



# NEWSLETTER

Volume XLVIII, No. 10

October 2000



## NSA Newsletter Through the Years

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## The NSA Newsletter—47 Years of Excellence

The NSA *Personnel Newsletter* was introduced to the work force in November, 1953 by the then NSA Director, MG Ralph J. Canine, USA. While many changes have taken place through the years, the *Newsletter* has consistently provided topical information to NSAers.

### Newsletter Headlines From the Past 6 Decades

#### 1950's

Do You Have Friends Who Are Looking For Jobs?, October 1956

Congress Votes \$100,000 to Mr. Friedman, June 1956

#### 1960's

Agency's High-Rise Nears Completion; Full Occupancy Scheduled for Early 1966, November 1965

Professional Status Certification Will Depend on PQR, April 1966

#### 1970's

Federal Protective Service Officers Assume Physical Security Functions, October 1978

Ann Z. Caracristi Named Chief of A; Becomes First NSA Woman in Grade 18, June 1975

Women Technicians: A First in TCOM, October 1976

#### 1980's

Smoking—A Hot Topic; The New Smoking Policy, September 1989

#### 1990's

A State-of-the-art Cafeteria for NSA Employees Opens Its Doors, February 1994

#### 2000

COSCs are Changing, August 2000

✓ Retirements—will be listed on a new web page (<http://www.n.nsa/n6/n68/retire.htm>).

✓ Obituaries—will be listed on a new web page (<http://www.n.nsa/n6/n68/retire.htm>).

✓ Awards—will appear in the *Communicator*, and we'll be doing our best to let you know why the people/teams won the awards they won.

✓ Headline Puzzle—will appear in the *Communicator*, on a monthly basis.

✓ Thrift Savings Plan Rates—already appear on WEBWORLD, at: <http://www.s.nsa/S2/tsp/tspates.html>.

✓ DIRNSA's Desk—will appear in the *Communicator*, on a monthly basis.

✓ Mark Your Calendar—will be discontinued; however, the information that has appeared in that column may be listed on the Agency Calendar of Events (<http://www.n.nsa/cgi-events/fxcals.pl>).

✓ Read All About It—will be discontinued; however, if you know of an Agency employee, military assignee, or affiliate who is giving back to the community in a unique way, we'd love to hear about it, as we may be able to turn it into a great story.

✓ Club Notes—will be discontinued; however, individual clubs which are sanctioned by the Agency may have web pages and ESS categories, so their information will be disseminated via those vehicles. To see which clubs have web sites and/or ESS categories, go to: <http://ds8-websrv3.ops.s.nsa/privatcorps/>.

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## Where Did It Go?

As this is the last issue of the NSA *Newsletter*, we wanted to let you know where you'll be able to find the information that has appeared in this publication to date. In some cases (Retirements and In Memoriam), we've set up a new communications vehicle to get certain information to you. In other cases, we'll be pointing you to locations where the information already exists.

Please note that when the Agency's web portal becomes a reality (on WEBWORLD), you'll have a personalized view into this kind of informa-

tion. In addition, the Public Affairs Office is looking at providing employees and retirees restricted access to certain information on the Agency's Internet site. Should that come about, we can offer things such as the list of retirees, as well as death notices, via that medium, as well.

What follows is the list of material that has appeared in the *Newsletter*, along with the new location of the information (or whether it will be discontinued, as in the case of "In Appreciation," "Read All About It," and "Word Search Puzzle").

## DIRNSA'S DESK

With the theme, "A Giving Heart—Creates a New Start," the 2000/2001 Combined Federal Campaign (CFC) is under way. I want to take a moment to inform and encourage you to take this opportunity to make a mark on your community.



The CFC is the only government-wide fundraising effort that allows approved charitable organizations to solicit contributions from government employees at their place of work. Historically, the National Security Agency has made an annual contribution of more than \$1 million to the Central Maryland Campaign. In the 1999/2000 campaign, NSA's Eagle Level contributors alone represented more than \$465,000 of contributions. As a result of these contributions, NSA maintains the largest number of Eagle Level contributors in the entire Central Maryland Region. This 13-year pattern exemplifies NSA's strong sense of community involvement and commitment. With your continued participation, we can collectively continue to uphold our proud tradition of being recognized as a giving and sharing Agency for years to come.

We are again aiming high and setting our goal at \$1 million. However, while this is an important goal, our most pressing goal is the increase in Agency awareness and participation in the campaign.

My personal desire is to have 100 percent contact. This means that each and every member of the work force should be personally contacted about the Combined Federal Campaign. I have given this charge to NSA seniors, keyworkers, coordinators, and canvassers, but take this opportunity to bring this message directly to you.

The CFC is an important part of our tradition and provides NSA with another opportunity to help those in need. I encourage you to participate in and contribute to this campaign.

*Michael V. Hayden*

Messages from the various NSA Directors have been featured since the earliest editions of the Newsletter. In 1995, General Minihan officially began DIRNSA'S Desk, whereby messages were related to the work force on a monthly basis.

## Occupational Health on Wheels

Occupational Health, Environmental, and Safety Services (OHES) is now visiting outlying buildings with its Occupational Health on Wheels (OHOW) mobile. This new health and wellness promotional program replaces the Mobile Health Clinic, which was discontinued July 7.

Prior to the new program, the mobile went to individual buildings, and the staff went inside to serve the clients. Now the clients come outside and into the OHOW vehicle to see the medical staff. This allows OHES to offer new services to Agency personnel and perform physicals in the mobile. To learn when OHOW visits each building, and to view information about weekly wellness messages, clinic services, and an event calendar, see: <http://www.s.nsa/OHES/s214/Health-Wellness/>.

