

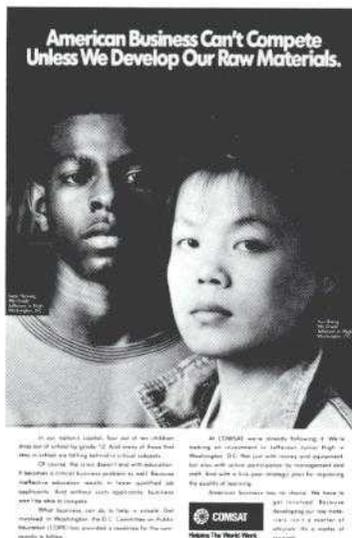
Latest Corporate Ad Campaign Urges Business To Aid Public Education

In the past few weeks you may have seen the latest print or listened to a radio advertisement for COMSAT's corporate ad campaign. The latest set of ads builds on COMSAT's commitment to improve public education, and urges the rest of corporate America to do the same.

The print ad entitled "American Business Can't Compete Unless We Develop Our Raw Materials" appeals not only to the corporate world's sense of altruism, but to its self-interest as well.

"In our nation's capitol, four out of ten children drop out of school by grade 12. And many of those that stay in school are falling behind in critical subjects," says the ad. "Of course the crisis doesn't end with education. It becomes a critical business problem as well. Because ineffective education results in fewer qualified job applicants. And without such applicants, business won't be able to compete."

"One of the aims of the partnership with Jefferson Junior High School is to become a model for the business and academic communities to emulate."



said Robert W. Hunter, COMSAT's director of corporate communications. "The message conveyed in this ad is right on target. American business needs to know it has just as much to lose from the failure of public education as anyone else."

The print ad portion of the campaign, which began September 17,

runs through December. You can see the ad in the *Washington Post*, *Wall Street Journal*, *Roll Call*, and the *Washington Informer*.

A radio spot is also running as part of the campaign. The radio ad depicts a job interview of a recent high school graduate. In an exchange that is as humorous as it is disturbing, the interviewer questions the applicant about his job skills, which seem lackluster at best. In the end, the applicant gets the job, but not before he undergoes a lengthy retraining period. Training for skills that should have been learned in school.

The radio spots are running on local stations during the morning and evening rush hours. You can catch them on WMAL-AM, WTOP-AM, WAMU-FM and WOL-AM. ■

October Ads To Watch . . .

<i>Washington Post</i>	Tues., October 16
<i>Wall Street Journal</i>	Mon., October 22
<i>Roll Call</i>	Mon., October 8
<i>Washington Informer</i>	Mon., October 8

COMSAT Publishes Employee Ethics Handbook

In September COMSAT published its first comprehensive employee ethics manual. The "Handbook on Ethics and Business Practices" was distributed to all employees.

In a letter appearing at the beginning of the guide, Irving Goldstein, COMSAT Chairman and CEO, said "As important as it is that we achieve our business objectives, it is even more important that we adhere strictly to the highest ethical standards and comply scrupulously with all applicable laws. Failure to do so could destroy the trust and confidence we enjoy among the public and our customers. . ."

Since COMSAT's inception the company has always had well-developed rules concerning corporate governance, conflicts of interest and em-

ployee ethics. However, with the proliferation of these rules, employees might find the sheer volume of them bewildering.

"Although the rules are good, they are voluminous," said COMSAT's Vice President and Secretary, Jerome Breslow. "It was thought that each employee and the company would be helped if a general summary of these rules were available in one guide. We owe it to the employees to assist them. People are interested in what the rules of the game are," he added.

The handbook, written by the General Counsel's Office, in conjunction with the Office of Financial Consulting and Audits and the Office of the Secretary, is a clear and concise guide to the rules and regulations that govern

every COMSAT employee.

The handbook does not cover in detail all of the policies and procedures that apply to the company's business conduct and practices. A more detailed description of the rules is provided in the COMSAT Policies and Procedures Manual. If the ethics handbook does not have the detailed information you are looking for, be sure to refer to the Policies and Procedures manual.

