



TODAY

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Help Yourself to ... COMSAT Benefits

"Help Yourself To ... COMSAT Benefits," is a new newsletter for COMSAT employees.

The newsletter, sent to employees in November, answers many common questions about COMSAT's flexible benefits program.

Topping the good news list is benefit costs. They will not increase in 1989.

Moreover, the program will be broadened in January and for the first time, include a dependent care benefit (see page 2).

Other highlights:

• **New Vesting Schedule for Retirement Plan:** Due to federal tax changes, COMSAT will fully vest employees after five years, instead of 10 years.

• **After-Tax Contributions End:** One part of the Savings and Profit sharing plan, this feature ends Dec. 31, 1988 due to tax reform. Nonetheless, COMSAT will continue to match em-



ployee contributions on a pre-tax basis.

• **Excess Credits Change:** In 1989, excess credits will no longer be applied to your savings and profit sharing plan. Instead, they will be paid to you in equal installments as a part of payroll.

• **Employee Stock Purchase**

Plan: Watch for announcement this month. Also, expect a subscription form to be sent to you.

• **Employee Stock Ownership Plan (ESOP):** This feature has received IRS approval for termination and funds will be distributed to participants this month.

• **New Benefits Questionnaire:** To meet new tax requirements imposed by the IRS, (Sec. 89, IRS Code), companies across the country are being asked to apply certain tests to their benefits programs. You can expect the form soon.

COMSAT and MCI Sign Longterm Pact

COMSAT announced last month it has signed an agreement to provide MCI Communications Corporation with international satellite services well into the 21st century.

Under the 15-year agreement, COMSAT will offer favorable long-term rates to MCI for new digital transmission services. MCI will convert its existing and future international voice grade circuits to more cost-effective digital circuits. MCI also agrees to place a certain level of international traffic with COMSAT.

The MCI deal is similar to COMSAT



MCI's David Link and COMSAT's Bruce Crockett shake on recently signed pact.

pacts with other service carriers.

The non-exclusive agreements give COMSAT the security of a long-term commitment in return for providing more efficient digital services, up-front discounts, and lower monthly, long-term rates. ■

Tax Free Accounts for Dependent Care

Well, its official. A big break for working parents and others with dependent care expenses. In January, COMSAT employees will be able set-up tax-free accounts to pay for dependent care.

If you have children 12 and under, or other dependents unable to care for themselves, you may be eligible. You must be a part-time or full-time employee, and work a minimum of 17.5 hours per week.

Denise Baker, COMSAT's benefit representative, said the new benefit was a response to employees, who needed COMSAT help coping with the high costs of dependent care.

Under the plan, deductions are taken each pay period but are limited to \$5,000 per year. Further restrictions exist for married couples who file separate tax returns: Each spouse is limited to \$2,500 per year. COMSAT will maintain the account for employees and reimburse you as expenses accrue.

To be reimbursed, COMSAT employees must submit a paid invoice, bill, cancelled check or contract.

Allowable expenses are fees from:

- babysitters or companions
- a licensed daycare center, or
- pre-school expenses through kindergarten.

Uncovered expenses are:

- Education costs, such as tuition paid after kindergarten, and
- Babysitters you claim as dependents on your tax form.

There are some earnings limitations, Baker said. If you're married, both spouses must work to be eligible. Exceptions are spouses who are full-time students or disabled.

Both single and married employees may deduct up to \$5,000 per year. For details, see the new benefit newsletter in Human Resources or call Denise Baker at X6622. ■

Employment Verifications

In order to protect privileged information regarding its employees, COMSAT has a policy of releasing information to outside sources only with written permission of the employee. If your bank or other lending institution needs to contact COMSAT to verify you employment, you must provide Human Resources with:

1) A written and dated authorization form allowing COMSAT to release specified information (Forms are located in the Human Resources lobby area);

2) The name of the banking or lending institution you wish the information released to; and

3) If possible, the name of individual at the specified bank or lending institution to contact.

