



TODAY

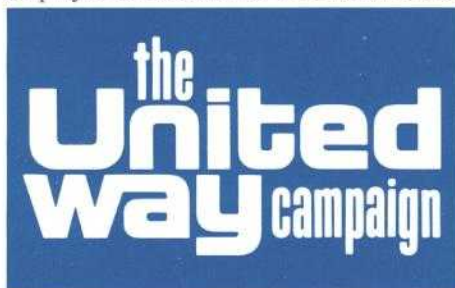
NOVEMBER 1987

Published for employees of the Communications Satellite Corporation

VOLUME 2 NO. 11

Campaign Goals: Fun, Fund\$

When this year's United Way Campaign at COMSAT ends on Nov. 20, organizers hope that at least two goals will have been met. First, that the campaign meets its goal of a 15 percent increase in employee participation and employee contributions. And second, that employees will have fun giving.



This year, campaign organizers planned events aimed at "bringing out the best in all of us," in keeping with the 1987 United Way slogan. At press time, plans were being made for a fashion show, a fitness exposition, a bike-a-thon, balloon day, Redskins day, 50's day, a white elephant sale, crafts fair, bake sale and other events combining fun with fund-raising.

This year's campaign will feature more prizes than ever before. Employees should watch for publicity flyers announcing the prizes and special events.

Kick-off events were set for Monday, Nov. 9, at the Plaza where entertainment and an ice cream social were planned and Wednesday, Nov. 11, at Clarksburg, where a talent show with a wine and cheese party had been scheduled.

Susan Mayer, vice president of Corporate Development, is chairing this year's campaign. Some of the volunteers who are working to make the 1987 campaign the best ever are:

Linda Lynn, Joe Quigley, Michael McAllister, Gary Foster, John Evans, Stan Shubilla, Roger Cochetti, Ted O'Brien, Rich Dineley, Larry Westerlund, Leslie Sherman, Bob Gray, Lee Grillo, Tom Sadler, Alethea Liptak, Michelle Tennery, Rita Carter, Donna Carruth, Pat Carlton, Paul Chaconas, Claudia Toy, Bob Hunter, Diana Johnson, Patrick Delaney, Marion Timmons, Dorothy Paera, Robin Blythe, Ann Speare, Pam Wood, Sallie Plummer, Ruth Ann German, Len Sawicki, Robin Brown, Chris Arant, and Rebecca Lysohir.

Last year, 69 percent of COMSAT employees contributed to the United Way. This year, organizers hope to increase participation to 79 percent. They are looking to increase average individual contributions by 15 percent. COMSAT's cor-
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Holiday Dinner Dance Slated Dec. 12

The annual COMSAT Corporation holiday dinner dance for employees and their guests is set for Saturday, Dec. 12, at the Sheraton-Washington Hotel in Washington, D.C. The hotel is located at the corner of Woodley Road and Connecticut Avenue in Northwest Washington.



This year's event will bring together employees from Clarksburg and the Plaza for an evening of holiday spirit and fun. In the past, employees at the two locations have celebrated the season at separate parties.

The event will kick off with cocktails at 7 p.m., dinner will follow at 8 p.m. and dancing will begin around 9 p.m. As this issue of *TODAY* was going to press, no decision had been made regarding this year's band.

Each COMSAT employee and his or her guest may attend the dinner dance for free. However, employees must sign up in advance to attend. The COMSAT Employees Association will begin ticket distribution in late November at various locations around the company. 🌐

Back in the U.S.S.R.

See Page 3

Photo: Stephen Day



Management Meet Held at Plaza

Chairman Irving Goldstein held his second quarterly briefing for some 70 senior managers last month at the Plaza. The briefings are part of an ongoing effort by the corporation to keep employees better informed.

Here's a summary of what was said at the briefing:

- COMSAT plans to issue a smoking policy soon.



