

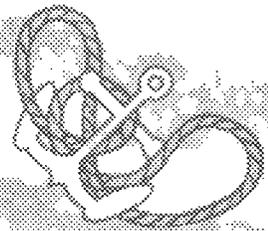
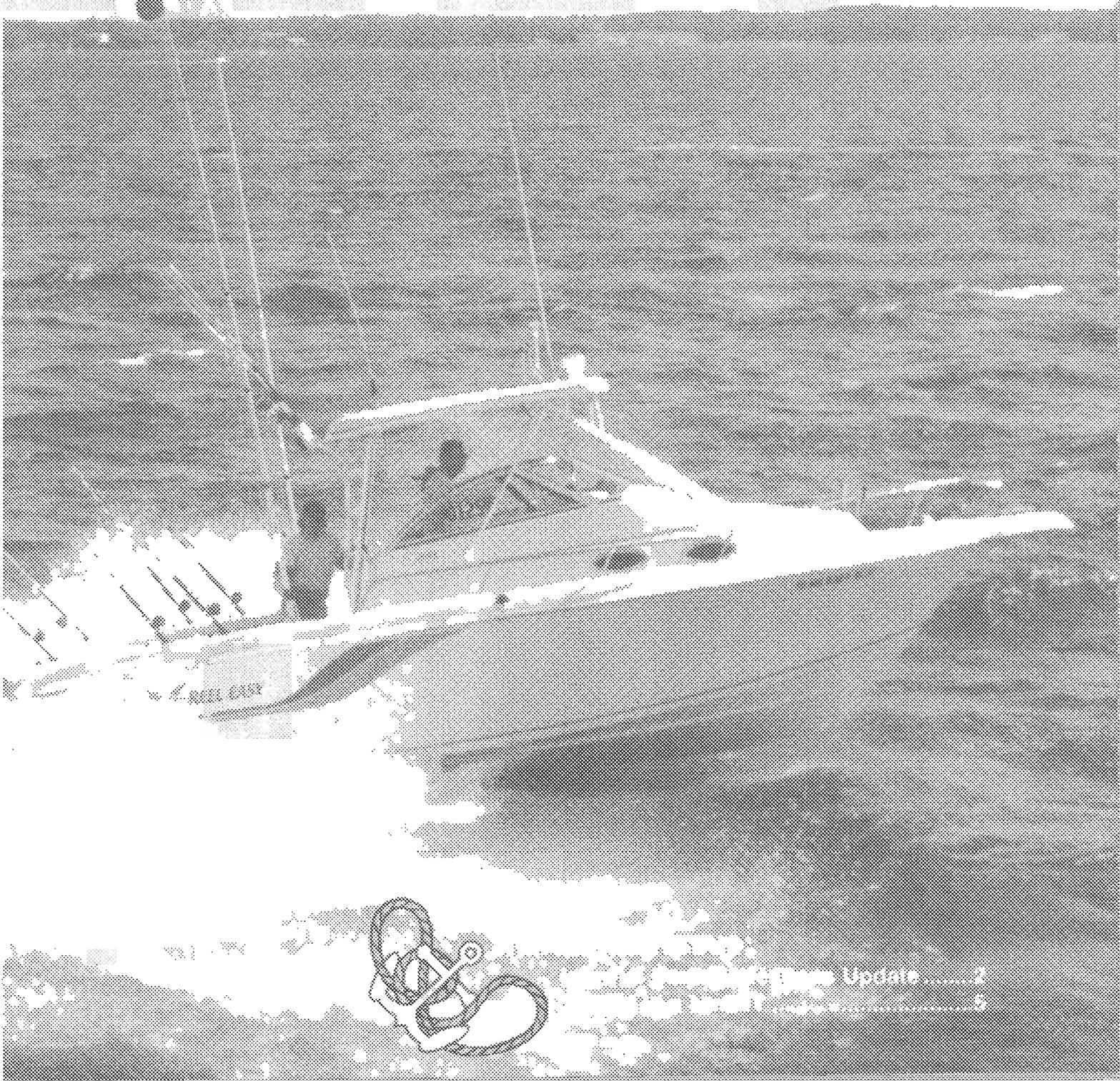
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NEWSLETTER

Volume XLVIII, No. 8

August 2000



2000-2001 Budget Update 2
The Navy 5

Big Changes in Store for Agency Communications!

