paducah On-site Employee Counseling Service

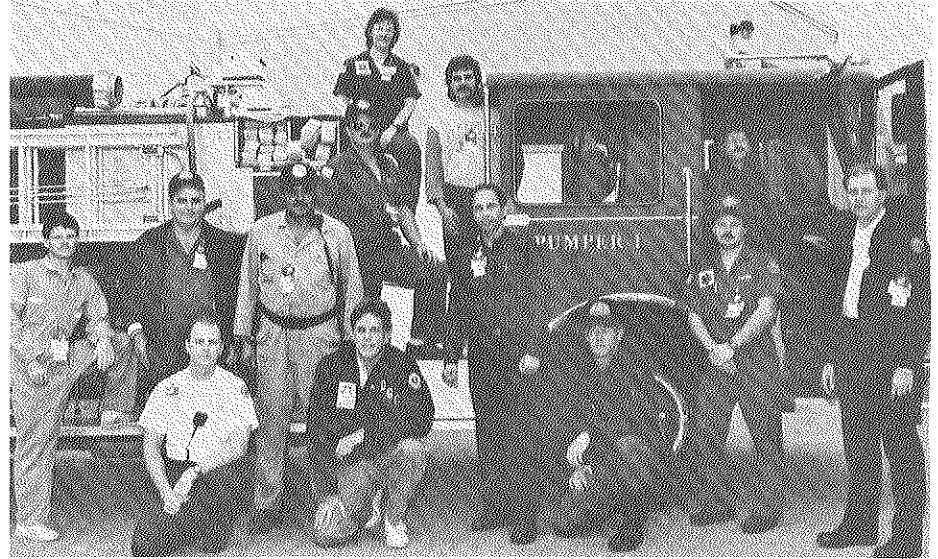
Call 443-4450 or Bell 6266 or 6267

Paducah employees are award recipients



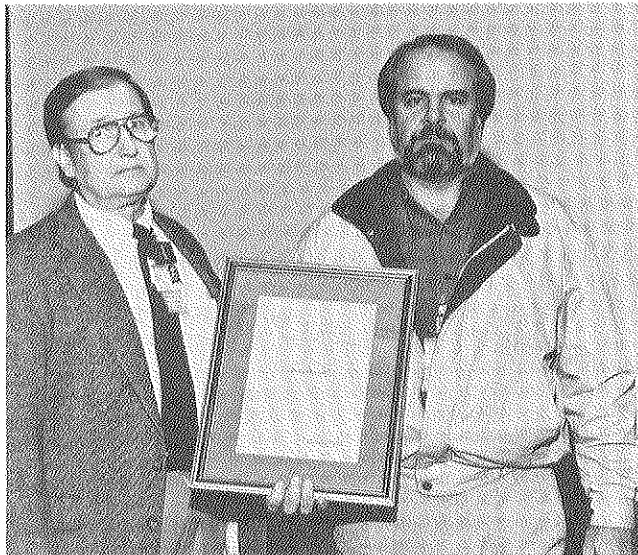
Johnny Hollis

Johnny Hollis, Cascade Maintenance, receives the Award of Excellence for exceptional service from Cascade Division Manager Carl Walter. The award was presented in recognition of the exemplary supervisory skills Johnny displayed while filling in for a co-worker with an extended illness, and for performing above and beyond the scope of his normal job functions.



Paducah Team of the Month

Jack Abernathy, Kevin Anderson, Mike Banks, Chuck Bean, Ricky Belcher, Bill Brien, David Brown, Ron Campbell, David Carmine, Judy Clayton, Tommy Copeland, Shane Cornwell, Steve Gipson, Bob Jones, George Mahan, John McCutchen, and Tim Raney make up Paducah's November "Team of the Month." They were recognized for their quick response to a brush fire near the plant in the old Kentucky Ordinance Works area in September.