Services offered by the Health and Wellness Promotion Program include:

—**Personal Wellness Physicals:** Every Agency employee (military and civilian) is entitled to a FREE Personal Wellness Physical every 3 years. Employees receive a checklist and choose the tests they would like performed including blood work, EKG, hearing test, vision screening, risk assessment test, hemmocult test, immunizations update, and counseling. Each physical takes approximately  $\frac{3}{4}$  hour. Test results can be sent directly to employees or a nurse can review results with them and explain what each one means. Call 301-688-8729 to schedule a free Personal Wellness Physical.

—**Blood Pressure Checks and Consultations:** Always available at the

Medical Center in OPS 1, 1C059, 6:30 a.m.–1:50 p.m., and through the OHOW.

—**Influenza Program:** The annual Agency fall program, normally beginning in October, may be delayed until mid-November this year due to a decreased production of vaccine by the Center for Disease Control. The influenza immunizations are recommended for high-risk individuals and individuals over 50 who do not wish to get influenza. There will be an Agency all e-mail with more information.

—**Travel Medicine at Outlying Buildings:** This service is offered at the FANX III Customer Service Center Mondays, 9:00–10:00 a.m. and at the R&E Customer Service Center Mondays, 10:30 a.m.–noon. Call 963-6215 or 301-688-4399 to schedule any travel medicine appointment.

—**Ask-a-Nurse Program:** Call 301-688-2200 #1461 for health information or NSA Health and Wellness Promotion Program information.

—**Health Literature:** Available by calling 301-688-6800. The Medical and Psychological Services staff will be glad to assist individuals to obtain health brochures of interest to them.

**Mini-Health Fairs through the OHOW:**

- August—Personal Wellness Physicals
- September—Cholesterol Screening
- October—Adult Immunizations
- November—Diabetes Screening
- December—Personal Wellness Physicals
- January—Eye Care
- February—Heart Health
- March—Nutrition
- April—Cancer Control

- May—Osteoporosis Awareness and Screening
- June—Men's Health

There are several new services to take advantage of—many of them informative or preventive in nature. The sooner a health problem is recognized, the sooner corrective action can be taken to deal with the situation and often eliminate the problem. With escalating medical costs, employees should avail themselves of the broad scope of health benefits offered by OHES. The next time the OHOW visits, stop in and become familiar with the friendly staff and the services they offer.

### REPORTING ON FRAUD, WASTE, AND INEFFICIENCY

The Secretary of Defense has solicited the cooperation and support of all DOD personnel in reducing fraud, waste, and inefficiency in DOD. All personnel should be alert to opportunities for improved economies and efficiencies in NSA operations. Recommendations should be made through appropriate management channels.

To report suspected instances of fraud, waste, and inefficiency within NSA, call either the NSA Inspector General (IG) at 301-688-6666 or the DOD Hotline at 1-800-424-9098. The Hotline operates from 8:00 a.m. to 5:30 p.m. each workday and is staffed by personnel from the Defense Criminal Investigative Service. The identity of all callers will be fully protected.

Personnel using the outside telephone or contacting the DOD Hotline are reminded of security requirements; they should discuss only unclassified information. Classified conversations should be held only over the secure phone with the NSA IG's office or with the IG's representative in person in OPS 2B, Room 2B8076. Shift personnel or others wishing to leave a message with the NSA IG may do so by calling on the secure phone and leaving a recorded message.

## Leave Bank Open Season

November 6–December 2, 2000

The Voluntary Leave Bank will hold its annual Open Season from November 6 through December 2, 2000. Civilian employees who are not members of the Leave Bank are invited to join. Current members do not need to apply. As a member, an employee could become a leave recipient should a medical condition affect them or a

family member and the employee meets the eligibility requirements to receive Leave Bank assistance.

By contributing 4, 6, or 8 hours of annual leave (based on years of service), employees will become a Leave Bank member for the 2001 leave year (January 1–December 28, 2001). Annual leave will be deducted for the year from annual leave accrued (earned) during the first full pay period of the new year to pay membership dues. Per Federal regulations, Payroll will automatically deduct 2 hours of annual leave from employees changing to a higher leave-earning category anytime during the new leave year.

Registration may be requested via e-mail to Renee Bristow (rvbrist), program manager, for faster service during the Open Season. Please include full name, duty org, SSN, and a request statement. All requests must be received by COB December 2, 2000. If a form is preferred, the registration form P2719 is available in the forms directory. It may be electronically completed (typed signature) and e-mailed to the program manager. Forms may also be printed in hard-copy, completed, signed, and faxed to the Leave Sharing Program Office at 443-479-3325. Individuals will receive confirmation of receipt of their membership request.

For further information, see <http://www.s.nsa/OHESS/s212/leave-bank.html>. Program managers can be reached at 963-6086 or 301-688-8808 for assistance.

### Thrift Savings Plan Rates Through August 2000

Years	C	F	G
1995	37.41%	18.31%	7.03%
1996	22.85%	3.66%	6.76%
1997	33.17%	9.60%	6.77%
1998	28.44%	8.70%	5.74%
1999	20.95%	(.85%)	5.99%
1999			
September	(2.78)	1.15	.51
October	6.34	.38	.53
November	2.00	(.01)	.51
December	5.90	(.45)	.54
2000			
January	(5.03)	(.34)	.56
February	(1.93)	1.22	.53
March	9.74	1.32	.55
April	(2.98)	(.29)	.52
May	(2.05)	(.03)	.54
June	2.44	2.07	.53
July	(1.56)	.89	.53
August	6.19	1.46	.52
Last 12			
Months	16.17%	7.59%	6.55%

Percentages in ( ) are negative.

