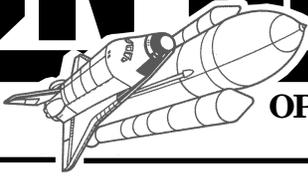


MISSION SUCCESS[®]

April 28, 2000

MICHOUD



OPERATIONS

BULLETIN

Plan to reduce Michoud workforce announced

Michoud Operations announced plans to reduce its workforce by approximately 150 over the next year.

“As we complete the first quarter of 2000, our business status requires that additional personnel actions be taken,” said **Dennis Deel**, president and general manager. “Further External Tank cost reductions must be achieved.

“Funding for certain technology development activities has come to an end and will not be renewed. To support the X-33 metal liquid hydrogen tank project, we had protected a number of resources in order to meet the required aggressive delivery schedule. Although design activities continue, production has been delayed due to deferred program funding levels. Also, as I reported to you earlier this year, consolidation activities that affect Space Systems Company support personnel at Michoud, Denver and Sunnyvale are being implemented.”

An initial reduction will take place within the next month, with affected employees being notified shortly. Positions to be eliminated will come from all areas of the organization. Outplacement services will be available to assist those affected in finding new employment.

Other reductions are planned for later months. New business activities, however, could offset some – if not all – of the future planned reductions. Projected X-33 funding resumption would support the start

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The Explorer Post high school team poses with their winning entry. Seated are Ivo Pineda and Stacey Gobert. Standing (left to right) are: Mark Salvadore, Dung Ly, Anthony Corbett, Greg Forest, and Terrence Holloway.

Explorer Post Moon Buggy team takes design award in national competition

Teams from the Michoud Operations-sponsored Explorer Engineering Post 314 recently went head-to-head with the nation’s best in NASA’s seventh Great Moon Buggy Race in Huntsville. The Lockheed Martin high school team won the American Institute of Aeronautics and Astronautics’ (AIAA) award for design, and their innovative vehicle came in fifth in the time competition over an obstacle racecourse.

The Moon Buggy Race is traditionally held at the U.S. Space & Rocket Center. The contest is in two parts – the first part is a design competition for a moon buggy and the second tests the capability of

the constructed vehicles to navigate a bumpy racecourse that simulates a moonscape.

Michoud Operations sponsored two teams, one comprised of college students and one of high school students. Both teams attacked the first problem, which was to design a vehicle that could fold up to fit into a small space (just as the actual moon buggies had to be stowed in confined areas for transportation to the Moon), but would be sturdy enough to survive a fast run over the obstacle course.

With judicious help and advice from Lockheed Martin engineers,

Continued on Page 2

Corporation names new COO



Louis R. Hughes

Lockheed Martin Corporation announced the selection of **Louis R. Hughes** as president and chief operating officer (COO), effective April 27. Hughes succeeds **Peter B.**

Teets, who retired from the Corporation.

As COO, Hughes will report to Chairman and CEO **Vance D. Coffman** and will be responsible for day-to-day operations, while Coffman will focus on strategic and financial issues. The leaders of the corporation's four business areas and its Global Telecommunications subsidiary, along with the Chief Financial Officer, will report to the Office of the Chief Executive, which will include Hughes and Coffman.

Hughes, 51, joins Lockheed Martin from General Motors Corporation where he served as executive vice president and president of GM's international operations based in Zurich, Switzerland.

A 1971 mechanical engineering graduate of the GM Institute, Hughes earned his master's in Business Administration from Harvard University in 1973.

Space Day 2000 activities accelerate

Ever wonder what it would take to create a special exercise machine for use in space? Or how to build a human-friendly orbiting habitat? Teachers and students throughout North America and beyond are grappling with these challenges and others as part of the learning activities that will culminate on the fourth annual Space Day, Thursday, May 4.

Space Day 2000 celebrates the achievements and opportunities of space exploration. This special day encourages people of all ages from around the globe to advance science, math and technology education and to inspire future generations to continue the vision of our space pioneers.

