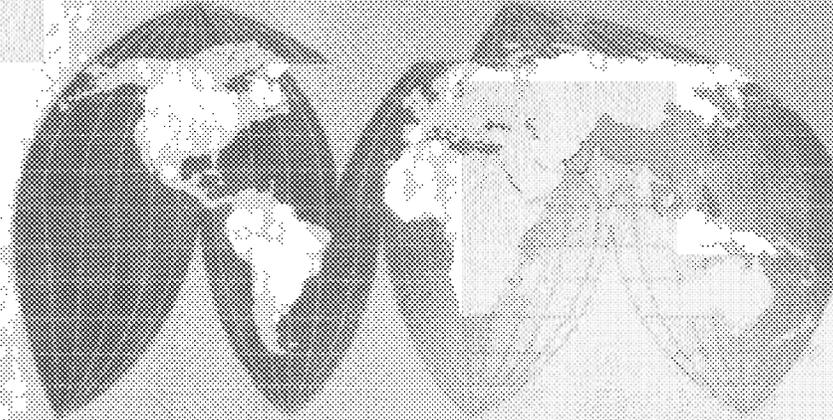


NEWSLETTER

Volume XLVIII, No. 5

May 2000

Asian Pacific American Heritage Month



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Our Diversity Serves to Strengthen Us All

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Retirement and Insurance Services

by Kathy Gleason, Corporate
Internal Communications

Would your family know whom to notify if you (an NSA employee) should die? Do you know whom to contact when you have a life-situation change? Most of us have several life events during the course of our work career, but did you know that keeping the Agency informed allows them to help you more quickly and effectively? What kind of life-situations are we talking about? The change could involve a move, marriage, divorce, birth or adoption of a child, death of a spouse or child, permanent disability, or a child reaching age 22. Most people will encounter at least one or two of these situations during their work career.

Update Personal Records

One of the more unpleasant cases involves employees who divorce and remarry, but forget to change their Designation of Beneficiary form. Should they suddenly die, their benefits would go to the original spouse. Another example involves parents who, when their children reach age 22, fail to change their health benefits from family to single and continue to pay the higher premium. Yet another life-changing situation could be the birth of a child. Unfortunately, many employees forget to reflect the change in their health benefits from single to family. Neglecting to change the appropriate forms could result in large out-of-pocket expenses. All of the above life events could significantly affect Agency benefits. In most cases, there is a 60-day limit to effect these changes.

Share Information

Jane Spillner, Chief, Retirement and Insurance Services, heads a group of professionals that include retirement counselors; Health Benefit Plan, Thrift Savings Plan (TSP), and Federal Employees Group Life Insurance (FEGLI) officers; a retirement seminar planning coordinator; and personnel technicians. These people all work together to help ease the stress that a sudden change in life can bring.

Keeping the family informed about Agency benefits (including health and life insurance, retirement, and TSP benefits) will help alleviate confusion and fear in a time of crisis. Consider keeping all important documents in a convenient location such as a safe-deposit box or fireproof box in the home. Contact your Integrated Personnel Activity (IPA) to update the proper Designation of Beneficiary forms to cover your retirement, TSP, FEGLI, and unpaid compensation if there is a change in your family situation such as those described above. Remember, Designation of Beneficiary forms (TSP 3) for TSP are not maintained at the Agency. Employees must submit completed or updated designations for TSP directly to the TSP Service Office. The complete mailing address and instructions are on the form.

In the event a current Agency employee dies, a team of two Agency representatives will visit the family to explain life, health, spousal and child benefits, and TSP options. They also provide Employee Assistance Service information and help fill out any required forms. When a retired Agency employee dies, the survivor deals directly with the Office of

Personal Management in Boyers, PA. All the information the retiree needs, including phone numbers and forms, is included in the retirement package offered by the Agency.

Personalized health, life insurance, retirement, and TSP information may be found at web site <http://www.snsa/retirement/index.html>. The calculations provided there are only estimates, but can help in making future plans. Seminars are routinely offered to help gain the knowledge to make informed decisions regarding personal finances, investments, and retirement.

Plan for Your Future

While all people hope to live long into retirement years, the unexpected can happen—an accident, sudden illness, or disability. The better prepared we are for the unplanned, the easier the adjustment will be for family members.

For assistance with retirement issues or the death of an employee, contact the Retirement and Insurance Service at 963-4472(s) or 410-854-6188. For assistance with designations of beneficiaries, life events, or death of a family member, contact your IPA representative at <http://ds8-web-srv3.ops.snsa/IPA/>. The CONUS/field representative may be contacted at 968-5021(s) or 410-854-7131.

 Cover Design: The cover this month was designed by the Publication Design Team of Multimedia Products 
 

DIRNSA'S DESK



The operation was going well. Americans had been deployed in country for 3 weeks now, and, while there were still clashes among the warring factions, the Americans had encountered no resistance. Yet the Joint Force Commander still worried. His aircraft controlled the skies, but much of the opposing air defenses had been inactive. While his soldiers protected thousands of refugees, the harsh terrain made it nearly impossible to keep tabs on adversary troops. He knew there was little public support for this operation, despite the strategic value of the region.

The commander focused again on his staff. Tomorrow would be a big day, since his forces would relieve a key city. The faction that had controlled the city had withdrawn their troops days before, and all signs suggested there would be little resistance. "Are there any questions?" asked the commander, by way of concluding the daily meeting.

The door opened, and a young major quickly crossed the room to the Intelligence Director and began speaking urgently in low tones. When the major finished, the Intelligence Director stood, frowning. He addressed the commander: "Sir, the situation has changed. Intelligence reports that the troop withdrawal was a feint—the enemy's artillery and air defense units are still dug in on the mountains north of the city, and light armor and infantry have filtered back into the city. If we continue as planned, it will be a bloody ambush."

"And if we adjust our plans?"

"They are set for a hit-and-run; they pulled out most of their supplies to make the fake withdrawal convincing. They hope to inflict heavy losses on our forces and then withdraw unharmed. They hope the negative public opinion will defeat our entire operation. We can turn that around on them by..."