<http://www.s.nsa/S2/tsprates.html>

## AWARDS

### EXCEPTIONAL CIVILIAN SERVICE AWARD



George L. Kendrick

### MERITORIOUS CIVILIAN SERVICE AWARD



N. Elaine Mills



Walter E. Tomaszewski

Agency awards have been included in the Newsletter since its inception.



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## The Origins of the American Sign Language

*In celebration of Disability Awareness Month*

by Carrie Harrington

*The earliest known use of sign language was around 1530 in Italy. Benedictine monks who took vows of silence created a form of sign language to communicate their daily needs to one another. A fellow Benedictine monk named Pedro Ponco de Leon used sign language to teach his deaf pupils. As a result, the manual approach to communication has been passed down through the centuries.*

French. This would be Abbe de l'Eppe's vocation—teaching deaf children to read and write.

### School Established

The world's first free school for the deaf was established in 1755 in Paris, France by Abbe de l'Eppe. When the National Royal Institution for the Deaf opened its doors, there were only six students. A decade later, the enrollment increased to 30. At the

Alice Cogswell—she was deaf. Out of curiosity, he tried to communicate with her. He began by teaching her the word “hat” as he pointed to his hat and wrote the word with a stick in the sand. Alice quickly learned more words. Her father, Dr. Mason F. Cogswell, a prominent Hartford surgeon, was thrilled. He asked Gallaudet about the possibility of establishing a school for the deaf and urged him to go to Europe to learn

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*“The Noblest Gift God has given to Deaf People” on sign language—attributed to George W. Veditz*

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### The Fathers of Sign Language

Abbe Charles Miche de l'Eppe walked during the night looking for a place to stay. He saw a house with a light in the window. He knocked on the door, but no one answered. The door was open, so he decided to enter the house. The Abbe found two young ladies sewing by the fireplace. He tried to get their attention by speaking to them, but they did not look up or acknowledge him. Although perplexed, he went ahead and sat next to them. They finally looked up but did not say anything. Their mother entered the room and it was then that he realized that the girls were deaf. From that time on, he learned of the existing manual language called French Sign Language (FSL) from the Paris deaf community. The grammar of FSL is different from spoken French. FSL has its own grammar rules; however, the Abbe modified it in accordance with spoken

time of the Abbe's death, there were more than 60 students. During his years, many disciples came to Paris from all over Europe to study his approach to educating deaf children. They learned Eppe's manual French as well as FSL and returned to their home areas where they founded residential schools for deaf children. They in turn, as well as their pupils, used the language acquired to found even more schools.

the techniques for educating deaf children. Gallaudet finally gave in despite his ill health and his doubt of his abilities.

In the summer of 1815, Gallaudet traveled to England hoping to study there for a short time, but the school in England was unwilling to share its techniques. He was frustrated, but his luck improved when Abbe Roche Ambroise Sicard, Abbe de l'Eppe's successor, visited London with highly accomplished former students, Jean Massieu and Laurent Clerc. Gallaudet attended Sicard's lecture on his theories of deaf education and saw he was open to questions from the audience. He knew then that he had found what he was looking for. He and Laurent Clerc became good friends, and he persuaded Clerc to go to America with him to start a school for the deaf.

On the afternoon of June 18, 1816, Thomas H. Gallaudet and Laurent Clerc left Europe for America. The voyage lasted 52 days and Clerc spent



### Emergence of American Sign Language

Reverend Thomas Hopkins Gallaudet came home from the seminary and watched his younger siblings playing with neighbor children in his Connecticut backyard. He noticed a young child playing alone and inquired to one of his brothers about the girl. He learned her name was

most of his time learning English from Gallaudet. In return, Gallaudet was taught sign language. Soon after their arrival in America, they opened the Connecticut Asylum for the Deaf and Dumb in Hartford, CT. The school opened on April 15, 1817. It was later renamed the American School for the Deaf and was the first permanent school for deaf pupils. Naturally, Laurent Clerc was the first teacher. There were seven pupils, aged from 12 to 51 years. Four of them eventually became teachers of the deaf. By the end of the school's first year, enrollment increased to 31. The students came from various New England cities, several from families with other deaf members. Some even came from a full-fledged deaf community on the island of Martha's Vineyard, MA where so many deaf people resided that hearing people regularly used sign language.

Communication at the school was originally based on Clerc's manual French adapted into manual English. Later, his sign language was mingled with the signs from pupils' deaf families, various deaf communities, and home signs. New signs were invented in the classrooms, dormitories, and at play. Fifty-eight percent of American Sign Language (ASL) came from FSL. ASL is a combination of Clerc's FSL, domestic signed languages, and home signs.

### **ASL Officially A Language**

Shortly after arriving at Gallaudet College (the world's only liberal arts college for the deaf) in Washington, DC to serve as Chairman of the English department, Dr. William C. Stokoe, Jr. was intrigued by the use of sign language as the primary means of communication by students and faculty on campus. This led him to start

the Linguistics Research Program—an unpopular decision among his colleagues. However, he went ahead and conducted research during after-school and summer programs.

Dr. Stokoe started by filming individuals giving presentations in sign language with help from his two deaf assistants. Next, he and his team spent many hours watching the films to analyze the patterns in sign language. As a result, he was the first linguist to declare that sign language is a language in its own right and that there was very little connection to the English language. His finding was published in 1960 but it did not attract as much attention as he had hoped for.

A Dictionary of American Sign Language was published in 1965, written by Dr. Stokoe and his assistants, Carl Croneberg and Dorothy Casterline. Linguists in the United States discovered his work and began studying it. Even some deaf people took interest

in linguistics and entered degree programs that eventually led to their own research. Since then, it has been found that ASL has its own grammatical structure and has the ability to carry out abstract concepts. As a result, translating ASL into English is not as simple as substituting a word for a sign.

