

Energy Systems at Portsmouth

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

Volume 3

Piketon, Ohio

November-December 1988

Number 7

Consulting firm on the job

Groundwater investigation continues

Groundwater assessment continues as a major activity at the Portsmouth Gaseous Diffusion Plant.

During the past year, Geraghty & Miller, Inc., a groundwater consulting firm, was retained by Martin Marietta

Energy Systems and has been directing a comprehensive groundwater assessment program.

Activities include definition of the site-wide groundwater flow and transport system, assessment of contamination of this system, evaluation of environmental risks associated with contamination, and preliminary analysis of potential corrective measures.

To determine these objectives, the on-site monitoring program has been expanded to include 238 wells (there were only 21 wells in 1984) with continued water quality sampling being conducted.

Drilling of new wells was completed in September. The sampling program includes testing for primary drinking water parameters, water quality parameters, radionuclides and organics.

Additional activities supporting the on-site program include continued soil gas surveys, geophysical surveys and aquifer characteristic testing, as well as hydrogeologic mapping and groundwater flow and transport modeling.

NO OFF-SITE PLUME

Current investigations indicate that contaminant plumes do not extend to the site boundaries. The data also indicates that the hydrogeologic unit used by nearby residents for a water supply is not highly contaminated on-site, nor has it transmitted contamination off-site. The groundwater assessment program now being conducted will continue to define the rate and extent of any on-site groundwater contamination.

PORTS also has an Off-Site Residential Groundwater Monitoring Program, which has been monitoring local residential drinking water systems since 1979. A recent review of the offsite monitoring program by a USDOE/MMES committee found that plant operations have had no adverse chemical or radiological effects on residential drinking water supplies in the area.

Substantial field studies have been conducted at the plant site within the last three years to assess the state of subsurface contamination and are expected to continue over the next several years.

Alice Waldhauer and Gabriel Barrientes, field scientists for Geraghty & Miller, pull water samples for laboratory analysis from one of the many new groundwater monitoring wells at the Portsmouth plant. The use of plastic coveralls, gloves and face shields conforms to both their industry's standard and their company's policy. Field sampling crew personnel put on new plastic coveralls at each well location not only for personal protection but also to prevent cross contamination of samples.



Seniors eligible for scholarships

Forms are available for high school seniors to apply for Martin Marietta Corporation scholarships. Sons and daughters of active employees are eligible.

Scholarship grants are remitted directly to the college of the appointee's choice. Grants are renewable annually for three years if the scholar maintains a satisfactory level of accomplishment. Scholarship candidates should make applications to the regionally accredited colleges or universities of their choice as early as possible; academic records must qualify the applicants for unconditional admission.

The application form is in two parts. The first is the Scholarship Application, completed and forwarded by the applicant directly to the Scholarship Selection Committee of the Martin Marietta Corporation Foundation in Bethesda, Maryland.

Simultaneously, the applicant will submit a "Request for Secondary School Information" form to his or her school principal, headmaster or guidance counselor to initiate action toward providing the Selection Committee with required academic records, test scores, and reports.

Forms are available at Portsmouth in the Public Relations Department, X-100 Building, South Wing, MS 1118A.

All applicants are expected to complete the American College Test (ACT) battery or the College Entrance Examination Board Scholastic Aptitude Test (SAT) no later than December of their senior year.

Applicants also must request letters of recommendation from three persons who are not employees of Martin Marietta.

Applications and all supporting evidence must be in the hands of the Scholarship Committee by February 1, 1989.

Supplier gratuities restricted under corporate code of ethics

Each year during the holiday season, the Corporate Ethics office receives inquiries regarding the propriety of accepting gifts, invitations and gratuities from suppliers.

The subject is covered in the Martin Marietta Code of Ethics and Standards of Conduct, which states that "While there are various circumstances under which it is permissible to furnish or accept such items (gifts, favors, hospitality, entertainment, or any similar gratuity), there is one area of activity for which there is an absolute prohibition. Martin Marietta specifically prohibits the offering, giving, soliciting or receiving of any form of bribe or kickback."

George Jasny, Energy Systems ethics director, said that items such as ordinary pencils, pens or rulers that are given out routinely by Energy Systems contract suppliers during the holiday season are not considered gifts in the intent of the corporate ethics policy and therefore may be accepted.

Martin Marietta personnel are not per-

mitted to accept special gifts from individuals, firms, or representatives of firms who have or seek business relationships with Martin Marietta, notes George Sammet Jr., Vice President, Corporate Ethics.