- Human Resources is finalizing details on an early retirement plan; details to be announced in coming weeks.
- FCC orders on the COMSAT/Contel business sales and on the rate refund case are expected by the end of November.
- Decision regarding ACTS funding could be several months off.
- Stock market crash had no major impact on COMSAT Corporation; CQ now selling for less than book value. Pension plan unaffected.
- Corporate Identity program under way; goal is uniform look for all of COMSAT.
- COMSAT must continue to control costs and expenses; corporation changing its look and culture, getting smaller.
- Senior management continues to fine-tune strategic plan—will present to Board in January; no interest in totally new and unrelated businesses; small, opportunistic acquisitions possible.
- Third quarter financials were strong; continued high hopes for Maritime and CVE businesses.
- United Way Campaign set for Nov. 9-Nov. 20. Endorsed and supported by highest levels of corporation's management.

For details on these and other items, ask your supervisor. 🌐

Government, Industry Need Resolve To Keep U.S. Leadership in Space

U.S. government and industry have everything they need to lead space communications into the 21st century. "All we must apply is our resolve," COMSAT Chairman Irving Goldstein told participants at the International Space Communications Summit '87 in Washington, D.C. in September.

Addressing the question, "Can the U.S. maintain commercial leadership in space communications," Goldstein said that the U.S. space communications industry has been in a period of doubt, caused by the "searing experience" of the Challenger disaster and by the growth of fiber optic cable.

Twenty-five years ago, he said, "we were hungry to catch up with the Soviets. We were hungry for new technology and advances."

Today, Goldstein said, our commitment has waned. "I believe we need new resolve by government and industry if we're to play the leadership role in the years ahead," he said.

Crockett Articulates WSD Role

In the future, COMSAT Corporation will continue to develop new cost-effective services to meet customer needs, act as liaison between U.S. customers and suppliers and INTELSAT and INMARSAT for their mutual benefit, and fight to keep satellites in the forefront technologically, according to COMSAT World Systems Division President Bruce Crockett.

Crockett, speaking last month to the Society of Satellite Professionals, discussed COMSAT's role in the future of the satellite industry.

Already, he said, COMSAT is developing new services to meet customer needs. It also is developing creative pricing strategies that will ensure continued use of satellites for international communications. Citing the multi-year agreement signed recently with AT&T, Crockett said it would "preserve for INTELSAT the significant benefits that came out of the loading policies." Referring to recent pricing innovations, Crockett noted that new "bearer" circuit tariffs intro-

"We won't be the leader in space communications without the support of the U.S. government. Privatization is realistic; abandonment is not," Goldstein said.

The satellite industry needs new resolve, as well, Goldstein said. "I, for one, would certainly not trade satellite's future for cable's future," he added, citing upcoming advancements that will make satellites more competitive than cable and the greater flexibility and reliability satellites offer.

The industry also needs to adopt an attitude of cooperation, particularly in research, Goldstein said. "I believe the industry should form a consortium, as the computer companies have done, to share resources and undertake fundamental work that would benefit us all. COMSAT would be willing to contribute its share," Goldstein said. "We cannot meet foreign competition alone. We need the government, and we need each other," Goldstein said. 🌐

duced in November will enable customers to pay only \$220 per derived circuit for space segment—down dramatically from \$420 — currently the lowest rate in effect for voice-grade service.

"We have been taking information about our customers' needs and using it to help us shape INTELSAT and INMARSAT policies," Crockett said, referring to COMSAT's role as U.S. Signatory to the two organizations.

In the effort to keep satellites in the forefront, Crockett said COMSAT is focusing on three areas:

- Promoting the digital transmission capabilities of satellites;
- Working to ensure that satellites are included in international digital network standards for data transmissions;
- Championing research and development efforts leading to increased satellite capability and efficiency, longer satellite life, and cheaper, more efficient earth stations.

The task of promoting the future of satellites can't be done by COMSAT alone, Crockett told the group. 🌐

Soviets Urge Space Cooperation

Last month when the Soviet Union invited 450 foreigners to a unique Space Future Forum, the stated goal was to celebrate the 30th anniversary of Sputnik's launch. But, according to COMSAT Vice President Stephen Day, one of approximately 100 Americans who attended, there was an underlying agenda: to stimulate international cooperation in space.

Day, who reported on his trip at the Society of Satellite Professionals meeting in Washington, D.C. in mid-October, said the Soviets expressed interest in greater cooperation between INTELSAT and Intersputnik, a satellite system owned by 15 members and used by 40 nations. According to Day, Intersputnik operates significantly below capacity. Efforts to encourage cooperation are aimed at making better use of the satellites.

