

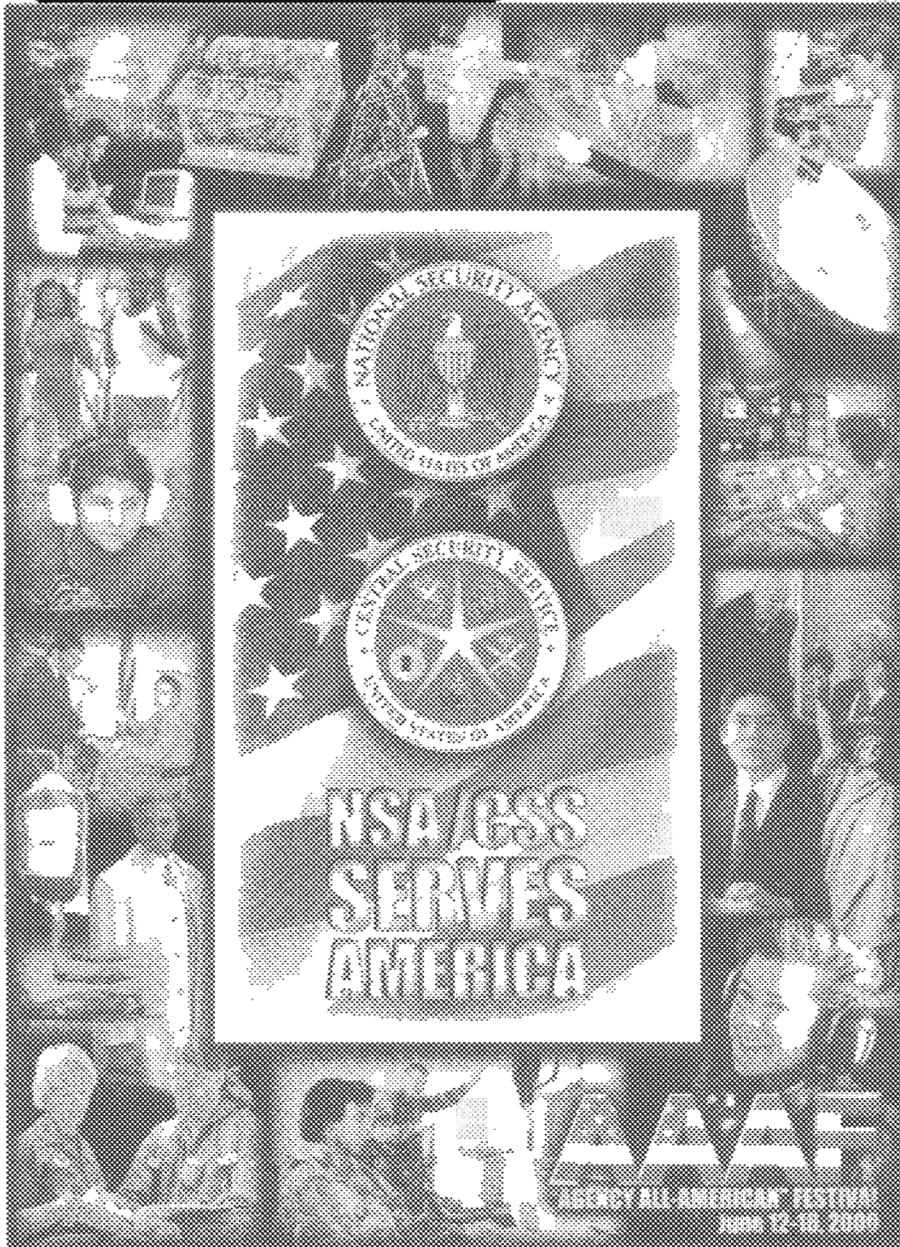


NEWSLETTER

Volume XLVIII, No. 6

June 2000

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A celebration of our heritage and contributions • A celebration of our heritage and contributions • A celebration of our heritage and contributions

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DS Women Take Home the Prize

by Lynn Campbell,
Federal Women's Program Manager

At the 18th Annual Baltimore Federal Executive Board's Federal Women's Program Conference, March 30, 21 women representing NSA's DS Federal Women's Program Council (FWPC) received this year's prestigious Federal Women's Program Award. This is a first for NSA, as it has forwarded nominations for the award in past years and never taken home the prize.