Remember, this policy is to protect all employees. It is the employee's responsibility to provide authorization to Human Resources on a timely basis so as not to delay the processing of any loans, etc. ■

COMSAT Growth

Improved growth from COMSAT's international sector was largely responsible for a third quarter net income of \$17.7 million or 96 cents per primary share.

The growth represents a 75 percent boost in earnings over the same period in 1987. During that year, net income for the quarter ending September 30, 1987 was \$10.1 million or 55 cents per share, absent other earnings largely reflected by the one-time benefit of a favorable tax decision won by COMSAT in 1987.

In 1988, revenues from the third quarter ending September 30 were \$94 million, an \$11.4 million boost or 14 percent increase over the same period in 1987. Again, the revenue increase was the primary result of traffic growth from COMSAT's international segment.

COMSAT also declared a quarterly dividend of 33 cents per share, its 73rd consecutive quarterly dividend. ■

COMSAT Beams Student Vote Nationwide...

Predictions!!!!? Move over McLaughlin Group. Three million students and their parents called it first — and had it right.

The event was the COMSAT-sponsored National Student/Parent Mock Election. Every four years, millions of students aged 6-17 get the opportunity to pick a president, a governor, and members of Congress five days before the real thing.

The Nov. 3 straw poll attracted wide media attention because participants have routinely picked the winners with uncanny accuracy.

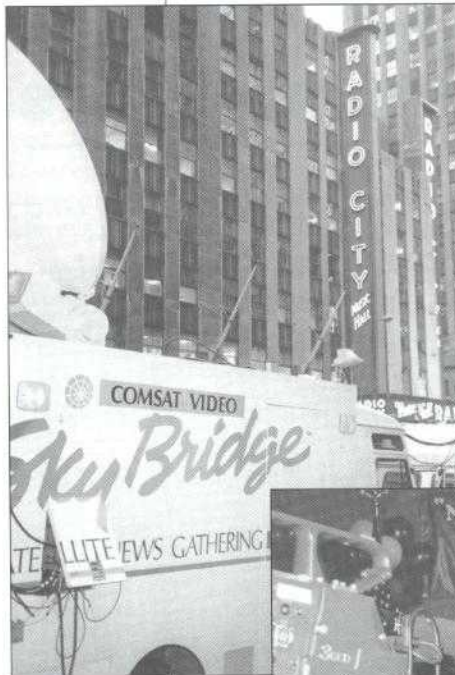
More than nine different TV segments featured the COMSAT-supported event in the Washington-Baltimore area, in addition to national coverage on CNN and articles in the Washington Post and USA Today.

In D.C. and across the country, COMSAT Video Enterprises brought the event to America's living rooms — a live, 90-minute TV broadcast seen nationwide on C-SPAN. Coordinating the "COMSAT Student Network" was CVE's Cathy Waters.

From "election central" in New York City to remote sites in Fairbanks, Alaska and Washington, D.C., the program featured notable polls, such as U.S. Senator Bob Packwood (R-Or) and big-time celebs such as Bill Cosby.

Final vote counts were tallied throughout the program and results reported convention-style from all 50 states. CNN's Mary Alice Williams anchored the national broadcast from New York City, with interviews, features, and commentary from Time Magazine editors and students.

Time, CNN, HBO, Conus Communications and Holidays Inns joined COMSAT in sponsoring the pick'em right sweepstakes. ■



'Mock Election 88'



COMSAT Chairman Irving Goldstein makes a point to Senator Bob Packwood (R-Or.), who dropped by the Washington headquarters of the National Student/Parent Mock Election.



Resplendent in their COMSAT caps, students from Washington's Bunker Hill Elementary School perform a mock election skit.

...Throws A Political Bash For D.C. Kids

Want to throw a successful political bash? Be sure it includes some 300 D.C. school kids and their parents.