"Their 'commercial' satellite program, both domestic and international, is considerably less advanced than ours," Day said. "Intersputnik uses two regional satellites (six transponders) and 20-plus earth stations. Its 'equivalent' revenue is approximately one to two percent that of INTELSAT."

The Soviets, interested in meeting Western demand for launch capabilities, described their varied

launch vehicles to the visitors, Day said. Their Proton launcher for communications satellites has a launch success rate of over 90 percent, recording only seven failures in 97 attempts. Their launch services are offered at attractive prices — \$33 million per launch.

Other areas in which the Soviets are looking to cooperate are manned flight and space exploration, remote sensing and space medicine and health, Day said.

The Soviets have a strong focused commitment to their space program, he said. Their program appears to be considerably more directed than U.S. efforts in space. Ironically, commercial communications satellites are considered "old technology" and are not part of the mainstream of the Soviet space program. Soviet satellites are crude in comparison to those built in the U.S., Day said.

A key difference Day noted between the U.S and U.S.S.R. is that the U.S. makes obsolete its technologies (e.g. Saturn Rocket) while the Soviets keep their production lines open. The Soviet A-Class launch vehicle, for example, has been sending cosmonauts into space for 25 years, or some 1,300 launches.

Underscoring their call for increased



**COMSAT's Stephen Day,
Soviet Space Station.**

international space cooperation, the Soviets have proposed a U.N. World Space Organization; also discussed was the possible formation of an international organization similar to INTELSAT and INMARSAT for remote sensing, Day said. In addition, the Soviets want to join in focusing world attention on space issues during the International Space Year in 1992.

In response to the Soviets' forum, the U.S. has announced it will sponsor a reciprocal meeting in mid-1988, Day said. The focus will be on space applications. 🌐

COMSAT Links U.K., Geneva, U.S.

COMSAT World Systems Division let the world's communications leaders know that satellites — and COMSAT — are on the cutting edge when it last month successfully demonstrated an international Integrated Services Digital Network (ISDN) at Telecom '87 in Geneva, Switzerland.

ISDN, which will allow the full range of communications services to be transmitted simultaneously via a single line, emerged as one of the exhibition's principal themes, judging from interest by both exhibitors and visitors. An unofficial count showed more than 40 companies from 13 countries exhibiting ISDN equipment and services.



COMSAT's exhibit was in part intended to demonstrate that worldwide ISDN is not possible without satellites — and that satellites are capable of meeting ISDN transmission standards.

Held every four years, Telecom is the industry's largest trade show. More than 800 companies were reported to have participated, and as many as 250,000 people were estimated to have attended. The International Telecommunications Union (ITU) sponsors the event.

COMSAT's demonstration interconnected Switzerland, the United Kingdom and the United States. It showed full-color photovideotex, slow-scan video, high-speed, high-quality facsimile, digital telephony and personal computer file transfer.

While visitors to the COMSAT booth in Geneva witnessed communications with people at COMSAT in Washington, World Systems took advantage of the demonstration to show a select group of visitors on this side of the Atlantic what was happening in Geneva. Representatives from Microtel and Telesat in Canada, British Telecom and the National Bureau of Standards — gathered in Washington — were able to see the ISDN connection in action.

COMSAT International also participated in Telecom. It demonstrated a computerized Alternate Voice/Data (AVD) Line Equalization System, which is designed to ensure circuit reliability and reduce downtime. 🌐

Merrifield Hosts Stress Seminar

Their futures still uncertain, manufacturing employees from COMSAT Technology Products last month participated in a stress management workshop where they learned some productive ways to deal with stress.

Change of any kind can produce stress, said Dave Glaser, senior consultant with Personal Performance Consultants Inc., the firm that administers COMSAT's Employee Assistance Program (EAP). Change can take the form of job loss, illness, loss of a loved one, marriage, divorce, a new environment or even a promotion.

Typically employees call EAP on a toll-free number to request free, individual counseling. For this workshop, however, Barbara Swaylik, of CTP's Human Resource staff, asked the EAP to conduct an in-house stress management seminar due to the job uncertainty facing many CTP employees and rising anxiety associated with that uncertainty.