Sammet went on to note that the corporate policy is for all employees, not just those working in procurement, to decline courteously invitations from suppliers to attend Christmas parties of various kinds.

Jasny clarified this restriction by noting that the Code of Ethics brochure states that "employees may accept meals, refreshments, or entertainment of nominal value."

"Nominal value" is defined as common sense determination of what one would not consider lavish or extravagant.

Both the PORTS Ethics Office and the corporate Ethics Office are available to answer questions about the Code of Ethics. The PORTS office may be reached at extension 2200, and the corporate office numbers are 1-800-338-4427 or MAR-CALL 356-9400.

Concluded in early November Plant employee campaign effort yields \$93,000 for United Way

More than \$93,000 has been raised to "Make a Difference in Your Community" and benefit your friends and neighbors as a result of the recently completed plant United Way Campaign.

The campaign began Oct. 11 and continued through Oct. 21. The purpose of the annual drive is to solicit funding for area United Way agencies.

The campaign began with the annual "kickoff" coffee activity Oct. 7. It ended with allocation of funds to local United Way representatives and recognition of solicitors at a special luncheon Nov. 4.

The employee goal was \$68,000. This figure represented a total of salary, OCAW Local 3-689 and UPGWA efforts.

Five divisions exceeded their goals to bring total employee contributions to \$63,692.96. A corporate gift of \$30,000 was added to the amount collected from the employee campaign for a total distribution to local county United Ways: Jackson, \$7,925.29; Pike, \$25,024.31; Ross, \$18,503.40; Scioto, \$40,234.52, and Other Counties, \$2,005.43.

Percentages of established divisional goals reached were as follows: Plant Manager's Area, 142.7; Environment, Safety, and Health, 88.8; Personnel, 140.3; Business Services, 99.1; Quality and Technical Services, 100.1; Engineering, 105.7; Maintenance, 76; Production, 85.1; Plant Security and Shift Operations, 88.4; and GCEP Coordination, 109.8.

Of employees participating, 12 percent elected to donate by the "Fair Share" concept, which is the nationally recognized approach to contributing to United Way and based on percentage of base earnings. "Fair Share" was incorporated during the

1987 campaign and serves as a foundation for future campaigns.

Payroll deduction cards were available for those who wanted to enroll in "Fair Share" giving. Contributions also took the form of "fixed amount" payroll deduction, cash and checks.

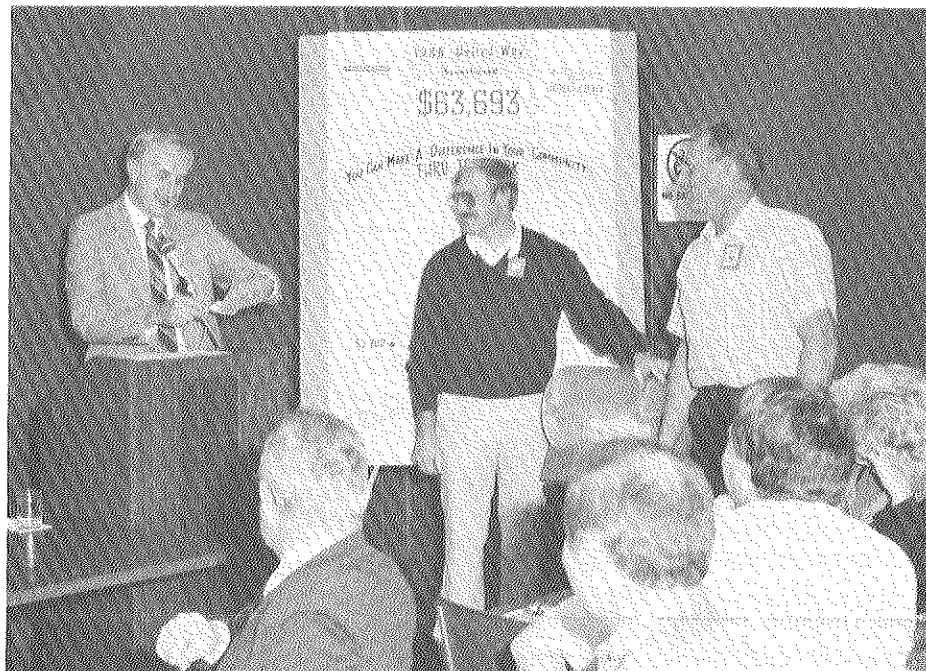
Ten \$100 savings were awarded to employees who contributed at least \$12 to the campaign. Winners were J. L. Carroll, Josephine Charles, Mimi Clausing, J. W. Deck, Dick Gessells, Roger Jackson, Don McCarty, W. L. Overly, M. A. Risner, and Greg Thompson.