The scene we have just described is fictitious, but is not unlike those being played out regularly in today's battlespace. Consider how the media has played a role in influencing the outcome of modern day conflicts. Consider the reports of hackers and computer attacks against governments and other institutions worldwide. We are now in an age where information is not just a target, but is also a weapon and even a battlespace. In the past, members of the armed forces fought our nation's battles on land, on the sea and in the air. Few adversaries challenge America's conventional forces, yet we are vulnerable to information attack, so it is crucial that our military be just as agile and strong in the information domain.

As we celebrate Armed Forces Week and as Memorial Day approaches, we remember those who have given their lives to keep our nation free. The price of freedom, as we know well, is eternal vigilance. We at NSA serve in silence, and many of our comrades have paid the ultimate price. The names engraved upon our memorial wall in OPS 2B remind us of that price.

As we remember the fallen, let us also remember that our own silent service can save lives, just as the scenario above illustrates. It is easy to get caught up in the day-to-day routine and lose sight of the impact we are making. As we introduce innovative changes to meet the challenges of the future, we must stay in touch with our daily goals and achievements. Every day, we produce intelligence that is vital not only to our military commanders, but also to our national decision-makers. Through a direct result of your efforts, our troops are kept safer, terrorists are thwarted, and national and military leaders can make informed decisions. This applies not only to those of you who collect, process, and disseminate intelligence, but also to those of you who are part of the vast support mechanism that makes it all possible.

This is a time for remembrance. Remember the patriots whose blood bought our freedom. Remember our comrades who served in silence. Remember our sacred trust: to ensure the national security of the United States of America.

Michael V. Hayden

A Blast from the Past

We think you'll enjoy the following column, offering advice to supervisors, which originally appeared in the July 15, 1961, edition of the *NSA Newsletter*. As we've said before—the more things change, the more they stay the same (except for the cigarette part!).

HOW TO GET THROUGH TO EMPLOYEES

Do you talk to employees—or do they talk with you?

Unless your approach encourages person-to-person discussion, you'll get only meaningless agreement or a minimum of bare facts—not the response or information you want.

Some people have a knack of putting others at ease. For those who must work to perfect this skill, Richard Fear, vice president, THE PSYCHOLOGICAL CORPORATION (N. Y. City) offers this advice:

- *Your face should show interest, not dead-pan indifference. Smile, raise your eyebrows, nod.*
- *Vary your voice. A monotone is discouraging. A high pitch shows enthusiasm or excitement. Low pitch indicates seriousness, sympathy, or agreement. Lower your voice to gain attention or stress a point. A loud voice may intimidate or antagonize your listener. However, offer praise loudly enough so others can hear.*
- *Simple courtesies help put people at ease. Offer your listener a chair, a cigarette, pass him an ashtray.*
- *“Small talk” is a good icebreaker. Before getting down to business, make a few casual remarks about the weather, sports, or something else suitable.*
- *Show interest in other people's achievements. For example, if a job applicant says he won metalworking honors at trade school, congratulate him. Failure to show interest is a very poor start.*
- *Ask open-end questions. Don't state facts or your opinions. Ask a job applicant what kind of jobs he likes best, not “You don't like machining plastics, do you?”*
In reprimanding employees, ask, “What happened to those drill chucks, Smitty?” Not: “How could you make such a stupid mistake?”

—The Foreman's Letter

THE NATIONAL SECURITY
AGENCY NEWSLETTER

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CORPORATE INTERNAL
COMMUNICATIONS

The *NSA Newsletter* is published monthly by the Corporate Internal Communications (CIC) for the information and enjoyment of NSA employees and their families.

The CIC office is located in OPS 1, Room 3N074. The telephone numbers are 963-5901(s) and 301-688-6583.

Employees may submit items for publication via e-mail to nsanews@nsa. Retirees may submit a typed, double-spaced article, which includes their name and phone number to the Corporate Internal Communications, Suite 6272, Fort George G. Meade, MD 20755-6239. All submissions to the *Newsletter* are subject to editing for space, clarity, and classification. There are no exceptions to this policy.

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The *Newsletter* contains information about NSA employees and activities which is not routinely made available to the public; therefore, reasonable care must be taken to keep it within the circle of Agency employees, retirees, and immediate families. *Newsletter* copies received in the mail or taken from Agency buildings should be given special care and should be destroyed as soon as they have been read.

Picture This

CWF 2000 Council Begins: January 27 marked the first official meeting of the newly elected Civilian Welfare Fund Council (CWFC) members. CWFC members and supervisors attended a brief indoctrination that explained CWF operations and the council members' commitment to those operations. The council discussed upcoming programs and services that will be offered to Agency personnel. In addition to regularly scheduled monthly meetings, members attend committee meetings and volunteer their time for many events throughout the year. This year's council members hope to foster the means for Agency employees to come together through activities offered by the CWF.



CWF members (back l. to r.) Doreen Harwood, Karen Tremper, Devolyn Arnold, Kimberly Knapp, James Moeck, Jerry Brainard, and Walter Ruth; (front l. to r.) Margie Lind, Richard Bergamaschi, Joseph Neary, Yolanda Fogg, Laura Livolsi, Angela Golden, and Dorthea Powell; not pictured: Michele Spaulding, Christine Wellford, Kathleen Berg, Monica Hill, Gail Rumenap, Jeffrey Carbin, and Roger Massey

Retirements

41 Years
James S. James

38 Years
Clark L. Folden III
Ned Joslin

37 Years
J. J. Barrett, Jr.
Stanley J. Tudor

30 Years
Michael J. Rush
N. J. Wilk
Audrey J. Williams

35 Years
Stephen L. Dougherty

34 Years
Ralph D. Beall, Jr.

33 Years
Jane A. Buccheri

31 Years
Cheryl Y. Keeter

28 Years
Darwin L. Keeter
Paul A. Klee

24 Years
Sandra L. Sadler
R. E. Stimson

14 Years
Ernest L. West

13 Years
Judyth M. Iannone
Eugene L. Lacky
Rebecca R. Urian

Armed Forces Week

Below is the winning entry of an essay contest open to all military members, and held in honor of Armed Forces Week (AFW), by the AFW Committee.