Whether or not a company has clear ethics rules, it must eventually rely on the moral standards of its employees. As noted in Goldstein's letter, "In the final analysis, the corporation must rely on the good judgement, good sense and vigilance of each employee to ensure its integrity and compliance with the law." ■

Nuggets Undergo Dramatic Facelift In The Offseason

The 1990 offseason was one of dramatic changes for the Denver Nuggets. From the front office to the backcourt new faces abound all over the organization.

After 10 often raucous seasons in Denver, Doug Moe is out as head coach of the Nuggets. Moe, whose tenure as coach was the longest in the league, will be replaced by current Loyola, Marymount University Coach Paul Westhead. Westhead coached the Los Angeles Lakers from 1979-81 compiling a record of 113-49 and won an NBA title in the 1979-80 season. For the past five seasons, Westhead has coached the Lions of Loyola-Marymount, where he has experienced his greatest success. Westhead led the Lions from anonymity to three consecutive NCAA playoff berths. The Lions became well known for a powerful offense and relentless full court defense.

The search for a general manager ended when Bernie Bickerstaff, former coach of the Seattle SuperSonics, was tabbed for the job. Bickerstaff brings a wealth of experience to his new assignment. Coach of the SuperSonics for the past five seasons, Bickerstaff began his NBA coaching career in Washington, where he served as an assistant coach for 12 years with the Bullets.

The most dramatic personnel change took place June 21 when the Nuggets traded Lafayette "Fat" Lever, a two-time NBA All-Star, to the Dallas Mavericks for Dallas's No. 9 1990 first round draft choice, and Detroit's 1991 first round draft choice. Lever, one of the team's top players, led the Nuggets in steals and assists since the 1984-85 season and was the team's top rebounder and the NBA's top rebounding



For the past five years Bernie Bickerstaff paced the sidelines as coach of the Seattle SuperSonics. This season Bickerstaff moves to the front office in Denver as the Nuggets new general manager.

guard the last four seasons. Last season, Lever led the team in scoring (18.3 ppg), rebounding (9.3), assists (6.5), steals (2.12), and minutes per game (35.8).

The Lever trade was the trigger for a bigger deal that would bring one of the top college players in the country to Denver. The next day the team sent the No. 9 first round pick they acquired from Dallas and their own No. 15 first round pick to the Miami Heat for the No. 3 first round pick. With that choice the Nuggets selected the player they will rebuild around: Two-time All American and Southeastern Conference Player of the Year, guard Chris Jackson from Louisiana State University. In the second round the Nuggets picked hard rebounding forward, Marcus Liberty, from the University of Illinois.

In another flurry of activity early in August, the Nuggets obtained two more quality players. On Aug. 1 the team sent veteran forward Dan Schayes to the Milwaukee Bucks for the draft rights to University of Michigan forward Terry Mills. Milwaukee had selected Mills with the No. 16 pick in the first round of the NBA draft. Later, Mills decided to play in the Greek professional league. The Nuggets still retain his NBA rights however, and would have either the option of signing him or trading their rights to him if he wants to return to the league.

The trading continued two days later when the team dealt its second round picks in 1993 and 1995 to the Los Angeles Lakers for veteran forward Orlando Woolridge. Woolridge, a hot shooting nine year NBA veteran, brings an experienced hand who will help develop Denver's younger players. "One impor-

tant aspect in rebuilding our club is to have a good blend of youth and experience and Orlando Woolridge is an experienced, quality player who will fit in well with our team," said Bickerstaff.

Alex English, the Nuggets all-time leading scorer and the sixth leading scorer in NBA history, signed a two year contract with the Mavericks on August 16.

The Nuggets renounced their rights to Joe Barry Carroll July 19. Tim Kempton, a center who started only 14 games for the Nuggets last season, left the team to return to Italy to play for Glaxo Verona. Kempton played for Verona during the 1987-88 season.

