

# MISSION SUCCESS<sup>®</sup>

January 28, 2000

MICHOUD OPERATIONS

## BULLETIN

### X-33 Program activities proceed

Michoud Operations Lockheed Martin Space Systems Company is laying the groundwork for making additional contributions to the pioneering X-33 Program.

“Work has begun at Michoud to develop metal LH2 Tanks for the X-33 Technology Demonstration Vehicle,” said Bob Simms, Director, Program Management. “These multi-lobe tanks are a potential replacement for the existing composite tanks that experienced a failure during structural testing at MSFC.

“A joint LM/NASA investigation team is evaluating this failure and will present its findings by the first week of February,” said Simms.

Michoud Operations is actively supporting the failure investigation, providing the team with composite cryogenic tank permeation and leak data from Michoud’s database of testing on composite samples.

“The two metal LH2 tanks are of a similar configuration and will be built in a similar manner to the X-33 LOX tank that we delivered to Lockheed Martin Skunk Works in 1998,” Simms stated.

The activities will be accomplished by the Program Management Directorate. Richard Harris is the program manager.

### X-33 engine testing progresses

Testing of the X-33 aerospike rocket engine is also proceeding at Stennis Space Center. An aerospike engine was test-fired for 60 seconds

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Ron Wetmore



Jerry Smelser

### Wetmore, Smelser named to top ET posts

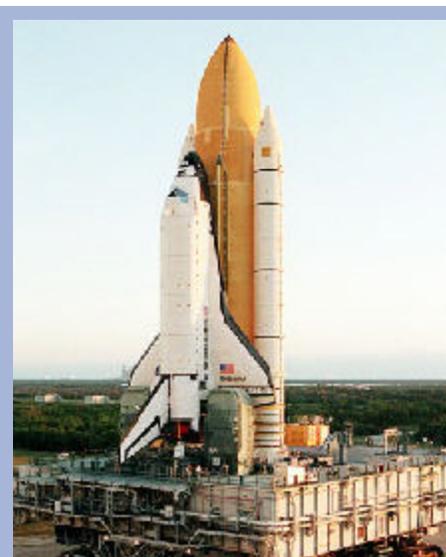
Two senior management positions — one at Michoud Operations Lockheed Martin Space Systems Company and the other at NASA’s Marshall Space Flight Center — have changed on the External Tank Project.

Michoud Operations has named Ron Wetmore Vice President,

External Tank Project, effective January 31, 2000. Wetmore succeeds Terry Hibbard who is retiring after 30 years of aerospace experience with Lockheed Martin.

NASA named Jerry Smelser as manager of the External Tank Project at MSFC. He replaces

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Endeavour rolls out to Pad 39A.

### STS-99 Facts

Target Launch Date: Monday, January 31, 2000

Target Launch Time: 11:47 a.m. CST

External Tank: ET-92 (LWT-85)

Mission numbers: Year 2000 mission number 1; Shuttle flight number 97; orbiter Endeavour flight number 14

Primary Payload/Mission: Shuttle Radar Topography Mission



## Space Systems head tours Michoud

Lockheed Martin Space Systems Company Executive Vice President Al Smith recently visited Michoud Operations for program briefings and a facility tour.

Pictured at left is Joe Marcus, Production Operations Vice President (right), giving Smith an overview of Michoud's manufacturing building. After he got his first look at production activities, Smith had nothing but praise for the entire Michoud Operations team.

"I was impressed before I came down," noted Smith, "I'm even more impressed now. You don't really sense the scale of what is done down here until you see it in person. And you couldn't ask for any better performance than what this company has provided. Keep up the good work, with the focus on Mission Success, as we go into 2000."

## Web-based "jobs on line" system is turned on

Lockheed Martin has activated the Staffing Management System (SMS), which automates much of the employment process across the Corporation, from creating a job requisition to hiring or transferring an employee.



"A key part of SMS is a web-based tool, *Lockheed Martin Career Network*, that will be used for posting jobs and self-nominating for jobs," said Cheryl Alexander, Michoud Operations Human Resources LMPeople Project Lead.