Why I Serve

After graduating from high school, I decided to spend 4 years in the Air Force to save money for college and "find myself." What I actually found was far more important than me. I found the core value of service before self. This discovery resulted in my spending my entire adult life in an Air Force uniform. Service has had a price, but it has also brought me gain: not in money or baubles, but in the knowledge that protection of the things you love are worth a



(l. to r.) Robin Uy; MSgt Charles Holbink, USAF; recipient of a 90-day parking pass for the winning essay contest entry; and Major Dewey Jordan, USMC

great deal of sacrifice. My love for my country and my family has driven me to serve for almost 20 years.

Early in my career, I learned that dedication and hard work meant something. Even as a 17-year-old airman, I was able to make contributions that bettered my parent service and helped it maintain its place as the world's finest air power. Duty and honor were rewarded, and I knew I was an integral part of the Air Force mission, which ultimately had an

impact on my country's safety. How could I not give my all, knowing that many who came before me not only risked their lives, but made the ultimate sacrifice? Maybe I could never equal their contributions, but I could certainly give a complete effort. When the curtain closes on my career, I will be comforted by the knowledge that I didn't just take from my country, I actively participated in her defense.

The other reason I serve is my family. I want my daughters to grow up in a country where they never have to shed a tear because of the abuses of tyranny. My service ensures that they are safe, and free to play and act as children. They will not have to experience the pain and grisly sights of war, nor suffer from the crippling hunger of famine. They will not suffer humiliation or death because they are the wrong religion, color, or ethnicity. They will not be forced into servitude or slavery, or driven from their home. They will be free to choose their own path and to grow up with all our children, seeking the American dream with the protections and guarantees that those who serve have provided Americans for over 200 years. My service aids in keeping the protective line intact.

We have been called the "me" generation. I, like many others in uniform, reject that label on the grounds that it is not a representative description. We believe that duty itself is a reward, and duty-honor-country are not just mere words. The cold war was ended because we put our beliefs into action and served. Marion Wright Edelman was right when she stated that service is the rent we pay for being and the purpose of life. Sometimes serving is hard, but when I see the laughter in my daughters' eyes, I know my rent is paid.

MSgt Charles E. Holbink, USAF
Support Services Organization

Schedule of Events for Armed Forces Week

May 15—Joint Day/Coast Guard Day
8:00–8:30 a.m.—Opening Ceremonies by Maj Gen Tiitu Kera, USAF, D/Chief, CSS; featuring the Parkway Chorale and Brass; OPS 2A VCC

8:30–10:30 a.m.—USCG Small Boat Presentation, OPS 2A Parking Lot

8:30 a.m.—1:30 p.m.—USCG HH-65 Cutter Helicopter Landing, OPS 2A Parking Lot

10:00 a.m.—2:00 p.m.—Bone Marrow Screening, North Café Party Room

11:30 a.m.—USCG Headquarters Band, OPS 2A/2B Courtyard

11:30 a.m.—Movie "SoS," starring Bela Lugosi, North Café Party Room

May 16—Army Day
8:00–8:30 a.m.—Flag Raising Ceremony, OPS 2A VCC

11:00 a.m.—2:00 p.m.—Movie, "Saving Private Ryan," North Café Party Room

389th Army Band; Aberdeen, MD
Time TBD OPS 2A Courtyard

May 17—Marine Corps Day
8:00–8:30 a.m.—Flag Raising Ceremony, hosted by Maj Dewey Jordan, USMC; featuring the Glen Burnie High School Band, OPS 2A VCC

8:00 a.m.—noon—Weapons and Vehicle Static Display, OPS 2A Parking Lot

10:00-11:00 a.m.—Marine Battle Color Detachment (Marine Corps Band and Silent Drill Team) OPS 2A Parking Lot

11:30 a.m.—2:00 p.m.—Movie, "Fellowship of Valor," North Café Party Room

May 18—Navy Day

8:00-8:30 a.m.—Flag Raising Ceremony, hosted by CAPT Kenneth W. Kuehne, USN; featuring the Annapolis High School Band; OPS 2A VCC

9:30 a.m.—noon—CWF 5K Run, OPS 2B Courtyard

11:00 a.m. and 12:15 p.m.—Naval Academy Electric Brigade, OPS 2B Courtyard

11:00 a.m.—1:00 p.m.—Movie, "Top Gun," North Café Party Room

Take Home Meal: Grilled NY strip steak dinner with roasted vidalia onion and mushroom port wine sauce, tossed garden salad, double stuffed potato, green beans, roll and butter, and strawberry shortcake, \$6.95

May 19—Air Force Day

8:00-8:30 a.m.—Flag Raising Ceremony, hosted by Col Wyatt C. Cook, USAF; featuring the Dunbar High School Band; OPS 2A VCC

Air Force Honor Guard Rifle Team, OPS 2A Parking Lot

6:00 p.m.—Armed Forces Week Ball, R&E Café

A Future "NSAer" in Training

by TSgt Donald A. Weber, USAF
Public and Media Affairs

The Public and Media Affairs Office (PAO) receives letters from all over the world with requests for information. Rarely has a letter warmed our hearts and brightened our smiles as much as the one we recently received from Matthew Harrison of Watson, LA. Matthew's parents graciously allowed us to share this story with you.

As Air Force Technical Sergeant Don Weber, NSA Public and Media Affairs Officer, sifted through the daily mail, he found a letter which enclosed a thank-you note and a picture

from Matthew, a 6th-grade student. In the picture, Matthew was standing proudly behind his social studies project about the National Security Agency. His pride was well deserved. He had won first place in the Political Science Division of his school's competition. This project highlighted NSA, in particular the math behind the Enigma. It even included a replica of the Enigma built by Matthew.

In late January, Public Affairs responded to a telephone request from Matthew's mom for materials relating to the Agency. She had explained it was for a school project. TSgt Weber collected materials and sent Matthew everything from

brochures to cryptologic activity books for young people.