Washed in a room of hand-made banners; red, white & blue balloons; cheerleaders; and surrogate candidates for Bush & Dukakis, COMSAT threw a mock election party November 3 for D.C. students.

The convention-style event preceded the COMSAT TV broadcast and for many students, grade-school age and older, the night was both novel and special.

With COMSAT election hats and t-shirts, D.C. students and parents cheered on their schoolmates and family, waving rally-size, American flags during an hour-long program of skits, songs, and debates. The D.C. students also snacked on pizza and two large cakes decorated by Betty Lingo, wife of COMSAT General's Dick Lingo.

On hand to address the crowd was COMSAT Chairman Irving Goldstein, who praised students for their political

participation and urged them during the evening to celebrate their hard work and have a good time. D.C. school organizers made a special note to thank Goldstein for COMSAT's community support.

Memorable to many D.C. students and parents was the large turn-out of TV, radio, and newspaper reporters, which included an international correspondent from Beijing, China.

Also on hand were D.C. councilmembers Charlene Drew-Jarvis, Jim Nathanson, and Hilda Mason, who spoke on the importance of voting, and helped rally the crowd.

COMSAT's special guest was U.S. Senator Bob Packwood (R-Or), a participant in the live national broadcast, who answered student questions on the homeless and abortion. In 1980, Packwood helped found the student mock elections, and made special note, during the live national segment, that one his staff members today is a former student participant from Oregon. ■

Employee Gala To Celebrate COMSAT's 25th Anniversary

December 10, more than 1600 guests are expected to attend COMSAT's employee gala. As many know, it's to celebrate COMSAT's 25th anniversary. For weeks now, the party pros at WashingtonInc.



have planned this event at the newly renovated Union Station. Now it's your turn to celebrate. This special section is your guide — from the gourmet international cuisine prepared by Ridgewells to the big band sounds of Blues Alley — this event promises to be a memorable evening.

FOOD

An international sampling of cuisines will be served — and it's a menu on the trot. Saturday night you'll walk from one international region to another, sampling the different foreign tastes, Epcot-style.

There's no reserved seating, just open tables throughout the hall to encourage mingling.

Among the samplings, there promises to be several menu favorites:

- Chinese barbecue from the Orient Express
- Deep-fried plantains from the Caribbean Extravaganza
- Augsburg style pot roast carved to order from Eastern Europe, and
- Lavish anti-pasta & linguine, from Italian Abundanza.

Of course, these are but a few highlights; the samplings from each region are as diverse as they are many. And if

you have a passion for sweets, you'll fall head over heels for the decadent, All-American Dessert Buffet. Among the sweet samplings are Jason's famous blueberry pie, strawberry shortcake, and southern peach cobbler, served deep-dish style.

MUSIC

Throughout the evening, you'll want to swing to the big-band sounds of Blues Alley in Union Station's ornately decorated main hall. Blues Alley, an area favorite, is a 17-piece band that has played at President Reagan's inaugural ball and at New York's Tavern on the Green.

The East Hall will feature Ethel Ennis, a world renowned blues singer. Ennis first attracted international acclaim as the lead female vocalist for the Benny Goodman band. The likes of Ella Fitzgerald, Sarah Vaughn, Peggy

Lee, Duke Ellington and Frank Sinatra have all acknowledged Ennis as one of the best singers of her era. A native of Baltimore, Ms. Ennis also has performed at the White House for Presidents' Nixon and Carter.

Ms. Ennis will alternate throughout the night with Seldom Scene, a five-piece, blue-grass ensemble that often plays at the trendy Birchmere Club in Alexandria. On stage, the group's sharp wit is almost as fun as their music. Band members have worked for Linda Ronstadt, Hank Williams, Jr. and Emmy Lou Harris. Others have collaborated with Johnny Cash, The Ricky Skaggs Band, and Don Williams.