The key to dealing with stress-related change, Glaser told his audience, is to understand that "change always happens and loss is inevitable. It's part of life," he said.

According to Glaser, there are four stages of stress or grief:

1. Initial shock, denial and numbness;
2. Anger, blaming and irritability;
3. Depression, sadness and withdrawal;
4. Acceptance, acknowledgement and moving on.

Everyone goes through these stages, Glaser said, but you can get through them faster if you talk about your feelings with family, friends, co-workers or a counselor. "The more you talk about what has happened, the easier and quicker you'll get through it."

Glaser told employees facing job changes to try to find a different way of looking at their situation. "Perhaps your next job will be better, your commute shorter, or you'll



make more money," he said. "While in between jobs, you may want to take a vacation or spend more time with your children." Glaser also suggested that job loss could be the impetus for a career change. "The point is, try to accentuate the positive, not dwell on the negative." How you *think* about change determines how you *feel* about it, Glaser said.

He cautioned CTP employees to be aware of warning signs that their stress levels were rising: quarrels with spouses or lovers, increased alcohol consumption, lack of sleep.

Glaser reminded employees that their benefits under EAP — short-term, confidential counseling — were covered during their severance period too.

Any COMSAT employee desiring counseling should call the EAP at 1-800-325-4939. ☎

PanAmSat Gets OK For Separate System

The FCC has given final approval to PanAmSat's plans to build, launch and operate its Simon Bolivar satellite for communications services between the U.S. and Peru. Expected to be launched in February by Ariane, the satellite will become the first to provide international services in competition with INTELSAT. A pledge of \$40 million in personal funds by PanAmSat Chairman Rene Anselmo fulfilled the FCC's requirement that PanAmSat show adequate funding. Under its already completed INTELSAT XIV(d) coordination, PanAmSat can use five C-band transponders on the Bolivar satellite for communications between the U.S. and Peru, in addition to extensive domestic service. ☎

COMSAT Reports Earnings Hike

COMSAT Corporation last month reported that its consolidated net income, or profit, for the third quarter, which ended on Sept. 30, was \$24 million, or \$1.31 per primary share. By comparison, in the third quarter of 1986, COMSAT had profits of \$9.8 million, or 54 cents per primary share.

The increase in profits grew largely out of the favorable resolution of a federal income tax issue that contributed \$10.7 million to profits. Also

FINANCIAL HIGHLIGHTS

included in the higher earnings was \$3.7 million in income from discontinued operations, most of which was earned by the multi-purpose earth station business. Without those and other non-recurring items, net earnings were \$10.1 million, or 55 cents per primary

share, up from last year's third quarter \$9.1 million, or 50 cents per share.

Revenues for the quarter increased by \$9.8 million over last year's third quarter level. COMSAT Video Enterprises generated most of the revenue growth. Revenues generated by COMSAT Government Systems and the INMAR-SAT business also grew. INTELSAT Satellite Services' revenues went down, reflecting recent rate reductions.

For the first nine months, COMSAT lost \$51.3 million, or \$2.80 per share, on revenues of \$251.5 million, compared with a profit of \$37.8 million, or \$2.06 per share, during the same period in 1986.

COMSAT also recently declared a regular quarterly dividend of 30 cents a share, payable Dec. 14 to shareholders of record on Nov. 13. ☎

Standard C Goes to Sea

The newest and tiniest member of the family of shipboard satellite terminals was put to test at sea for the first time during September and October. The Standard C terminal is miniature compared to older shipboard receive units, measuring in prototype 12 by 8.5 by 5 inches.

The tests were aimed at determining whether the Standard C could be used to receive weather and navigational safety information or commercial messages through INMARSAT's Enhanced Group Call system.

Through Enhanced Group Call, information can be relayed to selected groups of ships or all vessels in a particular geographic area.

If the tests prove that the Standard C can successfully receive Enhanced Group Call messages, the new terminal could become approved equipment on ships of certain sizes to meet safety requirements. The Standard C is expected to be priced so that owners of small vessels will find it attractive. It is designed to handle message and data communications.

Participating in the sea trials, in addition to COMSAT and INMARSAT, were the Defense Mapping Agency, the U.S. Weather Service and the U.S. Coast Guard. During the trials, messages were sent out of the Southbury, Conn., coast earth station.