Typically, that would end the story. PAO sends NSA-related materials to students worldwide for reports and projects, never hearing the outcome.

But this time, Matthew's thank you letter changed that. PAO was delighted with the letter and the picture pro-

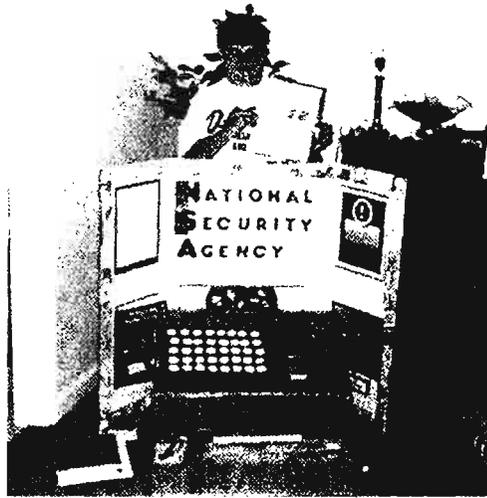
claiming Matthew's success. Even more exciting was the fact that Matthew was now eligible for the regional competition, March 21. After hearing of Matthew's impressive success, DIRNSA personally responded with an autographed picture and a

congratulatory note. Public Affairs asked the Harrison family to notify them of the regional competition results.

Late on March 21, PAO received a call from Matthew. He sounded excited and proud. "I won first place in the Political Science Division in the Regional Competition; and I will compete at the state competition May 1!"

His Mom explained how excited Matthew was during the trip home from the competition. He couldn't wait to tell his dad and to call Sergeant Weber.

Rest assured, we have found a future "NSAer" in training!



Matthew Harrison posing with his project on NSA including a replica of the Enigma

Coming to America

by Gail Nathanson,
Office of Diversity Programs

Asian Pacific Americans are often referred to as the “model minority” because of their academic and economic success in the United States. The perseverance demonstrated and the hardships faced by many in this group as they struggled to achieve this status is sometimes forgotten. Some had to escape their homelands. Some had difficulty entering the United States. Others faced discrimination on a national level during World War II.

In honor of Asian Pacific American Month, several employees have agreed to share personal stories about their family's journeys to America. These interesting and inspiring stories are a part of the history of NSA's diverse work force.

An Agency engineer is here today because of his father's daring escape from Communist China. In 1950, his father was a postal worker who wore the obligatory Communist uniform and attended indoctrination meetings, while never joining the party. When transferred to a remote village, he met Catholic missionaries who were administering to recent converts. He began visiting the mission, was baptized, and attended secret Masses. He provided food and supplies to the bishop and priest, who were eventually imprisoned.



Fearing for his life, he escaped with the aid of friends, who hid him in a mailbag until he reached the coast. There, he got false papers from the underground and found passage in the bilge of a fishing boat, assured that his “hosts” would toss him overboard at the slightest hint of trouble. He made it safely to Hong Kong, where he worked in the refugee camps for the Hong Kong Diocese, aiding refugees with his ability to speak several dialects of Chinese. In the 1960's, he was joyfully reunited with the priest who had introduced him to Catholicism. The priest had been released from prison some time earlier. He married in the mid-1960's and eventually immigrated to the United States.

An Agency linguist came to this country with the aid of a Congressional Bill. In the late 1940's, her father left China for Canada and then the United States to do research in ophthalmology. His wife and four young children remained in China until 1949, when they fled the Communists by going to Taiwan. In 1955, the doctor was associated with a research institute in New York City whose director was a personal friend of Senator Jacob Javits.

At that time, there were strict quotas for immigration to the United States from Asian countries. Since

applications for entry far exceeded the number of allocations, it looked hopeless for the family. Senator Javits, at the urging of his friend, attached an amendment to a Senate Bill that allowed the doctor's family to enter



the country. This is one “pork barrel” amendment that directly benefited the Agency.

A Chinese American employee has an inspiring story. After her family immigrated to the United States, her parents worked at a restaurant performing menial work despite their former prestigious positions. They shared a cramped dilapidated beach house with an uncle and cousin in a small seaside village.

They didn't have money to purchase furniture, so her parents made makeshift chairs from discarded cans from the restaurant with stacked phone books on top. They had no car, washing machine, TV, radio, or toys and only a few clothes. With no health insurance, her parents used home remedies like treating a sprained ankle with ginger and alcohol, and pulling out bad teeth with a string and the doorknob.

While her parents worked daily 12-14 hour shifts, the children went to school, came home, did homework, and went to sleep early to save money on the electricity bill. The lives her classmates lived were fairy tales to her. She saw how hard her parents worked, without knowing English or comprehending the culture, to make ends meet and how they stuck to their pride and refused to apply for government assistance. She and her brother shared very little "quality time" with

Being the only Asian family in the town, they inevitably encountered taunting and jeering, but it only strengthened their resolve to stand tall and proud. With hard work, determination, cooperation, a sense of family togetherness, and strong resolve, her family is now living comfortably and achieving the goals they set for themselves.

A Japanese American employee shared this story about her father-in-law who was one of the tens of thousands of Japanese Americans interned during WWII. He recalled the Japanese American community received warnings about a month prior to the "evacuation," to leave California if they did not wish to be relocated. They were then notified a week or two prior to evacuation that Japanese Americans had to dispose of their homes, businesses, and property. The family lost one business entirely; a second was sold for well below market price. They did not lose their family home, as their real estate agent offered to manage the property while they were away.

All they could take with them had to be carried in one suitcase per person. Because the camps were not ready to receive them, internees were first held at Tanforan Racetrack, a horse racing facility in San Bruno, CA. Japanese Americans were kept there for 3 months, living in crude converted horse stalls, before being

moved to the 10 internment camps built in remote, unpopulated areas.

The family was sent to the Topaz Camp in Utah. Families lived in barracks, which had been divided into units for each family, but without walls between the units. Aside from metal cots, with straw mattresses, there was no furniture.

