

Energy Systems at Portsmouth

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

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Number 6

Helping employees to operate safely and efficiently

The increasing role of procedures at Portsmouth

By Angie Duduit

"A procedure is another tool for the tool bag. Some people think that if a procedure is needed, they are not a good craftsman... they are not qualified... but I haven't met a good craftsman yet that didn't want to use all tools available to him." Steve Pullins, Division Manager, Maintenance

Quality procedures are becoming more available for the "tool bags" of employees at Portsmouth. Since the Procedures System Management (PSM) department was formed in July 1991, the awareness of procedures and the importance of using them has mushroomed. Procedures now play a vital role in the everyday life of the plant.

"Everyone who works here daily uses some type of procedure in the performance of duties," said John McCormick, Department Head. "Without good procedures, much of the lessons learned during the past would not be recorded, and this valuable information would fade into oblivion as our experienced people retire," he added.

A new Uranium Enrichment (UE) Standard Practice Procedure on the use of procedures has been distributed to employees. In addition, a two-hour course on the use of procedures has been added to the required list of General Employee Training (GET) courses.

Since the advent of PSM, the department has not only become involved in procedural organization but other aspects such as document control, engineering walk-throughs, plant component labeling, and coordination between groups.

"In a lot of ways, we're facilitators and changers," said McCormick.

The procedures system involves extensive documentation and formal review as well as approval by a designated procedure configuration control board. "A lot of people feel we're creating a lot of administrative gridlock, but it does have a purpose," McCormick stated. "The purpose is to formalize and define the way that Portsmouth personnel perform important tasks."

The changes that have been made are a direct result of increasing pressure by DOE and the government "to ensure things are done in a disciplined manner," said McCormick. Congressional hearings will take place this summer regarding pending legislation, 10 CFR 830, that, if passed, will hold contractors responsible for events that occur. This legislation will require that investigations include scrutiny of records

showing procedure review, safety analysis and other aspects of the procedural process.

Several important things happen after it is decided that a new procedure is required due to new or revised DOE orders or other government or corporate regulations. First, a form has to be completed to initiate the writing or revision of a procedure. PSM then enters the procedure into a tracking database so its progress can be monitored.

Staff member Charly Blackston has developed a tracking system that will not only keep tabs on the status of new procedures but will keep procedure specialists informed as to when procedures are due for review and/or revision.

Once a procedure is drafted, it is reviewed by certified Qualified Reviewers. Since October 1991, 237 personnel at Portsmouth have been trained and certified to review procedures as Qualified Reviewers.

Once all the necessary documentation and reviews are completed, the procedure goes to a control board for approval. A plant control board is in place to approve Standard Practice Procedures while each division has its own control board to approve divisional or departmental procedures.

Once approved, the procedure is reproduced and distributed by PSM personnel. PSM keeps close track of employees who receive copies of a procedure. Section Head Rick Larson is working to establish a document control system, or a "yellow pages" as he calls it. This consists of controlled procedure manuals for each division, an index of all procedures on plantsite, and a central files location that was set up to house hard copies of all procedures.

"We want to make sure that procedures are at employees' fingertips," Larson said.

Section Head Lisa Morris has other challenges to tackle. PSM has been charged with the completion of several critical Operations procedures — these are either UF6, emergency or safety system procedures. These also include procedures needed for the suspension of highly enriched uranium (HEU) at Portsmouth.

Morris is coordinating this project. To date, approximately 60 Critical Operations and safety system upgrade procedures have been completed toward a target of 200. Six of the HEU procedures are nearing completion. Twenty-two HEU procedures are needed before the start of material withdrawal from the X-326 building in November. Another 23 procedures will be needed



The original Procedures System Management Department included many in the above photo. Shown are (front row) Mary Kirker, Angie Duduit, Dan Porter, Tom Marshall, Jackie Jayne, Julie Rose, Laura Cross, April King, Jason Bolling, Anita Brower, (back row) David Lambermont, Department Head John McCormick, Section Head Rick Larson, Charly Blackston, Randy Spradlin, Section Head Gene Seesholtz, Mike MacCrae, Ken Egan, and Robin Hancock.

A background look at PSM

By the fall of 1990, it was decided that a long-term solution to procedure deficiencies at Portsmouth was necessary. During the prior 10-15 years, procedure efforts at Portsmouth had not produced the results demanded by today's requirements for formality and discipline. In order to achieve the level of excellence needed to work safely in the nuclear environment, change was necessary. A procedures task team was chartered along with a joint steering committee to direct the efforts of Portsmouth and Paducah toward a more effective Uranium Enrichment procedure system.

John Cormier, Portsmouth Quality Programs Division Manager, chaired the joint steering committee and served as project manager for the procedures effort.

The task team polled contacts in the commercial nuclear industry and asked who currently had an effective procedures program in place. Copies of procedure control systems were then obtained from the best in the industry.

"We did not reinvent the wheel," Cormier said. The UE procedures manual borrowed elements from the manuals of approximately six of the best procedure control systems in the commercial nuclear industry.

"A real problem for us was there was no (procedures) system at Energy Systems" until Portsmouth and Paducah devised the current system, Cormier said. "We were the first in Energy Systems."

By the spring of 1991, a Uranium Enrichment Procedures Management Manual (UEO-210) had been developed by a core team consisting of Portsmouth personnel Rick Larson and Flip Young, two individuals from Paducah and two consultants from Tenera Engineering Services. Portsmouth also began to staff the new Procedures System Management (PSM) organization.

The PSM group was placed in the Special Programs division, which was formed in the fall of 1990 with Steve Pullins as Division Manager. John McCormick was hired as Department Head. The department itself was officially formed in July 1991, soon after copies of the new UE Procedures Manual were distributed to procedure writers across plantsite.

As the department evolves, so does the leadership. Pullins was recently promoted to Division Manager, Maintenance. His replacement is Bob Clark, a 20-year Nuclear Navy veteran with extensive experience in Conduct of Operations.

by the time that HEU suspension is accomplished, when two-thirds of the X-326 equipment will be on standby.

Morris also oversees procedure writers for the Technical Services and Waste Management divisions. In addition, she oversees redlining of Operations procedures.

The "redlining" program was established during the summer of 1991. Basically, when an employee discovers that a change is needed in a technical procedure before he or she can complete a certain task, a "redline" is initiated. The employee

(Continued on Page 7)

Savings Bond campaign proves very successful

An appreciation luncheon was given for the 1992 U.S. Savings Bond campaign workers on July 9 at the X-102 Cafeteria. This year's U.S. Savings Bonds Team consisted of Steve Pullins, Campaign Chair; Kristy Landman and Bill Strunk, Co-chairs; Jane Johnson, Publicist; Vicki Richard, Financier; and Jerry Moore and Patty Hines, Trainers.