Remember back in September 1999, when we conducted a survey about the *Newsletter*? We asked what you liked, what you didn't like, what changes you thought should be made, etc. We reported back to you with the survey results in the February *Newsletter*, and in that article we indicated that we had already implemented some changes, and that we would continue to do so. The more we thought about the *Newsletter* and its purpose, especially in the context of the Agency's transformation, the more it became clear that there were much better ways of providing you with the information you need.

In this day and age, people expect to receive news almost immediately. We are simply used to hearing about things in "real-time." When our computers are down for even a few minutes, we aren't sure what to do! So much is happening around us, and much of it becomes overtaken by events so quickly that if you didn't hear about it as soon as possible, it didn't matter that you heard about it at all because it was no longer "news."

Corporate Internal Communications has spent a great deal of time

The *Newsletter* contains information about NSA employees and activities that 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.

looking at all the communications media we have available to us, and it only makes sense for us to do what we can to maximize our use of those resources. Over the last few months, we have improved the content and style of the *Communicator*—the hard copy as well as the on-line versions, and have decided that that publication will be the one we use to get news stories to you. One of the changes many suggested in last year's survey was the provision of more details (for example, why people received awards). Such a change will enable us to tell you much more, as we'll be able to provide details that cannot be printed in an unclassified forum.

To effectively provide you with more in-depth and high-level stories, and to make better use of the resources available to all of us, we're going to cease publication of the *Newsletter*. The October 2000 issue will be the last one. We want to assure you that the discontinuation of the *Newsletter* in no way means that you will miss out on everything that currently appears in that publication. Our plan is to continue to share with you the information you have told us you want, such as the retirement announcements, obituaries, DIRNSA's Desk, Thrift Savings Plan rates, etc., albeit in a different forum. (For instance, the TSP rates are already available on WEBWORLD, at:

<http://www.s.nsa/retirement/tsp.html>.)

We'll be using WEBWORLD extensively, and will keep you apprised via mass mail messages, *Communicator* articles, and the September and October *Newsletters*.

THE NATIONAL SECURITY
AGENCY NEWSLETTER

August 2000 • Vol. XLVIII No. 8



CORPORATE INTERNAL
COMMUNICATIONS

The *NSA Newsletter* is published monthly by 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 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.

Printing of this publication was approved by the Director, NSA, March 1, 1972. This publication does not necessarily reflect the official views of the Department of Defense.

The *Newsletter* is printed by the Publishing Services Division.

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

DIRNSA'S DESK



People and Agency Transformation

I know that many of you are troubled by the proposal to outsource much of our Agency's non-mission information technology infrastructure, even if your jobs are not directly affected. The Agency—and its people—face rapid technological change, tight budgets, and mission pressures. Without unprecedented action, the Agency would be unable to modernize to meet future challenges, and our readiness to meet current missions would fall behind.

I want to reaffirm that our people are the foundation of Agency success. To meet 21st century challenges, we must have up-to-date personnel practices and people equipped with up-to-date skills. We aim to transform our personnel practices from the routine administrative functions of the past into a component of strategic management. We have started to change from a system of job classification that emphasized job titles and billets to a new one that focuses on people, their skills, and knowledge. We will soon be announcing changes to our promotion program to ensure we are promoting those who are moving the Agency into the future. With this new focus, we can improve the alignment of mission and training, and empower our people to meet our challenges.

For those employees who may be affected by any outsourcing decisions, we are committed to a fair and open process. To help employees during this time of transition, we will soon be offering "Coping with Change Workshops." These will help people to make career-enhancing decisions, and to gain a sense of personal control in the face of uncertainty. In the fall, we will continue this service and will also offer workshops to assist employees with résumé writing and interviewing skills.

Transformation is not for spectators; it requires the active involvement of everyone at the Agency. Again, I need everyone to do three things: stay involved in transformation; strive to keep your skills up to date; and continue to provide honest, direct feedback to your leaders. We are in this together, and we must all contribute if we are to succeed.

Richard J. ...

Mark Your Calendar

✓ **September 10, 11:00 a.m.–5:00 p.m. MHS Reunion—** Former MHSers are invited to attend a picnic reunion *Sunday*, September 10, 11:00 a.m.–5:00 p.m. at Blobs Park off Route 175. Food will be served from noon to 3:00 p.m. Soft drinks are included in the ticket price; beer can be purchased at the event. Menu will include: BBQ chicken, hot dogs, hamburgers, bratwurst, sauerkraut, salads, baked beans, and relishes. Bring a dessert to share.