Approximately a year later, the U.S. Government began to rethink its policy toward Japanese Americans. Under a new program, internees who had not been born in Japan could leave the camps and relocate outside of the Pacific Coast States if they had a job or were to attend school and had a sponsor. Some internees left the camps under this program, but many remained with their first-generation parents. Her father-in-law and some of his siblings left at that time.



Poston, AZ (aka Colorado River) internment camp opened September 18, 1942. It closed November 30, 1945. Its peak population reached 17,814. (photo of Topaz Camp was not available)

The camps were closed in 1945. The elders left Topaz in time to see their son graduate from high school and be drafted into the U.S. Armed Forces. He served in the European theater at the close of WWII. Like many of the camp residents, the family returned to the west coast.



their parents, but their parents instilled in them values and hopes, and motivated them to study and be contributing members of society.

Though her family didn't accept financial or material handouts, they were grateful for the extra kindness her teachers and neighbors showed them. She remembers a grade school teacher visiting to give the family English lessons. Among the first things they learned was the Pledge of Allegiance. She also remembers a kind neighbor who invited her family to go trick-or-treating on their first Halloween—an exciting novelty for them.

Acquisition and Logistics Reform Week

This year's NSA Acquisition and Logistics Reform Conference will be held in the R&E Symposium Center, May 23-25. The theme will be "Embracing Change for the 21st Century Warfighter." The event is cosponsored by the Assistant Directors for Corporate Management and Support Services; the Deputy Directors for Corporate Management, Support Services, Technology and Systems, and Information Systems Security; and key internal and external partners.

The keynote speaker will be Mr. David Muzio, Deputy Associate Administrator for Acquisition Implementation, Office of Federal Procurement Policy.

Other external participants are from DOD's Acquisition Reform Office; the Defense Intelligence Agency's (DIA) Contracting Office; the Directorate for Administration Logistics, DIA; and the Logistics Management Institute.

Internal presenters will cover topics including: "The New Role of the Chief Financial Manager"; "Skills Mapping with a Focus on Acquisition"; "Update from the Transformation Office"; "NSA 5000 Committee's (NSTISS) Policy II," which states acquisition policy for Information Assurance; "Project ASSURE Update"; "Organizational Conflict of Interest"; "Technical Data Management Services"; "Electronic Performance Support Systems"; "Inherently Governmental Issues and Personal Services Contracts"; "Nonforeign Affiliation"; "Credit Card Usage at NSA and DIA"; "MATRIX"; "Defense Information Technology Systems Certification and Accreditation Process (DITSCAP)"; and a demo for virtual equipment model simulation.

The R&E Symposium Center lobby will feature displays and information from organizations including the NSA office of Small and Disadvan-

taged Business Utilization (SADBU), Supply Chain Management, Intelligence Community Assignment Program (ICAP), Defense Leadership and Management Program (DLAMP), S3A, Technology Industry Partnering (TIP), Electronic Performance Support System, and the Joint Process Engineering Group.

This event will also present the opportunity to network with counterparts and learn the latest in acquisition and logistics reform. Continuing education credit will be granted for attendance. You may obtain the latest information on continuing education criteria via the web at http://www.s3pages.snsa/Career_Development/Panels/ACDP/news/cont_ed.html.

Presentations will be simulcast to the FANX II Auditorium. To schedule a sign language interpreter, contact Marci Montesi via e-mail at mjmonte@nsa or by phone at 961-1219(s). For more information, visit the web at <http://acapulco.sab.snsa/S7/acquisitionlogistics.htm>.

Thrift Savings Plan

The Thrift Savings Plan (TSP) Open Season begins May 15 and will continue through July 31. As a reminder, the TSP Open Season provides eligible employees the opportunity to start or change contributions to their TSP account. It is also the chance to change the way in which future payroll contributions are invested in the G, F, and C Funds. This will be the last TSP open season as we know it. Several new features and changes in TSP will take place in October 2000 with the implementation of a new record keeping system. You should have received information

providing details of the changes. Additional information will be forthcoming from the Thrift Investment Board and NSA's TSP Office.

The TSP is a retirement savings and investment plan exclusively for Federal employees. For FERS employees, the TSP is probably the most important component of their retirement. To maximize retirement income, take the time to learn about this investment plan. CSRS employees also benefit from the opportunity to provide a source of retirement income in addition to a CSRS annuity. All contributions to TSP are before tax and earnings and are tax deferred.

For more information about the TSP, visit the Retirement and Insurance Services homepage at <http://www.snsa/retirement/index.html>. Under "HOT HITS," visit External TSP Information. From there, employees can read information regarding the many features of TSP, review historical rates of returns, and even download the TSP-1 Election Form from the Forms and Publications section. To download forms, you must have Adobe Acrobat 3.0. System administrators can assist employees in the installation of Acrobat if it is not currently available on their desktop.

Mark Your Calendar

Completed TSP-1 election forms must be mailed or hand-carried to any NSA Customer Service Center, the respective Integrated Personnel Activity, or the Agency's TSP Office by close of business July 31. Only one election form may be submitted during the Open Season, unless the second form is to terminate a contribution.

For information regarding the TSP, contact NSA TSP Officers, Danny L. Floyd (dlfloyd@nsa) or Tammy Bannar (tsbanna@nsa), at 963-4472(s) or 410-854-6188. Employees may also contact their personnel representative.

Thrift Savings Plan Rates Through March 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			
April	3.86	.29	.46
May	(2.36)	(.89)	.47
June	5.54	(.33)	.49
July	(3.14)	(.43)	.52
August	(.50)	(.05)	.53
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
Last 12			
Months	17.74	1.86	6.37

Percentages in () are negative.

✓ May 18—Armed Forces Week (AFW) 5K Run: Registration is \$10. Participants receive a commemorative AFW T-shirt. Runners must report to the OPS 2A Courtyard at 9:00 a.m. to sign in. The race begins promptly at 10:00 a.m. Prizes will be awarded to male and female winners in the following categories: overall, ages 29 and under, 30-39, 40-49, and 50 and over. A unit award is given to the first eight-person team to finish.