The popularity of ASL increased so drastically that colleges, universities, high schools, and other organizations started offering ASL courses. Some even accepted ASL as part of foreign language requirements. The Agency's National Cryptologic School joined the trend and offers courses in ASL taught by deaf Agency employees. Today it is not surprising for deaf people to approach a person in a public place and find that they know some form of sign language.

## **Retirements**

### **42 Years**

Albert F. Forthe  
Patrick E. McGovern

### **36 Years**

Patricia A. Rice

### **34 Years**

Edward Borodkin  
Wesley A. Brockway  
Craig R. Disher  
Dorothy L. Richards

### **32 Years**

Richard L. Parke

### **27 Years**

Joseph F. Kane III

### **26 Years**

Anthony Barretta

### **25 Years**

L. Sharon Ferre

### **14 Years**

Suzanne P. Prosk

*Retirees' names have been listed in the Newsletter since the 1960's.*

## A GIVING Heart—Creates a New Start!

**W**HO: All NSA employees, retirees, and military assignees—here and in the field—are asked to participate in the 2000 Combined Federal Campaign (CFC). The CFC occurs once a year, and there are more than 2,400 charities in need of help. You'll find the current list of charities in the 2000 CFC Resource Guide, which you'll receive from your office's CFC repre-

sentative. The guides are also available at the Agency's Customer Service Centers, from Field representatives, from the Phoenix Society, or by contacting the CFC general managers at 963-6801 or 301-688-7182.

moments of quiet time spent looking over the list of more than 2,400 charities will enable you to see that you can

“Leadership is action, it's not position.”—Donald H. McGannon

make a great difference by providing meals for hungry children, relief for families in need of counseling, further work on cures for disease, comfort for the dying, access to water in the Third World, environmental protection, better lives, and renewed hope for millions of people in the global community. The CFC appeals to your giving heart.

The CFC may be a new route of giving for some. It's designed to be employee-focused, cost-efficient, and to provide an effective avenue to give back to local, national, and international charitable agencies in a relatively painless way, either through automatic payroll deductions, or a one-time cash or check donation. Individuals almost don't feel the good

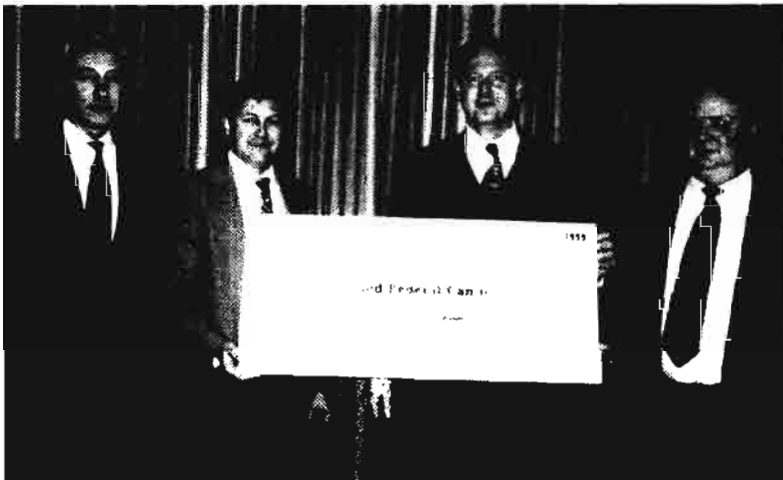
they are doing—it continues even when they're not thinking about it.

You will be asked to fill out the CFC Donation Form indicating that you were contacted and had the opportunity to review the CFC material. This is the only authorized solicitation of NSA employees the CFC has. If you decide to give, use the designated charity's code, found in the CFC booklet, to stipulate which charity should benefit from your donation. Make no mistake—your giving will make a difference!

Anyone who donates \$1,000 or more annually becomes a member of a unique group—the Leadership Society of Maryland. The Leadership Society of Central Maryland comprises approximately 5,200 people from many different walks of life, and from public, private, State, and Federal communities. NSA has led the way for

For contributing and making a difference in someone's life, through the CFC, the following awards are available:

- Oriole (\$100–\$249) = a 10-Minute Phone Card
- Cardinal (\$250–\$499) = a Fanny Pack with the CFC logo
- Falcon (\$500–\$999) = a set of 10 Eagle Print Note Cards
- Eagle (\$1,000+more) = a framed Limited Edition Eagle Print and a One-Pass Coupon Booklet for several local attractions



(l. to r.) Mr. Frank Blanco, E/DIR, Mr. Vaughn Ouellette, Co-Chair, Local Federal Coordinating Committee, Mr. Jim Schaefer, Vice Chair, 1999 NSA CFC, and Mr. Bill Marshall, Alt Vice Chair, 1999 NSA CFC showing off last year's CFC contribution of \$1,248,771

WHAT: Five minutes—that's all it will take. Spend 5 minutes looking over the 2000 CFC material. Resist the urge to file it with those things to do tomorrow. Take care of it right away—make a deliberate decision to give or not! It is certain that a few



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the past 2 years with the most Leadership Society members (362). It is apparent that NSAers share a common bond with so many—they care deeply and are trying to help people

hand to people in need. Many letters have been received from NSAers who have unexpectedly needed and benefited from some of the very charities they've supported. Often individuals

Heart may just create the New Start someone needs!

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“Never doubt that a small group of thoughtful committed people can change the world. Indeed, it is the only thing that ever has.”  
—Margaret Mead

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locally, nationally, and internationally. The Agency is proud of those facts, and each individual should be too!

