



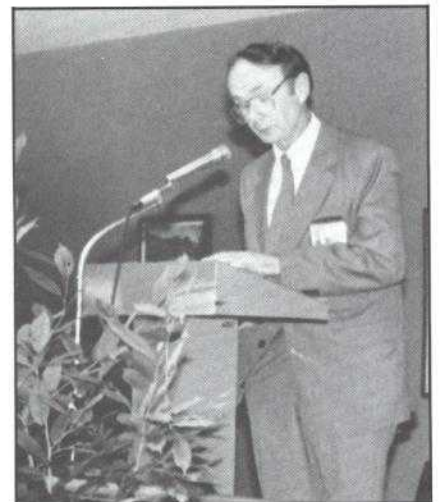
COMSAT  
Labs at 20



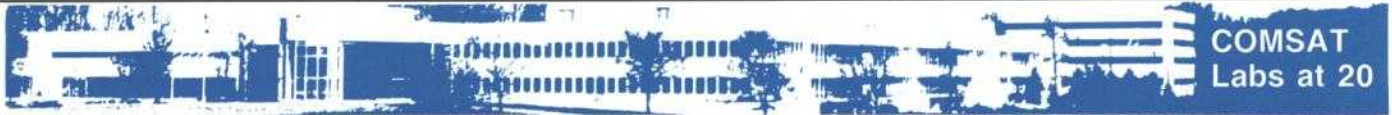
Visitors view the satellite attitude simulator exhibit.



Sen. Mikulski chats with ACTS program director Irv Dostis, former COMSAT Chairman Dr. Joseph Charyk.



Dr. John Evans...  
...remarks praised employees



COMSAT Chairman Irving Goldstein and Maryland Rep. Connie Morella visit the echo canceller exhibit.



Visitors view microwave parts exhibit.



Fellowship followed exhibit tour.

# Training Sharpens Employee Skills

Often, being successful in business has more to do with how you get along with people than with what or how much you know.

And often, good interpersonal skills are among the toughest to master.

Through classes like "Interpersonal Skills," "Listening," and "Effective Presentations," COMSAT employees have a chance to smooth their people skills. In fact, through COMSAT's training and development program, employees can hone skills in a broad range of business-related areas.

COMSAT course offerings — taught by Human Resources training consultant Linda McQuaid, or outside consultants — include:

- Leadership training, which focuses on building interpersonal skills needed in managing other people, is offered in a series of six classes. In addition, "Management Skills for Support Staff" is offered to support staff interested in developing organizational, communications and job management skills.
- Communications skills, which feature classes on "Effective Presentations," "Listening," and "Conducting Effective Meetings."
- Business training, which includes

classes designed to develop skills in such areas as sales training, project management and other areas, as requested by employees.

- Management issues, including such nuts-and-bolts topics as "Setting Objectives" and "Performance Appraisal Interviewing."

Patrick Delaney, a senior systems analyst who handles the computer portion of COMSAT Corporation's payroll and benefits, had rave reviews for the company's Interpersonal Skills course he attended last spring.

Delaney cited several topics covered in the class that related directly to the on-the-job skills he needs. Learning how to get good information from others, he said, was just one skill addressed that he could apply right away. As a systems analyst, one of Delaney's tasks is to find out from others what their computer system needs are — and help them to solve them.

A primary benefit of attending the class, Delaney said, was that it gave him a chance to try out new ways of handling interpersonal relationships without fear of making a mistake. "The class was open and conducive to learning and growth," he said. "You

weren't afraid to try something and fail."

Delaney says even his boss has acknowledged an improvement in his performance — and has agreed to send him to other courses.

Later this summer, Delaney and other employees will have an opportunity to take the second phase of COMSAT's leadership course, "Developing Individual Performance." According to McQuaid, it will build on the ideas presented in "Interpersonal Skills."

The Training Department remains open to ideas for new classes, McQuaid said. "If enough people are interested in a specific topic, we will put together a course to address it," she said.

Also available through the Training Department is a computerized educational data base. "Edvent," as it is called, lists courses, seminars and other educational opportunities by topic, location, date and cost.

Employees interested in learning more about classes offered by COMSAT, suggesting topics for future offerings, or exploring specialized course work available outside the company should contact McQuaid at 863-6407. ☎



Training consultant Linda McQuaid teaches a class at Clarksburg.