✓ May 22-26—Eighth Annual Signals Analysis Development Conference (SADC): "Signals Analysis: Foundation for Exploiting Tomorrow's Technologies" will be presented by Z6. For additional information, contact Brenda Hughes, SADC Chair, at 963-5849(s) or refer to the web at <http://www.z6.z.nsa/sadc>.

✓ May 31—Work Life Connections: "Aging with Grace: Caring With Compassion" Guest speaker, Mary Fridley of Gero Resources, will provide insight to issues surrounding aging. Learn ways to reduce caregiver stress, 11:30 a.m.-12:30 p.m. in the Friedman Auditorium. Register at <http://www.s.nsa/ERS/worklife/events.html>. Questions may be forwarded via e-mail to wrklife@nsa or call 963-1697(s) or 301-688-1697.

✓ May CLA Film Festival 2000: The Cryptolinguistic Association (CLA) Film Committee continues its biannual film festival series with its Year 2000 Spring Show, featuring the following foreign-language films:

- "A Mongolian Tale" (Mongolian, 1996, 100 minutes), May 1 and 8, 11:05 a.m.-12:45 p.m.;

- "Nasser-56" (Arabic, 1996, 140 minutes), May 2 and 9, 1:05-3:25 p.m.;
- "Under The Domin Tree" (Hebrew, 1996, 102 minutes), May 3 and 10, 11:05 a.m.-12:47 p.m.;
- "Shall We Dance" (Japanese, 1997, 119 minutes), May 4 and 11, 12:05-2:04 p.m.; and
- "The Killer" (Chinese-Cantonese, 1989, 111 minutes), May 5 and 12, 11:05 a.m.-12:56 p.m.

All films are subtitled in English. Showings will be held in OPS 2B, Room 2B4118-1, May 1-5, and in OPS 2B, Room 2B4118-3, May 8-12. The movies are free and everyone is invited to attend. For more information, contact Drage Vukcevic (dvukcev@do.nsa) at 963-3307(s) or 301-688-1073.

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.

EXCEPTIONAL CIVILIAN SERVICE AWARD

DIRECTOR'S
DISTINGUISHED SERVICE
MEDAL



Joseph M. Bellone



Richard A. Deen



Nilis G. Endman



Marlene E. Farber



Earl R. Hwang

MERITORIOUS CIVILIAN SERVICE AWARD



Arnold L. Avase



Stephen M. Bankson



Claudia C. Collins



Catherine S. Hill



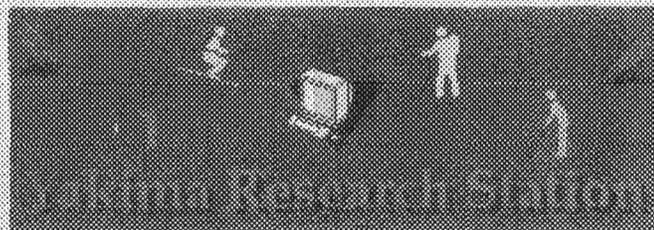
Sherri W. Hanson



Arthur S. Richardson, Jr.



Darrel C. Stuckell



Test Your Knowledge of Yakima... Is That Your Final Answer?!

1. True or False: Yakima is located in Japan.
2. True or False: Yakima is located in the Evergreen State.
3. True or False: NSA employees assigned to Yakima Research Station (YRSers) pay no state income tax.
4. Where might you find Gary Puckett near Yakima?
5. True or False: You must cross Donner Pass to go from Yakima to Seattle.
6. Where is the home of America's first modern brewpub?
7. Speaking of beer, where is the hops capital of the world?
8. True or False: Mount St. Helen is the only volcano in the Cascades.
9. Where can you ski in the morning and golf in the afternoon?
10. True or False: YRSers don't have to travel to Germany to enjoy a bit of Bavaria.
11. True or False: Ken Griffey, Jr. and the rest of the Seattle Mariners are just a 2½ hour drive from Yakima.

Quiz Answers...Could You Have Been a Millionaire?

1. False—Yakima is located in the state of Washington. This may seem like a silly question to those familiar with YRS, but you'd be surprised how often this query is posed. The word "Yakima" may look Japanese but the town got its name from the Yakama (yes, that's an "a" and not an "I") Indians, whose reservation is centered in the nearby town of Toppenish.
2. True—Washington's nickname is the "Evergreen State." With Yakima's dry climate and scarce rain, this nickname is indeed ironic.
3. True—There is no state income tax in Washington, a fact YRSers really appreciate every 2 weeks.

4. You might be able to find Gary Puckett in the neighboring town of Union Gap, WA. (For those too young to remember the 1960's rock group "Gary Puckett and the Union Gap," please forgive this bit of nostalgic trivia.) It's a fact that Gary spent time in Washington in his younger days, so he may well have named his band after the town.

5. False—You must cross Snoqualmie Pass to go from Yakima to Seattle. It's interesting to note that nearby Lake Keechelus is the first of the mountain lakes tapped into as sources of irrigation water for the Yakima Valley.

6. America's first brewpub is, of course, located in Yakima. Bert Grant opened his first brewpub in the early 1960's—it has been a favorite haunt for YRSers (and visiting TDYers!) ever since.

7. Not in Yakima! The hops capital of the world is located in the neighboring town of Moxee, WA. It's not unusual to see groups of German brewers visiting and testing out Moxee hops. Apparently, the Germans prefer our hops in their beer, while we prefer theirs.

8. False—All the Cascade Mountains are volcanoes, and Rainier has been dubbed by scientists as the next likely candidate to blow its top. YRSers aren't worried by this prediction, however, since it's not supposed to happen for at least another 100 years.

9. Why, in Yakima, of course! YRSers are often able to ski in the morning and golf in the afternoon during the spring and fall months, when snow has fallen in the Cascades but the sun warms the valley below.

10. True—YRSers need only make the 1½ hour drive north to Leavenworth, WA to enjoy German architecture, food, and hospitality. The town is a monument to calculated risk-taking. When Leavenworth was on the verge of economic collapse, its residents voted to risk everything and convert the mountain town into a Bavarian hideaway. The tourists who flock there are living proof the gamble was a success.

