

Mission Success

Bulletin

October 10, 2005

On-line

Michoud returns to limited production

Almost five weeks after Hurricane Katrina hit, the NASA Michoud Assembly Facility opened its doors on Saturday, October 1 to limited production operations activities - and within days, the number of on-site employees had grown to over 400 when a Transportation & Handling crew gently off-loaded ET-119 from the barge *Pegasus* last Monday.

These two events - the facility's reopening and the return of a tank from KSC - are a clear signal that Michoud is back in operation.

"Our emphasis is to get everybody back to work," says **Marshall Byrd**, vice president

& general manager. "Whether this is at Michoud or another location will be determined by what supports the enterprise best."

Some 200 Michoud employees have joined the existing Huntsville Technical Operations group in Alabama. Employees are supporting the In-Flight Anomaly teams investigating foam loss from STS-114, as well as Business Operations and Contracts activities. Other smaller groups are working at Stennis Space Center and in Houston, Texas.

Michoud hopes to have 800-900 employees working by the end of October to support

Return to Flight. "It's all tied to how quickly the city can restore its infrastructure," stresses **Mike Javery**, vice president of Operations, who is also heading Michoud's restoration.

Currently, Michoud has electricity but no drinking water or sanitary sewer service. So bottled water is the order of the day. Michoud is making its own water and drilling a well on-site to meet existing needs.

"The water we have we're using for our air conditioning chillers, sewage and for fire suppression," Javery explains. The 400 employees at Michoud represent 200 production workers and 200 sup-

port staff such as engineering and facilities. Work on ET-119 will begin shortly, and ET-120 is expected to return to Michoud from KSC in about two weeks.

Employees will perform Non-Destructive Evaluation on the Protuberance Airloads (PAL) ramps on ET-119, then remove the ramps and dissect them to check their integrity. Foam sprayers are being recertified and a robotic LH2 PAL ramp spray is being developed.

Javery says that ET-119 will be the first tank to ship to KSC for Return to Flight. Michoud plans to ship by February 2 in time for an anticipated May launch.

Buses are already bringing employees to work, leaving Slidell at 6:30 a.m. and after work departing Michoud at 5:30 p.m. Another Park & Ride bus system began this Monday in Hammond, La. - leaving from Hammond bound for Michoud at 6 a.m. and after work departing Michoud at 5:30 p.m. An additional bus system may also be arranged from Baton Rouge if there's the need.

Javery emphasizes that Michoud in its "Go Forward" plan is focusing on people first, then plant and product. "That's the right focus. Our employees will make it. They're tough; they're resilient." ■



ET-119's return to Michoud earlier this month was a significant milestone in Michoud Operation's "Go Forward" plan.

Annual Lockheed Martin benefits enrollment begins October 12

Special process for hurricane-impacted employees on Corporate-delivered benefits

Lockheed Martin 2006 Annual Enrollment begins October 12 and runs through November 6. The following special Annual Enrollment process is in place for those employees directly impacted by Hurricane Katrina.

Please note, it is particularly important this year for employees to carefully review their current plans and the plans now offered in their areas/regions for 2006. For an overview of key changes, and other helpful enrollment information, an Annual Enrollment newsletter is available on LMPeople and on the Employee Service Center Online. In addition, employees should review their plan's Health Plan Report.

Printed enrollment materials have been delivered to local Human Resources (HR) personnel for dissemination to hurricane-impacted employees in their areas. To request your enrollment package, call your local HR point of contact in your area to arrange for delivery or pick-up of your enrollment package. Please note, a hardcopy enrollment package is not required to enroll. You may also request your enrollment package by calling the Employee Service Center at (866) 562-2363, or (800) 833-8334 for the hearing impaired. The Michoud Operations HR contact is **Suzette Archie** (281-283-4121). ■

Initiating Annual Enrollment

There are two ways you can enroll - online or by phone.