Photo: Carroll Haugh

# COMSAT Video Adds Two Pay Channels

By summer's end, guests staying at hotels that receive COMSAT Video Enterprises' satellite-delivered TV entertainment service will be able to choose from three pay-per-view channels — two more than in the past.


COMSAT Video Enterprises began in May to implement two additional pay channels. By the end of August, the task of installing the required additional equipment at each of about 1,400 hotels that receive the service should be completed, according to Leslie Sherman, director of business development.

For COMSAT Video Enterprises, two new pay-per-view channels provide a significant opportunity to increase revenues, said Sherman.

Addition of the two channels brings to six the total offered by COMSAT Video Enterprises to subscribing hotels. In addition to the three pay-

per-view channels that feature recently-released movies and adult-oriented films (Satellite Cinema 1, 2 and 3), viewers can watch CNN's Headline News Service, ESPN and Showtime. During daytime hours, Ted Turner's WTBS superstation is available on one of the pay-per-view channels.

To help hotel guests decide what to watch, COMSAT Video Enterprises also has begun to offer two additional selectable services, said Sherman. One provides previews of pay-per-view choices. The other is a text display that appears on the TV screen as an electronic program guide.


Both are designed to make the in-room video entertainment service more enjoyable to guests and, ultimately, more profitable to participating hotels and COMSAT Video Enterprises. 



Leslie Sherman

## OPEN LINE

Several callers asked about COMSAT's policy on reductions in force, a subject discussed by H.R. Vice President Bob Baumann in his "Face to Face" meeting in December 1986 and also in the March 1987 issue of "Today." Responding to callers, Baumann reiterated that COMSAT's policy on RIFs reflects its commitment to treat all employees equitably, with due process and with dignity. COMSAT uses a multi-level review process for all reductions, beginning with a supervisor's "Forced ranking" analysis of an employee's job performance on six job-related factors. This is followed by a review by the next level of supervision, an Employee Relations representative and an Employee Relations attorney. A Human Resources director conducts yet another review, along with an Employee Relations attorney and, in most cases, an outside attorney.

The purpose of the thorough review is to ensure that only job performance factors are considered and to document compliance with both company policy and pertinent law. 

# COMSAT Scholarships Aid Women Students

Eight Washington-area women today are pursuing careers in engineering thanks, in part, to a COMSAT Corporation scholarship program.

Each year since 1980, COMSAT has supported the scholarships program at Capitol Tech, a 1,000-student private college of engineering technology located in Laurel, Md.



There, COMSAT scholarships have been earmarked for outstanding women students. By directing aid specifically to female students, COMSAT set out to encourage talented women to enter technical fields.

Next year, COMSAT will continue the program with two \$1,500 scholarships.

The record of Capitol Tech's COMSAT scholars is "extraordinary," according to college administrators. Four of the eight have earned bachelor degrees and hold engineering positions with area firms. Four are expected to complete their degrees soon. Almost all are pursuing or expect to continue in graduate programs in technical fields.

So far, none of the COMSAT scholarship winners have been hired by the company. But COMSAT boasts a number of other Capitol Tech grads. According to Capitol Tech's alumni office, they include Christian Beres, Kurt Boehm, John Bomar, Boris de Souza, Nicholas Diavatis, Martin Earl, John Ehrmann, William Guant, Michael Kennedy, Tuan Pham, David Reiser, Robert Ridings, Kamal Thakore and James Thomas.

# News Briefs

## Breslow Adds Duties

Jerome W. Breslow has been elected vice president and secretary. In this position, he adds responsibility for the office of the corporate secretary to his existing responsibilities as assistant to the chairman and chief executive officer.

## Coulter Named to WSD Post

William K. Coulter has been appointed vice president of a new Government Affairs office within the World Systems Division. Coulter most recently has been general counsel for COMSAT International.

## Reuters Uses DATANET

Reuters, the worldwide news agency and information organization, is the first commercial user of DATANET spread spectrum digital information service. DATANET is designed for the reception of data through microterminals as small as .6 meters. Reuters is using DATANET to offer direct satellite transmissions of news and pictures to its media clients in Latin America by transmitting through a large hub station in the U.S. In the future, Reuters expects to transmit market quotations, exchange information and regional business news to financial clients. The ability to receive information through small dishes offers advantages in cost, efficiency and reliability over land lines, especially in areas where distances are great and geography makes land line installation difficult to maintain.