Pullins served as emcee for the luncheon. He pointed out in his opening remarks that Portsmouth placed third among Energy Systems sites with a 75 percent participation as compared to only 52 percent participation in 1991.

Paducah had the highest participation this year with 89.1 percent, and K-25 was runner-up with 85 percent participation.

Portsmouth added 245 new enrollments, which was the second highest increase in Energy Systems. In addition, 239 (25.3 percent) employees who were already buying bonds through payroll deductions, increased the amount of their deductions.

Portsmouth earned the Department of Treasury "Minute Man Flag Gold Star" award, which symbolizes outstanding participation in the Payroll Savings Plan. This was the first gold star Portsmouth has earned, thereby symbolizing six consecutive years of at least 50 percent employee participation in its payroll savings program.

Howard N. Gabe, Area Manager, U.S. Savings Bond Division, presented Pullins with the Treasury Department Patriotic Service Award.

Award fee ratings announced

On May 29, Energy Systems received its award fee performance ratings from the Department of Energy (DOE) for the evaluation period October 1, 1991, through March 31, 1992.

The rating for the uranium enrichment (UE) contract was 82 (Satisfactory). This includes Portsmouth and Paducah as well as Marketing, Finance, and Technical activities, located at Oak Ridge, and AVLIS activities, located at Lawrence Livermore National Laboratory in Livermore, Calif.

The three Oak Ridge facilities (X-10, Y-12, and K-25) are under a separate contract and a separate award fee plan. The rating for management of the Oak Ridge business units was 82 (Satisfactory) for ORNL, 84 (Satisfactory) for Y-12, and 82 (Satisfactory) for Applied Technology.

The award fee was announced in a letter from Joe La Grone, Fee Determination Official for DOE. Some Portsmouth accomplishments referred to in the announcement of the award fee included:

- Improvement of Portsmouth's radiation protection program
- Reduction in recordable injury/illness rates
- Development of a comprehensive Waste Management/Minimization Plan
- Management attention toward EEO activities

Gordon G. Fee, Senior Vice President of Energy Systems, in response to the

Also at the luncheon, "Frontline awards" were given to each division coordinator. They included Dan Stout, Operations; Dave Marr, Engineering; Bill Reep, Safeguards and Security; Steve Moore, Waste Management; Elaine Litten, Maintenance; Lisa Snodgrass, ES&H; Karen Davis, Technical Services; LaDonna Coriell, Human Resources; Linda Ortman, Plant Manager's Area; Russ Foster, Business Services and Tim Goodbred, Quality Programs.

"Frontline" awards were also given to the canvassers of each division. They included Operations — Bill Pyles, Romaine Newsome, Diana Yates, Chris Burkitt, Edie Adkins, Cathy Hutchison, Kim Roush, Roger Robinson, Iris Dixon, and Mike Milam; Engineering — Kathy Hoggard, Cheryl Lovette, Carolyn Backlund, Neil Snyder, Chan Sanyal, and Dian Spriggs; Safeguards and Security — Carolyn Barnett, Pat Cramer, Dave Davis, Kristy Landman, Cheryl Bauer, Jenny Kimble, Nancy Huff, Mark Andronis, and Gary Hager; Waste Management — Jan Mann, Susan Gregory, and Roger Williams; Maintenance — Sheila Cameron, Mimi Clausing, Ken Tschappat, Rick Snodgrass, John Steward, and Vancil Reed; ES&H — Alberta Hammond, Chris Simmons, Rosemary Richmond, Lynn Odle, Elaine Rinehart, Debbie Gedeon, Melanie White, and Creshanna Workman; Technical Services — Regina Rapp, Anthony Sturgeon, John Hamer, Beverly Griffiths, Paul Simpson, Janice Stanley,

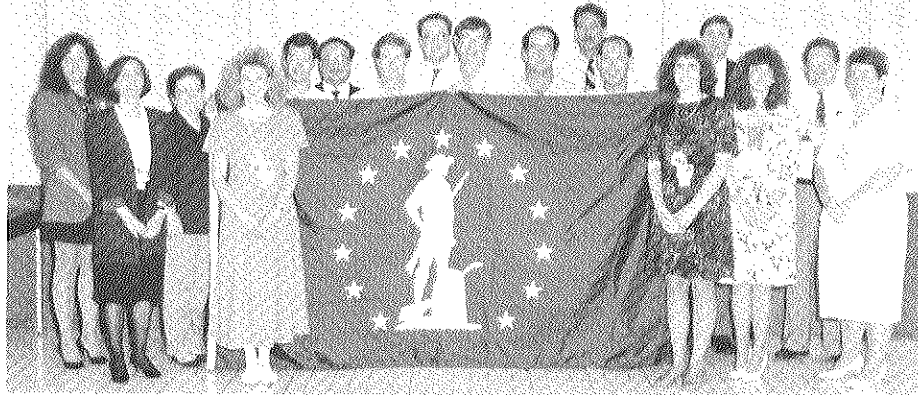
award fee rating, said, "We are pleased that DOE recognized the hard work of our people, both in the Oak Ridge business units and the uranium enrichment plants."

Plant Manager Ralph Donnelly said, "Although I appreciated the positive comments, I am disappointed in the rating considering the tremendous achievements during this award fee period. We will work aggressively to resolve shortfalls indicated by Mr. La Grone and to implement the UE strategy to raise DOE's evaluation of our performance."

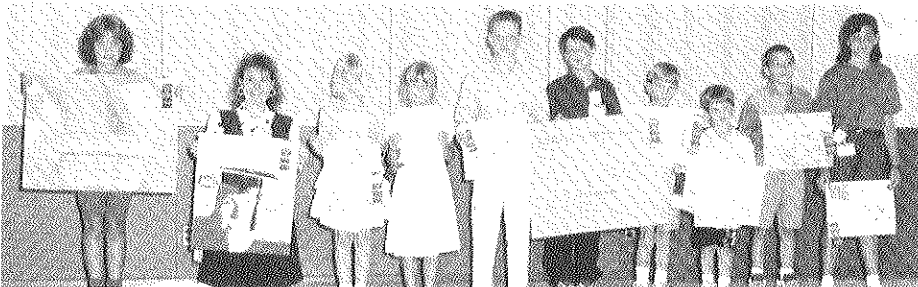
UE logo contest now being conducted

The Uranium Enrichment Organization (UEO) is sponsoring a logo contest. Early in July, all UEO employees and their families were invited to create and submit a design for consideration. Contest rules were distributed throughout the organization.