EVENING DRESS

Your best judgment is good here. Nonetheless, please note the evening is black-tie optional. This means tuxedos for men and evening dresses for women

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are welcomed but not required. Business attire is acceptable.

COST

All party costs are free: food, drink, and entertainment. The only exceptions are travel expenses to the celebration and hotel lodging after the event, if one chooses.

HOTEL

Two blocks from Union Station, COMSAT has negotiated special rates at the luxury Washington Court Hotel (formerly the Sheraton Grand). The special rate is \$79 per night for COMSAT employees (\$99 per night if you want two beds). Employees must pick up the tab for hotel costs, but these rooms are heavily discounted. Make reservations directly at 202/628-2100. Weeks ago, COMSAT reserved a block of 80 rooms, but at this late date, available space may be limited. You should know that other area hotels, such as the Washington Hilton & Towers and the Capitol Hilton, also are offering holiday rates.

SPECIAL DRAWING

One of the evening's highlights promises to be a drawing for a fully restored 1963 Corvette. Many of you have seen the \$24,000 classic car, displayed at Clarksburg and L'Enfant Plaza. At Union Station, the car also will be on hand. All full-time, active employees are eligible to win. You do not have to be present to win. Simply put, if you're on the payroll December 1, you are eligible. The only exceptions are COMSAT Chairman Irving Goldstein and his direct reports. The drawing is being certified by COMSAT's outside auditor, Deloitte, Haskins and Sells.

TRANSPORTATION

Many choices, all with your convenience and safety in mind.

METRO RAIL: The Red Line at Union Station is just steps away from the gala. Keep in mind, however, Metro closes at midnight on Saturday.

CABS: In D.C., if you live in the immediate area, a cab would be a good choice. Most are cheap, reliable, and

arranged free valet parking for your safety and convenience. Signs will clearly mark the attendant area in front of Union Station.

LIMOS: A cheaper option than you think. COMSAT has negotiated a special corporate rate for employees who ride to Dec. 10 affair in style. Six people sharing a stretch limo, for example, would pay only \$36 per couple round-trip. From the hinterlands of Rockville or Clarksburg, the cost would rise to \$50 per couple. Special arrangements can be made through International Limousine by signing up at your local COMSAT security office. Remember, the deadline is Nov. 30.

CHARTERED BUS:

The free bus service is available from the Clarksburg facility only. Sign-ups are at

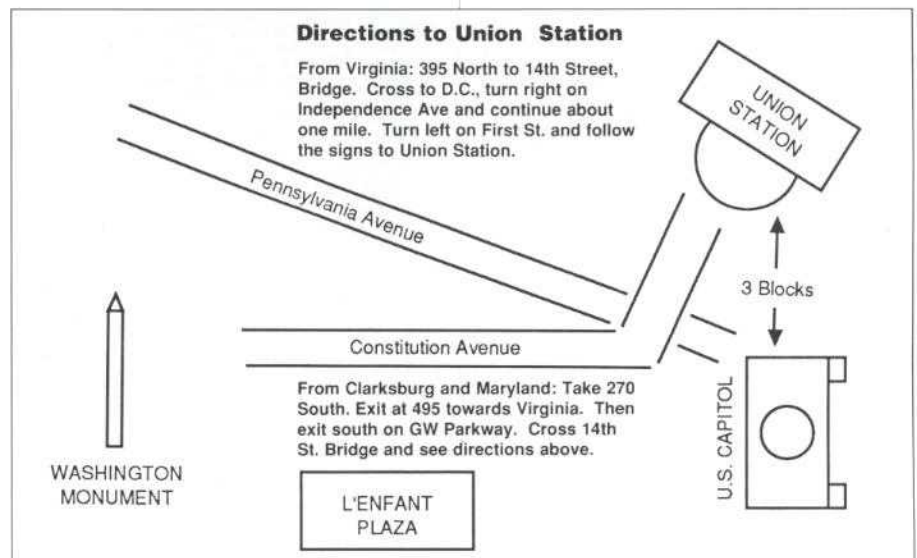
your local security office. At press-time, an employee committee was evaluating whether demand was sufficient; right now, there is enough interest for two buses. Check your News Updates for the latest complete info. ■



Clarksburg employees view the 1963 Corvette Sting Ray that went on display earlier this month at both the Plaza and Clarksburg. An employee will win this car Dec. 10.

depending on driver — safe. Moreover, taxis can easily be hailed at all hours of the night from the Union Station entrance.