Tickets *must be purchased* prior to September 1—they *will not be available* at the door. Cost is \$10 per adult (age 13 and up) and \$5 for children (age 12 and under). Tickets are on sale at all NSA Customer Service Centers, or call 963-6600 or 301-688-6600 to locate your building representative.

For additional information, contact Carol Burroughs at 963-7371 or Judy Losleben at 963-6922.

✓ **September 12, 10:00–11:30 a.m.** —“Thriving in Turbulent Times!” is coming to the Friedman Auditorium—don’t miss it! Work/Life Services is proud to present internationally known dynamic speaker, educator, and author, Sandy Queen. Ms. Queen will present thoughts about organizations and the people employed by them during the turbulence of change. Her unique blend of humor and insight into human nature along with more than 20-years experience in training and development, education, healthcare, and parenting helps her connect with her audiences on a personal level. Discover a new perspective on ways to thrive during the chaos of transformation. To register, visit <http://www.s.nsa/ERS/worklife/events.html>. Plan to join us for this dynamic presentation.

Thrift Savings Plan Rates Through June 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			
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
April	(2.98)	(.29)	.52
May	(2.05)	(.03)	.54
June	2.44	2.07	.53
Last 12 Months			
	7.11	4.61	6.55

Percentages in () are negative.

Retirements

53 Years
James T. Tippett

43 Years
James J. Devine

42 Years
Charles V. Judge II

39 Years
David G. Mallery

38 Years
James R. Caron
William J. Stevens

36 Years
Robert J. Ray, Jr.
Ernest D. Ritchie

34 Years
Donald M. Durr
Robert J. McCormick
Florence E. Wagner

32 Years
Michael M. Cureton

31 Years
Joseph E. Fischer

30 Years
Catarino J. Ortiz

25 Years
Robert T. Barr



Four years ago, a group of Agency seniors were in hot debate over how to recruit new intelligence analysts. One forcefully concluded, "We have to have people who can write well! Let's go to the leading university for journalists." Another senior at the table just as emphatically argued, "Absolutely not! We have to have analysts competent in writing computer programs. Then we can teach them to write." Why were these managers, equally experienced and respected in their field, at such variance? As the Human Resources (HR) Office and Agency subject matter experts from all occupations have worked to develop a new job titling system to replace the current one (commonly known as the Career Occupational Specialty Codes (COSC) system), they have discovered the answer to this and other such questions.

A study conducted in 1996 showed that the COSC system was outdated and didn't accurately describe Agency work. In the example above, one job title, intelligence analyst, was found to actually cover 13 distinct types of work, involving a measurably different set of skills, tools, and knowledge. No wonder those managers couldn't agree—they were actually describing different types of work! Conversely,

the HR department had six different titles for essentially the same skill package, differing only by the organization to which the employee was assigned. This pattern of misalignment held true across most of the Agency's occupations.

Some work was so new that it had not been included in the occupational structure (COSC titling system) that was built 20 years ago. For example, a manager identified his employees' work as computational linguist, a hybrid between computer science and linguistics. Nationwide, in private industry as well as government, telecommunications has become networking. In short, the world of work has changed radically in the past 20 years, and the Agency needs a way to accurately describe and evaluate its work force, for immediate problems such as hiring and training, and for long-range activities such as strategic planning and budgeting.

On November 1, the work force will be assigned new titles in a system tailored to meet the Agency's needs in a time of major transformation. The new system has been carefully and systematically built over the last 4 years, with more than 1/4 of the work force involved in the design at one stage or another. It uses data gathered in what is undoubtedly the most extensive job task/skills analysis ever conducted by a government agency. It is a flexible system, both in its ability to be constantly updated and in its administration.

The most obvious change to employees, however, will be the dual-titling aspect. In the current system, one title has to stand for both the work being performed and the qualifications of the person performing it. In the traditional view of job classification, they were one and the same,

and everything was supposed to fit in a neat little box. However, managers have long known that people with different experience, education, and training can often perform the same kind of work. True, they will bring different viewpoints and methods of attacking the work, but that is a benefit, not an error, in the modern world of the "knowledge worker" versus the industrial-era world of the "production worker." Therefore, the first part of the new title will describe the skill community for which the employee qualifies and the second title will describe the work role which the employee is performing. In other words, the total job title will be what the employee is plus how the employee is being used. Examples would be: engineer + microelectronics designer; engineer + historian; or mathematician + microelectronics designer.

"This is definitely a system for the future," stated Deborah Bonanni, Chief of Human Resources Services.

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.