The entry deadline was July 23. Top submissions from all sites will be distributed to employees for voting in August. Prizes will include a \$100 savings bond for the first-place winner and \$50 savings bonds for the second- and third-place winners. The winner will be announced on September 1 by Wendy Fields, Vice President for Uranium Enrichment. For further information on the contest, contact Angie Dudit at Ext. 2457.



The 1992 U.S. Savings Bonds Team and Division Coordinators (above) included Karen Davis, Jane Johnson, Elaine Litten, Vicki Richard, Dan Stout, Howard Gabe (U.S. Treasury Representative), Steve Moore, Russ Foster, David Marr, Tim Goodbred, Bill Reep, Jerry Moore, Patty Hines, Bill Strunk, Kristy Landman, Steve Pullins, and Vickie Ratliff. Employees' children attending the luncheon who participated in the poster contest (below) included Sarah Christian, Wendi Fannin, Jessica Davis, Christina Teeters, Steve Johnson, Zachary Trimble, Andrew Foster, Adam Foster, Drew Clausing, and Laura Clausing.



Elizabeth Gilbert, Dave Boyd, Nancy Dillow, Randy Blevins, Sue Fulk, Lila Donley, Angie Litten, Donna Husted, Bonnie Stanley, Mary Novotny, and Dwane Mullins; Human Resources — LaDonna Coriell, Carol Hancock, Candy Dade, and Page Deemer; Plant Manager's Area — Linda Ortman; Business Services — Dave McQuay, Sue Case, Lisa Tidrick, Angie Wiget, Bea Wynn, Sue McKenzie, Shannon Coriell, Sue Williams, Linda Ciraso, and Cheryl McRoberts; and Quality Programs — Tim Goodbred and Eric Johnson.

"Frontline awards" were also given to those who entertained at the Apple Pie celebrations on April 22. They were Sidney West, Jim Williams, Clare Welch, Polly Mingus, and Bill Flanagan.

"Takin' A Pie Awards" were given to Karen Davis, Technical Services, for "Most Sacrificial" and Bob Bush, Division Manager of Business Services, for "Best Smear."

The "Spirit Award" was given to Bill Pyles, a canvasser for Operations. "He went out of his way to exemplify what this country is all about — he went out of his way to help others out," Pullins said.

Special awards were given as a result of drawings. The following won uncut \$1 sheets — Beverly Kelley, Paul Simpson, William Johnson, Christine McCrary, Terry McKinney, and David Mullins. Bill Pyles and Ralph Findlay both won \$50 Savings Bonds at the Apple Pie celebrations. Bob Firestone and Donald McGoan won \$100 Savings Bonds.

Division awards were also distributed. UPGWA won the award for Best Support. Technical Services won the Large Division (200 or more) award for highest participation, and Division Coordinator Karen Davis accepted a large minuteman flag. Human Resources won the Small Division award for highest participation, and Divi-

sion Coordinator LaDonna Coriell accepted a small minuteman flag. Quality Programs won the award for highest percentage of increases (37 percent) and was given an uncut \$1 sheet.

Pullins announced that the minuteman flags will serve as "traveling trophies" in future savings bond campaigns.

Some of the children who participated in the Savings Bond poster contest also attended the luncheon with their parents. They included Sarah Christian, daughter of John Christian; Wendi Fannin, daughter of Gary Fannin and Shannon Coriell; Jessica Davis, daughter of Kerry Davis; Christina Teeters, daughter of Brad Teeters; Steve Johnson, son of Bill and Jane Johnson; Zachary Trimble, son of Nev Trimble; Adam and Andrew Foster, sons of Roger Foster, and Drew and Laura Clausing, children of Tom and Mimi Clausing.

MARTIN MARIETTA

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President's Forum focuses on ethics issues

By the time we reach the age of five, 50 percent of our character has already been formed. By the time we reach the age of 15, 99 percent of our character has been formed. The only "way out" is to experience a significant emotional event of such caliber as World War Two, the Great Depression, or a divorce in the family.

These were some of the comments made by George Sammet, Vice President for Corporate Ethics, Martin Marietta Corporation, when he gave an ethics presentation at Portsmouth's second President's Forum on June 30. During Sammet's presentation, he told of how his office received over 9,600 telephone calls in 1991. "We know that people know where we are, and they're not afraid to call us," he said.

Not all calls to the office are complaints. Some are clarifications such as, "Can I accept this gift?" He stated that employees are allowed to accept gifts up to a value of \$10.

Sammet also discussed ethical dilemmas such as whether or not to burn the American flag. "The law says you can do it, but is it the right thing to do?" Sammet asked. "One word makes the difference between legal and ethical, and that word is 'voluntary.'"

The designer of a corporate ethics game, Sammet stressed that he does not teach ethics. "I teach ethics awareness," he stated.

In 1991, 50 percent of ethics cases were personnel related, Sammet said. He added that sexual harassment cases actually decreased after the Anita Hill-Clarence Thomas hearings. However, he noted that "we will not in this company put up with sexual harassment," adding that four managers in the corporation were fired in 1991 for that reason.

Other ethics cases have been related to such issues as honesty in completing time cards, conflict of interest, and quality. In addition, he underscored the importance of feedback. "If someone complains to me, they deserve an answer, and we get back to them if we know who they are," he said.

Following his presentation, a series of skits were presented that demonstrated both effective and ineffective management of employee discussions on such matters as sexual harassment, health concerns, positive discipline, and performance review. The skits were narrated by Charlie Emery, Energy Systems Values Coordinator. Portsmouth employees who served as actors for the skits included Bonnie Rumble, Bill Flanagan, Teresa Schaeffer, Bill Lemmon, Wayne McLaughlin, Jeff Hedges, Elaine Rinehart, Steve Pullins, Melonie Valentine, Barbara Baker, and Jane Johnson. Gordon Fee, Senior Vice President for Uranium Enrichment, also participated in the skits.

Following the skit presentations, Patty Baird, Manager of Human Resources Administration, Oak Ridge, spoke on "Concern for People." She presented the findings of internal surveys of managers and values committee members regarding how effectively managers communicate.

Findings of those studies suggest that some managers and supervisors do not perform well in areas of timely resolution of problems and giving feedback. She offered a list of mechanisms that employees can use to raise issues and express concerns.