Doug Harrall

Doug Harrall, Maintenance Services Department, accepts the Managerial Performance Award from Carl Walter, Cascade Operations Division Manager. Doug was nominated for the award by people who work for him. They said his knowledge of plant systems, technical knowledge of electrical and OSHA requirements and the way he sets examples for his workers and other supervisors made him deserving of the recognition.



Team receives award for waste storage project

A team made up of Mike Baker, Ernie Brown, Laura Jones, Scott McKinney, Jeff Oakley, and Todd Walker (Technical Operations Division); Jackie Bennett (Business Management Division); and Jeff Fletcher (Environmental & Waste Management Division) pose with Technical Operations Manager Dick Veazey after receiving the Award of Excellence for innovation and leadership. This team was responsible for completing a low-level waste storage pad and delivering a portable "clamshell" storage structure in six weeks, using innovative design, procurement, and waste management techniques. They completed the task for their Waste Management customer on time and within budget.

Portsmouth employees win values awards

Eleven employees were selected by Portsmouth's Values Committee as recipients of the "Value-Added" Award for 4th quarter Fiscal Year-93. These employees were recognized for exhibiting a spirit of concern for people, working together, and accepting challenging goals.

They included Cathy Sizemore, Jeff Cottle, Linda Wood, Frank Scarfpin, Ken Newton, Alvita Roberts, Gary Salyers, Max Potter, Jeff Hedges, Harold Ockerman and Sonny Tollas. The Values Committee is now seeking "Value-Added" Award nominations for activities during October, November and December 1993.

Obituaries

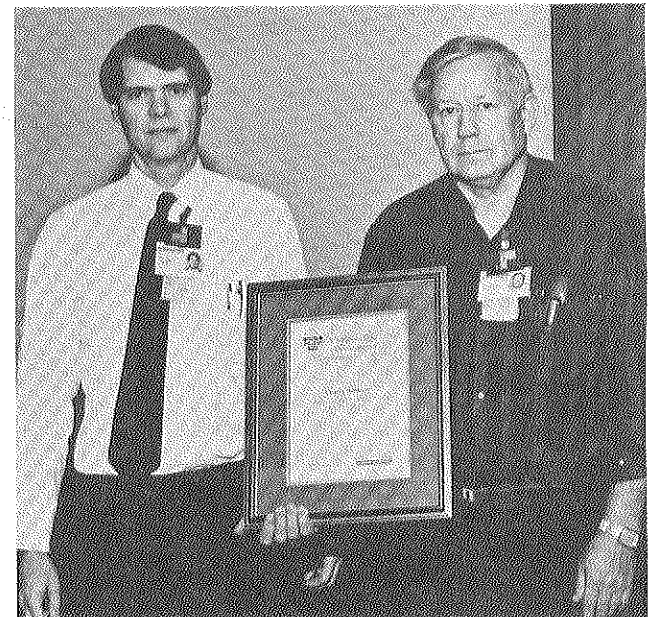
Portsmouth

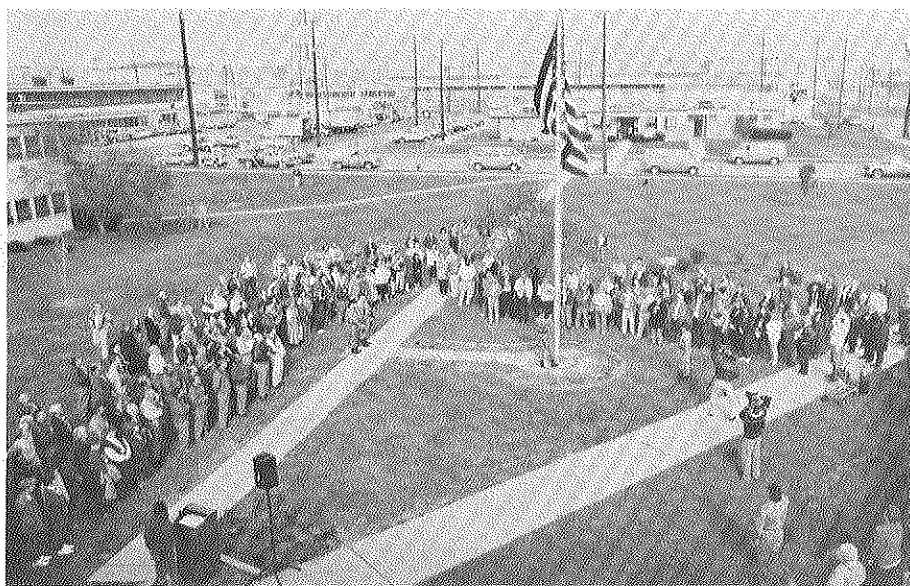
David Widdig, 87, South Point, November 16. David was an Electrician I/C when he retired in January 1970 after more than 15 years of service. He is survived by a daughter-in-law, Clara Widdig (Support Services), and a grandson, Jim Widdig (Industrial Hygiene).