PRIVATE CARS: COMSAT has



Missing Relics Back on Job

Take a trip to COMSAT's Clarksburg facility and you'll find several display-case relics have been purloined. But don't call the cops. The high-tech goods haven't been lifted, just borrowed.

The inside job is the work of a creative team of program managers and engineers at COMSAT's Systems Division (CSD). The team has devised a novel way to make use of these relics and other idle antiques, such as the TORUS earth station, a well-known monument to COMSAT technology built more than 15 years ago.

"We've dusted off some relics, and put them back to work," says Frank Klisch, vice president of programs for CSD.

By using the historic hardware to fully test new earth stations and other equipment at Clarksburg, overseas installations are expected to be relatively trouble-free. A new, five-year, multi-million dollar contract with the federal government's Voice of America directs COMSAT to overhaul VOA's broadcast capabilities abroad.

Project teams assemble the equipment at Clarksburg and test the earth stations using a satellite link between TORUS and an international uplink in Greenville, N.C. The first test was made in October, with further tests scheduled as more equipment is installed.

Klisch credits the cost-saving measure to George Lindroth, the program manager. The competent team that dusted off the relics and actually made it work was Bob Gruner, John Bleiweis, and Pete Carlton.

Klisch expects the VOA contract to produce other opportunities. He says CSD is looking to expand its work to others areas of the federal government with international interests, such as the Commerce and State Departments.

"Cost-saving innovations, like the testing at Clarksburg, should make an impact and give COMSAT a competitive leg-up," Klisch says. He says other opportunities exist abroad, and expects



Breathing new life into COMSAT relics like the TORUS earth station (L-R) are George Lindroth, Vito Visaggio, John Forrer, Bill Harvey, Jack Ehrmann, John Bleiweis and Dave Quinones.

Below: COMSAT employees celebrated at picnic recently, marking the installation of an earth station and other equipment for Voice of America.



Photos: Doug Willis

COMSAT to make real inroads in underdeveloped regions of Africa, Latin America, and parts of Asia.

Part of the VOA contract requires an installation in Botswana, a country which borders South Africa. COMSAT is planning to install the Botswana earth station and shelter in December. Others are expected to be installed in the Caribbean and Latin America in the coming months.

In Botswana, the special work at Clarksburg is expected to reduce instal-

lation & test time from months to weeks, says Lindroth.

Lindroth also expects to avoid other problems unique to the Botswana site by pre-packaging the earth station and shelter equipment. "In that part of the world, it can take two weeks to receive a part, and that's air express," Lindroth says.

In Botswana and across the U.S., using existing resources is COMSAT's way of working smarter, not just harder.

United Way Support



A group of Clarksburg employees visit the Melwood Horticultural Center in Upper Marlboro, Md. This year, COMSAT employees got to see United Way agencies at work first-hand. Inset, members of COMSAT's senior staff arrive for a tour of S.O.M.E. — So Others Might Eat — one of many United Way agencies supported by funds donated by COMSAT employees.

Photo: Carrol Haugh

Alan Coburn Retires After 24 Years

Why would a half-dozen broadcast industry executives travel across the country to say goodbye to a retiring COMSAT employee?

COMSAT Today put this question to executives who last month attended the quiet reception here for COMSAT General's Alan Coburn, recently retired after 24 years with COMSAT.