Engineers and technicians from Michoud Operations have been active in activities leading up to Space Day in the New Orleans area. On Tuesday, April 18, a group of Lockheed Martin

employees visited Jefferson Elementary School, Jefferson, LA, to display aspects of aerospace science in use at Michoud. They gave demonstrations of insulating foam technology and the effects of cryogenic temperatures on ordinary objects, and fired a miniature hybrid rocket engine.

On Space Day the Michoud Operations volunteers will also put on their demonstrations for the public at the Kenner Daily Living and Science Center. NASA Astronaut **Dr. Richard Linnehan**, veteran of two Space Shuttle missions (STS-78, -90), will join the Lockheed Martin engineers at the Center to showcase the accomplishments of America's space program.

For information on Space Day activities happening around the country and for a wealth of ideas for your own celebration of Space Day, look into the Space Day web site at:

<http://www.spaceday.com/>

Reduction

Continued from Page 1

of metal liquid hydrogen tank production-related activities as early as August. And Michoud continues to pursue other new business opportunities that hold promise for later this year.

"During times of change and uncertainty such as we are experiencing, it is more important than ever to resist distractions and remain focused on the task at hand," reminded Deel. "Each of us must maintain our individual commitment to safety, Mission Success and customer satisfaction. These are mandatory elements to the continued future success of all our programs and Michoud Operations."

Moon Buggies

Continued from Page 1

both teams prepared designs and then proceeded to build their respective vehicles. "This was the real learning part of the project," said advisor **Hale Davidson**, Program Management & Technical Operations. "At this point for these young people, engineering ceased to be mere textbook abstractions and became concrete."

Also advising the students were **Harry Nelson** and **Deborah Brown**, Program Management & Technical Operations; **Wayne Gobert**, Product Assurance; and **Bruce Forest**, Production Operations.

After a trial spin in their buggies on the "back forty" at Michoud, the students and their advisors headed to the showdown in Huntsville. A total of 16 high school teams and 30 college teams from around the country competed in the race.

"I'm proud of both our teams' hard work and enthusiasm, and I think the high school team truly deserves its award," said volunteer coordinator **Gordon Dyer**, Communications. "I also want to thank the employees whose dedication and many hours of assistance made this program such a success. Both teams are eager to try again. This year ... Huntsville. Next year ... the Moon!"

People Power: prime element of Mission Success

The most critical element of Mission Success across all Lockheed Martin enterprises isn't science, engineering or even technology.

It's people.

To put its most valuable resource to the best possible use, Lockheed Martin is launching an intensive effort to broaden career options for employees and standardize many of the corporation's employee-related systems, programs and policies.

The effort is called LMPeople, and when it's complete in 2002, Lockheed Martin will have taken a major stride toward becoming an efficiently integrated network of companies.

The LMPeople project team estimates the effort will save the corporation \$50 million annually by standardizing and integrating human resources, payroll and benefits data and processes. These savings will be captured as part of the LM21 program.

The business advantages will also include savings from reduced overhead costs, getting rid of outdated or redundant computer systems and the use of best practices.

Standardizing payroll and human

resources practices will make job comparisons easier and transitions less complex. Also, human resources policies will be uniform throughout Lockheed Martin.

Another primary advantage for employees will be new "self-service" capabilities. Through the Lockheed Martin Intranet, employees will have direct, real-time access to personal information such as job

***LM*People**

postings, Savings Bonds contributions or paycheck data. Employees will also be able to eliminate unnecessary intermediate steps for such things as changing their home address or updating their training history.

On the administrative side, human resources, payroll and benefits activities will be more integrated. The current systems will convert to a common, integrated software system, called PeopleSoft, which "goes live" at Michoud Operations on October 16, 2000.

"A lot of planning is going into this initiative," said **Cheryl**

Alexander, Michoud Operations LMPeople program manager. "Our project team will work closely with managers to ensure they understand the new PeopleSoft system so we can make a smooth transition to it."

As the various elements of LMPeople are put in place, Alexander says employees will begin to see the program's benefits.