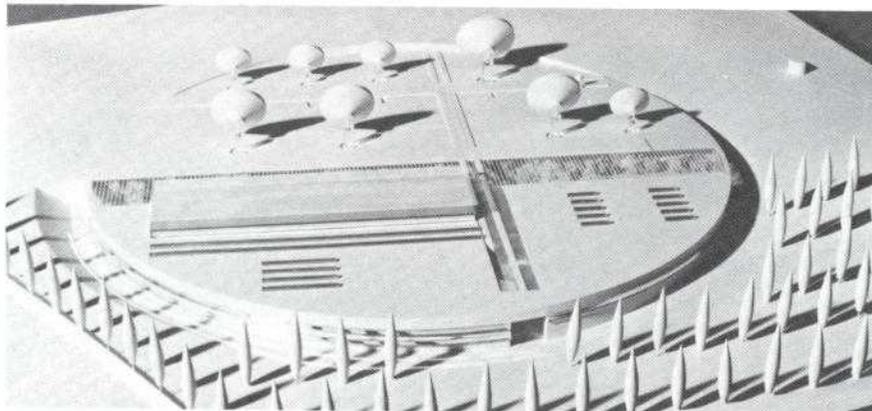
The Nuggets opened training camp October 2. A more complete preview of the 1990-91 season will appear in the November issue of *Today*. ■

CSD Wins \$12 Million Locstar Contract

COMSAT Systems Division (CSD) has won a \$12 million contract as part of a consortium to provide the ground segment for the new Locstar European Radio Determination Satellite Service (RDSS). Locstar will be the first RDSS available in Europe.

CSD will provide mission baseband satellite equipment and the Locstar Processing Center to be located at the Chateau-Gombert Technology Center at Marseille, France. It will provide and install computer processing equipment and develop the software required to locate the mobile users and transfer messages between the mobile transceivers and the subscribers' home bases.

Other members of the consortium are Thomson-CSF DAS, responsible for the Telemetry, Tracking and Command chain and the overall ground segment project management and SYSECA, which will provide the satellite control center and support software. "Locstar is patterned after GEOSTAR, the world's first RDSS now operational in the U.S.," Joel R. Alper, CSD president said.



A model of the Locstar Processing Center to be located at Chateau-Gombert, near Marseille, France. CSD has already built the processing center for Locstar's U.S. partner, Geostar, which is successfully marketing a messaging and vehicle location service in the U.S.

"COMSAT provided engineering support to that effort and helped forge a part for land-mobile satellite communications. We are a natural for Locstar."

The Locstar system provides positioning and messaging information services and consists of dedicated space, ground and user segments. Users can stay in touch with any mobile assets by sending

and receiving messages on land, in the air, and at sea, in real time, 24 hours a day.

The first Locstar satellite is scheduled for launch in April 1992, the second in December 1992. Basic messaging service will be available during the summer of 1992, and complete messaging and location services in January 1993. ■

Remember . . . Smoking Policy To Change January 1

To eliminate the exposure to passive smoke in the workplace, COMSAT will become a smoke free workplace on January 1, 1991. This policy extends to all business sites worldwide.

Currently, employees at the Plaza are only allowed to smoke at their workstations under clear guidelines. Clarksburg employees have greater restrictions due to a recent Montgomery County ordinance. Employees at the Plaza may smoke if there are no non-smokers present; if no non-smokers in adjacent areas object; and if they use a smokeless ashtray.

This policy extends to persons from outside the company who visit COMSAT. The Policies and Procedures Manual states that it is the COMSAT host's responsibility to inform visitors of the regulations, and ensure they comply.