"Alan is one of the most dedicated professionals I have ever known, said Harris Corporation's Larry Tennant. "I'm honored that I was invited to pay tribute to him, and wouldn't have missed this for anything," said Tennant, who traveled to Washington from Melbourne, Fla. just to attend the Coburn reception.

"Alan is one of those few amazing personalities that you run across in your lifetime," said NBC's Art Waardenberg, who flew in from New York to attend the reception. His dedication to the customer is practically legendary at NBC. We'll truly miss him."



Alan Coburn (L) listens as Harris Corporation's Larry Tennant relates an anecdote about the now-retired employee.

Added another NBC executive, in from Burbank, Calif., also to pay tribute to Coburn, "We all follow the same basic road in life, but it's the path we take that distinguishes us from one another. Alan is very special."

Special indeed. And pretty heady stuff coming from COMSAT customers and suppliers: Who is this Coburn guy anyway?

Until his retirement last month, Coburn was the third most senior employee at COMSAT. The testimonials he inspires and reputation he built were

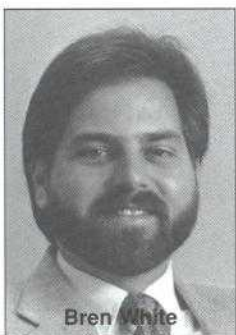
largely due to his work with the NBC contract.

"In the early days, the entire area of NBC network operations was virgin territory," says Paul Palmiter, Program Director at COMSAT the last four years. "Not only were the solutions to operational problems unknown at the time, many problems themselves weren't identified." According to Palmiter, Coburn was the glue that made it work. "He pulled together the

key people at NBC, Harris, and here at COMSAT, and created a winning team to sort this out.

"He kept management in the loop, kept his cool during crisis points and most important, kept his sense of humor fine-tuned," said Palmiter, who wasn't surprised that executives traveled across the country to honor Coburn. "His was a huge contribution to a critical program," Palmiter said. "He earned the professional and personal respect of everyone he worked with." ■

Bren White: Man With A Mission



From the management books that line his bookshelf to the charts and timelines that guide his daily activities, Bren White is definitely a man with a mission.

As head of COMSAT's training programs, White has been given the task of shaping the company's development efforts from top to bottom. Though training programs have always been a COMSAT mainstay, White's challenge is a bit of a first: to forge a comprehensive program for all employees.

A graduate of Purdue University and a Johns Hopkins fellow, White has de-

veloped successful training programs at General Motors, Sherwin-Williams, and two high-tech firms in Columbia, Md., General Physics and CASE Communications.

"I believe we are laying the groundwork for a successful future," White says. "There is tremendous support for training across this organization."

As director of corporate training for CASE, a British telecommunications company, White developed a special curriculum for CASE employees, offering a total of 46 courses in both the U.S. and Great Britain. He explained some were tailored to executives, managers, and supervisors and others for sales, technical and administrative staff.

For different professionals at CASE, White said he matched training and development efforts to fit individual career goals, corporate needs, and the per-

formance evaluation process.

At General Physics Corporation, White broadened his experience as director of corporate training and personnel services. This included training not just for employees, but also for the company's international client base.

Today White is busy talking with a cross-section of COMSAT employees, getting information about the training needs at all levels. "In the coming weeks, we hope to identify some training priorities, as well as some universal training needs. Together, this will support the new direction of COMSAT," says White.

"COMSAT employees have been extremely helpful," adds White. "I want to encourage all COMSAT employees to take advantage of this unique opportunity for professional development." ■



John Durmick



R. Malitzke-Goes



Mike Hughes



Dick Skroban



Pam Edwards

Employees Rewarded

In most jobs, a reward or bonus makes the pleasure twice as great.

Just ask five World Systems Division employees, who split \$11,500 recently — their cash reward for their role in getting COMSAT a ten-year, \$75 million satellite service contract from Intelsat.