The Career Network enables employees to search through a database of job openings across the Corporation and to apply for a job on-line. Employees can search according to job category, geography, business unit or by key words. Then, to apply for a position, the employee completes a standard on-line resume form and submits it electronically.

SMS also incorporates a similar system, *LM Careers*, designed for external applicants. This system

is expected to draw some 300,000 resumes per year. The primary difference between the internal and external systems is the amount of information provided about available jobs.

Lockheed Martin has created a policy, *Employee Transfer* (CPS-542), to support the new job posting system.

Employees are now eligible for job transfer after 12 months in an assignment, as long as the employee's performance rating is satisfactory and no current corrective action plans exist. This now-uniform policy on job transfers gives employees greater opportunity

and flexibility. The company urges employees to take full advantage of this new career-management tool.

The Staffing Management System is the first element of LMPeople, an initiative to unify Human Resources, Benefits and Payroll policies and practices across the Corporation.

"As the first component of LM People, SMS is expected to save millions of dollars through the retirement of older systems and through process improvements," Alexander said.

For more information about the Career Network, SMS or the LMPeople initiatives, contact Cathy Brawley, Human Resources at 7-0808.

The Career Network is at [http://careernet-lmpeople.global.lmco.com/career\\_network.htm](http://careernet-lmpeople.global.lmco.com/career_network.htm) (or click on "Jobs" from Page One of the Lockheed Martin Intranet).

LM Careers is at <http://www.lmco.com/careers/index.htm> (or click on "Careers" from the Lockheed Martin external home page).



*Kathy Eaton, Blood Drive coordinator (second from right), and Bob Bruce, management advisor, Blood Drive Program (right), accept the ABC award on behalf of Michoud Operations from Brian Gannon, President and Chief Executive Officer of The Blood Center and Boni Palazzo, Blood Center territory representative.*

## National Blood Center recognizes Michoud employee contributions

Michoud Operations was recently awarded the 1999 Gold Award for National Blood Drives by America's Blood Centers (ABC).

The Blood Center, an ABC member, nominated the company for the response of its employees to appeals for blood donations.

"Your unfailing support helps ensure that ABC members are able to meet the needs of their communities," said Dr. Celso Bianco, president of ABC. "And for

this reason, we are grateful and honored to recognize you with this award."

ABC is the national network of nonprofit, independent blood centers that provide 47 percent of the nation's blood supply. Michoud Operations works closely with The Blood Center during several blood drives each year.

Personnel at Michoud Assembly Facility donated 1,423 pints of blood in 1999.

## Second annual Black History program planned

Michoud Operations' second annual salute to Black History Month will be held on Friday, February 11 in the NASA Auditorium of Building 350.

Keynote speaker for the event will be Amanda Goodson, Director of Safety and Mission Assurance at the NASA Marshall Space Flight Center in Huntsville, Alabama. Also scheduled to appear is Sharon McDougale, United

Space Alliance (Houston). McDougale will speak about her duties as crew chief for the astronaut crew escape equipment test team, and she will provide a demonstration of space suit technology.

Among the many attractions featured at the event will be a performance by the Lockheed Martin Choir, a juried exhibit of African-American art, and a display of items with Black History significance.

The activities are scheduled for lunchtime on February 11. The program will begin at 11:15 a.m. to allow time for employees who work in buildings other than Building 350 to arrive at the auditorium.

## ET posts

*Continued from Page 1*

Parker Counts who will become manager of the Solid Rocket Booster Project. This change is effective after the STS-99 launch.

Previously, Wetmore served as Director, KSC Operations for Michoud Operations. He was appointed to that position in 1995 after progressing through a series of engineering management positions. Wetmore joined Lockheed Martin in 1981 after spending nine years in the U.S. Navy as an engineering officer.

Smelser is familiar to Michoud employees. He served briefly as manager of the ET Project in the late '80s. An engineer, Smelser previously served as manager of Technology Evaluation. He has held a number of positions within NASA's Space Shuttle program since starting his career in 1960.