Human Resources Vice President Mack Wilson was next on the agenda with a discussion on ways to improve in expressing concern for people. He pointed out the basic philosophy of the company's values, "Treat people the way you would like to be treated."

To improve in expressing concern for people, Wilson reiterated Energy Systems President Clyde Hopkins' list of managers' responsibilities:

- maintain effective communication,
- encourage employee involvement and participation,
- take no action that could be viewed as retribution or retaliation,
- be role models in all you do, and
- maintain strong sensitivity toward employee concerns.

President Hopkins summarized the forum by saying, "The implication is not that we're all terrible managers... we all clearly need to work regularly and continually to improve our management style, our management approach, our management solutions to problems."

Hopkins shared some key elements in effective personnel management from Hyler Bracey's book, *Managing from the Heart* (Delacort, 1991). These elements, which spell out "heart," include:

- Hear and understand what employees are saying.
- Even if you disagree, avoid making the employee "wrong."
- Acknowledge greatness in employees.
- Remember to look for their loving intent.
- Tell the truth with compassion.

Hopkins cited General Electric chairman and CEO Jack Welch, who has listed four kinds of managers: those who deliver on commitments and share the values of the company — the most valued kind of managers; those who do not meet their commitments or share company values — who should be sidelined or dismissed; those who miss their commitments but hold with company values — who get more training and are given second or third chances; and those who meet commitments but do not practice values — the most difficult with which to deal.

Hopkins challenged attendees to make an internal commitment "that you're going to do your best to begin to improve whatever your management deficiencies are... if we could get that commitment out of all the people who work for Martin Marietta Energy Systems, there's no limit to what this corporation can accomplish."

A question and answer session followed Hopkins' presentation. Panelists included Plant Manager Ralph Donnelly, Fee, Vice President for Uranium Enrichment Wen-

Teresa Schaeffer and Bill Lemmon (right) dramatize a skit regarding health concerns for those attending the President's Forum. Six skits performed at the forum demonstrated effective and ineffective management of employee discussions on ethical matters.



dy Fields, Hopkins, Sammet, and Wilson.

This program was initiated at the 10th President's Forum conducted May 15 in Oak Ridge. It was repeated at both Portsmouth and Paducah on June 30 to improve

communication within Energy Systems and to reach even more Energy Systems people. The team returned to Oak Ridge on July 1 to present an additional session of the forum.

New info available on BITS

BITS (the benefits information telephone system) has been enhanced to include information on active salaried and UPGWA employees' vacation, federal tax withholding election, and Savings Bonds purchases.

The changes were effective on July 1. Information available includes:

- Vacation: number of days of regular vacation remaining; number of "banked" or deferred vacation days; and number of vacation days for which you are eligible for the year;
- Federal withholding: current W-4 election (married or single); number of exemptions;
- Savings Bonds: current deduction per pay period, face value bonds (for up to five accounts), and amount accrued toward additional bond purchases.

BITS was activated in December 1991. Salaried and UPGWA employees and retirees can access the system Sunday through Friday between 7 a.m. and 3 a.m. and 7 a.m. to midnight on Saturdays. In addition to the new enhancements, information is available on BITS for active employees on the savings program, group life insurance, medical plans, disability plans, special accident insurance and retirement.

Information is accessed by calling 1-800-824-BITS and responding to the prompts.

Retirees can access information about their savings programs, group life insur-

New Arrivals

Daughter, Adrienne Michelle, May 21, to Mike and Sharon (D-210) Blankenship.

Daughter, Nicole Rene, June 9, to Michael (D-921) and Tina (D-351) Schuller.

Son, Jeremy Taylor, June 14, to Larry and Diana (D-220) Tackett.

ance and federal income tax withholding on pension checks. However, Paula Hickman, Portsmouth site Benefit Plans Administrator, cautioned that information may be limited for retirees under The Goodyear Atomic Corporation benefit programs. However, she confirmed, the information remains available through the site's Benefit Plans office.

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

Hotline Reminder

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

Retirees

David C. Jarrell, Jackson, Production Process Operator (D-812), after more than 37 years of service.

Jehu G. Grose, Minford, General Supervisor, Maintenance (D-541), after more than 37 years of service.

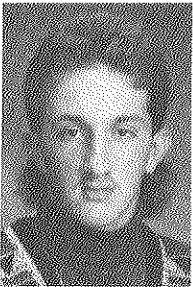
Eugene F. Marsh, Lucasville, Superintendent, Power and Utilities (D-801), after 39 years of service.

Harold E. Knechtly, Waverly, Fire Protection EMT (D-921), after more than 37 years of service.

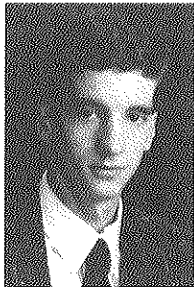
Michael U. Green, McDermott, Janitor (D-025), after more than 17 years of service.

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

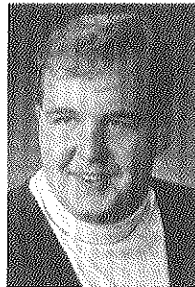
CONGRATULATIONS TO THE CLASS OF 1992!



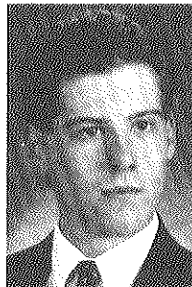
Michael David Adams
Minford
Larry Adams D-921



Everett C. Alatsis
Unionto
Alex Alatsis D-544



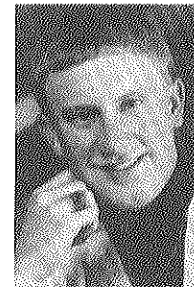
Dennis Judd Albrecht
Minford/Scioto JVS
Dennis Albrecht D-332



Joshua T. Amato
Pikeston
Cathy Williams D-070



Tracee D. Ball
Portsmouth West
Deborah Ball D-541



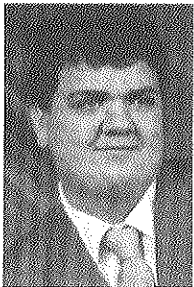
Douglas Scott Banks
Valley
Keith Banks D-523



Heath E. Bauer
Chillicothe
Cheryl Bauer D-923



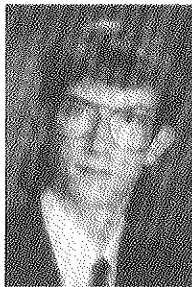
J. Scott Bauer
Portsmouth West
Butch Bauer D-332