Club Notes

Arundel Yacht Club's (AYC) next Moonlight Cruise will take place the evening of Tuesday, August 15. 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. Come by land or by water to the annual Crabfest Rendezvous on Saturday, August 19 at a member's lovely water-front home. Advance reservations are required—see the *Jackstaff* (AYC newsletter) for details.

The monthly membership meeting will be held on Monday, August 14 at 7:00 p.m. in Conference Room 6 of the Colony 7. The speaker and seminar topic are not yet determined. All are welcome to attend. For further information about the AYC, contact Evan Andrews at 961-1215 or 301-688-0716, or visit its webpage (on the internal web only) at "go AYC" or URL http://ds8-websrv3.ops.s.nsa/private_orgs/AYC/.

Celtic Forum meets the last Tuesday of every month. Anyone interested in the culture, art, languages, or heritage of the Celtic lands (Brittany, Corn-

wall, Ireland, Man, Scotland, and Wales) or peoples is welcome to attend. For further information, contact Karen Davis (kmdavis@nsa), 301-688-7884.

Hispanic Forum meets every month and offers a wide array of activities throughout the year. For more information regarding the forum's goals, activities, and how to join, subscribe to ESS 1252 or contact Ivette Collazo (imcolla@nsa).

Native American Forum (NAF) continues to serve the Agency as the source to promote a better understanding of the American Indian culture. The organization is dedicated to sharing and caring while we focus our resources to helping others. We encourage anyone from the NSA population to join the organization and find out what we are all about.

We offer monthly documentary videos in 9A135 and conduct monthly activity workshops (usually during a weekend). Our next fund raiser is scheduled for September 20-21. Once again, we will be sharing authentic American Indian handmade products. Watch for announcements through our ESS117 account or the NAF Webpage. Contact Treva Clark (taclark@nsa) at 688-3469, for specific information.

Single People in Activities Recreational and Cultural (SPARC) events for August include: happy hour and trivia at Champions every Thursday, a singles dance in Bowie, an outdoor BBQ, a day trip to Ocean City, a potluck, a volksmarch in Columbia, a brunch at Bonapart's Bakery in Sav-

age Mill, and a monthly activities planning meeting. For more information, subscribe to ESS1444 or contact Dee at 963-6753 or 301-688-6753.

Women and Men in NSA (WIN) Cosponsored by WIN and the Federal Woman's Program, the Women's Equality Day Breakfast with Guest Speaker, Beverly Wright, CFO, and presentation of the WIN Renetta Predmore Lynch Continuing Education Award will be August 23 at 8:30 a.m. in the Canine Suites. Register at <http://www.fanx.s.nsa/ERS/EEO/events.html>. Subscription must be received no later than Wednesday, August 16 to retain your registration.

WIN is pleased to announce its 16th annual art auction. The WIN Annual Art Auction will be held at Club Meade (formerly the Fort Meade Officers Club) September 22. The preview begins at 6:00 p.m. and the auction starts at 7 p.m. Tickets are \$7 per person or four tickets for \$24. All proceeds from the art auction benefit the WIN Barbara W. Clark Undergraduate Scholarship Fund. Thanks to all who participated last year—WIN was able to increase the number of scholarships for 2000. For more information, contact Sue Mctague at 301-688-4354. Hope to see you there!

Parkway Coin and Stamp Club will hold its monthly coin meeting August 24. Meeting location 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 Bob Bell at 301-688-4845.

Correction:

In the July NSA Newsletter DIRNSA'S DESK, one of the three Alliance Team leading bidders was incorrectly referred to as OAO Technology Solutions, Inc. The company being considered for the ITI contract is OAO Corporation, an entirely different company.

Corporate Internal Communications regrets the error.

Breathtaking Scenery and Adventure

Learn to ski with the SSS Ski Club

by Phil Lunn and George Cotter

Our group began its descent from the top of the mountain through the reduced visibility of a cloudbank. We soon broke into sunshine sparkling off the powdery snow. Ski sounds subsided to a whisper. Lower, we skied into a steady snowfall. Lower still, we emerged from the snowfall into pockets of fog. As our altitude dwindled further, we slipped through a band of rain. We hurried downward and emerged once again into sunny splendor. Our mood elated, our confidence bolstered, we surged down to the base lodge for hot chocolate and wine.