Interested parties will gather at COMSAT this month to review the sea trial results. 🌐



Desktop display of Standard C shipboard system.



Several callers have asked about dedicating an elevator at the Plaza to the tenants located on floors 2, 3 and 4 so that COMSAT employees aren't "taxed" with lengthy elevator waits. According to Corporate Services Vice President Ron Mario, the elevators cannot be separated to operate independently under their current control system. A new control system would cost in excess of \$100,000.

Another caller complained about soap dispensers at the Plaza. Mario acknowledged that the current dispensers have some design problems and he has asked the janitorial contractor to investigate switching dispenser styles. Additionally, the janitorial contractors are now required to inspect dispensers each evening and report faulty dispensers for repair or replacement the next morning.

A Clarksburg employee asked about vesting and the new tax law. Suzanne Tobin, Human Resources compensation and benefits consultant, responds: "Vesting requirements under the new tax laws do not take effect until 1989. We know that our retirement plan vesting schedule will be affected, but we don't know to what extent because the final regulations which will interpret these laws have not been published.

"Once the regulations are available, we will analyze them to determine the impact on our retirement plan vesting schedule. This information will be communicated to all employees, and they will have the opportunity to address all questions to their local Human Resources representative." 🌐

UNITED WAY, From Page 1

porate contribution for 1987 will total \$60,000.

United Way figures show that 92 cents of each dollar given goes to funding services. These funds go to some 200 agencies, and through those agencies, support services for more than 1 million people annually in the National Capital Area.

COMSAT Member of Winning Team For DoD Projects

COMSAT Government Systems is a principal member of a top-notch industry team recently selected by the U.S. Air Force to participate in and propose military communications projects.

The team, headed by Harris Corporation's Government Communications Systems Division, was recently notified by the Communications

Directorate of Rome Air Development Center (RADC), an Air Force research and development center, that it was the winner of a task order agreement, potentially valued at \$2.5 million over a three-year period. RADC projects are aimed at exploring new communications technologies.

A task order agreement does not guarantee that each team member will receive contracts for work. Because the contract is already in place, however, it enables work on an approved task to begin rapidly — in as little as 10 days.

Members of the winning team can either be tasked by the RADC to do projects, or they can submit proposals for work that they believe is important to RADC efforts. Projects that come to COMSAT through the task order agreement will go to COMSAT Technical Services.

Among the other members of Harris's prime contractor team are Raytheon, Honeywell and AT&T.

Bill Ober, Government Systems' Defense Department Marketing Representative, said that being a member of the winning team for RADC work was important for two reasons: It will enhance COMSAT's efforts to gain more Defense Department contracts and it will keep the company abreast of what's current in defense communications technology. 🌐



Challenge For Boss: Tap Employee Potential

As the company tightens its belt to compete for profits, it can't afford to leave untapped the potential ideas, enthusiasm and hard work embodied in its employees.

The challenge to every boss is to tap and develop that potential, according to Linda McQuaid, consultant in the Human Resources Department who teaches leadership courses to employees. That may mean giving up some old ideas about how a boss is supposed to act — and learning new ways to bring out the best in people.

"It's helpful to understand that people in the workforce today value different things than people in the past," said McQuaid. Today, job content, level of responsibility and freedom to do the job have replaced salary, job security and title as major sources of job satisfaction.

"What people want — and what management needs — is the kind of leader who can tap into what people have to offer," McQuaid said. "When you look at employees as a resource, and use them as one, you, as a manager, can do a much better job."

The dictatorial style of management doesn't work anymore, McQuaid said. Supervisors who tell their employees what to do and how to do it are telling employees that they are not to be trusted. "It's hard for people to let go, to trust," said McQuaid, "but you need to let your staff know you have confidence in them."

What works with today's employees is a team-building style, she said. Teams are built as people in a group come to share the same expectations and goals, as they understand where they fit into the organization and where they're going together, McQuaid said.

"The spirit of a team is *we*, not *me* or *him* or *her*," McQuaid said. "Developing that spirit requires understanding the strengths that each member of the team brings — and drawing on those strengths as the project demands. It also requires being willing to credit the team — instead of taking credit as the team's boss."