11. False—Sorry, sports fans. YRSers can routinely make the drive to Seattle and catch the Mariners, but they won't be seeing Junior in Mariner blue this season. He traded in his uniform for a new one in Cincinnati Red.

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. WZEEFCIE OCRT ASKEAI KA RAKT LAW "IAIT AL KOT CDART"
2. UHVQ HKBJMMT GVKMLFQ BCFBKHFT CWKH GUJ JEEHCWJM EHCBKTT
3. XIXAL, DXJMDDH ZXGDA GUU JG DXJ UXDMZ UGTI
4. CFWF LNJBH WFWW NH'W THWRICWJMDH BIT UJWWJIC BFJDPHTW
5. RXIBB DWNEHCI FCHZ CR VYHHCAD WAHCEW FNXXYACHZ NABCAW

Answer will appear next month.

Answer to April Puzzle:

1. REGIS TO HOST SPECIAL "WHO WANTS TO BE A PRESIDENT?" IN FALL
2. RUSSIA DROPS RUBLE, ADOPTS STABLER BEANIE-BABY STANDARD
3. NHL SOFTENS ROUGH IMAGE, NAMES MUPPET ELMO AS COMMISSIONER
4. FEARS OF AFFORDABLE HOUSING SPARK HIKE IN INTEREST RATES
5. STUDY RATES PUZZLE WRITERS AS SEXIEST PEOPLE IN GALAXY

Setting: FUNNY Key: JOKING Hat: KNEESLAPPER

Work/Life Connections

by Linda Riedel, Work/Life Services

Work/Life Services' Lunch N' Learn program will now be referred to as Work/Life Connections. The change is more than just a new name. The program will provide more focused visions and new approaches to the challenges of balancing the demands of work and personal issues that continue into the new century, with scenarios such as:

- ◆ Mom and dad both work and family time is scarce—how do you make it "quality time?"
- ◆ What do I do when my aging dad can't manage, but won't admit it?
- ◆ Speech therapy sessions for our sixth grader have to be at 2:00 p.m., two times a week, and we both work!
- ◆ How can I manage shiftwork and child care?

Planned topics include: "Aging With Grace—Caring with Compassion," May 31; "Safety of Latchkey

Kids," June 28; and "Single Parenting—Don't Let the Children Feel the Pain," July 19.

There have been numerous requests to augment the Work/Life Connections program by adding follow-on sessions; therefore, the program has been expanded to include brown-bag lunches on topics related to balancing job and personal responsibilities. These topics will be presented by a network of organizations involved in work/life efforts.

No one session will ever touch every Agency employee's life; however, Work/Life Services is listening to NSAers' needs and requests. It will present topics that affect many in the Agency's work force every day. If you know of a topic that needs to be addressed, contact Work/Life Services via e-mail at wrklife@nsa or at 963-1697(s) or 301-688-1697. For upcoming scheduled events, refer to the web at <http://www.s.nsa/ERS/worklife/events.html>.

In Memoriam

J. F. Albrecht, a senior language analyst in the Operations Organization, died February 26 of coronary artery disease. He was 52.

Mr. Albrecht earned a bachelor's degree in Chinese studies from the University of Minnesota. He joined the Agency in 1981.

A native of Minneapolis, MN, Mr. Albrecht resided in Mount Airy, MD. His interests included reading, horseback riding, woodworking, and traveling.

Mr. Albrecht is survived by his wife, June; and two daughters, Aila and Hannah.

Adele P. Camille, a former linguist in the Operations Organization, died March 3 of pneumonia. She was 78.

A graduate of Boston University, Ms. Camille earned a master's degree in Arabic studies from Georgetown University. She retired in 1986 with 42 years of Federal service.

A native of Ashland, MS, Ms. Camille was a longtime resident of Washington, DC. She was an active church member. Survivors include two sisters and two brothers.

Vernon Y. Cornelius, a former cryptologic staff officer in the Technology and Systems Organization, died February 22 of cancer. He was 78.

Prior to joining the Agency, COL Cornelius served with the U.S. Army during WWII and the Korean war, then with the Army Security Agency. He retired in 1983 with 45 years of Federal service.

A native of Zephyr, TX, COL Cornelius resided in Bowie, MD. His interests included stamp collecting.

His wife, Janette; two sons, Jeffrey and David; and two grandchildren survive COL Cornelius.

Waldo L. Davis, a former analyst in the Operations Organization, died December 12, 1999. He was 78.

Prior to joining the Agency, Mr. Davis served with the U.S. Navy. He retired in 1976 with 38 years of Federal service.

Mr. Davis resided in Odessa, FL. His interests included antique automobiles.

Mr. Davis is survived by his wife, LaVerne.

Martha C. Mulligan, a former cryptologic staff officer in the Operations Organization, died March 12 of cancer. She was 81.

Mrs. Mulligan retired in 1974 with 32 years of Federal service.

Mrs. Mulligan resided in McLean, VA. A daughter, Linda; and a granddaughter survive her.

Gordon H. Stark, a former cryptologist in the Operations Organization, died March 5 of cancer. He was 73.

Prior to joining the Agency, Mr. Stark served with the U.S. Navy. He retired in 1986 with 40 years of Federal service.

Mr. Stark resided in Tucson, AZ. He enjoyed golfing and was an amateur radio buff.

Mr. Stark is survived by his wife, Joan; and a daughter, Patricia.

In Appreciation

On behalf of our children and myself, I would like to express our thanks and gratitude to Harry's coworkers and friends. Your prayers, calls, visits, flower arrangements, and many acts of kindness sustained us all during this very difficult time. Words

will never express our thanks and appreciation for your thoughtfulness. We consider it a privilege to know and talk with all of you. May God bless and keep you and yours always.

—Lyn Herzog and Children

My family and I would like to express our sincere appreciation to everyone for the cards and their kind words of comfort following the death of my mother, Minnie Johnson. Your kindness and thoughtfulness will always be remembered.