Experiences like this are what motivates DoD civilian employees, contractors, and military personnel at Fort Meade (active and retired), along with their families and sponsored friends, to participate in the Sun, Snow, and Surf (SSS) Ski Club. Membership is also open to civilian and foreign partners at Fort Meade. The club was born in 1958, the consequence of a few Agency snow skiers banding together to ease the struggle of traveling to snow country from Maryland. Since then, the SSS Ski Club has grown to include more than 200 members, ranging in age from kids to seniors and in skiing skills from beginner to expert.

The SSS Ski Club is a group of people who enjoy good company and good times while participating in a full range of social and athletic activities year round. The club organizes from four to six Western, European, Eastern, Canadian, and local trips a year. Our goal is to organize ski trips

that offer the best value for the money and that will attract club participation. Ski packages include airfare, lodging, lift ticket, and ground transportation. The club has maintained high standards for transportation, lodging, food, and services, and its members are seldom disappointed.

Annual events include a spring banquet, a crab feast and trip sign up, an Octoberfest, a fashion show, and a Christmas party. Warm weather events include ball games, cookouts, pool parties, and outings to Oriole and Baysox games—all through the efforts of our members.

Most members have learned to ski, or have improved their skiing after they became members. Every location the club skis offers equipment rental, and private and group lessons. Modern equipment (boots, and shaped skis and bindings) make it much easier for beginners to learn the fundamentals of turning and stopping. Club members are helpful with pointers, and often, slope-side instruction. A few members have taken snowboarding lessons.

Western ski trips are usually from Saturday to Saturday or Sunday to Sunday, 7-night lodging, 5-day ticket, bus-ground transportation, and airfare. Some favorite locations include Big Sky, MT; Mammoth, CA; Snowbird, UT; Taos, NM; Sun Valley, ID; Jackson Hole, WY; Lake Tahoe, NV; and Breckenridge, Crested Butte, Keystone, Steamboat, Snowmass/Aspen, Telluride, and Vail, CO.

Canadian ski trips are handled the same way as the Western ski trips.

Favorite places include: Mount Tremblant for a "Learn to Ski Week," and Whistler and Banff.

European ski trips, Hunter, NY, and Seven Springs, PA are presented as family trips and focus on family skiing. The club also offers "drive and meet there" day trips with a club trip leader to local areas including Roundtop, MD; Liberty, PA; and Whitetail, WV.

Monthly bike rides from spring through fall, comprise two groups one doing 15 miles, the other 25 miles or more; and a leisurely lunch. Favorite trails include: Old Dominion Trail, Washington, DC; N. Central RR Trail, MD; John Wilkes Booth Escape Route, MD; Columbia Lakes, MD; Downs Park, Pasadena, MD; B&A Trail from BWI to Annapolis, MD; C&O Canal, Washington, DC; MD History Bike Ride; Capital Crescent Trail, Washington, DC; Chestertown, MD; Rock Creek, Washington, DC; Easton to Oxford and St. Michaels, MD; Lewes to Cape Henlopen, DE. Bike weekends have included: Cape May, NJ; and the PA Dutch Country.

From May through October, monthly meetings are held on the decks or patios of club members' homes on Friday evenings or on Saturday or Sunday afternoons, as publicized in advance in the club's monthly newsletter, *The Sitzmark*. From November through April, the club meets on the second Tuesday of each month 7:00-9:00 p.m. at the golf course clubhouse on Fort Meade.

Yearly membership is \$15 per person or \$25 per family. Members receive the club's newsletter, which lists dates and locations of events. For information on meeting location and a membership application, contact Bill Bishop at 301-604-2113 or via e-mail at hoopsgap@fateway.net.

Awards

EXCEPTIONAL CIVILIAN SERVICE AWARD



James W. Arnev

MERITORIOUS CIVILIAN SERVICE AWARD



Larry Cline

DEFENSE MERITORIOUS SERVICE MEDAL



Christine K. Glass
TSgt/USAF



Christian J. Richmond

NATIONAL INTELLIGENCE MERITORIOUS UNIT CITATION



Yakima Research Station



John W. Robinson

Support Services Organization Shows Its Appreciation for Its Fort Meade Partners

On June 9, Mr. Terry Thompson, Assistant Director for Support Services, hosted a Fort Meade Appreciation Ceremony at the Post Theatre. The purpose of the event was to show NSA's appreciation for all the support provided to the Agency through partnerships which have grown and strengthened over the Agency's 40-year history at the Fort Meade

accomplish our support services mission.... I want you to know how much we appreciate all that you do to support us....Your commitment to our partnership is evidenced everyday....Thank you all for your tremendous efforts and for all you do!"