Central to effective team-building is good communications — keeping the

channels open so that employees know what's expected and what's acceptable and so that the boss knows how employees are doing and how they feel.

"A lot of what goes into being a good boss is just being aware of how you're coming across to others. It has much to do with dealing with employees as human beings — not necessarily best buddies — but with a basic human respect," McQuaid said.

She said one of her students in a leadership course summed it up well. "Much of what is involved in leadership seems like common sense, stuff we learned as kids, but we seem to have forgotten it."

Even though today's employees want freedom to do their jobs, they don't want to be left in a vacuum,

said McQuaid. They need feedback—specific feedback. "Instead of returning one of your employee's reports marked 're-do,' provide details on what needs to be re-done or what you did or didn't like," she said.

In order to give their best performance, employees must have their confidence and self-esteem left intact, said McQuaid. "Managers must realize that they can't set aside someone's ego for 'what's good for business' because employees with low self-esteem are less productive and that's *not* 'what's good for business.'"

Are good bosses only born, not made? "I'm convinced they can be made," McQuaid said. "You can become a good boss if you're willing to put in the time and effort." 🌟

CVE Offers Wrestling Special

COMSAT Video Enterprises has scheduled a second special pay-per-view sports event. The first — the Hearn-Roldan boxing match — was held October 29.

On Thanksgiving night, beginning at 7:30 Eastern Time, wrestling fans can check into the nearest CVE affiliate hotel to watch two-and-a-half hours of championship wrestling.

The World Wrestling Federation event, live from Richfield, Ohio, will include a series of five team competition matches. The main event will feature teams captained by Hulk Hogan and Andre the Giant — two of wrestling's most popular "megamen." The event also will include a women's wrestling elimination.

Other names appearing during the evening's contests include Randy "Macho Man" Savage, Honky Tonk Man, Brutus Beefcake, Bam Bam Bigelow and others.

The pay-per-view charge for the event is \$14.95.

In addition to promotion by CVE with commercials in the coming weeks, the Thanksgiving special will be promoted by the World Wrestling Federation through its popular syndicated wrestling shows on broadcast television.

For CVE, airing of this and similar

special events is aimed at helping it wrestle to the top of the in-room video entertainment business. 🌟

CVE Begins Training Videos

COMSAT Video Enterprises has begun producing a series of videotapes and bulletins as part of a comprehensive new program designed to train hotel personnel how to manage CVE's pay-per-view system.

The first of the training videos provides a step-by-step procedure for accurately posting pay-per-view movie purchases to guest folios and reconciling hotel pay-per-view records with CVE's monthly invoice. The 12-minute video will be broadcast twice daily to all CVE affiliated hotels and is supplemented by a detailed written procedure.

The new training program will benefit both new employees and those already familiar with the CVE system.

Future bulletins and videos will cover care and maintenance of the system manager and electronics, maximizing revenue sharing and minimizing disputed buys and adjustments. 🌟

News Briefs

Shareholders Meeting Set

At press time, COMSAT shareholders were scheduled to convene for their annual meeting on Friday, Nov. 20, at Clarksburg. Shareholders were to elect 12 directors, act on a proposal to decrease the number of authorized shares of common stock from 150 million to 40 million, act on a shareholder's proposal to require the reporting of prior government service by certain employees, consultants and advisers, and elect independent public accountants. The meeting was scheduled to be uplinked by COMSAT Video Enterprises' SkyBridge service and downlinked to employee locations at the Plaza, Merrifield and COMSAT earth stations.