"LMPeople recognizes employees as a strategic resource," said **Terry Powell**, corporate vice president, Human Resources. "Employees will be able to move seamlessly throughout the corporation, taking advantage of opportunities across the enterprise."

One way LMPeople will increase mobility between Lockheed Martin companies is through a Staffing Management System (SMS), which is now operational across the corporation. The SMS features a new enterprise-wide job posting system, which enables employees to apply for positions anywhere in the corporation. The new system is intended to enhance career development and make transfers across companies trouble-free.

Safety -- Both a group and an individual effort



Earl Kessling

"We tend to look out for each other," said **Earl Kessling**, Facilities and Environmental Operations. "That's one of the things we do a lot of out here."

Kessling is a Facilities construction carpenter and 15-year employee with Michoud Operations.

Currently serving as the lead of the Facilities Safety Monitors, Kessling puts equal emphasis on the role of individuals and the group in ensuring a safe work place.

"If we see somebody doing something unsafe," he said, "we're not afraid to say: 'Hey, stop. Do what you need to do,' whether it's

wearing your personal protective equipment or just trying to do it a little differently."

On the Facilities Safety Monitors program, Kessling said: "A lot of what we do is worked as a group. We get together once a week and discuss issues. A lot of the time we have a multi-craft group, so if somebody has a question, we have somebody with expertise in that field and they can say what we need to do."

As one example of the Safety Monitors' approach, Kessling described how they recently got rid of a potential safety hazard by rapidly responding to alert observations by one of the team.

"The concrete walkway by the turnstiles where we come in every morning was uneven, causing a tripping hazard," said Kessling. "One of the monitors brought it to

our attention, and before anybody did trip on it and hurt themselves, a work order was cut and the problem was corrected."

And a lot more is being accomplished by the Monitors.

"We had a year-end review for the Facilities Safety Monitors," said Kessling. "During the year we worked 67 safety projects with a 82% completion rate, which I think shows that a lot of people out here are concerned about safety."

Is safety awareness improving at Michoud?

"I think we're constantly changing, we're constantly getting better," said Kessling. "I see a lot more guys taking the time to do things right, and a lot more people bringing it to someone's attention: 'Hey, I think you should stop and regroup and do this in a safer or better way'."

MILESTONES

Employees celebrating milestone anniversaries with Lockheed Martin in April include:

25 years

Shirlene Cunningham
Octave Thomas

20 years

Arthur Boudreaux
Gregory Broussard
Edmond Ceasar
John Chapman
David Jenkins
Gregory Jones
Alvarez Labat
John Pericone
Francis Ramsey
Steven Ruple
Dale Stiller
Trudy Wigginton
Bruce Wright

15 years

Larry Boudreaux
Mark Bryant
Steve Franklin
Paula Hartley
Michael Jeansonne
Jonathan Mitchell
John Pennino
Richard Schneider
Patricia Turegano
Frank Williams

10 years

Paul Jordan

Joseph Orlando
Chris Packwood
Lynn Servay

5 years

Alfred McCrea
Dennis Necaie
John Vitrano



Volunteers honored at the EVO luncheon included (standing, left to right): John Chapman, Planning and Control; Anthony Dubuclet, Business Operations; Bill Burtch, Materiel Sourcing; Doretha Brown, Human Resources; retirees Lou Muehlberger and Al Sloane; and Renard Lotts, Business Operations. Seated: Marlene Crews, Business Operations; Brenda Retif, Business Operations; Angel Curry, Planning and Control; and Cassandra Roy, Information Technology Services.

Employee Volunteers honored

The Employee Volunteer Organization recently hosted a luncheon to thank volunteers, both employees and retirees, for their selfless efforts during the past year and to encourage them to keep up the good work.

“Volunteering is contagious,” said EVO board president **Betty Schlater**. “We have fun working together for the good of others.”

The organization saluted ten employees “who made exceptional contributions toward improving the lives and well-being of others in the community.” Each received a sport shirt with the EVO logo.

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>

MISSION SUCCESS[®] BULLETIN

Volume 19, Number 4
April 28, 2000

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Mission Success Bulletin is published
by the Communications Department.

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