**WHEN:** Started September 22, with the Director's kickoff ceremony in the Friedman Auditorium, and runs through November 17.

**WHERE:** Right here at work—Your canvasser will be one of your coworkers. He or she will distribute the 2000 CFC materials, and give you the chance to donate to the charity/charities of your choice. They'll be happy to assist you if you need any help filling out the forms, and they will answer questions or provide the means to find the answer for you. Many NSAers have found that signing up for automatic payroll deduction, which can be done on-line, is the easiest method to make a donation. In fact, in **WEB-WORLD**, you can just go to <http://www.s.nsa/cfc/> and click on the “Enter Donation” link. Don't forget to print, sign, and turn in the form upon completion. There will be a colored enrollment card in each individual's CFC package. Additional forms are available at the Customer Service Centers and the Phoenix Society office.

**WHY:** Because each individual has the responsibility to give back to his or her community and lend a helping

have little control over some family circumstances. It just makes sense to support good work being done, and for those who have been blessed to give something back! Life has value—make a difference. A GIVING

### Interesting Facts

- \$10 a week can remove 60 lbs. of trash.
- \$10 a week can save 10 acres of rainforest.
- \$10 a week can assist 1,700 disaster victims.
- \$10 a week can provide vaccine for 2,000 children.
- \$10 a week can feed 50 malnourished children.

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### DS Award for Excellence

It's time to think about all the Support Services personnel who provided exceptional service throughout FY00. The Support Services Directorate is soliciting nominations for the annual DS Award for Excellence (DSAFE). The DSAFE is the highest honorary award that a DS individual or DS-led team can be awarded. The award recognizes a DS team or an individual who excels in customer focus, knowledge sharing, and teaming; and who makes outstanding contributions to the Agency's corporate goals. DS-led teams that include members from other Key Components are also eligi-

ble. Awardees will be recognized at an awards ceremony in the spring of 2001.

Don't delay—start writing a nomination today. Submissions will be accepted October 1—November 15. To obtain additional information regarding this award, visit the DSAFE web site at <http://www.s.nsa/excellence> or visit the nearest Customer Service Center or Integrated Personnel Activity/Human Resource Center. For additional information, send an e-mail to DSAFE alias “dsafe.” Continue to recognize “The Best of the Best in DS!”

*The cover this month was designed and implemented by the Publication Design Team of Multimedia Products.*

*This team has created the Newsletter cover for more than 4 decades*

## Shedding Some Light on the Agency's New Lights

How individuals perceive light and color is a complex subject, tied to man's history in interesting ways. How color is seen depends on the true color of the object, the light it is seen with, and the eyes and brain of the viewer. It is difficult to match colors inside a store, as opposed to outside in natural light, or at home. Some colors are seen as brighter than others. Yellow-green (like a military fire vehicle) is seen as one of the brightest. Blue and red, the darkest of colors, are needed in certain proportions in light to see colors satisfactorily. The same color object, viewed under different light sources, looks totally different. A red apple, for example, seen in green light, looks black. Manufacturers market this effect by providing specific make-up mirrors for different light settings—home (a softer, yellow light), office (a bluer fluorescent light), and daylight (a true mix of colors in the light).

### Influence on Mind and Body

Light can also have a striking affect on how we think and feel. Research estimates that as much as 10 percent of the European population may suffer from Seasonal Affective Disorder (SAD). SAD is a depressive syndrome characterized by increased appetite, weight gain, craving for carbohydrates, excessive sleep, and lack of energy occurring primarily during and exacerbated by periods of low light (as during the winter). There has been some success in treating this syndrome using bright lights.

So what about NSA's new lights? They probably won't help employees avoid dessert temptation in the cafeteria, although some researchers in

SAD have had success with as little light as these new bulbs produce. The new lamps have a permissible exposure time of more than 24 hours if the room were illuminated at 1000 lux—NSA rooms are lit at less than 500 lux. (Permissible exposure time is how long you could be exposed to the lights within 24 hours before the lights would affect the skin.) In other words, areas could be twice as bright as the new bulbs make them, and it would still be safe to be under them more than 24 hours a day.

What about the color of the light the new lamps produce? It is a truer color mix. The incandescent bulbs used in homes are "yellow" and the fluorescent lights used previously at the Agency are "bluer." Because the new light has a bit more "pink" in it, reds will appear more red and skin tones will appear more natural. As an interesting aside, builders of the great ocean liners took advantage of this skin tone manipulation by giving their stateroom mirrors a slight pink cast (like the pink lights sometimes used in modern restaurants). Pink enhances the skin's natural tones, making individuals look (and feel) better.

The bottom line is that employees cannot squeeze enough hours into the day to get a significant UV exposure even to delicate, sensitive skin. Eyes accustomed to how things looked under cold-blue, low-light settings may perceive the new lights as bright and colors as different (more red), or like going from a dark room to outside. The eye and brain will quickly adapt to this. It should reduce eyestrain and headaches associated with working in low-light settings, especially for older or nearsighted individuals.

## Safety Fair 2000

by Tom Crauford, DI/KCSHO and Bill Hagedorn, Y1/SHO

Despite temperatures that soared into the 90's, a tent that sustained severe wind damage, and a continuing threat of rain, more than 700 employees stopped what they were doing on June 20, and June 22, to see what was going on at the Agency's first safety fair. Judging by the feedback, the attempt to recognize National Safety Month was well worth everyone's time. Some feedback follows:

"I don't think there is a question as to whether it should be done again. This is what world class organizations are supposed to do."

"This was the best event of this kind I have ever attended, and I've been here for 15 years!"