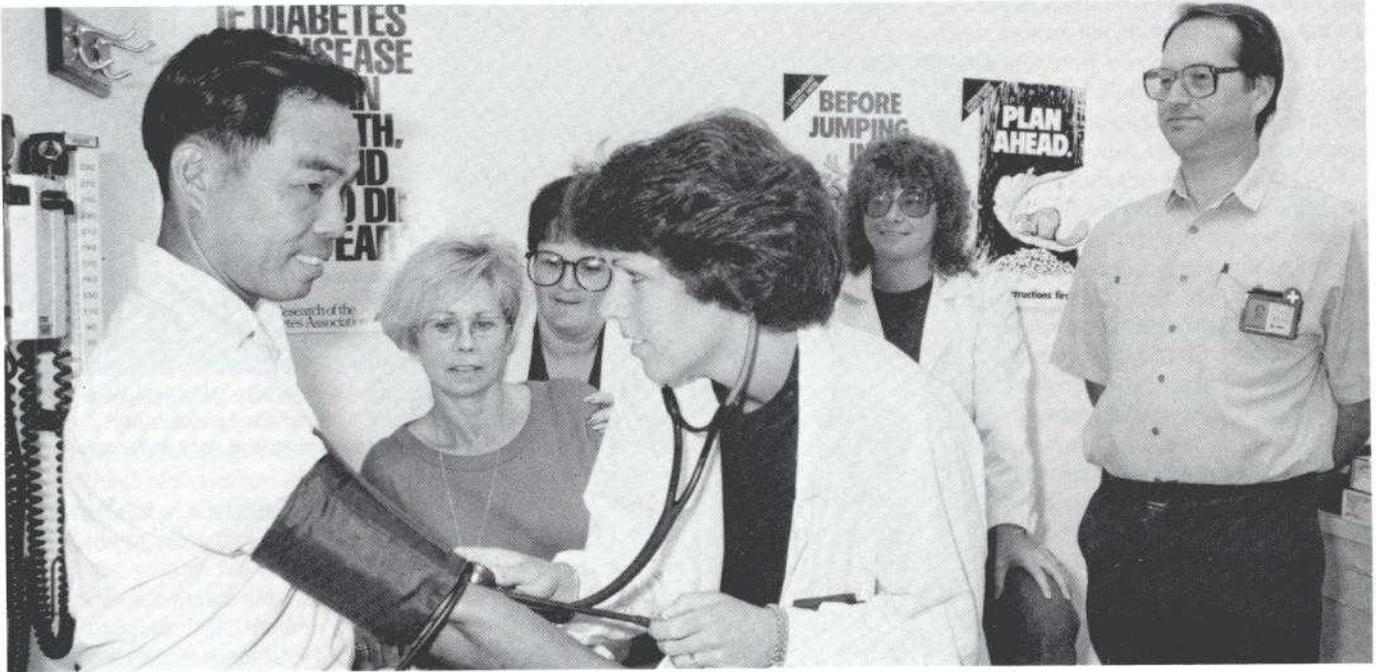
The new policy is designed to promote a healthier work environment and remove irritating passive smoke from the air. COMSAT is not the only company to have made this decision. Many

companies of all sizes have made similar decisions to become smoke free. Others have been forced to comply with laws passed by local and state authorities mandating that the office environment be smoke free.

Until the new policy is enacted on January 1, it is the responsibility of every COMSAT employee to ensure that current guidelines are enforced. If one has a complaint about a co-worker who smokes, please inform the immediate supervisor. The supervisor will then see if a compromise can be reached. If no accommodation can be reached, the non-smoking preference prevails.

COMSAT employees who want to quit have an option. The Fitness Centers at both Clarksburg and The Plaza sponsor "Smoking Cessation" clinics periodically. Call either fitness center for more information. ■

Clarksburg ERT Is Ready For Any Emergency



Demonstrating proper technique of obtaining blood pressure on ERT member Don Lee is Nurse Colette Suntum. Observing from the left are: Medical Unit Coordinator Annie Miller, Senior Staff Nurse Barbara Kelsky, and ERT members Peggy Cline and Russ Eicher.

COMSAT's Clarksburg Facility is a large multipurpose building where a myriad of medical emergencies could occur. "It's a very large building, all types of things could go wrong. The nurses can't be everywhere, all the time. There needs to be a support system for them" said Barbara Kelsky, senior staff nurse at the Labs.

That support is provided by a group of COMSAT employees that Kelsky calls "27 extremely loyal, dedicated and caring individuals," the members of the Clarksburg Emergency Response Team (ERT).

The members of the ERT are trained and certified by J.S.A./OccuResources Inc. of Columbia, Md., the company that operates the COMSAT medical units. Team members are trained for two half day sessions in first aid and CPR. However, the training does not end after those first two sessions. Once a month the team meets for training sessions where team members might receive additional training on topics like how to

take blood pressure properly or treat basic injuries.

The medical unit registered nurse position is shared by Barbara Kelsky and Colette Suntum, who coordinate and participate in the training of ERT members. In addition to the monthly meetings, ERT members are given mock training drills to keep them prepared for any emergency. Additionally, following each emergency response, members critique their performance and analyze how they might improve their reactions in the future.

The ERT is organized into nine teams of three members each of differing experience so teams do not become unbalanced experience-wise said Kelsky. Every team is "on call" about once every nine or ten weeks. Individuals "on call", must carry a beeper, a first aid kit, and wear a pin identifying themselves as a member of the ERT.