—Lawrence Johnson and Family

Marcia and I would like to express our sincere appreciation to friends and coworkers for their many expressions of sympathy and support received following the death of my father. Your kindness and thoughtfulness has meant a lot to us and will be long remembered.

—Brenton and Marcia Johnson

I count myself a very lucky person, blessed with the friendship of many good people. I am deeply grateful for the countless acts of kindness, sacrifice, and generosity by my friends and colleagues, and am wonderfully gratified to be a witness to our fine noble spirits. From both near and afar, you quickly came to my aid when I was in need—and for that I thank you.

—Jenny Clagett

My family and I would like to express our sincere thanks to friends and coworkers for the many expressions of sympathy and support following the death of my mother. Your concern and kindness has meant a lot to us and will always be remembered.

—Bob Taylor

We would like to thank friends, coworkers, and former coworkers for their generous contributions to Johns Hopkins Children's Center. Also for the many cards, phone calls, and prayers during our granddaughter Amber's short life and ultimate death. Even though NSA has experienced a lot of change in recent years, the people are still the same—very caring.

—J.T. and Joe Turner

My family and I would like to thank colleagues and friends who sent their prayers, as well as their kind and thoughtful expressions of sympathy and concern, after the passing of my mother. Your kindness during this difficult time will not be forgotten.

—Anastasia and Family

Retirements

I would like to express my warmest appreciation to my coworkers for their knowledge, sharing, professionalism, and friendship during the last few years. You made those among the most enjoyable of my 38 years at NSA. Thanks also to my many friends from over the years in many organizations. You all made my NSA career truly enjoyable. I will miss each of you and wish you the very best.

—Clark L. Folden

I would like to express my sincere appreciation to everyone who helped make my retirement "celebration" perfect. Your expressed kindnesses and remembrances evidenced the care and thought that went into the preparations. This event will be remembered by my family and myself always. Thank you for enabling me to retire from the Agency with so many wonderful memories.

—Audrey Luckart Williams

Club Notes

Arundel Yacht Club (AYC) sailing season swings into high gear with two rendezvous—a moonlight cruise, and the monthly membership meeting.

Come by land or by water to the May 13 rendezvous at a member's lovely waterfront home. May 27, cruise to the Memorial Day holiday rendezvous at Lovely Cove on Langford Creek, off of the Chester River. Please bring a dish to each rendezvous to share with 10–12 others.

The moonlight cruise will take place Thursday, May 18. This is an opportunity for boatless members to crew for AYC skippers. Skippers and crew interested in participating should contact the moonlight cruise director/corinthian advocate.

Professor Mario E. C. Viera, U.S. Naval Academy, will be the speaker at the next meeting, Monday, May 8 at Colony 7, Room 6. He will be speaking on "What is an Estuary?" with particular emphasis on the Chesapeake Bay. All are welcome to attend.

For further information about the AYC, contact Evan Andrews at 961-1215(s) or 301-688-0716, or visit the webpage off the Private Organizations' homepage at http://ds8-web.srv3.ops.s.nsa/private_orgs/.

Celtic Forum meets the last Tuesday of every month. Anyone interested in the culture, art, languages, or heritage of the Celtic lands (Brittany, Cornwall, Ireland, Man, Scotland, and Wales) or peoples is welcome to attend. For further information, con-

tact Karen Davis (kmdavis@nsa), 301-688-7884.

Native American Forum is encouraging NSA employees to join its organization. If interested in supporting NAF activities, subscribe to ESS 117 or contact taclark@nsa for additional information. All interested people who embrace the American Indian culture are welcome to become a member of the Native American Forum.

The next First Nation's Market Days are scheduled for June 19 and 20, from 10:00 a.m. to 3:00 p.m. in the OPS 1 North Cafeteria Party Room. A documentary video will be shown May 8, from 11:00 a.m.–noon in Room 9A135. Watch for announcements on both activities in the ESS117 notices.

Parkway Chorale invites all employees to join in as it presents its spring concert as part of the Agency All American Festival. The concert will be held June 15 in the Friedman Auditorium. The Chorale will perform a variety of songs to please all types of music lovers. For more information, contact Jane Thessin at 301-688-7935.

Parkway Coin and Stamp Club will hold its monthly stamp meeting Thursday, May 11 at noon. The monthly coin meeting will be Thursday, May 25 at noon. Meeting locations will be displayed in the showcase opposite the OPS 1 Cafeteria entrance. Anyone interested is invited to attend. For stamp club information, contact Grover Hinds at

301-688-4598. For coin club information, contact Mitch Ross at 301-688-8428.

Single People in Activities Recreational and Cultural (SPARC) events for May include a brunch at Ter-siguel's in Ellicott City, the annual Bay Bridge walk, a jazz festival-garden-craft show in Westminster, a dining out at Bombay-Peacock Restaurant in Columbia, and a monthly activities planning meeting. For more information, subscribe to ESS 1444 or contact Dee at 963-1504(s) or 301-688-6753.

Women and Men in NSA (WIN) will sponsor a used book sale Wednesday, May 3, 11:00 a.m.–1:00 p.m. in the OPS 1 Cafeteria Party Room.

WIN is also holding a recycled jewelry sale fund raiser May 10–11 at FANX III, May 17–18 in the OPS 1 Cafeteria area, and June 14–15 in the OPS 2A Breezeway. Arrangements can be made to pick up donated jewelry or it can be sent to Colleen Palmer (capalme), OPS 2B, Room 2B3064-D [963-2600(s)]; or Sue Riley (striley) FANX III, Room B5C09 [968-7356(s)]. Proceeds from both fund raisers will support the WIN scholarship funds. WIN will be awarding two free 1-year memberships during both of these events.

WIN invites members and other interested employees to attend the Barbara W. Clark Undergraduate Scholarship Awards Luncheon. The luncheon will be held in the Canine Suite, Wednesday, June 7 from 11:30 a.m. to 12:30 p.m. Come congratulate and celebrate with the WIN award winners! For reservations, contact Sue McTague at 301-688-4354.