"Most expos only contain information that pertains to a small percentage of the population. This had something useful for everyone."

"I actually learned something from the BGE demo that may have saved my life the next day when my family got a kite stuck on a high tension wire."

"At some point, I venture to say that seeing the high voltage demonstration will save me from serious injury. I have known the basics of electricity but not the power. I will be much more careful around electric power."

"Last week, a house near mine in Millersville exploded when they were venting a gas leak. If the owners had had the benefit of this safety demonstration, they might be alive today."

"I just moved into a house with natural gas, and I am now convinced I need a CO detector. *Thanks* for perhaps saving my life!"

"As a grandmother, I wanted to know the best child safety seat to buy and how to put it in my car. We bought a seat that was recommended and feel confident that our granddaughter (sic) is safe in our car."

"I learned so much from Tuesday's exhibitions that I traveled to FANX III on Thursday to gather additional pamphlets for my coworkers."

More than 30 exhibitors were on hand, representing NSA, other Federal and State agencies, professional associations, contract vendors, and public utilities. Several conducted demonstrations that were simply riveting. Some presented diverse briefings. All of them volunteered time and materials to benefit NSA employees.

Making it all happen "behind the scenes" were several Support Services Organization offices and a network of volunteers from the OSHRep network. Countless others including the Wood Company and the National Cryptologic Museum loaned materials or helped advertise the event including the Publication/Reproduction Division, Policy and Corporate Support, Multimedia Products and Services, and the CIC. Senior managers supported the effort, especially Mr. Jacobs, DDI, and his Chief of Staff, Mr. Lewis, whose words and actions expressed their commitment. Talk about a total team effort!

To the 86 percent who said, "Great job—do it again," and the other 14 percent who said, "Not bad, but needs some improvement," thanks for the feedback, kind expressions of appreciation, and constructive criticism. There is room for improvement. However, it's good to know that the fair and all of its exhibits, demos, and briefings may prevent even just one coworker from experiencing the physical pain, financial stress, and mental anguish associated with a serious injury or illness.

## SUSLOL 4th of July Celebration

Well, the rain held off and food held out—a perfect combination for the annual 4th of July party hosted by SUSLOL (Special United States Liaison Office, London) in Cheltenham, England. SUSLOL Representatives from London and Cheltenham host the celebration that not only honors the birth of our Nation, but provides an opportunity to thank the British community—including coworkers, friends, and neighbors—for welcoming us into their country. Distinguished guests included the Mayor and Deputy Mayor of Cheltenham, the Gloucester Minister of Parliament, and many directors, both past and present, of the Government Communications Headquarters (GCHQ). This year a few of the early cryptologic pioneers from Bletchley Park joined the festivities.

Just hours after her PCS flight landed, the former Deputy Director and

McNamara, opened the event with a speech highlighting the unique rela-



*I'm ready—where's the beer?  
Pat and Buddie Bruce*

relationship we enjoy with the United Kingdom. She also expressed her pleasure with being afforded the opportunity to serve as the SUSLOL.



*Setting up a pint in the beer tent are (l. to r.)  
Dawn Grammas and Lisa Alyea*

The SUSLOL staff served traditional picnic fare to 833 guests in attendance. By far the most popular food was the American dessert. The SUSLOL community bakes homemade goodies for the event. Cupcakes, cookies, brownies, and pecan bars were hot commodities. American and British colleagues also competed on the volleyball court and soccer (football) field, while younger guests enjoyed games. Old favorites like the potato sack race and obstacle course were part of the friendly competition. The July 4th celebration is just one of many opportunities SUSLOL personnel have to share both American and British traditions. These cultural experiences are one of the many reasons to consider taking a field assignment.



*Swingin' pretty are (l. to r.) Lizzie McCord,  
Shannon Hamratt, and Kelly Saunders.*

new Special United States Liaison Officer, London, Miss Barbara

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## Open Season on Health Benefits

It is time once again for Federal employees to start poring over stacks of brochures in search of the single best health benefits plan for their needs. This year's Open Season will run from November 13 through December 11, 2000. Please note that new plans or options will not be effective until January 14, 2001. Until that date, individuals must use their current plan if they need medical care.

During the annual Open Season, employees may enroll in a plan, change plans, or change from one option to another within the same plan. However, they can not be covered under two Federal health plans at the same time.

When contemplating retirement, it is important to know that individuals must be covered under a Federal health plan (either as the enrollee or as a dependent) for the 5 consecutive years of service immediately preceding retirement. This is required to continue coverage as an annuitant. Therefore, this Open Season might be the time to consider starting an enrollment. Individuals enrolled in the Federal Employees Health Benefits Program as of October 1, 1996, may be eligible for a waiver of this requirement. Contact an Integrated Personnel Activity (IPA) for more information.

### Submit Forms Early

The IPAs and the NSA Customer Service Centers (NSA CSC) will accept enrollment or change forms. Forms may also be submitted to the Health Benefits Office (HBO) located in SAB 1, Room CN01.

The earlier a form is submitted, the sooner an identification card from the new plan will be received. Under normal circumstances, enrollees receive an identification card within 6 to 8 weeks after the effective date. Unfortunately, this time frame can double during the Open Season due to the enormous volume of Federal participants with the health carriers. Submitting forms during the first part of the Open Season may eliminate having to pay for covered medical expenses out of pocket until membership is established with the carrier. This frequently occurs if the identification card is not received by the effective date. It may not be possible for all employees to make a decision during the first week or two of the Open Season. If forms are submitted during the last few days, make every effort to hand-carry them to either an IPA or to the HBO in SAB 1, Room S1CN03.