Carroll Haugh is just one of the dedicated team members. Haugh, COMSAT's photographer, has been a member of the ERT since he joined the

company in 1979. He is also an Emergency Medical Technician certified by the state of Maryland. Haugh describes the duty as "basic life support. You're helping in an atmosphere where a lot of help is not available."

Recently, one employee found out how valuable that "basic life support" is. When the man experienced chest pains the ERT gave him oxygen, and stabilized his condition until an ambulance arrived from Germantown. Without the support that the ERT was able to provide there is no predicting how the situation might have progressed said Haugh.

All members of the ERT are unpaid volunteers. Any time that they might miss on the job has to be made up later. Since being on the ERT is so demanding the team typically loses "three or four" members a year. The Clarksburg Medical Center is starting its drive to recruit new members now. Classes begin in January. If you want to become a member of this valuable team call Kelsky at x4227. ■

INTELSAT Reconfigures Satellite System To Meet Growing Demand

INTELSAT is reconfiguring its satellite system to meet increasing demand for services from its signatories and users around the world. By the end of the year INTELSAT VI (F-4) will be deployed over the Atlantic Ocean Region (AOR) at 332.5 degrees East, and one satellite each will be added to both the Pacific Ocean Region (POR) at 183 degrees East and the Indian Ocean Region (IOR) at 57 degrees East.

The redeployments, when completed, will leave seven satellites over the AOR, and four satellites each over the IOR and POR. Service is not disrupted during the redeployment because of the "pass in the night" point-over technique. The replacement satellite is maneuvered to a position where both satellites are co-located for a period of one or two hours.

During this time, traffic is transferred

from one satellite to another on a "beam by beam" basis as the transponders on the replacement satellite are switched on and transponders on the "old" satellite are switched off. Each beam takes about one minute to transfer; it takes about 45 minutes to transfer traffic from a fully loaded INTELSAT V/V-A to another INTELSAT V/V-A or INTELSAT VI. ■

ISS Offers Use Of ISDN Testbed

Equipment manufacturers, exchange carriers and international carriers and PTT's are being invited by COMSAT Intelsat Satellite Services (ISS) to use its Integrated Services Digital Network (ISDN) test bed to demonstrate the performance of their equipment over a satellite network.

Located on the first floor at L'Enfant Plaza, the ISDN testbed incorporates an advanced ISDN switch. It also includes video conferencing and other services such as digital voice, color videophone, Group 4 facsimile, database transfer and slow-scan video.

Access from the testbed to INTELSAT satellites in the Atlantic Ocean region and to most domestic satellites is through a 4.5 meter elliptical Ku-band electronic tracking antenna perched atop COMSAT offices at the Plaza. With a direct satellite link to COMSAT's Clarksburg facility, those who use the new facility can gain the convenience of verifying connections with INTELSAT satellites from a nearby domestic location.

In offering the testbed, COMSAT is working to encourage the use of satellites for the transmission of today's ISDN services and the broad band ISDN services of the future. It is also providing a facility that can help establish standard international protocols for the coming global ISDN. ■

New TTC&M Facility Dedicated At Clarksburg



INTELSAT Director General Dean Burch and the Honorable Beverly Byron, member of Congress (D-Md.) chat for a few moments at the dedication of the new Tracking, Telemetry, Command and Monitoring station at COMSAT Labs in Clarksburg, Md. September 15. At inset are three of the facility's large dish antennas.



SERVICE ANNIVERSARIES AND PROMOTIONS April 1 - June 30, 1990



COMSAT's Quarter Century Club welcomed its fifth and sixth members last June. Richard McBride, division director of systems implementation, and Walter McKee, senior director of operations, both of COMSAT's Systems Division joined the company on June 14, 1965.