The campaign's continued success is attributed to the high level of interest and participation of employees and a dedicated employee staff.

General and salary chairman was Gerry McGuire, Superintendent, Project Administration. The chairman of the Oil, Chemical and Atomic Workers effort was Bill Curry, while the United Plant Guard Workers of America chairman was Jeff Walburn. Gary Wiseman, Supervisor, Accounting, was assistant general chairman and assumes the duties of general and salary chairman for the 1989 campaign.

Steering committee and staff personnel and their duties included Shirley Couser, training; Jane Johnson, campaign coordinator; Mark Scott and Jim Mossbarger, finance systems; George Zoellner, publicity; Sally Cunningham, kick-off activities; and Cathy Amato, office manager.

Division representatives were Cheryl Bauer, Wilma Redden, Bill Pyles, Forrest Newman, Greg Smith, Herma Mills, Rich Cormany, Larry David, Sally Cunningham, Teresa Osborne, Jim Kelly, Randy Sizemore, Judy Curry, and Sharon Wessell.



The United Way campaign concluded Nov. 4 with allocation of funds to local United Way representatives and the recognition of all solicitors. Left to right are Dan Mooney and Ed Hughes (Scioto County), Don Nickells and Clayton Jones (Jackson County), Barbara Tilton (Scioto County), Gerry McGuire, Nancy Elliot and Bob Barada (Ross County), and John Gedeon (Pike County). At the conclusion of the luncheon, Ralph Donnelly, Greg Fout and Bill Young drew the names of the 10 recipients of \$100 Savings Bonds.



"Make a Difference in Your Community" was the theme of the recently completed plant United Way campaign that began with the annual "Kick-Off" coffee activity Oct. 7. Members of management symbolized their support in attaining their respective divisional goals by throwing darts to break a balloon covering the number of dollars they were expected to reach. Bob Bush demonstrated his skill in throwing a dart at the Information Management Division balloon.

Shisler named superintendent

David A. Shisler has been promoted to Superintendent, Nuclear Materials Control (D-310). He reports to Robert D. Bush, Director, Business Services.

Shisler came to the Portsmouth Gaseous Diffusion Plant in July 1976 as an engineer in Process Engineering. He had accrued one and one-half years of service in 1973-75 in co-op assignments with The Goodyear Tire & Rubber Company in Akron and at its Niagara Falls plant.

He was named Supervisor, Production Engineering, in 1983, and became Super-

visor, Nuclear Materials Engineering, in 1985.

Shisler earned a bachelor's degree in chemical engineering from the University of Cincinnati in 1976.

Shisler lives in Chillicothe.

MARTIN MARIETTA

Energy Systems at Portsmouth

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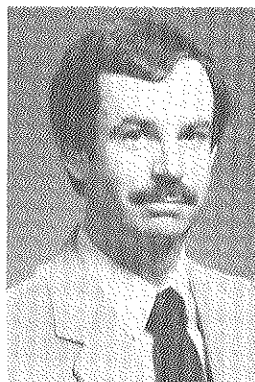
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Shisler

The plant cafeteria was the site of disability employment activities for employees Oct. 27-28. Keith Lewis talks with David Whitman, Bureau of Services for the Visually Impaired, and Sandra Lawyer, Ohio Rehabilitation Service Commission, about the services of their respective agencies and display materials they brought with them to the Portsmouth plant.



Employable handicapped people merit meaningful occupations

A recent series of activities have helped Portsmouth employees become more aware of disability employment.

Sandra Lawyer from the Ohio Rehabilitation Service Commission and David Whitman from the Bureau of Services for the Visually Impaired discussed the services of their agencies Oct. 27-28. Employees also viewed the videotape "A Different Approach: Handicapped Awareness Program."

Bob Dreyer, Coordinator of Energy Systems Disability Program, met with Portsmouth Plant management and Affirmative Action representatives Nov. 8 to encourage awareness of employment and promotional opportunities for the disabled.

Dreyer told the groups that everyone is considered a TAB, or a "temporarily abled body," since the normal aging process deteriorates the human body and brings on certain degrees of impairments.