Dennis R. Bays
Green/Scioto JVS
Delbert Norris D-724



Amy Marie Blakeman
Eastern
F. D. Blakeman D-727



Douglas E. Bowdle
Unionto
John Bowdle D-521



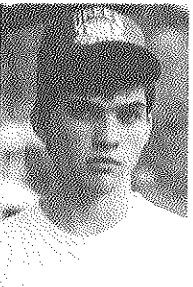
JoEllen Bruch
Northwest
Joe Bruch D-541



Ellen K. Burkitt
Pikeston
K. G. Burkitt D-726



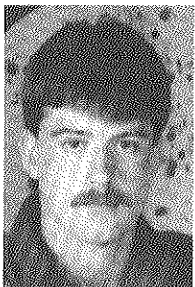
Shannon H. Bush
Waverly
Bob Bush D-301



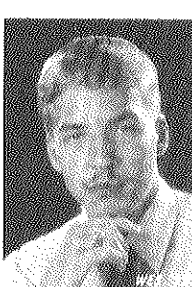
Donald A. Butler
Green
Don Butler D-912



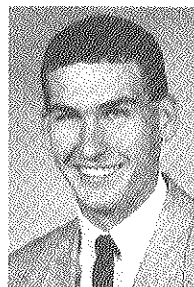
Mendy R. Channell
Wellston
A. Kent Channell D-722



Christopher Conley
Eastern
Ernie Conley D-712



Wesley Allan Cornett
Eastern
Larry Cornett D-714



Jason Simon Cottle
Clay
Steve Cottle D-814



Charity Faye Crabtree
Northwest
Phil Crabtree D-101



Trisha Crabtree
Eastern
Damon Crabtree D-911



Lynn Daniel
Northwest/Scioto JVS
N. R. Daniel D-812



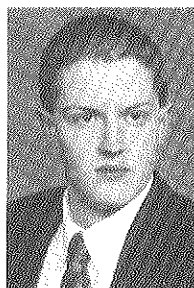
Laura Beth David
Valley
Larry David D-632



Marjorie Gail Davis
Eastern
H. A. Davis D-726



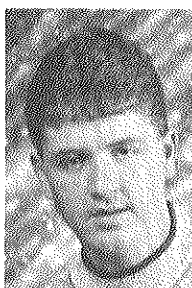
Jeffrey Scott Diamond
Greenup County
Charles Diamond D-102



James Matthew Dilts
Portsmouth
Dick Dilts D-621



Matt Edwards
Portsmouth East
Lonnie Edwards D-742



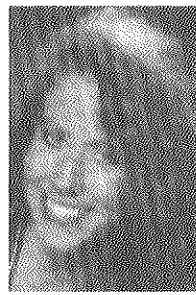
Roger Paul Estep
Eastern
Chester Estep D-743



Stephanie A. Fetherolf
Wellston
Steve Fetherolf D-632



Wesley Fout
Eastern
Jeanette Wiley D-812



Rebecca Sue French
Waverly
Bill French D-611



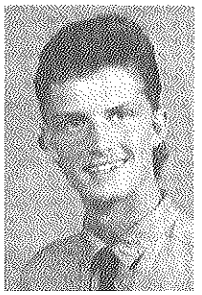
Christopher C. Gamm
Unioto
Charles Gamm D-540



Lisa Dawn Garrett
Minford
Jim Garrett D-822



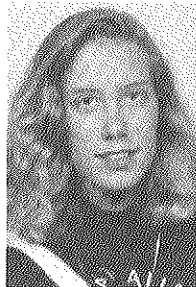
Kimberly Denese Goode
Eastern
Russell Goode D-721



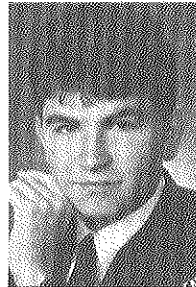
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Minford
James Goodson D-911



Angela Kay Halcomb
Portsmouth East
Joe Halcomb D-922



Rae Lynn Hancock
Portsmouth
Carol Hancock D-021



Darren Thomas Harr
Glenwood
Tom Harr D-410



Michael Henry
Piketon
Charles Henry D-721



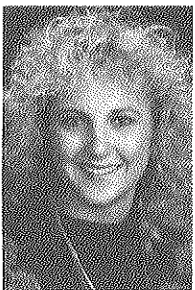
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Valley
Ron Henthorn D-726
Penny Henthorn D-024



Christine Hignite
Waverly
Judith Hignite D-726



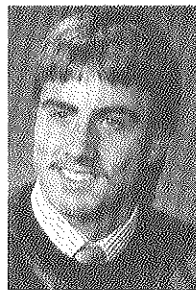
Annette Lynn Huffman
Piketon
Ferman Beavers D-728



Kelly Jo Jewett
Piketon
Everett Jewett (Retiree)



Kristen Johnson
Wheelersburg
Steven Johnson D-541



Jason Johnson
Minford
B. J. Johnson D-744



Erica Kay Jordan
Waverly
John Jordan D-922



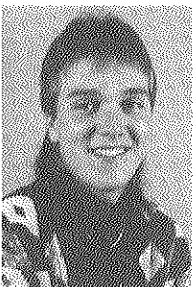
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Unioto
Bob Kefgen D-524



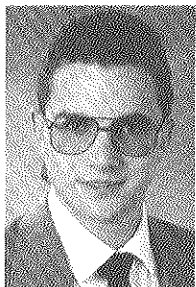
Jeffrey L. Komlos
Chillicothe
Jerry Komlos D-340



Deric Scott Lucas
Whiteoak
Phil Lucas D-711



Dennis L. McDowell
Piketon/Pike JVS
Larry McDowell D-410



Craig A. McGuire
Eastern
Gerry McGuire D-601



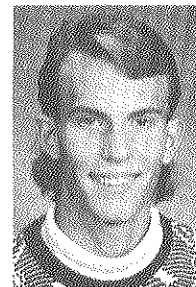
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Waverly/Pike JVS
Terry McKinney D-726



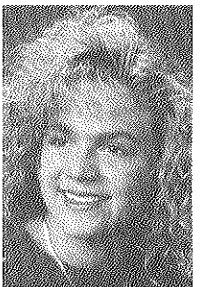
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Portsmouth
M. L. Meeker D-724



Edwin Rafael Melendez
Valley
Rafael Melendez D-453
Gloria Melendez D-023



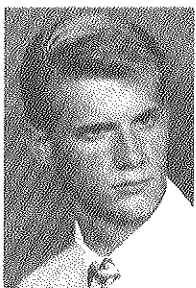
Dennis Milam
Piketon
Mike Milam D-814



Lisa R. Miller
Valley
R. L. Miller D-521



Angela Renee Moore
South Webster
Tony Moore D-812



Christopher W. Moore
Portsmouth
Bob Moore D-212



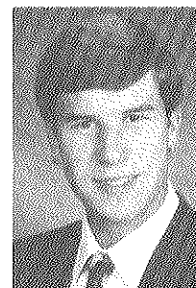
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Piketon
Jim Mossbarger D-729