## Eight Satellites Carry Program

Eight INTELSAT satellites — the most ever used for a single event — simultaneously carried the June 6 "Prayer for World Peace" program to 20 nations. The hour-long event, in which the Pope recited the Rosary in seven languages, is said to have been heard by more than one billion people on radio and TV.

## Levine Heads Tax Chapter

Marty Levine, COMSAT's director of taxes, has been elected president of the Baltimore-Washington Chapter of the Tax Executive Institute. The chapter includes some 80 members in tax executive, management or administrative capacities at companies in the area.

## ISS Donates Time Via Project SHARE

COMSAT Corporation's INTELSAT Satellite Services unit last month donated transmission services for a three-hour videoconference between Washington, Colombia and Peru aimed at fostering economic development and stimulating the growth of satellite communications in Latin America. COMSAT's donation was under the auspices of Project SHARE, a program aimed at promoting health and education information in rural areas through satellite.

## Telecommunications Courses Offered

Two new advanced degree programs of interest to people in the telecommunications field are being offered by

the University of Maryland. Both programs offer some course work at Shady Grove.

The first, which begins this fall, is a Master of Science in Systems Engineering. A broad-based program, it includes three sets of core courses (management, technical and engineering). For more information, call Mattie Patterson at (301) 454-6168.

The second, planned for the fall of 1988, is a Master of Science program in Telecommunications Management. It will include three segments: a management core, telecommunications technology and a telecommunications management project. For more information, contact the University of Maryland University College or the University of Maryland Graduate School.

## COMSAT's Reduced Tariffs In Effect

Reduced tariffs that COMSAT filed with the FCC last month went into effect June 12, earlier than the originally proposed date of July 6. COMSAT had pledged to speed up the effective date if no objections were filed during the 15-day comment period. The new tariffs reflect an approximate 13 percent reduction in the rates COMSAT charges for INTELSAT space segment services.

# THE PRINTED CIRCUIT

Editor: Jocelyn Ward

Send your ads to:  
Jocelyn Ward, Room 1105 (Plaza)  
DEADLINE: August 3

### FOR SALE

'82 Jeep CJ-7. Excellent condition. 6 cyl., 5-speed, PS, PB, high back seats, and many extras. 51,000 miles. \$6,000.

Call Dave: (w) 428-5115 or (h) 703/764-0495

'80 VW Rabbit. New engine, AC, AM/FM tape stereo, sunroof. \$2,500/offer.

Call 428-4125

'83 Nissan Pulsar NX. New clutch, 5-speed, AM/FM/tape stereo, sunroof. \$4,000/offer.

Call Rick: 863-6245

12 x 70 Mobile Home. 2 bedrooms, 2 full baths, 2 added-on rooms, living room, kitchen, pantry, wall-to-wall carpeting, walk-in closet, plenty of storage space. All major appliances included with sale. Situated on large partially wooded lot with PRIVACY in Mt. Airy Park. Reasonable lot rent; can stay on lot with approval. 20 minutes from COMSAT. \$23,000.

For more details call: 301/662-0325 after 7 p.m.

More PRINTED CIRCUIT ads on Page 12

## Next Shuttle Flight Set

June 1988 is the new target date for the next Space Shuttle launch, NASA says. The exact date will depend on the results of further tests. Current plans are for two additional flights in 1988 and seven flights in 1989.

## INMARSAT Moves Ahead On Aeronautical Services

The INMARSAT Council has finalized system specifications and established space segment charges for aeronautical communications services, which will be offered to airlines and other aviation customers. Service will initially be provided over INMARSAT's existing satellites. INMARSAT's new satellites, currently under construction, will provide expanded aeronautical communications, including worldwide data and voice services.

Already, Norway, Singapore and the United Kingdom are planning aeronautical ground stations to begin service in 1988. Japan Air Lines and British Airways have announced plans to begin passenger telephone services in early 1988, according to INMARSAT.

COMSAT, interested in seeing that the U.S. acts quickly to begin providing aeronautical services in the interest of safety of life and flight, has urged the Federal Communications Commission to act promptly in determining how INMARSAT aeronautical communications should be provided in the U.S. COMSAT has pointed out to the FCC that nearly all parties responding recently on the provision of aeronautical satellite services urged not pursuing proposals that would require time-consuming changes in U.S. law or the INMARSAT agreements.