- If you have your hardcopy enrollment package, you will find your Personal Identification Number (PIN), which is required for online enrollment. To enroll online, visit LMPeople at <https://lmpeople.lmco.com> from the LM Intranet or <https://www.lmpeople.com> from the Internet, then click on the Annual Enrollment link that will be available during the enrollment period in the Benefits section. This will take you to the Employee Service Center Online. Log in using your Social Security Number and the PIN provided in your enrollment package, click on "Group Insurance" under "Access Your Plans" and then "Annual Enrollment" under "Open Events Summary."
- To enroll by phone, please call the Employee Service Center (ESC) at (866) 562-2363, or (800) 833-8334 for the hearing impaired, and select the prompt for Annual Enrollment. ESC customer service representatives are available Monday through Friday 8 a.m. to 8 p.m. Eastern Time. If you do not have a PIN, the ESC will initiate the "alternative verification" method. This involves a series of questions based on your personal data, to confirm your identity, thus enabling you to enroll without a PIN.

Important information to remember during enrollment

As you make your enrollment selections, please keep in mind the following:

- If you are enrolling online, when you reach your "worksheet" showing your benefit options, please note the boxed text. If you do not make new elections by the end of the enrollment period, you will receive the coverage indicated in the boxed text. If you are enrolling by phone, the ESC will advise you of these default options.
- Please note that if you take no action for Health Care Spending Account (HCSA) or Dependent Care Spending Account (DCSA) options, these will not roll over.
- Don't forget to confirm or update your designated beneficiary information. If enrolling online, you will be prompted for this. If enrolling by phone, the ESC representative will provide you with a form to do this.

After your annual benefits enrollment is complete, at the end of the enrollment period a confirmation statement will be available. If you have provided a current mailing address, your confirmation statement will be mailed to you. If you do not have a mailing address currently available, please contact your regional point of contact to arrange an alternative delivery method.

Employee Resources

MAF Status: <http://www.mafstatus.com/>

LM Supervisor's Contact Number:
504-452-8821

Employee Assistance Program: 877-653-0717

LifeMatters Employee Assistance Program:
888-562-2243

Hurricane Employee Assistance Fund:
800-563-8442, (option 2)

LM Employee Home Sharing:
(email) hurricane-ops-ctr.fc-ast@lmco.com

LMPeople:

https://www.lmpeople.com/home_hr/lmp_home_hr_fra_meset.asp

FEMA:

<http://www.fema.gov>

Someone to talk to

In the aftermath of Hurricane Katrina, employees have faced many personal challenges. **Kathy Eaton**, the Employee Assistance Program (EAP) coordinator, is trying to make the road a little easier by listening, talking and counseling with employees.

"The concern I hear most often is 'Do I have a job to come back to?'" Eaton relates. "Then employees often will say, 'I want to work, but where will I live?'"

Eaton says sadness overtakes many because employees are just overwhelmed by the loss of home and community. "There's also a lot of frustration with disaster relief agencies," she says.

"Finally, they may talk about helping their child or an elderly parent."

Kathy listens as employees vent emotions and feelings. "I tell them that all these emotions, these reactions, are normal reactions to an abnormal event."

Then she offers whatever resources are available to support them or help solve a particular problem. The EAP also has been working with employees who went through traumatic evacuations.

Eaton remembers the five

days she spent with the ride-out crew at Michoud, arriving about 10 days after the storm. "By then the crew had located their family members, but I did grief counseling with several who lost loved ones in the flood."

She also talked with managers who had reached the point of exhaustion.

Since then, she's attended Town Hall meetings and talked with Lockheed Martin employees at Stennis. Last week Eaton spent a day talking to small employee groups at Michoud using "mosey therapy."

"I just kind of mosey up and plop down in my bluejeans to see if someone wants to talk."

"Kathy helps

employees with their anxieties," says **Stan Norwood**, senior manager for Final Assembly & Test. "People have a lot on their minds right now. And one of the last things we need is to get someone hurt."