Krista Dawn Murray
Waverly
Arvil Murray D-814



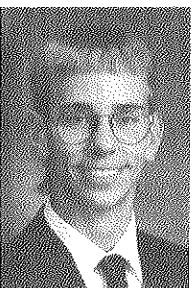
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Southwestern
Mark Neal D-722



Travis Robert Neely
Waverly
Bob Neely D-533



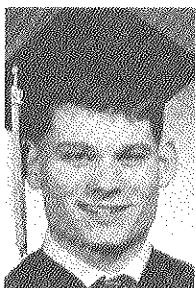
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Clay
Rich Parker D-911



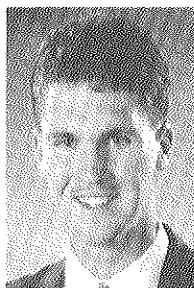
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Minford
Donald Perry D-521



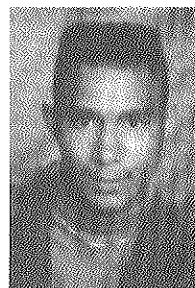
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Jackson
Susan Phipps D-534



Joshua Quillen
Greenup County
David Quillen D-812
Cynthia Quillen D-108



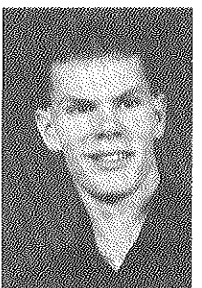
Matthew L. Radabaugh
Valley
Jean Radabaugh D-901



Stacey Michael Ragland
Southeastern
Phyllis Ragland D-334



Angie Roberson
Minford
Dan Roberson D-951



Darrin T. Roberts
Eastern
Al Roberts D-521



Rochelle June Saraceno
Waverly
Anthony Saraceno D-523



Jenny Sayne
Clay
Lonnie Sayne D-921



Angela Marie Sevens
Waverly
Jim Sevens D-911



Michael Ray Sheets
Ohio School for the Deaf
Helen Sheets D-346



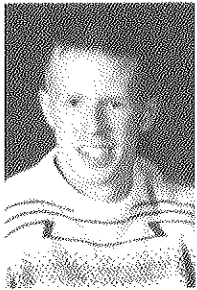
Adam Shope
Valley
Michael Shope D-722



Amy Simmering
South Webster
John Simmering D-222



Angela H. Simmons
Piketon
Gary Simmons D-911



Brian Christopher Snyder
Valley
Richard Snyder D-743



Michelle Dawn Southworth
Portsmouth
Jeanne Southworth D-551



Jennifer Lara Towne
Chillicothe
Dan Towne D-535



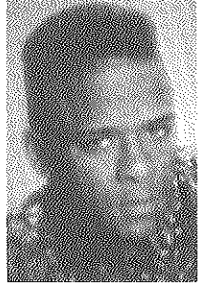
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Jackson
Gary Stiffler D-102



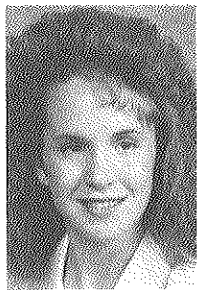
Danny Wicker Jr.
Waverly
Danny Wicker D-410



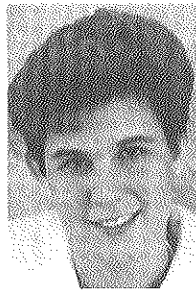
Chester Lewis Wingo Jr.
Chillicothe
Pam Wingo D-743



James Stewart Wingo
Chillicothe
James Wingo D-724



Cheryl Workman
Eastern
Shirley Workman D-911

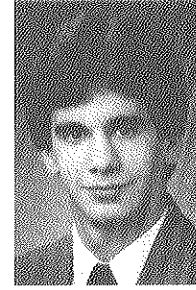


Cara Dawn Yeager
Waverly
Carl Yeager D-225



Amanda L. Zangri
Chillicothe
John Zangri D-911

COLLEGE GRADUATES



Dean E. Alatsis
Ohio State University
Alex Alatsis D-544



Brenda S. Boyer
Miami University (Ohio)
Carolyn Boyer D-922



Jason D. Brown
Heidelberg College
Don Brown D-711



Elena Cristina Cardenas
University Of Toledo
College of Law
Art Cardenas D-523



Stephanie Dresbach
Shawnee State University
Charles Henry D-721



Crystal Dawn Fatica
University of Rio Grande
Ron Henthorn D-726
Penny Henthorn D-024



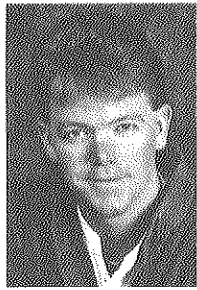
David Grant Gibson
Miami University (Ohio)
Richard Gibson D-521



Benjamin Francis Green
Shawnee State University
Francis Green D-911



John Johnson
DeVry Institute of Technology
B. J. Johnson D-744



Lee Eric Lemmon
Bowling Green State University
Bill Lemmon D-001



Shawna L. McGuire
Shawnee State University
Gerry McGuire D-601



Cynthia Lynn McKenzie
University of Rio Grande
Sue McKenzie D-352



Marsha Rene McRoberts
Shawnee State University
Phyllis Smith D-923
Paul Smith D-714



Angela K. Sexton Miller
Marshall University
Tom Sexton D-814



Michael E. Napierkowski
Purdue University
Francis Napierkowski D-521



Amy Parker-Bowden
University of Rio Grande
Ronald Parker D-951



Aaron Clovis Romero
Ohio University
Art Romero (Retiree, D-106)



John David Scott
Morehead State University
James Scott D-823



Vickie Lynn Secrest
Kansas Newman College
Sid Secrest D-211



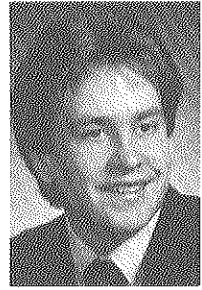
Mary Lea Stump
Marshall University
Bill Stump (Retiree, D-351)



Vicki Ann Walters
Ohio University
Reed Walters D-220



Rebecca L. Widdig
University of Cincinnati
Clara Widdig D-108



Brian Keith Wiley
University of Rio Grande
Joyce Wiley, D-922

Increasing role of procedures

(Continued from Page 1)

actually marks up the procedure to correct it, obtains the appropriate signatures, and submits the "redlined" copy to PSM for reproduction and distribution. This makes it possible to initiate an "immediate change" to the procedure so that work on the task can continue without having to go through the regular approval process. Some of the HEU procedures will be redlined.