Meanwhile, COMSAT announced that it would not oppose an application by Aeronautical Radio Inc. (ARINC) to build its own aeronautical communications satellite system, called AvSat. COMSAT noted that the public will benefit significantly by avoiding delay in aeronautical communications services. But, COMSAT stressed to the FCC that it should also take steps to speed the provision of aeronautical services via the INMARSAT system. 🌐

# THE PRINTED CIRCUIT

**Apple II-E Computer.** Modem and software. \$1,500 or offer.

Call Nancy: 301/898-5115

**Contemporary Dining Room Set.** Table and 6 chairs, glass china cabinet with recessed lighting. \$650.

Call 644-1442

### FOR RENT

**House for Rent.** Springfield/Burke area. 2-car garage, 4 bedrooms, country kitchen, 2½ baths, dishwasher, washer/dryer, sundeck, central air conditioning, large living/dining room, family room, large master bedroom. Newly landscaped, newly painted throughout. *Quiet area*, near Metrobus, near shopping centers, Mall, lake, etc. Short term lease considered — may also be rented FURNISHED (negotiable). \$1,050/month.

Call 703/455-0497 (after 6:30 p.m.) or 944-7355 (9 a.m.—5:30 p.m.)

**Condominium.** One-bedroom condo in Montgomery Village. Only 6 miles from Labs. Close to pool and tennis. Available July/August. \$600/mo. including utilities.

Call: 330-4934

**Beachfront Accommodations.** One week vacation beachfront accommodations for up to 4 at Ocean Club of the Palm Beaches, Palm Beach Shores, Florida. Kitchen and CAC included in unit. Also swimming pool, laundry facilities, telephones and whirlpools/hot tubs on site. Tennis courts, restaurants, boating, championship golf course and other activities all within miles. Bask on the beautiful beaches at Palm Beach Shores, unwind in the whirlpool and boat and fish in the Atlantic. From August 22-29 for only \$675. All you do is get there!

For more information contact Andre J. DeBose on 876-3815.

**Rehoboth Beach House Rental.** Any week in July and/or August. \$450 per week from Sunday at 6:00 p.m. to Friday 6:00 p.m. Three-bedroom, 7-year-old townhouse. AC, W/D, dishwasher, outside shower (hot water). Two blocks from beach.

Call Toni Dunleavy: (w) 436-8313

**Beach House, Dewey Beach, DE.** Three bedrooms, three baths, CAC, fully carpeted, dishwasher and two screened porches. Almost brand new, sleeps 8. About a block from the beach. Available on a weekly basis, \$450/wk.

Rick Moss: 863-6705

**Cape Cod Home.** For rent any or all of 3 prime weeks on Cape Cod. New year-round, fully furnished, fully equipped private home in prestigious Chatham. Close to all the Cape attractions. Private, quiet, tasteful, best location. Available Aug. 8-15, Aug. 22-29, Aug. 29-Sep. 5 (can carry thru Labor Day).

Call Mary Hunter on 978-9067 after 7:00 p.m.

**Cottage in North Ocean City.** Three bedrooms, two baths, CATV, washer/dryer, and large screened porch. On a canal with boat slip and row boat. Sleeps 8. Sorry no pets. Call now for price and availability.

Dan Forrester: (O) 428-4320, (H) 572-4744

**New Home in Ocean Sands, N.C.** Four bedrooms, 2 baths, sleeps 8. Lakefront, 200 yards from ocean. Sundeck views of unspoiled dunes and beach. Tennis privileges, excellent birdwatching and surf fishing. TV, microwave, dishwasher, phone, A/C, W/D, outside shower. NO PETS.

Dana Beugless: (O) 944-7975; (H) (703) 532-6639

### MISCELLANEOUS

**LOST** — one sapphire earring with a diamond center. Lost on June 1, 1987 at the Plaza in the main lobby.

If found please call Debbie Dorelle at (w) 428-5068; (h) 972-5174

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.  
**Gardens Tilled.** \$20 for first hour; \$10 each additional hour. Travel fee if more than 10-12 miles from Clarksburg. Other yard work including hauling.

Call Bill Allen: 428-4421