Hibbard joined Lockheed Martin in 1969 as a design engineer in Denver working on Skylab and the Viking Mars Lander. He came to Michoud in 1974 and rose through the management ranks to become Vice President, Technical Operations in 1996. A year later he took over the External Tank Project.



### Periodic ISO audits to come

Since becoming ISO 9001 registered in November, Michoud Operations will undergo a periodic Continuing Assessment Audit every six months for two years. Preparations are now under way for the audit the week of March 20.



NASA video image of the aerospoke engine full-power test at Stennis Space Center on December 18.

## X-33 update

*Continued from Page 1*

on Friday, January 21.

An earlier 18-second long test of the engine on December 18, 1999 marked the first time an X-33 aerospoke engine was tested to full power. The test on January 21 was the seventh test of the series.

An additional seven tests are scheduled to be held at intervals

of eight days. Each succeeding test is planned to be longer than the last, until a firing time of 250 seconds is reached for the final tests.

Once testing of the first engine has been successfully completed, two flight engines will be tested. After successful flight acceptance test of the engines, the two flight engines will be shipped to Lockheed Martin Skunk Works, Palmdale, to be mounted on the X-33 vehicle.

## Employees reminded about proprietary data

Lockheed Martin Corporation employees who take outside courses at educational institutions have an obligation to safeguard and maintain in confidence the company's trade secrets and proprietary data. Under some circumstances this obligation extends to the proprietary data of subcontractors, teammates and customers.

Formally, each employee signs an "Employee Proprietary Information and Innovation Agreement" when he or she is hired.

All students are reminded that there is no academic exception to these requirements. Before speaking in class and before writing research papers, consider the proprietary content of what you are writing or talking about.

In the case of technical papers, approval by management and NASA may be required, even in an academic environment. Additionally, publications could be a prohibited "Export" under the auspices of several federal laws.

If you have questions, call the Legal Department at 257-4112.

## Employee survey results reflect pluses, minuses

Michoud Operations employees found much to praise and some things to fault in the 1999 Lockheed Martin Employee Survey.

The results, tabulated and analyzed by the Ethics Resource Center, indicated that 30 percent of the Michoud employee population responded to the Corporate-wide survey conducted in September and October of last year.

Michoud's highest survey scores indicated that employees enjoy challenging work in an exciting industry, and are satisfied with their benefits package. Employees

also noted a clear link between their work and the company's performance objectives.

Each of these results exceeded the average scores from across the Corporation.

The least favorable scores revolved around flexible work arrangements, compensation, job

**For complete results of the 1999 Lockheed Martin Employee Survey, visit the Michoud Space Systems intranet site at <http://gumbo/lmmss.htm> and look for the link to the employee survey.**

opportunities and the lack of changes resulting from previous survey findings.

After reviewing the survey results, the Michoud Operations

Leadership Team directed Human Resources to employ focus groups to gain additional insight into issues raised by employee responses. Of particular importance will be to understand the frequency of the application of Lockheed Martin's six core values (honesty, integrity, respect, trust, responsibility and citizenship) at Michoud as compared to the Corporation as a whole.

Twelve groups of randomly selected employees from across the company will explore the subjects surrounding low scoring areas and make recommendations to improve the work environment.

Information gathered in the focus groups will be presented to the Leadership Team on March 20 where appropriate action will be determined.

# Organizational changes announced at Michoud

## Tassin, Sigur, Simms get new positions

Michoud Operations President Dennis Deel made the following organizational changes, effective January 5, 2000.



*Randy Tassin*

Deel named Randy Tassin Vice President, Program Management & Technical Operations. He previously served as Vice President, Reusable Launch Systems.

Reporting to Tassin in the new organization are:



*Wanda Sigur*

- Wanda Sigur, named Director, Engineering and Technical

Laboratories. Sigur, a mechanical and materials engineer, joined Michoud Space Systems in 1979. Prior to her new position, she was Manager of Design & Analysis in Technical Operations.



*Bob Simms*

- Bob Simms, named Director, Program Management, with oversight for programs other than the External Tank, such as X-33, X-34, Crew Return Vehicle and Kistler. Simms has 38 years of aerospace experience working for British Aerospace and Michoud Space Systems. Previously, he served as Kistler Program Manager.