Section Head Gene Seesholtz oversees procedure specialists writing for the remainder of the plant's divisions: Maintenance, Safeguards and Security, Quality Programs, Business Services and Environmental, Safety and Health. He has been given the job of overseeing the writing of maintenance safety system procedures. This project grows daily since "there are multiple systems with different configurations," Seesholtz said.

Seesholtz, who formerly worked for the Training Department, is also developing the department training plan. In addition, he has been tasked with implementing the UE Standard Practice Procedure on "in-hand" procedures.

Portsmouth and Paducah are now working to establish a UE procedure program which would involve the development of a UE procedure configuration control board. Their future goal is to have more UE procedures rather than Standard Practice Procedures at each site. Some procedures that Portsmouth uses now were jointly developed with Paducah and are nearly identical.

Another important goal has a deadline of October 1995 — when all procedures on plantsite must conform to the new format. "There are 3,800 to 4,000 procedures on-site," said Steve Pullins, who formerly served as Manager of the Special Programs Division. "We probably only need 2,500. Some procedures include so much information that it detracts from clear, concise performance of tasks; some procedures are not needed, and others need to be written." He added, "Procedures need to be shorter, less wordy and increase the use of pictures, graphs and tables."

The schedule for procedure work is governed by the Integrated Resource Management System (IRMS) which gives procedures a priority ranking. IRMS procedure ranking forms were completed for existing procedures in the fall of 1991, and the same form is now completed each time that a new procedure is initialized. The latest IRMS ranking report came out at the first of July and is available for managers to use as a tool to identify workloads for procedure specialists.

The Special Programs Division now has a new Manager, Bob Clark, to oversee all the work that needs to be done. Clark calls Portsmouth "one of the premier plants" in that it takes a "proactive stance" in implementing the new culture associated with

Conduct of Operations, Conduct of Maintenance, Quality Assurance and Training.

"Portsmouth has a very good start in changing the way we do business," Clark said.

Clark is impressed with the average turnaround of a procedure at Portsmouth — an average of 45 days from the time a procedure is written until the time it is signed and approved.

Clark has reviewed procedures on Conduct of Operations implementation and related subjects for at least a dozen other DOE sites and feels that Portsmouth is greatly receptive to change. His main concern, however, lies with the need for more involvement from the people who are using the procedures. "The plant needs to benefit from their expertise," he said. He sees the experience level of operators at Portsmouth as being invaluable to the procedural process.

The goal of PSM is to enable employees to operate the plant in the safest, most efficient way possible. With well-written procedures and available quality training, the user can perform the wide range of tasks confronted daily in the operation of the plant. In addition, management can be assured of repeatable and predictable results.

In their effort to become informed so that they can write quality procedures, PSM personnel have received a great deal of training over the last several months. Some of the courses they have taken include a Fundamentals of Procedure Writing class, and Qualified Reviewer, Basic Instructor, Job Task Analysis, and Production Process Operator training.

"With the combined efforts of everyone at the site, the goal of having highly accurate and efficient procedures will be a reality," McCormick said. "This concept of bringing the plants closer together will benefit both sites and aid in making them more competitive in the world market."

Obituaries

Charles W. Call, 74, Wheelersburg, June 11. He was a Maintenance Mechanic I/C at retirement in July 1982. Survivors include his wife Izzetta.

Margaret L. Entler, 26, Latham, and sons Lawrence, 5, and James, 3, died in an automobile accident on June 15. Survivors include her husband, David, a son David, and her mother-in-law, Connie Entler, (D-912). A fund was established under the name of "Entler Plantsite Fund" at the Atomic Employees Credit Union for voluntary donations to cover funeral expenses.

Churlene W. Howard, Jackson, June 23. She was preceded in death by her husband, Charles H. (Tiny) Howard who was a Production Process Operator at the time of his death in February 1984.

DOE and EPA sign FFCA at Oak Ridge

DOE and EPA have signed a federal facilities compliance agreement to bring mixed-waste generation and storage facilities at Oak Ridge sites into compliance with environmental laws.

Under the agreement, which went into effect with the signing, the Department of Energy-Oak Ridge (DOE-OR) will submit plans that will include treatment and storage options for land disposal restricted mixed wastes (containing both hazardous and radioactive components) to meet the requirements of the Resource Conservation and Recovery Act. The plans will include proposals for waste minimization, treatment studies, technology development, facility construction and schedules for treatment.

The agreement allows DOE facilities at Oak Ridge to continue to generate and store mixed wastes while addressing land disposal restricted mixed-waste compliance

issues. The mixed wastes covered include flammable and corrosive liquids, solvents, paint waste, waste oils and organics, and solid mixed wastes.

"We are very pleased that this issue has been resolved," said Energy Systems Senior Vice President Gordon Fee. "A lot of people in DOE, the EPA, the states of Tennessee and Kentucky and Martin Marietta have worked very hard to solve all of the complex problems related to this matter. Now, the burden is on us to make sure that the milestones established by the federal compliance agreement are met."

The agreement was signed by DOE-OR Manager Joe La Grone and EPA Region IV Waste Management Director Joseph Franzmathes.

DOE-OR is negotiating with EPA for an agreement for the Paducah Plant and with the Ohio EPA for a Portsmouth Plant agreement.

Congress debating UE legislation

Energy Systems employees involved in the Uranium Enrichment (UE) enterprise might want to follow media reports on the progress of legislation passed by both houses of Congress to create a U.S. Government uranium enrichment corporation.

On May 27, the House of Representatives passed the National Energy Policy Act (H.R. 776), which includes provisions for establishing an enrichment corporation "to operate, as a commercial enterprise, on a profitable and efficient basis." The Senate passed legislation (S. 2166) relating to the subject, in February. Although the bills differ in content, both would provide for the transfer of Energy Systems' existing management and operating contract to the new corporation to provide continuity in enrichment operations.

After a procedural vote on H.R. 776 by the Senate, a conference committee composed of Senate and House members will meet to reconcile differences in the bills.

If they are successful, the revised legislation would be returned to both houses of Congress for final vote. A bill could be ready for the President's signature by late summer.