The word, "handicapped," has different meanings for each person. Typically, stereotyping is the biggest barrier. A handicapped person is anyone who:

- 1) Has a physical or mental impairment which substantially limits one or more major life activities,
- 2) Has a record of such an impairment, and
- 3) Is regarded as having such an impairment.

"Substantial limitation" refers to the degree to which the disability affects employability. A handicapped worker having a hard time getting a job or getting ahead on the job because of a disability would be considered "substantially limited."

Major life activities are those that affect employment. Communication, ambulation, socialization, education, transportation, and self-care are some of life's activities. A blind person or a paraplegic are examples of those individuals whose major life activities are limited.

Records of impairments include people with a history of a heart condition or can-

cer, as well as a person who has been mentally rehabilitated.

A person people think is handicapped (for example, a person who might seem mentally retarded but isn't) would be regarded as "having such an impairment."

Much of the time a person has hidden disabilities. Included in this group are hearing, illiteracy, vision and multiple sclerosis, among others.

Across the nation a staggering 12 million people between the ages of 16 and 64 comprise the employable handicapped population who want to work.

"It's a terrible waste not to use anyone to their fullest ability," Dreyer said.

Dreyer cited annual social costs ranging from \$35,000 to \$165,000 for not using disabled persons in employment opportunities. A benefit is the humanizing aspect of their employment. Employed disabled persons maintain their dignity and feel self-servicing, which helps society in general, he commented.

As business moves closer to a high-technological society, more opportunities will have to exist for disabled employment in order for companies to survive.

Dreyer concluded by reading a message from Clyde Hopkins, President, Energy Systems, to both groups, "Our goal for Energy Systems is to become a model for Martin Marietta Corporation by ensuring that qualified people with disabilities have the opportunity to be hired and advanced."

To identify themselves as handicapped, Portsmouth Plant employees should contact their divisional AA representatives or the plant's AA coordinator.

Divisional AA representatives are Rich Grant (100), Bonnie Tanner (000/200), Keith Lewis (300/400), Regina Rapp (500), Carol Snively (600), Wray Jordan (700), Julie Thompson (800), Jim Normand (900), and Chip Walder (GCEP). The plant program's coordinator is Sharon Williams, Supervisor, Employment & EEO.

WOODY GALLOWAY

Childhood accident doesn't diminish positive attitude and will to succeed

By Jane Johnson

It was a typical after-school activity for children living in the east end of Portsmouth that brisk March 18th.

Children were laughing and playing. A baseball game was in progress near the railroad tracks. A ball was hit in young Jeremy Galloway's direction and landed in one of the freight boxcars sitting on the tracks. He ran after the ball and jumped onto the box car to retrieve it.

But in that moment's excitement Jeremy didn't hear his friends warning him of the train's movement. Jeremy lost his right leg.

That was some 25 years ago. Today Jeremy Galloway is a member of the Martin Marietta Energy Systems' team. Known as "Woody" by his friends and co-workers, he's been employed in the Janitors Department (D-743) at the Portsmouth Gaseous Diffusion Plant since March 1977.

Several months ago, with guidance received from Ralph Nolfi, Superintendent, Maintenance Services, and Sharon Williams, the Portsmouth Plant's EEO/AA Coordinator, and financial assistance from the Bureau of Vocational Rehabilitation Services and the plant's insurance program, Woody obtained his 24th prosthesis replacement. His new limb is made of cherry wood, weighs about six pounds and allows him greater comfort when performing his varied job duties, from sweeping to operating fork lifts.

"Woody's a real team player and we're proud to have him as a member of our organization," Nolfi stated, "Woody's overall attitude can only be defined as positive-plus."

This positive attitude enabled Galloway to overcome numerous obstacles. After his accident Woody spent three months of intensive rehabilitation learning to adjust to his artificial limb. He learned to climb trees, fences, and ladders; ride bikes; and swim. Woody even learned to run, although he prefers to call it a "fast skip."

But because a child's body grows at such a rapid pace, each year Woody went through the painful adjustment period of learning to walk on a new limb.

Woody spent years of isolation within school systems that placed him aside as a "special" student — not because of his mind, but because of his disability.