### Consider the Choices

In deciding which plan is best, the following information is provided for consideration:

*Fee-for-Service Plans* (i.e., Blue Cross/Blue Shield, GEHA) offer the greatest freedom of choice in selecting doctors and hospitals. In addition, these plans provide coverage if employees or family members travel extensively and want protection when away from home or for children attending college out of town or out of state. Usually fee-for-service plans provide a higher level of benefits for long-term treatment requiring physical therapy and outpatient mental-health services. However, these plans also have the greatest out-of-pocket

expenses due to deductibles and copayments on some services. Many fee-for-service plans require annual membership dues to enroll. This cost is in addition to the biweekly premium.

*Health Maintenance Organization (HMO's) or Pre-paid Plans* (i.e., Aetna US Health Care, Kaiser Permanente) are better suited for those who want health care with few out-of-pocket cost for physicals, office visits, and immunizations. There are no deductibles. HMOs provide preventive care for members of all ages at little or no charge other than the biweekly premium and the co-payments. Medical records are in a central location, and all medical needs are coordinated by the primary care physician and the medical center. All referrals to specialist physicians must also be coordinated with and approved by the appropriate individual in the organization.

*Point of Service (POS) Plans* (i.e. Free State) offer a managed-care product that provides members with the option of using a selected network of providers. These plans are a combination of a fee-for-service and HMO plan. If interested in a POS plan, review the plan brochure for more details because not all services can be obtained out of the network.

Please be aware that HMO plans reserve the right to terminate any physician, or to disapprove any referral, at any time. However, employees may not change their health plan at any time. If a member's primary care physician is terminated from the HMO plan, another physician will be provided within the same HMO plan. Individuals may not change plans

until the next qualifying event (usually the next Open Season).

Membership in an HMO may require residence within a specific geographic location. Individuals travelling outside the plan's designated service area will only be covered for an emergency or life-threatening situation. Payment of medical benefits for such out-of-the-area services will be delayed because of additional approvals required by the plan.

### Read the Brochures

To make a responsible decision regarding which health plan is best, take the time to read the new brochures. Even if individuals do not plan to make an Open Season change, it is important to review the new 2001 brochure for current plans because premiums and coverage may change.

The 2001 Enrollment Information Comparison Guides will be distributed throughout the Agency when the shipment is received. The comparison guide and individual plan brochures (for plans that submit an electronic

form) will also be available on the NSA Web (Retirement and Insurance home page [www.nsa/S2/retirement](http://www.nsa/S2/retirement)) and on the Internet (OPM web [www.opm.gov/insure/health](http://www.opm.gov/insure/health)). The Agency does not receive a copy for every employee. Use the guide as a tool to narrow choices. Brochures may be obtained from an IPA, NSA CSC, HBCO, or electronically at the above address. For additional assistance, contact the Health Benefits Office at 963-4524 or 410-854-6063 or an IPA.

## PICTURE THIS

**Teaming up for Children:** When DS people work together, great things happen. On August 22, an Appreciation Breakfast and Ribbon Cutting Ceremony were held to recognize the commitment and perseverance of a group of people representing four DS offices. The team produced a wonderful result—a paved surface for the emergency evacuation of children and staff from the NSA Child Development Center, contracted to Children's World Learning Center (CWLC).



(l. to r.) Mr. Richard Whitney, Chief of Staff, Support Services Organization; Ms. Sandra Berry, CWLC COO; and Ms. Kathleen Hutson, Chief, OHSS presided over the Ribbon Cutting Ceremony.

During the Appreciation Breakfast, Mr. Richard Whitney, Chief of Staff for the Support Services Organization, presented each team member with a Letter of Appreciation. CWLC management gave each member a commemorative coin with the inscription "Pulling Together." Both items were given to recognize the efforts of the DS employees who provided the coordination and resources to make the pathway a long-overdue reality.

A crushed-rock pathway was created for the preschool children, and joins a blacktop pathway for infants and toddlers who must be evacuated in rolled devices, such as cribs and



(l. to r.) Sandy Bonnell, CWLC Parents Advisory Board member; Jeanne Douglas, Director, CWLC; and Susie Robles, staff member, look on as children present a "Thank You" handprint banner

wagons, as required by DoD regulations. Prior to the pathway being constructed, staff members had to push the cribs and wagons over bumpy ground, which could be very difficult especially during periods of inclement weather. Now everyone, including parents, can rest assured that the smooth surface will ease the way if an emergency evacuation is ever necessary.

## Paul Derthick's Headline Puzzle.....by Larry Gray

The following are all headlines from recent daily newspapers. Each of the five is a different letter-for-letter substitution. All five are derived from the same mixed alphabet at different settings against itself.

1. LNONI GBWNIF HZWENIZ UATODR, EXGWFAUI UHNETNDUF
2. GCIQ DBIAIEI NMDR'I GFAG, IEASWI EM MJR FNBRUF
3. VBK QIBTDE FQ GE JDSDFHDKG, BIGS EGP EFQKQK VOGP
4. AQUYIER, NUMUQDIER, PIUS SW RIUQ BIUQ TIOS VIIX
5. PFYVGDIG EVTUGA FD IYVYLNFT YD GPG YE IVFDYBYD PFAFB

*Answer appears on page 16*

*Answer to September Puzzle:*

1. MONTANA, LOTT TEAM UP ONCE MORE FOR HALL OF FAME INDUCTION
2. AGENCY AIMS ADVERTISEMENTS AT ONBOARD AIR TRAVELERS
3. NEW YORK OFFICIALS STRIVE TO KEEP WEST NILE VIRUS IN CHECK
4. KOREAS OPEN HISTORIC TALKS THAT COULD LEAD TO PEACE
5. GENTLER REPUBLICAN PLATFORM HOLDS ONTO HARD-LINE BITS

*Setting: OGHAM Key: CUNEIFORM Hat: HIEROGLYPHS*

*The original Headline Puzzle by Paul Derthick began in the 1960's.*

## *A Blast from the Past*

We don't normally follow up on our "Blast from the Past" column, but in this case, we will. You may have seen the photo we ran in the August Newsletter—the famous picture of lightning striking the Headquarters Building. That article showed you that a contest was held, back in 1979, to come up with a caption for that photograph. The winning title was "The Ninth Floor Gets Everything."