There also is a possibility that provisions for creating an enrichment corporation could be removed from the legislation during the joint conference.

In recent years, the Senate has shown support for an enrichment corporation. The May 27 vote marked the first time the House has seriously considered and approved the concept of a government enrichment corporation.

The intent of the legislation is "to create a more flexible, more businesslike enrichment organization to compete in the world market," said Dennis Grahl, Manager of the UE Strategic Planning Department. "The Government corporation should enable the United States to continue as the industry leader into the next century," he said.

SERVICE MILESTONES

August 1992

35 years — George L. Mustard.

25 years — Danny L. Roberson and James J. Taylor.

20 years — Charles M. Wiltshire, Gordon L. Sanders, Paul R. Keels, Robert E. Lewis, and Kenneth H. Willis.

15 years — David A. Fosson, John D. Schultz, Harlan F. Hawkins Jr., Gary L. Wiseman, Robert J. Robinson, Elizabeth K. James, William Shope, and Barry R. Picklesimer.

10 years — Tony A. Dryden, Gary L. McCann, and Mary A. Rapp.

Peed is promoted to department head

R. Gregg Peed has been promoted to Department Head, Maintenance Programs. He reports to Steve Pullins, Division Manager, Maintenance.

Peed came to the Portsmouth plant in June 1978 as a Welding Engineer in Maintenance Engineering. He was promoted to Section Head of Welding Quality Control in June 1981. In April 1983, he became a Staff Engineer for GCEP Maintenance. He moved to Shops Maintenance as a Staff Engineer in October 1985.

In April 1987, Peed became the Maintenance Training Coordinator for the Maintenance Division. In February 1990, he became an Engineer with Shops and Support Maintenance until he was appointed Acting Department Head for that department in December 1990, a position in which he served until April 1992.

Peed was graduated from Ohio State University in 1978 with a bachelor of science degree in welding engineering. A veteran of the U.S. Marine Corps, he served as a sergeant for more than two years.

Peed and his wife, Deb, have four children and live in Minford.

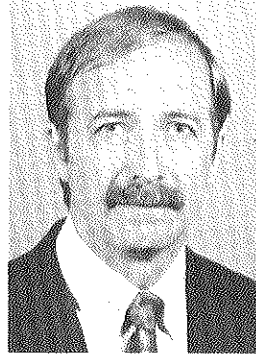
Hasty directs Safety Analysis

Mark D. Hasty has been promoted to Department Head, Safety Analysis. He reports to Charles E. Gamm, Superintendent, Laboratory Services and Safety Analysis.

Hasty came to Portsmouth in July 1990 as a Safety Analysis Engineer.

He was graduated in 1985 from the U.S. Naval Academy with a bachelor of science degree in physical science. From May 1985 to July 1990, he served as a Nuclear Trained Submarine Officer; his last rank was Lieutenant. During his career in the Navy, he received a Navy Achievement Medal and an Armed Forces Expeditionary Medal.

Hasty and his wife, Kimberly, have one daughter and live in Chillicothe.



Peed



Develin



Hasty



Couser

Develin now heads Cascade Support

William M. Develin has been promoted to Department Head, Cascade Support Maintenance. He reports to Jim Morgan, Assistant Division Manager, Maintenance.

Develin came to Portsmouth in July 1980 as an Area Engineer in the X-330 Process Building. In February 1984, he became a Staff Engineer in the X-326 Process Building. In August 1984, he began serving as a Staff Engineer in the X-300 Plant Control Facility. In January 1985, he began serving in the same capacity at the X-330 and X-333 Process Buildings. In November 1988, he was promoted to Senior Engineer at the X-333. Since June 1989, he served as General Supervisor, X-333.

Develin was graduated from the University of Dayton in 1980 with a bachelor's degree in chemical engineering.

He and his wife, Toni, have a daughter and live in Waverly.

Couser to head Technical training

David I. Couser has been promoted to Department Head, Technical Training. He reports to Reed Walters, Manager, Plant Training.

Couser came to Portsmouth as a Technical Trainer in February 1991.

In April 1985 he began serving as a Command Career Counselor for the Nuclear Power Training Unit in Ballston Spa, New York. In January 1986, he became a Senior Enlisted Instructor at the Naval Nuclear Power School in Orlando. In February 1988, he began serving as an Engineering Department Assistant for the U.S. Navy on the USS Henry L. Stimson.

Couser retired from the U.S. Navy in February 1991 after a 20-year career. A recipient of numerous military honors, he was also designated a Master Training Specialist by the Chief of Naval Technical Training.

Couser was graduated in 1985 from the New School for Social Research in New York City with a bachelor of science degree in human resources management.

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

Promotions

James H. Crabtree and Philip P. Borris have been promoted to Section Supervisors, Health Physics. They report to Charles J. Slater, Department Head.

Charles F. Crumm has been promoted to Supervisor, Power Operations. He reports to Omar Johnson, Department Head, Power Operations.

Brian A. McCullough has been promoted to Supervisor, X-333 Building. He reports to Bernard P. Allen, Department Head.

Rusty L. Barnett has been promoted to Supervisor, Janitors. He reports to Theresa L. Wright, General Supervisor, Janitor Services.



Crabtree



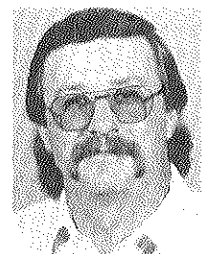
Borris



Crumm



McCullough



Barnett

RECREATION CORNER

Employee Activities Committee

A double elimination **Softball Tournament** is scheduled for September 12 and 13 at Jake's Park in Waverly. All employees and spouses are eligible to participate. Entry is free, and umpires and scorekeepers will be furnished by the EAC. Participants may enter a team they have been playing with this summer, or they can be placed on a team if space permits. A ladies tournament or a co-ed tournament will be coordinated if at least two teams enter. To enter a team or to request additional information, call Jim Whitt at Ext. 2480 or John Gedeon at Ext. 3878. The winning teams will be invited to the Recognition Banquet in early November.

The 1992 **Employee Outing at Wyandot Lake** is scheduled for Saturday, Sept. 19. Shirley Walter is serving as chairperson for the event. Portsmouth employees, family members and guests are welcome for a charge of \$3 per person. Participants may bring picnic baskets into the park. No general admission or any other groups will be attending on that day.

Costumed characters, a magic show, and other special attractions will also be on the agenda. A Grand Drawing for prizes will take place, and Bingo and a Retirees Corner will also be available. Further information regarding the purchase of tickets and other details will be made available soon.

Ethics Hotline

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

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

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