Intelsat's board of directors awarded the contract in September — the result of a competitive bidding process that lasted one year. COMSAT beat out more than 14 competitors — in this case, all Intelsat signatories.

John Durmick, Ray Malitzke-Goes, Mike Hughes and Dick Skroban con-

tributed to the project as negotiators.

Pam Edwards served as the financial officer. "We won on technical quality and price," Durmick said. This was reflected by COMSAT's superior earth stations and some new systems technology, Malitzke-Goes pointed out.

Under the pact, COMSAT will provide two new earth stations for use at Clarksburg, Md. and Paumalu, Hawaii and will service the Intelsat satellites with tracking, telemetry, command and monitoring. TIW Systems of Sunnyvale, Calif. will serve as the turnkey vendor for the two earth stations. ■

ber at meeting of Intelsat signatories. In addition to planned services between the U.S. and the United Kingdom, West Germany, Luxemburg and Sweden, PanAmSat also was given permission to establish U.S. links with Costa Rica, and the Dominican Republic. ■

WSD Employee Re-elected to Advisory Post

Jack Fueschel, assistant director of marketing for Maritime Services, was re-elected chairman of the board of the Radio Technical Commission for Maritime Services. RTCM is a non-profit advisory group that advises the government and private industry on maritime policy and technical matters. Fueschel, a two-year employee, has been involved with RTCM for 20 years. ■

News Briefs

Ship Toll Calls

Small yachts, fishing boats and other sea-going vessels will soon be able to reach out to the world using telex and electronic mail. It's just a part a new satellite data and messaging service planned by COMSAT Maritime in late 1989.

Though large ships have used a similar service for years, it was impractical for many smaller vessels because it required a large, one-meter, dish antenna. Today smaller antennas and new transmission standards make the service for smaller vessels more practical and cost-effective.

To provide the service, COMSAT Maritime will retool two of its coastal earth stations in Santa Paula, Calif. and Southbury, Conn. The all-digital service will operate on the Standard C band, and also provide remote information on vessel position, control, and emergency alarm systems.

INMARSAT to Lease Satellites

INMARSAT has agreed to lease three of its second generation satellites built by British Aerospace, finalizing a \$228.2 million pact through North Sea Marine Leasing Co.

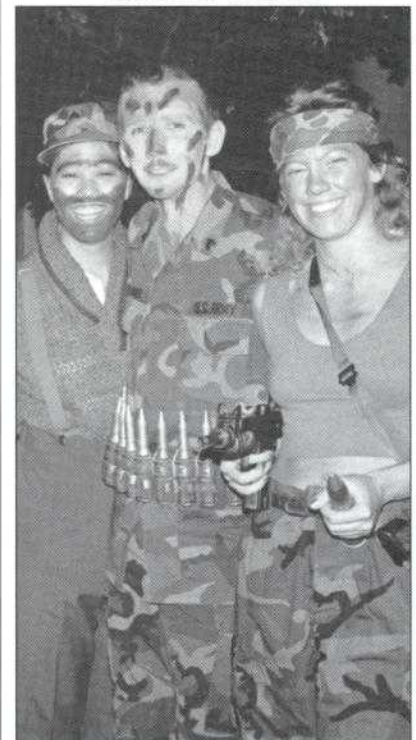
The lease is the first satellite pact for INMARSAT negotiated in the United Kingdom. Under the deal, four European banks will provide funding for development of the three satellites until they have been launched sometime in 1989 and 1990. ■

PanAmSat To Compete in Europe

Paving the wave for new satellite services to Europe, Intelsat leaders have granted permission to Pan American Satellite to offer its planned services.

The formal okay was given in Octo-

Halloween Invasion



Clarksburg's Margie Gruenburg (L) and Marla "Rambimbo" Kinkella, decked out in proper military attire, flank a costumed intruder who attended the COMSAT North annual Halloween party last month.

Photo: Carroll Haugh