Kathy can be reached directly by calling 1-877-653-0717. The EAP staff including Jenny Smith also offers telephone counseling from Houston. And employees can go to mafstatus.com for a list of helpful resources in their local area. ■

Mission Success Bulletin On-Line

One of the most devastating effects of Hurricane Katrina was the forced evacuation of Michoud employees to cities around the country. Employee communications are essential to the Michoud Operations "Go Forward" Plan.

In order to better reach our employees, the bulletin will currently appear on-line, rather than in print, on a more frequent basis.



Marshall Byrd answers questions from a crowd of several hundred employees recently at a Town Hall meeting in Mandeville.

Town Hall meetings reunite employees

Since hurricanes Katrina and Rita, **Marshall Byrd** has conducted Town Hall meetings to meet with employees and share information and plans for Michoud's three areas of importance; people, plant and product.

Hundreds of employees have attended the meetings in Huntsville, Houston, Mandeville and Michoud.

At each meeting, employees are asked to update their personal information and are provided with resources such as employee assistance and federal agencies.

The meetings are on-going and will be held at the same locations in the up-coming weeks. Check mafstatus.com regularly for information on future Town Hall Meetings. ■



Michoud employees update their personal information as others reunite with co-workers and exchange their experiences from Hurricane Katrina.

Words from employees on being back at work

Editor's Note: The following are excerpts from conversations with employees who have returned to Michoud Assembly Facility to resume their normal job functions.

Lloyd Johns - Final Assembly technician,
Production Operations

"We're prepping Bldg. 420 for the tanks returning from KSC for NDE (Non Destructive Evaluation) support. It feels good to make the transition and be back at work. These folks have been really nice to serve breakfast and lunch to us with a smile. Makes you forget the doom and gloom. Also, the Facilities crew did a wonderful job to save the plant so we would have jobs. They have families too, but they were here during the storm."

Ron McQueen - associate manager in Final Assembly,
Production Operations

"I like being back in the routine, getting up in the morning. We're getting ready for the first mock-up spray on the LH2 PAL ramp as part of the investigation. My kids went back to school this week in St. Tammany. They were looking forward to it, being able to see their friends and meet new friends."

Phil Knight - lead tech for network systems,
Information Technology Systems

"I'm really kind of surprised we have as much back up and running as we do. All the networks are up with the exception of a few buildings that don't have air conditioning. The main production areas are up. The wide area network to Huntsville is up. E-mail came up a few weeks ago."

Keith Baty - manager, Thermal Protection Products,
Production Operations

"We're basically up and running again on our Thermal Protection Products. We've started production. We ship TPP to hundreds of customers."

Danny Owens - *In Memoriam*

Michoud has accounted for all of its 2,110 employees. Tragically though, **Danny Owens** died of a massive heart attack on September 3 after he and his wife, Diane, had returned to their Slidell home to free her car that was blocked by a fallen tree from Hurricane Katrina. Danny, 52, was preparing to go to Huntsville to assist in the redesign effort. He joined Lockheed Martin in 1978 and had recently assumed a new position as senior manager of Quality Engineering & Reliability Assurance in Safety & Product Assurance. Danny is survived by his wife, Diane; a daughter, Brooke, who is married to Eli Javanmardi, a quality engineer at Lockheed Martin Aeronautics in Ft. Worth; and two grandchildren.

■

People Center to serve employees



The Lockheed Martin People Center will open Monday, October 17 at 1200 Business Highway 190, Suite 18, in Rouse's Shopping Center in Covington.

"Employees are invited to come by and use computers to enroll in the annual benefits program, access their e-mail, work files and LMPeople assets," says **Russell Arthur** who will manage the center. "Human Resources representatives will be on hand to assist employees with these and other features as well as to help with general personnel issues."

In addition to the computers, the Center will house copy and FAX machines and telephone banks.

Arthur also asks employees to call in or come by the center each week to verify their personal information and report any change in address or phone numbers.

The Center will be open from 8 a.m. to 4 p.m. Monday through Friday. ■

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