25 Years

Richard McBride
Walter McKee

20 Years

Thelma Younger
Ruth Allnutt
William Cook
Franklin Corcoran
Kurt Eriksson

15 Years

Karen Ackermann
Warren Zeger
Joseph Bruno
Jack Rieser
Thane Smith
Stephen Adelmann
John Firtick
Leamon Lucas
Shr-Mei Wang

10 Years

Denise Isaac
Timothy Marshall
Dattakumar Chitre
William Kelly
Charles Roberts
Denis Boiter
Peter Crump
Elmer Higginbotham
Barabara Johnson
Richard Lingo
Richard Gruber
Michael Hughes
Rose Javier
Judith Lopez
Douglass Perkins
Joseph Smith

5 Years

Donna Caruth
Ralph Ambrose

Piya Bhaskar
Richard Buhrman
John Dobriansky
Peter Goettle
Sandra Persinger
Duan Stiles
Forrest Tzeng
David Vogel
Linda Rinehart
William Carver
Joseph Maloney
Joanne Tanner

PROMOTIONS

April 1 - June 30, 1990

L'ENFANT PLAZA

Dale Crosnicker
Director, Information Systems and Accounting Operations

Patrick Delaney
Manager, Human Resources

Sonia Mariano
Benefits Service Representative

Betty Alewine
Vice President and General Manager ISS

Barry Casey
Senior Service Coordinator

Richard Johnson
Network Controller

James Kasik
Director, Carrier Sales

Louis Kemp
Research Analyst

Ivor Knight
Vice President, Business Technology and Standards

Joann Lee
Administrative Assistant/Office Coordinator

Edward Ryznar
Vice President, Maritime Sales

Edward Slack
Director, International Land Mobile Development

Karen Swift
AIC, Property and Signatory Accounting

Thomas Taricco
Director, Maritime Sales
Jeryl Johnson
International Marketing Support Manager

CLARKSBURG

Margaret McDonald
Word Processing Specialist

Bryan Santucci
Human Resources Systems Administrator

Alfred Crowell
Director, Systems Development

Carmeyia Gillis
Administrative Secretary

Norma Gourley
Purchasing Administrator

Patricia McCoy
Administrative Coordinator

Debra Menendez
Sales Administrative Assistant

Luann Paige
Data Analyst

Binh Pham
Systems Analyst

Sallie Plummer
Administrative Secretary

Gregory Samay
Manager Financial Analysis

Eileen Weber
Senior Customer Service Representative

BR. U. Bhaskar
Senior MTS

Kathy Brake
Administrative Secretary

Kathleen Burch
Associate Staff Member

Janice Campanaro
Office Coordinator

James Campbell
Senior Technician

Herman Douglas
Senior Experimental Machinist II

Mark Eng
Technical Specialist

Michael Eng
Senior MTS

Claudia Fuller
Technician

Peter Goettle
Senior MTS

Ramesh Gupta
Department Manager

Timothy Hampsch
Senior MTS

Moorthy Hariharan
Scientist

Jeff Hazelwood
Senior Technician

Gamal Hegazi
Senior MTS

Kathleen Hogan
Associate Staff Member

Hing-Loi Hung
Principle Scientist

Thomas Inukai
Principle Scientist

Duane Johnson
Senior Experimental Machinist II

Richard Jones
Assistant Staff Member

John Kisner
Senior Experimental Machinist II

Robert Kroll
Assistant Staff Member

David Layer
Senior MTS

Tahsin Lin
Scientist

Kenneth Mackenthun
Senior Scientist

Friedrich Maier
Supervising Inspection and Meteorology

Deborah Opiekun
Senior MTS

Jeffrey Opiekun
Senior MTS

Janaki Potukuchi
Associate Executive Director

Donald Power
Assistant Staff Member

Timothy Salerno
Associate Staff Member

Karl Schramm
Financial Analyst

Connie Serene
MTS

Carolyn Superka
Technical Specialist

Lee Terry
Senior Technical Specialist

Forrest Tzeng
Senior MTS

Dirk Van Der Loo
Associate Staff Member

Jerome Wernimont
Senior MTS

Daniel Wilcox
Assistant Staff Member

Stephen Adelmann
Senior Project Engineer

Kent Carson
Director Advanced Programs

Peter Crump
Staff Engineer

Tracy Efland
Communications Specialist I

John Fry
Senior Engineer

Douglas Garlow
Technical Specialist

Alan Johns
Artemis Support Specialist

Peter Johns
Senior Engineer

Janet Long
Data Management Coordinator

Willis Palmer
Senior Drafter

Gary Peifer
System Operator

Linda Reinhart
Applications Programmer

Tamie Wantz
Senior EMP Expense Processor

Communications Satellite Corporation
950 L'Enfant Plaza, SW
Washington, DC 20024