At the end of Mr. Thompson's remarks, he presented framed letters of appreciation to the leaders of the



Terry Thompson, ADS, presenting a plaque to Colonel Michael Stewart, USA, Garrison Commander Fort Meade

Campus. In his remarks to the audience, Mr. Thompson said "I often think of the NSA complex as a small city that requires all the same services that you would find if you operated a local government. We have our own police force...; our own education facility...; our own medical facilities; our own safety, health, and environmental group; and our own logistics organization.... But, most employees and visitors to NSA don't realize just how much all of these groups rely on the services that are made available to us through our partnerships with Fort Meade.... I have always known that we relied heavily on Fort Meade to

following post organizations and tenants:

- ★ Civilian Personnel Advisory Center (CPAC)
- ★ Non-Appropriated Funding Division, CPAC
- ★ Director of Personnel & Community Activities (DPCA)
- ★ Community Recreation Division, DPCA
- ★ Army Community Service, DPCA
- ★ Chief Development Services, DPCA
- ★ Education Services Division, DPCA
- ★ Directorate of Public Works (DPW)

- ★ Fire Prevention & Protection Division, DPW
- ★ Engineer Plans & Services Division, DPW
- ★ Environmental Management Office, DPW
- ★ Operations Division, DPW
- ★ Directorate of Logistics (DOL)
- ★ Transportation Division, DOL
- ★ Maintenance Division, DOL
- ★ Directorate of Plans, Training, Mobilization & Security (DPTMS)
- ★ Plans & Operations Division, DPTMS
- ★ Directorate of Resource Management (DRM)
- ★ Manpower/Management Division, DRM
- ★ Kimbrough Ambulatory Care Center
- ★ Defense Reutilization & Marketing Office
- ★ Defense Information School, Director of Training (Visual Information)
- ★ 744th Ordnance Company
- ★ Fort Meade Post Office, Defense Courier Service
- ★ Office of the Staff Judge Advocate
- ★ U.S. Army Corps of Engineers Area Office
- ★ Navy Family Service Center.

After the letters were presented, Mr. Thompson presented a special plaque to Colonel Michael Stewart, USA, Fort Meade Garrison Commander. He thanked COL Stewart for the many opportunities that helped to create a broader and more effective relationship between both organizations. Mr. Thompson ended the ceremony by saying that he hoped that each individual would take away an appreciation for everyone who attended the ceremony who helped to make Fort Meade a great place to live and work.

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. YNTS QHABT YBK KJVT NR ORLSJN HCTCYA HQYKJV CYOCMBYNT
2. GXRYK SXRKVWNRNIO YJVONHB NH VH KXASH OAXBBJNHB WNHB
3. KSXXMT, FVTS SVJYMBF CFI EI BNSYCY JTMKEID
4. AXITUL PGGTXLW VGA OCXFT AUMCAL VAGH RXDKQPUR PXDM
5. HQRSESTYY TBDSPKTTY YTT ERYHURBRWCVRPW RW JCBRSK-
JURTWESK DPSRHRTY

Answer will appear next month.

Answer to July Puzzle:

1. VENEZUELA'S CHAVEZ FACES FALLOUT OF DELAYED VOTE
2. GOVERNMENT FILES FINAL PLAN FOR SPLITTING MICROSOFT
3. DWINDLING LOS ALAMOS WILDFIRE FLARES IN HIGH WINDS
4. CLEVELAND RIGHT-HANDER SHUEY TO HAVE HIP SURGERY
5. CLINTON SAYS PUTIN SUMMIT COULD YIELD PROGRESS

Setting: ANJOU Key: BOSC Hat: FORELLE

Code-breakers Crossword Solution

T	R	O	U	P	E		S	H	O	R	T	C	U	T	
I		L		S			O		E		U		A		
P	R	I	V	E	T		A	R	O	M	A	T	I	C	
S		Y		U		A		D		I		T		K	
T	R	E	N	D		G	R	E	A	T	D	E	A	L	
A		O		O	W	E			D		R		E		
F	E	I	G	N		N	E	W	A	R	K				
F		L		Y		D		R		I		T		S	
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S		E			I		A	S	H		N		N		
C	E	N	T	R	E	B	I	T		T	O	K	E	N	
A		A		O		O		H		N		L		I	
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E		E		I		I			I		N		H		
S	I	L	E	N	C	E	R		A	L	I	G	H	T	

In Memoriam

William Baumgardner, a former programmer in the Operations Organization, died June 12 of a heart attack. He was 66.