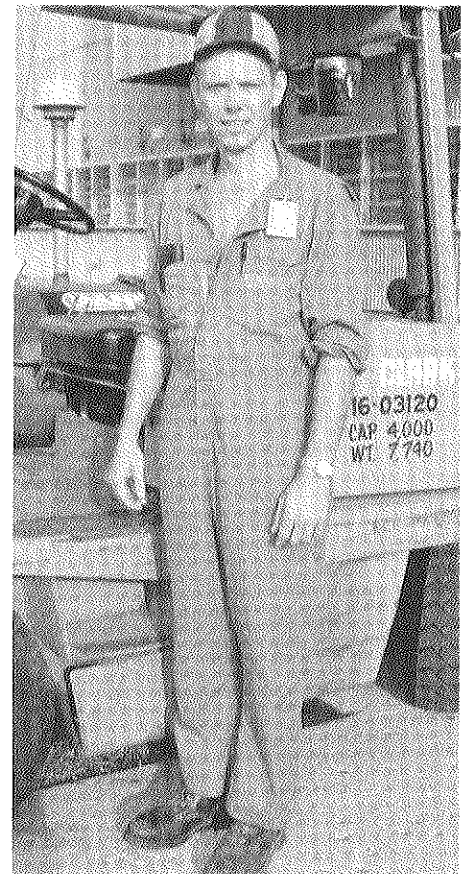
His mind and his determination did not stop. With the encouragement and support he received from Mike Copley, his high school teacher, Woody's interests in-

creased. He sought and found employment in maintenance areas, climbed ladders to hang signs and lettering and even walked across steel beams using his "110 perfect plus" balance to apply paint.

For an adult, the average life expectancy for a prosthesis is approximately five years. Without replacement, their wearers experience severe back pain.

Today, Woody continues to live life to its fullest. He enjoys raising and showing fox hounds, hunting, fishing, and swimming. He and his wife, Carlos, live in Lucasville with their three children.

To quote Woody, who stands taller than anyone of equal height, "this new prosthesis adds more meaning to the word life and less to the word handicapped, on my job and in my personal life."



Woody Galloway

Progressions and Promotions

Wallace S. Cooley, from Systems Analyst, Sr. (D-447) to Administrative Specialist, Staff (D-904).

Deborah L. Detillion, from Software Engineer to Software Engineer, Staff (D-521).

New Arrivals

Son, Jason Wesley, Oct. 5, to Charles (D-811) and Donna Bearhs.

Daughter, Allison Jancee, Oct. 11, to Marty (D-532) and Anita Kelly.



Dr. Raymond A. Horn, assistant superintendent, State Department of Education, Bruce and Brenda Adams and Rhonda Fuller, teacher of orthopedically handicapped for Portsmouth City and Scioto County Schools, gathered in Columbus for a ceremony to honor Billy Adams (seated) for receiving the R. A. Horn Award for Outstanding Achievement.

Son of employee Bruce Adams Handicapped teenager honored with state achievement award

William R. "Billy" Adams, 15, of Lucasville, was among 16 Ohio students with handicaps receiving the R. A. Horn Award for outstanding achievement during a special ceremony in Worthington.

The award is named for Raymond A. Horn, assistant superintendent, State Department of Education, who served children with handicaps as an Ohio educator for more than 40 years.

Each of the state's 16 Special Education Regional Resource Centers selected one student to receive the award.

"These special students are representative of the 198,540 handicapped students who experience successes and motivate others in Ohio schools," said Franklin B. Walter, state superintendent of public instruction. "Through their personal effort — and the efforts of their parents, teachers, and friends — they achieve one goal, then another. These 16 students serve as one example of why Ohio continues to be a national leader in education programs for handicapped children."

Adams, who has cerebral palsy, a severe speech impediment and an inability to write, has maintained a 3.9 overall academic average. Last year he was included in regular algebra, English and biology classes

and won fourth place in the annual science fair as a competitor with the entire school system. Even though he is confined to a wheelchair and has extreme difficulty in communication, he is largely independent and is treated by his peers as a non-handicapped person.

Adams is the son of Bruce (D-726) and Brenda Adams. He resides in the Northwest Local School District and attends the Portsmouth City/Scioto County Schools' Cooperative Class for Orthopedic Handicapped, housed at Clay High School.

Obituaries

Vernon Webb, 51, Otway, Oct. 5. Webb was a Maintenance Mechanic 1/C (D-714).

Mary Lavender, Oct. 12. Mother-in-law of Roy (Bucky) Walters, retired.

Gladys Lewis, 86, Oct. 23. Mother of Bill Lewis (D-951).

Roy E. Manning, 65, Beaver, Oct. 31. Manning was an Engineer, Sr., at the time of his retirement in July 1985.