COMSAT Cited For Cultural Support

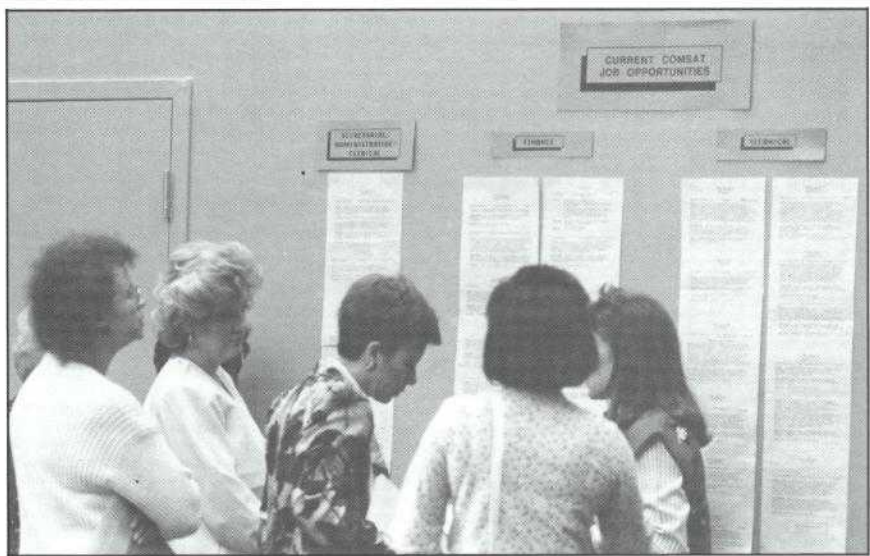
COMSAT Corporation last month sponsored the opening concert of the Montgomery Chamber Orchestra, with Chairman Irving Goldstein welcoming the audience.

This marked the third year of COMSAT's sponsorship of the Chamber Orchestra's first concert of the season.

In recognition of this support, the Chamber Orchestra nominated COMSAT to receive a 1987 Montgomery County Council Business Service Award. The company was honored for its "contribution to the quality of life in our county" at a Nov. 12 reception.

Hughes Exploring DBS

Hughes Communications is reported to be discussing a consortium to launch and operate a direct broadcast satellite (DBS) system. Japan's recent introduction of DBS service may be inspiring new DBS interest in this country. Michael Alpert, former vice president of COMSAT's DBS venture, was quoted by DBS News as saying, "The timing is right; the DBS business concept is starting to heat up." Alpert added that for DBS to take off in the U.S., "one major company needs to announce to the world that it's willing to invest the hundreds of millions of dollars necessary; somebody has to take the lead."



Job Hunting? Try COMSAT

About 60 COMSAT Corporation employees attended "Job Fairs" at the Plaza and Merrifield last month to learn about job opportunities within the company. Human Resources held the fairs

to increase awareness of efforts to fill openings from within the organization. Human Resources counselors urged checking job postings frequently to keep abreast of new openings.

CVE Newsletter Gets New Look

COMSAT Video Enterprises, working to keep its affiliate hotels excited and informed about its in-room video entertainment services, has given its affiliate newsletter a bold new look.

The newsletter, called "Signals," reflects CVE's new logo and its bright blue and silver colors. Included in the newsletter, which is published periodically for hotel owners and general managers, are articles on new programming features, new hotel chains joining the CVE network, and network growth.

1988 Holiday Schedule

Core holidays to be observed by employees in COMSAT Corporation's Washington-area offices in 1988 include: New Year's Day, Jan. 1; Washington's Birthday, Feb. 15; Memorial Day, May 30; Independence Day, July 4; Labor Day, Sept. 5; Thanksgiving, Nov. 24 and 25; and Christmas, Dec. 26.

Employees who wish to observe religious or special-interest holidays should use vacation or holidays purchased under the Flexible Benefits Program.

Plaza Nurse Arrives

Plaza employees can now take advantage of medical services offered through a recently opened Medical Unit on the Promenade Level, near COMSAT Government Systems' offices.

The facility is open from 10 a.m. to 2 p.m. Monday through Friday. It offers blood pressure screening, minor dispensing of medications, first aid and coordination of first aid team activities. Immunizations and travel kits are available to employees who plan to travel.

Marcia Lee is administering nursing duties. Pat McCullough is directing activities of the Unit, which will be operated by Occupational Medical Services.

The Medical Unit's telephone number is 863-6080.

Dawson Leaves FCC

Mimi Weyforth Dawson, who has served on the Federal Communications Commission since 1981, has been nominated to become deputy Secretary of Transportation. Her replacement at the FCC has not yet been named.