Mr. Baumgardner retired in 1988 with 37 years of Federal service.

Mr. Baumgardner resided in Lewes, DE. He enjoyed crafting and woodworking, and was interested in antiques.

Mr. Baumgardner is survived by his wife, Jay.

Daniel A. Flynn, a former collection officer, died on June 15 of cancer. He was 57.

Prior to joining the Agency in 1967, Mr. Flynn served with the U.S. Army. He retired in 1997 with 34 years of Federal service.

A native of Cincinnati, OH, Mr. Flynn resided in Charleston, SC. He was an avid golfer and devout Cincinnati Reds fan.

Mr. Flynn is survived by his wife Jill, three children, and two grandchildren.

William J. Hamill, a personnel expert in the Support Services Organization died June 26 of cancer.

He was 60.



Mr. Hamill was a graduate of City College, the University of North Carolina, and the University of Maryland School of Law. He

joined the Agency in 1963.

A native of Baltimore, MD, Mr. Hamill resided in Towson, MD. He was an active member of his church and enjoyed playing golf, traveling, and reading.

Mr. Hamill is survived by his wife, Joyce; two sons, Jeffrey and Gregory; a

daughter, Deborah Persinger; and a grandson.

Janet E. Kehlhofer, a senior computer scientist in the Technology and Systems Organization, died May 28 of cancer. She was 44.



A native of New Haven, CT, Ms. Kehlhofer resided in Odenton, MD. She held a master's degree in computer science. Ms. Kehlhofer was active in FIDO's for Freedom, Inc., and was an avid fan of the performing arts.

Her mother, Edna, survives Ms. Kehlhofer.

Judy A. Landolf, a cryptologic material controller in the Information Systems Security Organization, died May 22 of cancer. She was 50.



A native of Bath, NY, Ms. Landolf attended State University New York at Potsdam and Corning Community College. She joined the Agency in 1988.

Ms. Landolf resided in Severn, MD. She enjoyed gardening and collecting antiques.

Ms. Landolf is survived by a daughter, Melissa Landolf Crew; a son Matthew; and a granddaughter, Jessica.

Roger E. Opie, a former planning staff officer in the Technology and Systems Organization, died May 5 of a stroke. He was 69.

Prior to joining the Agency, Mr. Opie served with the U.S. Army. He

retired in 1987 with 32 years of Federal service.

Mr. Opie resided in Jensen Beach, FL. He enjoyed playing tennis and reading.

Emmet Radcliff, a former cryptologic support specialist in the Directorate Staff, died May 14 of a heart attack. He was 81.

Prior to joining the Agency, he served with the then Army Air Forces during WWII. He retired in 1973 with 26 years of Federal service.

Mr. Radcliff graduated from Southern Illinois University, and earned a master's degree in education from George Washington University. A longtime resident of Wheaton, MD, he enjoyed playing golf and was interested in photography.

His wife, Barbara; a son Craig; a daughter Caroline Diehl; and three grandchildren survive Mr. Radcliff.

Horace G. Reiff, a former communications officer in the Technology and Systems Organization, died April 22 of pneumonia. He was 89.

Prior to joining the Agency, Mr. Reiff served with the U.S. Navy. He retired in 1976 with 42 years of Federal service.

Mr. Reiff resided in Glen Burnie, MD. He is survived by his wife, Olympia; a son; and a daughter.

William George Stolkovich, Sr., a former senior engineering specialist in the Operations Organization, died June 5 of a heart attack. He was 57.

Mr. Stolkovich graduated from Penn Technical Institute and joined the Agency in 1961. He retired in December 1997 with 36 years of Federal service.

A native of Aliquippa, PA, Mr. Stolkovich was a longtime

resident of Glen Burnie, MD. His interests included church, woodworking, playing Santa, HAM radio, and spending time with his family.

Mr. Stolkovich is survived by his wife, Blanche; a son, George, Jr.; two daughters, Debbie Nieves and Paula Haley; and four grandchildren.

In Appreciation

To my dear friends at NSA—you touched my heart deeply by all of your prayers, well wishes, and cards during my recent illness. You are truly special people filled with kindness and compassion. Your thoughtfulness will always remain close to my heart. May God bless you.

—Mary Ann Hart

On behalf of my sisters, Betty and Carole, and our family, we would like to sincerely thank you for your prayers and kindness extended on the sudden death of our mother Annette M. Dohler.

—Sharon E. Nohe

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 husband, George. Your kindness during this difficult time will always be remembered. May God bless you all.