Earl Barkley, Nov. 1. Father-in-law of Gene Schoolcraft (D-722).

Arthur E. McCoy, 70, Portsmouth, Nov. 5. McCoy was a Police Officer at the time of his retirement in June 1984. He is survived by his wife, Ferne.

Clyde E. McKinney, 72, Portsmouth, Nov. 14. McKinney was a chemical operator at the time of his retirement in February 1984.

New Employees

Timothy W. Arnold, Steven D. Cole, Jacqueline G. Trusty, James H. Gatrell, David T. Mathews II, Shannon M. Wamsley, Michael K. Williams, Richard K. Foster, Randal G. Sowards, Geraldene Hill, Kenneth R. Adkins, Carl E. Munn Jr. and Danny E. Stephens, Uranium Materials Handlers-In-Training (D-829), Oct. 11.

Josephine C. Fagan, George R. Gilbert and Robert D. Rogers, Security Inspectors (D-911), Oct. 11.

Debra L. Rose, Accountant II (D-478), Oct. 17.

Charles W. Atkinson, Technical Assistant II (D-511), Oct. 17.

William J. McDonie, Brian S. Pyles and Michelle S. Green, Technical Assistant II (D-511), Nov. 1.

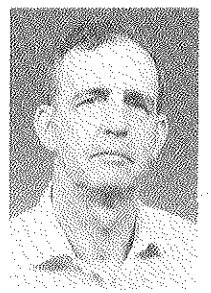
Catherine A. Cornish, Mail Clerk (D-451), Nov. 14.

Deborah A. Ball, Technical Assistant II (D-511), Nov. 16.

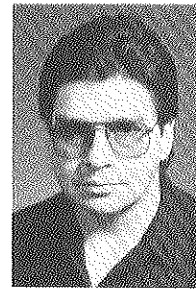
Cindy Adamick, Statistician (D-311), Nov. 16.



Johnson



Workman



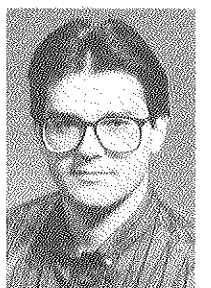
Hutchison



Grooms



Wymer



Clausing



Slater

Slater promoted

Charles J. Slater has been promoted to Supervisor, Process Area (D-812). He reports to William E. Landrum, Superintendent, Cascade Operations.

Slater came to the Portsmouth plant in November 1954 as a Production Process Operator. He was named Foreman, Cascade Operations, in 1980; Assistant Cascade Coordinator in 1982; and Cascade Coordinator in 1986.

A U. S. Army veteran, Slater and his wife, Virginia, have four children and live in Kingston.

Promotions

Eric Johnson has been promoted to Section Head, Quality Control (D-551). He reports to Victor M. Perez, Supervisor, Quality Control.

Edsel L. Workman has been promoted to Foreman, Maintenance (D-712). He reports to Walter R. Arnold, General Foreman, Maintenance.

John R. Hutchison has been promoted to Foreman, Process Area (D-810). He reports to Carol L. Hill, General Foreman, Process Area.

Sharon J. Grooms has been promoted to Foreman, Process Area (Trainer/ Developer) (D-802). She reports to Reed H. Walters, Supervisor, Production Training.

Kenneth C. Wymer has been promoted to Foreman, Process Area (D-810). He reports to Carol L. Hill, General Foreman.

Kevin D. Clausing has been promoted to Foreman, Process Area (D-823). He reports to John L. Coburn, General Foreman.

SERVICE MILESTONES

John L. Coburn, Gilbert C. Callihan, William E. Flanagan, Walter L. Miller, Richard H. Walls and John T. Wolford all reach the 35-year service milestone in December.

Larry D. Burt and Patrick M. Donini began work at the plant 20 years ago, in December 1968.

Nine employees reach the 15-year mark. They are Donald R. Brown, Ronald E. Cosby, Vincent L. Kennedy, Paul D. Osborne, Mark E. Ramey, Joseph J. Schneider II, Lanny W. Smith, Larry E. Thomas and Robert L. Winegar.

Richard H. Adams, Thomas A. Clausing, James M. Hawk, John R. McGinnis, Lisa M. Snodgrass, Clinton W. Wolford and Leonidas E. Woolridge will have 10 years of service in December.

Retirees

Ralph E. Poetker, Jackson, Maintenance Foreman, Sheet Metal Shop (D-722), Sept. 1 after nearly 21 years.