John W. Walter, 81, Minford, November 27. Walter was a Maintenance Foreman when he retired in March 1977 after more than 23 years of service. He is survived by his wife, Shirley.

Charlie Ashburn

Paducah's Charlie Ashburn, a Power Operations supervisor, accepts the Managerial Performance Award from Chemical, Utilities and Power Operations Division Manager Jay Collins. Charlie was nominated by people who work for him, and cited for the 40 years of knowledge, service and experience with which he guides his crew.

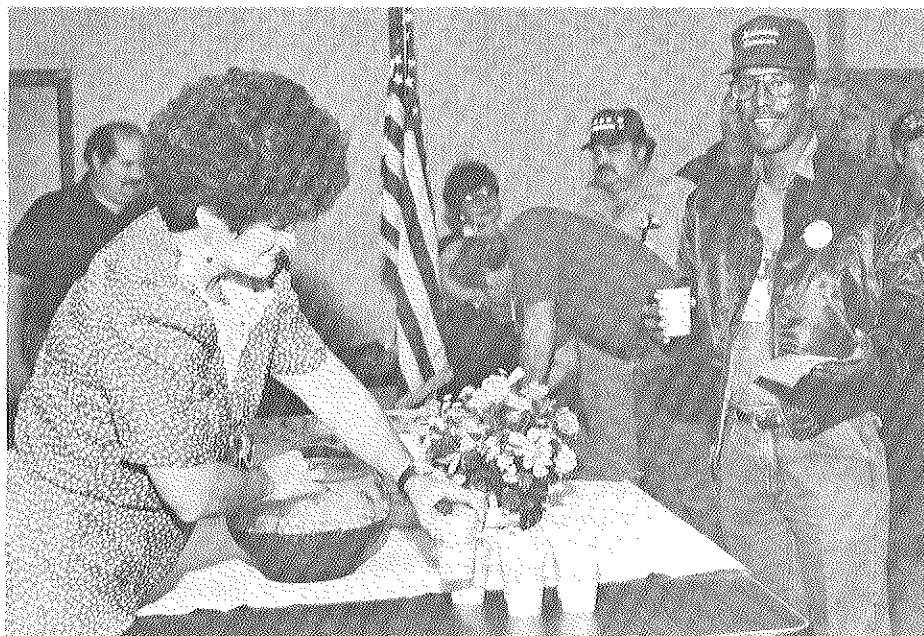




Veterans Day ceremonies conducted

On November 11, Portsmouth conducted a ceremony to honor employee veterans. Above, Police Chief Dan Hupp raises the American flag as the Honor Guard and employees look on. The special speaker was Edward J. Mechenbier who spent six years as a P.O.W. after he was shot down during the Vietnam War and captured by the North Vietnamese. Mechenbier now serves as Vice President, Corporate Development, for Science Applications International Corporation. A partner in a TV production company, he travels over North America narrating live airshow coverage. He is also a Mobilization Augmentee in the Air Force Reserve on the Joint Logistics Systems Center Staff.

Portsmouth also established a "Wall of Honor" in the X-102 Cafeteria to pay tribute to employee veterans.