—Blanche Stolkovich and Family

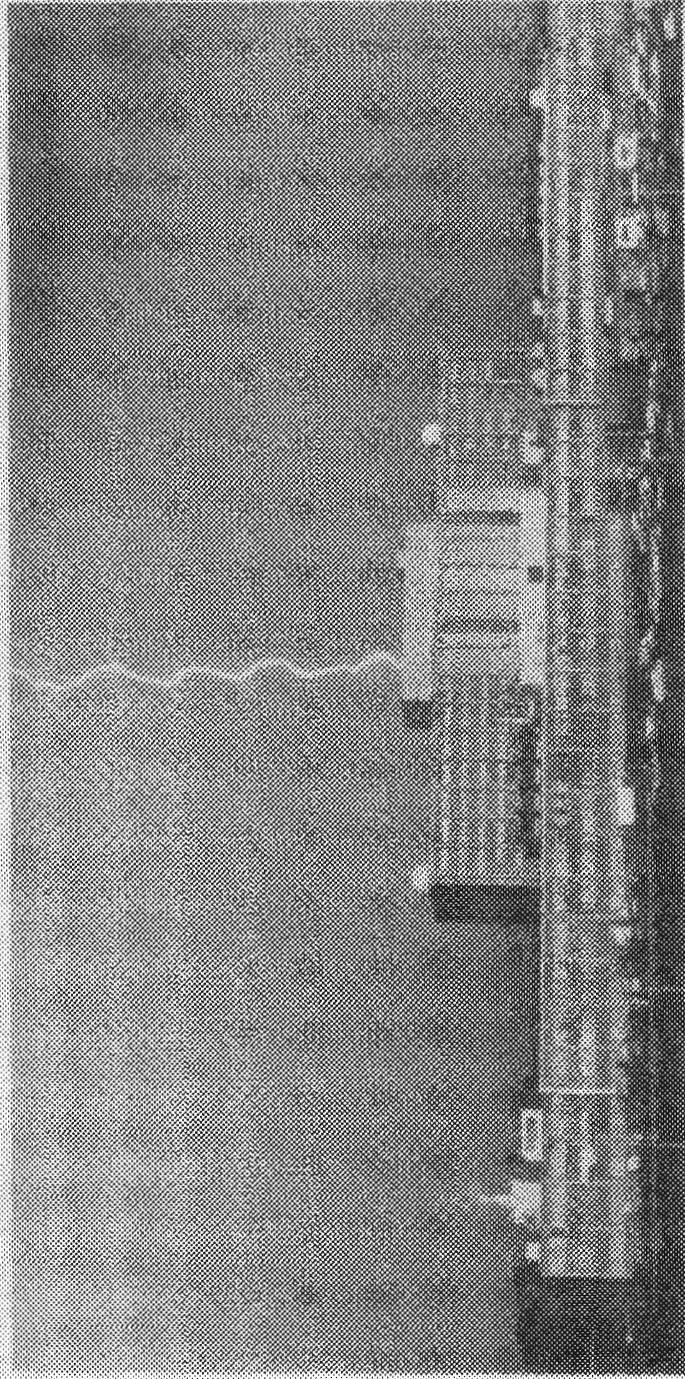
My family and I would like to thank my coworkers and friends for the kind words, cards, and prayers upon the loss of my father. I would like to thank you for your support, compassion, and understanding during the 3½ years my father waged a battle with brain cancer. Your thoughtfulness will always be remembered.

—Edie Woodbury

A Blast from the Past

Almost everyone has seen this photo, but few of us know its history. This explanation appeared in the March, 1992 Newsletter. FYI, the winning title was "The Month Floor-Creeps Everything."

CONTEST...CONTEST...CONTEST...



The Newsletter, in conjunction with the Civilian Welfare Fund Council, is sponsoring a "Name The Photo Contest." First Prize is \$15, Second is \$10 and Third is \$5.

The above photo was taken in the summer of 1979 by Kevin L. Kruger with the assistance of H. Cree Newbold. At that time, both Kruger and Newbold were stationed at Ft. Meade with the Air Force. Using a Yashica on a small tripod, the two placed the camera on the window sill of the dormitory in an attempt to get pictures of a gathering storm. The resulting picture was a pure accident. Neither Kruger nor Newbold were aware that the NSA building was even on film until they saw the finished photo.

Send all titles to Editor, NSA Newsletter, SAB 2, 2S128. The deadline for entries is Friday, May 7. The winner will be announced in the June issue of the Newsletter.