Employee summer picnic returns to Camden Park

The rains didn't dampen the spirits of Charlene Griffiths (D-823), Chris Burkitt's son, Jason, and the more than 3,000 employees and their families who attended the 1988 Summer Outing at Camden Park. A highlight of this annual event was the grand prize drawing; winners were photographed with their prizes, which ranged from a television set and savings bonds to small appliances and radios.



Apparel promotes detector tests

Shift Fire Captain Dave Walters, Fire Supervisor Jim Boyce and Sam Preston of Fire Protection Engineering presented t-shirts bearing reminders to "test smoke detectors" and a recognition plaque from the National Fire Association to Bill Kouns and Ralph Donnelly as one activity at the Portsmouth plant in observance of National Fire Prevention Week Oct. 3-7.



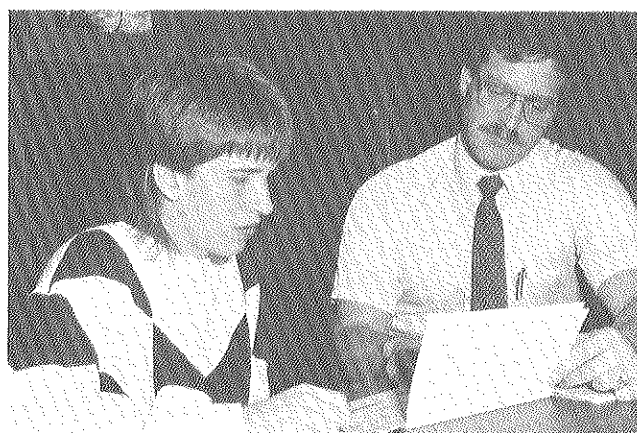
Plant Fire Department conducts "Open House"

The Fire Department's second annual "Open House" activity was conducted Oct. 5-6 at the Fire Station. John Cannon explained some of the fire prevention equipment used at the plant to Martha Sampson.



Mentorship participants

Bonnie Rumble and Doug Fogel are serving as mentors for high-school seniors Angie Brown, South Webster, and Jason Hale, Minford. In addition to traveling to various campuses with Brown and Hale, Bonnie and Doug arranged a visit to the plant to allow them an opportunity to discuss school and work experiences with other Portsmouth plant employees, including Bruce Wilkinson, Paul Cross, Phil Hawkins, Paul Simpson, Sandy Fout, Carol Van Meter, Lloyd Wilson, Larry David and Clyde Dulin. Brown will be attending Ohio State University, majoring in physics, and Hale will study Chemical Engineering at Shawnee State University.



Areas of need identified

Pip studied for future application

A two-month study of the corporation's Performance Improvement Process (PIP) has found that many employees believe the process to be too formal, that its use over-emphasizes problems that might be better resolved another way, and that time conflicts exist between PIP assignments and other work loads.

Dan Robbins, Director of Administrative Services for Energy Systems, noted that three elements are essential for the process to increase its effectiveness:

—Each member of management must lead support.

—There must be line organization ownership of the process.

—There must be beneficial involvement of people.

In October, Robbins came to Portsmouth to share the findings of the study with management and divisional PIP coordinators.

Robbins noted that 74 interviews were conducted to provide sound representation of individuals involved with PIP. Summarily, the study led to 42 findings and 68 recommendations.

At each interview, he asked six questions:

1) What are the Performance Improvement Process's strengths and weakness?

2) What are the problems with PIP from your perspective?

3) What would you change?

4) What do you think is the best way to get (your organization) to own the process?

5) How can we get people involved in the process?

6) Do you have any other comments?

Most often cited process strengths are:

—A focus on cost-effectiveness, increased productivity, and continuous improvement in a structured, formal process.

—Involvement of people at all levels, giving them an opportunity to contribute ideas and gain a sense of ownership.

—Team building and working together to achieve common goals.

—Provision for systematic data analysis and decision making.

—Employee recognition.

Even though this study identified 238 problem areas, they could be categorized into 27 areas, with seven accounting for more than 50 percent of the findings.

The Performance Improvement Process allows for flexibility of measurement and for its level of incorporation to be determined by each manager.

Robbins noted that people must perceive that it's to their benefit to become involved with the process.

Some recommendations from the study included that the process be kept simple, participation be as voluntary as possible, and that all program successes be communicated.