Interestingly, some readers didn't recognize that the contest was held 21 years ago, and have submitted some pretty clever suggestions to us. We're using this final "Blast from the Past" to share those with you:

**"Fry the Spies"**

**"Brainstorm"**

**"Intel from Above"**

**"Ideas Come to Us Like Bolts from the Blue"**

**"The First Line of Intelligence"**

## In Memoriam

James H. Douglas, a former cryptologist in the Operations Organization, died July 28 of pneumonia. He was 89.

Prior to joining the Agency, he served with the U.S. Army. He retired in 1970.

Mr. Douglas resided in Adelphi, MD. He enjoyed cookery and puzzles.

A brother and two sisters survive Mr. Douglas.

John E. Hawes, Jr., a computer scientist in the Technology and Systems Organization, died August 2 of a heart attack. He was 56.

Mr. Hawes joined the Agency in 1962.

A native of Baltimore, MD, Mr. Hawes resided in

Eldersburg, MD. He participated in the Pets on Wheels program and enjoyed spending time with his family and playing Strat-O-Matic baseball.

Mr. Hawes is survived by his wife, Susan; and four children—Leah, Molly, John, and Toby.

George E. Jelen, a former employee who specialized in communications intelligence in the Information Systems Security Organization, died of an aortic aneurysm September 1. He was 64.

Mr. Jelen earned a master's degree from American University and attended the Industrial College of the Armed Forces. Prior to joining the Agency, he served with the U.S. Air Force. Mr. Jelen retired from the Agency in 1995.

A native of Columbus, NE, Mr. Jelen resided in Silver Spring,





MD. He was active in church and civic organizations and was a private consultant to corporate clients on systems-security issues.

Mr. Jelen is survived by his wife, Anna; three sons, Joseph, Bill, and Thomas; two daughters, Christine Jelen, and Catherine Boney; and three grandchildren.

Jack Y. Kochen, a former cryptologic linguist in the Operations Organization, died August 31 of congestive heart failure. He was 87.

Prior to joining the Agency, Mr. Kochen served with the U.S. Navy. During WWII, he served in China and the Philippines and was awarded the Bronze Star for his service on Corregidor.

A native of Stamford, CT, Mr. Kochen resided in Chester, MD.

Mr. Kochen is survived by his wife, Marion; a daughter, Michelle; and a son, Jackson.

Patrick A. "Shorty" Long, an awards specialist in the Support Services Organization, died August 2. He was 40.

Mr. Long joined the Agency in 1980.

Born in Annapolis, MD, Mr. Long resided in Pasadena, MD. He was an avid music and sports fan and enjoyed spending time with his family and friends.

His parents, Hubert and Joann; and seven brothers and sisters survive Mr. Long.

James E. Werner, a former senior staff officer in the Operations Organization, died August 7 of cancer. He was 70.

Prior to joining the Agency, Mr. Werner served with the U.S.

Army. He retired from NSA with 32 years of Federal service.

Mr. Werner resided in Laurel, MD. He was interested in various civic activities.

Mr. Werner is survived by his wife, Julie; two daughters; a son; and three grandchildren.

*Obituaries with photos have been published since the 1960's.*

### In Appreciation

My family and I express our sincere thanks to our friends and colleagues for their thoughts, concerns, prayers, and support during my son's recovery from traumatic brain injury. Charles still has much recovery left, but has made great gains in his quest to return to his former abilities. The cards and phone calls provided strength and comfort during a very demanding, difficult time—mentally, physically, and emotionally. Your prayers were essential to his survival and recovery. God bless each of you!

—Mary Anne Overman

My family and I would like to express our sincere appreciation to friends and coworkers for their many acts of kindness, prayers, and words of comfort following the loss of my mother and father. Your concern and kindness have meant more to us than you'll ever know and will always be remembered.

—John McCarty and Family

My parents, brothers, sisters, and I would like to express our sincere thanks to the many friends and coworkers for the prayers, cards, flowers, and donations to the Hospice of the Chesapeake after the sudden death of our brother Patrick "Shorty"

Long. Your thoughtfulness and sincere expression of sympathy helped us through this difficult time.

—The Long Family

### Retirements

I was absolutely overwhelmed by the wonderful retirement celebration! All the expressions of kindness, your best wishes, the e-mails, the stops in the hall, and certainly your presence meant more than you can know. It was great seeing friends and former coworkers, some of whom I had not seen in years. I enjoyed being able to visit with each one of you. My years at NSA were made very special because of the people and the special caring for people that has been typical. You made me and my family feel very special. My warmest regards and stay in touch. The latchstring in Shepherdstown will always be out!

—Jim Sadler and Family

My final days at the Agency underscored what I have always known: namely, that I have worked throughout my career with the best people in the world. So, my happiness about retiring is mingled with melancholy and certain sadness over leaving so many wonderful people. The sendoff I received far exceeded anything I ever would have imagined. It is thanks to the kindness and thoughtfulness of my friends and coworkers that my family and I will be able to look back at the time of my retirement celebration with very found memories.

—Roger Bellevau