- Tom Mobley, who will continue in his role as Director, Program & Technology Development. Pam Mitchell will be acting director while Mobley is on a leave of absence.

- Karen Weldon, who will continue as Director, Management Information Systems.

- Donna Knezevich, named manager, Composite Development. Knezevich will be responsible for providing management direction to composite technology development, to composite projects and product lines, and to the activation of the National Center for Advanced Manufacturing (NCAM).

## Cartwright named to Business Operations post



*Brad Cartwright*

In other organizational news, Brad Cartwright is appointed Director, Contracts & Estimating. Cartwright has 23 years of External Tank experience with Lockheed Martin and most recently was United Space Alliance Transition manager for Michoud Space Systems.

He reports to Brent Clayburn, Director, Business Operations.

## Questions on ethics?

To obtain clarification on ethical matters or to report possible wrongdoing, contact the Michoud Space Systems ethics officer, **Stuart Stine**, at 7-3842, or call the Corporate Office of Ethics and Business Conduct, 1-800-563-8442.

## Emergency Information

To find out the status of work at MAF, call 257-1MAF or 1-800-611-3116; check the EWS; listen to WWL-870 radio or WWL-TV; or access the MAF Site Status web site at <[www.mafstatus.com](http://www.mafstatus.com)>

# EMPLOYEE VOLUNTEERS

## 2000 EVO Board

The Employee Volunteers Organization (EVO) is entering the new century guided by a fresh board of directors elected at the organization's December 16, 1999 annual meeting.

The 2000 Board kicked off its year of service on January 27 by electing officers to organize and lead volunteer activities planned for this year.

The new EVO board has issued a challenge to every Michoud Operations employee to volunteer for at least one of the many events the Board will support this new year.

"Congratulations to the 1999 EVO board president John



*The 2000 Employee Volunteer Organization Board of Directors, pictured from left to right are: (front row) Brenda Retif, Business Operations; Paula Hartley, Technical Operations; Marlene Crews, Business Operations; Betty Jane Schlater, Product Assurance; Dee Geraci, Business Operations; (back row) Damian Woods, Business Operations; Marc Church, Technical Operations; John Beicher, Management Information Systems; John Spencer, Technical Operations. Not pictured is Jack McKean, Retiree.*

Beicher and the 1999 board for its outstanding service to our community and company during the past year," said Gordon Dyer,

EVO coordinator for Public Affairs. For information on upcoming EVO events, call Dyer at 7-2102 or any EVO director.

# MILESTONES

Employees celebrating milestone anniversaries with Lockheed Martin in January include:

*25 years*

Leroy Divinity  
James Massey  
Claudia Stein

*20 years*

Cheryl Alexander  
Gerald Bell  
Judith Bilich  
Holly Brodsky

David Cardon  
Joel Copeland  
Glenn Cotty  
Richard Fagot  
Joseph Gagliano  
Nancy Harris  
Robert Held  
Roy Higginbotham  
Lynda Johnston  
Robert Keener  
Roy Kridler  
Steven Lecesne  
Spencer Luebe  
Gordon Meadors  
Bennie McCormick  
Steven McCutcheon  
Wesley McMellon  
Bennie Mills  
Michael Neff

Ronald Pena  
Virgil Phillips  
Douglas Powell  
George Schenck  
Robert Smith  
Audrey Strother  
John Tonglet

*15 years*

Cheryl Cannon  
Curtiss Dossett  
Harold Drummond  
Jeffrey Hudson  
Arthur Nead  
Jean Rowe

*10 years*

Craig Coleman  
Richard Crawford

Iris Davis  
Robert Delpidio  
Eric Enright  
Wesley Geiman  
Larry Hall  
Michael Rabito  
Karla Ruppenicker  
Rick Spring  
Nelly Williams

*5 years*

Gerald Fabre  
Joseph Hillmer  
Steven Garner  
Carolyn Brookter  
Jerry Greenwood  
Christopher Bourgeois  
Sherry Castanedo  
Roland Galatas

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