"Positive strokes are essential," Robbins concluded, "Performance Improvement Process is people involvement and continuous improvement."



Protect your hearing!

Hearing. It's one of the five basic senses. Even when one of those senses is changed temporarily, it's not pleasant.

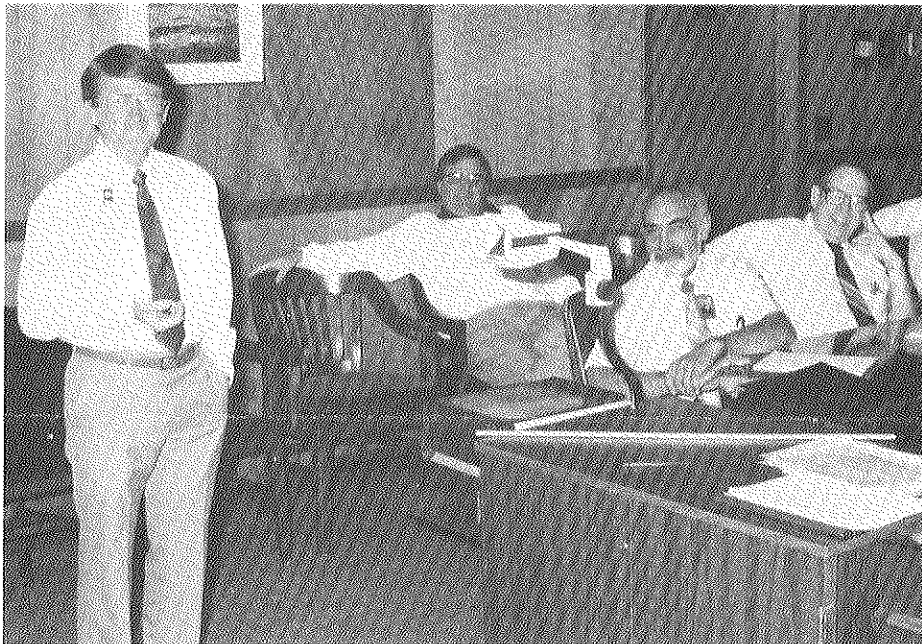
Hearing problems have a number of origins that have nothing to do with noise. They can also be caused by noise that is not related to work at all. For example, hunters without ear protection, teenagers listening to loud concentrated music or people cutting firewood impair their hearing without even realizing it.

Hearing loss happens so gradually that a person hardly notices what is happening. Noise is the human ear's enemy, and it doesn't have to be concentrated for it to do its damage.

Hearing loss caused by noise results in shifts and deficiencies in the ability to hear certain sounds. Usually high-pitched sounds are the first to go — like a telephone ringing or a whistle blowing.

People with hearing loss are handicapped. They can't communicate as well as they used to. They even may begin to feel helpless.

Hearing loss is permanent, but noise damage can be prevented and stopped from getting worse by wearing proper ear protection. It may be a little uncomfortable at first, but that's only a temporary situation.



"People involvement continuous improvement" was one of the results of a two-month corporate PIP study shared by Dan Robbins, Director of Administrative Services for Energy Systems (left), with Portsmouth plant management and PIP coordinators. With Robbins are Bob Bush, Eric Picciano, and Dave Dandel.



Recognition Banquet conducted Nov. 14

Dr. Nelson Kraus was the keynote speaker at the Employee Activities Committee's Recognition Banquet at the Lake White Club Nov. 14. This special dinner honored more than 160 sports champions, activities coordinators and EAC officers. Kraus' lively presentation — "Sexacrobics — The Doctor's Rx for Success" — cited the following keys for a successful life: having fun at whatever you do; attitude, balance, and control of life's activities; and to never exercise or diet.

Director announces plant championship bowling schedule

The dates for the 1989 Bowling Tournaments have been scheduled with local establishments by Director Bill Johnson.

All team events will take place at Weiss Recreation in Waverly. Women's teams will bowl Jan. 14 at noon and 3:00 p.m. Three shifts for men's team events are scheduled Jan. 21 — 11:00 a.m., 2:00 p.m., and 5:00 p.m.

Singles and doubles tournaments will be conducted at the Sunset Bowling Lanes in Portsmouth Feb. 11 (women) and Feb. 18 (men). Shifts for both dates are 11:00 a.m. and 2:00 p.m.

The tournaments will be open to all employees of Energy Systems, their spouses and immediate family members.

For further information, contact Bill Johnson at ext. 5711.

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