Networks Withdraw Review Request

The three major TV networks asked the FCC not to pursue the review they had requested of the order that charged COMSAT with \$62 million in alleged excess earnings. The networks dropped their request for review after discussions with COMSAT aimed at determining if there were a basis for resolving certain disputes concerning the rate level for occasional television service. "Although we believe that the cost of providing occasional use TV service is lower than (COMSAT's) cost support materials indicate, for purposes of resolving the current litigation concerning this matter, we urge the Commission...to permit the tariff revisions to become effective," the networks said in a joint filing.

The refund order had found COMSAT's occasional use TV space segment rates unlawful because they were lower than costs. The FCC redirected COMSAT to recalculate its rates, so that they reflected true costs. The new rates went into effect Sept. 15.

INMARSAT Grows to 51

With recent decisions by Qatar, Israel and Panama to join INMARSAT, the international consortium's membership reached 51 for the first time. INMARSAT agreements entered into force in 1979 with 23 member countries.

INTELSAT Selects Titan

Two future INTELSAT VI satellites, set to go up in 1989 and 1990, will be launched by Martin Marietta's Titan launcher. The launch contract for the two satellites is valued at \$220 million.

INMARSAT's 20th Coast Earth Station

The 20th coast earth station built to operate with the INMARSAT satellite system began service recently in Maadi, Egypt. Owned and operated by the Egyptian National Telecommunications Organization, it is the first INMARSAT coast earth station in Africa.

THE PRINTED CIRCUIT

Editor: Jocelyn Ward

Send your ads to:
Jocelyn Ward, Room 1105 (Plaza)
DEADLINE: Nov. 2

FOR SALE

'85 Chrysler New Yorker. Turbo, automatic transmission, power steering and brakes. Gunmetal blue, AC, power locks, windows & seats, AM/FM cassette, 8-functional computer. Garaged, Maryland inspected, warranty, excellent condition.

Call Jay Trager: 863-6358, Leslie Sherman: 863-6934
or call 869-1670 after 7 p.m.

'79 Blue Convertible W/Black Top. 38,000 original miles. Good condition.

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1979 Porsche 924. 5-speed, AM/FM stereo cassette, fully equipped. Looks great, runs great. Ideal transportation for the young at heart. This California-plate car is a bargain. Why selling: owner going back to school; no place for this beauty on campus. Asking only \$6,000.

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Home for Sale (By Owner). Near Manassas, country setting. Split foyer, all electric, 4 bedrooms, 3½ baths, family room with fireplace, 3-car garage, deck (12'x16"). One acre well landscaped, underground wiring, central AC, attic fan, garbage disposal. \$159,900.

Please call 703/361-3852

Stereo Equipment. Matching walnut veneer 3-way speakers. Almost new, great sound. Cost \$170 each, sell for \$110 each. Another set cost \$140 each, sell for \$80 each. Tape Deck: retail price \$150, sell for \$45. Twenty watt Receiver; phono and tape deck inputs; requires little space, almost new, can handle two speakers, sell for \$50. AM/FM Receiver; phono, tape, and aux. inputs; can handle four speakers, parts replaced and almost as good as new. Retail price \$200, sell for \$100.

Loft Bed. Great for student's or child's room, sell for \$60.

Call after 5 p.m.: 966-6218

Olivetti Standard Electric Typewriter. Excellent condition. Very good for use at home; great help for a student. Asking only \$100.

Call Swami: (O) 863-6904; (H) 560-2148

SERVICES

Are you looking for an experienced, reliable, Christian babysitter in a non-smoking environment? I am located in New Carrollton.

Call Sara anytime for details. 301/552-3593

MISCELLANEOUS

There are "Lost & Found" articles in the security office that have not been claimed. For more information or to claim, call the Security Office (Rm 1105) on x6617.

UNITED WAY Special Events Schedule

Clarksburg

Nov. 13—"Bike-A-Thon"
Nov. 16—Bake Sale
Nov. 17—Redskins Day
Nov. 18—Crafts Sale
Nov. 19—Balloon Day—You Win!
Nov. 20—Grand Prize Drawing (held immediately after Annual Meeting).

Plaza

Nov. 12—Fitness Expo
Nov. 16—Bake Sale/White Elephant Sale
Nov. 17—Watch for Singing Characters!
Nov. 18—Fashion Show
Nov. 19—Balloon Day—Prizes Galore!
Nov. 20—Grand Prize Drawing (held immediately after Annual Meeting).