Above, Paducah Values Council member Linda Lotz serves punch to J.J. Crittendon, Materials Services Department, during a reception the Council held to honor veterans. One hundred veterans turned out to share punch, cookies and memories. Each was asked to sign a special book, listing their place and times of military service and was presented with a button that said "Thanks to you, America is #1." The Council's "Concern for People" committee organized its first veteran's appreciation day last year, and plans are already underway for next year's event.

Savings bond rate is announced

The semi-annual market-based interest rate for Series EE Bonds issued between November 1, 1993, and April 30, 1994, is 4.25 percent for their initial semi-annual interest period. The current minimum rate is 4 percent for Bonds purchased on or after March 1, 1993, regardless of how long they are held, up to original maturity, a term of 18 years.

The semi-annual rate changes each May and November, based on market averages during the preceding six months.



Wellman wins essay contest

Susan Wellman of Portsmouth's Security Department receives a certificate and \$100 U.S. Savings Bond from Bill Strunk. Susan placed first at Portsmouth in the Energy Systems U.S. Savings Bonds Essay Contest, "What Savings Bonds Mean to Me." Bill served as the campaign chairperson for the 1993 U.S. Savings Bond campaign at the plant.

What's happening to people in UE?

Paducah

Keith Potter (Industrial Hygiene) has successfully completed requirements necessary to be named a Certified Industrial Hygienist. A candidate for certification must complete a comprehensive written proficiency examination and meet the educational and experience requirements established by the American Board of Industrial Hygiene. Potter is also a Certified Safety Professional.

Portsmouth

Robert Rogers (Civil Engineering) recently received notification that a paper he co-authored before finishing his Masters Degree at Ohio University has been named Outstanding Technical Paper of 1992 by the Society for Experimental Mechanics, Inc. The paper, which was titled "Monitoring of Strains in Small Diameter Pipe," appeared in the Journal of Experimental Techniques.

Rogers has also been selected as a candidate for "Who's Who in Science and Engineering," 2nd Edition, and has submitted a biographical data form to Marquis for consideration. Rogers also previously co-authored and presented a paper at the 1992 American Concrete Institute's Spring Convention. The paper was titled, "Evaluation of Pavement Joint Performance."

On Saturday, November 14, **Bonnie Rumble** (Program and Project Management) chaired a seminar titled "Mentorship—People Developing People" as part of the American Nuclear Society's national meeting in San Francisco. Topics at the seminar included the reasons for mentoring relationships, the different types of mentoring relationships, some recommended mentoring processes and the maintenance of a mentoring relationship. The seminar concluded with the definition and initiation of the ANS Mentorship Program, which Bonnie is helping to develop and formalize.

Bonnie and this mentorship program were featured in a column written by Edward D. Fuller, President of the ANS, in the October 1993 issue of "ANS News." ANS headquarters are located in LaGrange Park, Ill.

Doug Scott has been elected Regional Councilor for Region 9 of the Energy and Environment Division of the American Society for Quality Control (ASQC). Region 9 encompasses western Ohio, all of Kentucky and most of Indiana. Doug is one of two ASQC Certified Quality Engineers on the Portsmouth site. He is currently Manager, Air and Water Policy Department, in the Environmental and Waste Management Division. He worked two years as NPDES Program Manager and 20 years in different areas of the Quality Assurance and Control organization.

Andy White (Packaging & Transportation) spoke to the Materials and Traffic Management classes at the University of Tennessee on Wednesday, October 27. His presentations focused on hazardous materials transportation. These classes are part of the Logistics and Transportation program at the university.

In a letter of thanks from Assistant Professor Mary Collins Holcomb, she stated, "One of the hardest things from a curriculum perspective is to convey the specific nature and detail required in this aspect of transportation. Due to the changing nature and level of current regulation, it is almost impossible for the faculty to stay current on this topic. Andy's presentation played an important role in helping the students understand the importance of this topic."



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