The Federal Women's Program Award recognizes individuals and/or groups that are exemplary in their support of the Federal Women's Program (FWP). NSA nominees for the award compete with nominees from all Federal agencies in the Baltimore sector, against a list of specific criteria which says the nominee:

- ◆ exercises initiative and willingness in serving, planning, promoting, and executing action in the activities and programs that have a positive impact on the development of women;
- ◆ assumes responsibility for improving an atmosphere of employment that is harmonious and supportive of the needs and achievements of women employees;
- ◆ is considered to be an outstanding role model for all employees; and
- ◆ assists women employees in identifying and attaining career goals.

For its outstanding efforts in supporting NSA's FWP in all the aforementioned categories, the DS FWPC is richly deserving of this award. It is a

dynamic collateral-duty team of professional women who contribute 110 percent to their respective organiza-



DS Award Winners

tions and to championing work force issues. The DS women have sponsored a variety of programs, seminars, and workshops to enhance the career development of women at NSA. Their offerings have included sold-out presentations including a "Marketing Yourself Workshop" and programs on "Motivation through Communication," "Coaching," "Mentoring," and "Effective Teaming." It was the first Federal team to sponsor the American Red Cross training program on crime avoidance, which has been taught to more than 4,000 NSA employees. The DS FWPC sets the standard and serves as a role model for other organizations.

In addition to being honored by the Baltimore Federal Executive Board, these women were also recognized as the NSA FWP award winners at a

Directorate-hosted luncheon during Women's History Month.

Congratulations to this high-energy team for making a difference and for doing their part to enhance NSA's image in the business community. The team includes Gay Woody, Chair-SC; Kristin Murphy, S09; Michele Spaulding, SC; Randal Thompson, SC; Betty Haseman, SC; Lucindia Martin, SC; Jeanette Johnson, Chair-SC; Deborah Fairall, S2; Sue Seevers, S3; Alexis Saunders, S4; Diana Pohlmann, S6; Juliann Yarko, S7; Diane Counts, S7; Catherine Goff, S8; Anne Clark, S; Anita Iseman, S2; Kathryn Bensel, S2; Jacqueline Leonard, S4; Sonja Soleng, S6; and Danya Forrester, S61.

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 economics 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.

DIRNSA'S DESK



Although summer doesn't officially arrive until later this month, we have begun the traditional summer season here in the United States. It is the time of year for barbecues, outdoor sports, and well-deserved vacations. The longer days encourage us to focus more of our attention on play, and add additional activities to our busy schedules. In the military, we call this time between Memorial Day and Labor Day the "101 Critical Days of Summer." The risk to our personnel is highest during this time, and I hope to increase awareness as we enter the summer season.

As I said last summer when we began our changes here at NSA, and reiterated at the town meeting a few weeks ago, risk is not inherently bad. In the past, perhaps, risk-avoidance was an acceptable business model. The 21st century digital world, however, will be one in which risk-avoidance is impossible; we must therefore manage risk rather than avoid it. The same principle applies to our personal as well as professional lives. I would not ask anyone to avoid a family barbecue, or not go on vacation, or put off visiting relatives because of increased risk. This time of year is exciting, and many activities compete for our attention, so we owe it to ourselves and to our families to manage the risk. We should neither let outside distractions interfere with our vital national security work, nor stresses from work pressure us into exceeding our limits during our free time.

We have been working hard to bring meaningful change to our Agency, and we are seeing progress. We have established what could be called a "routine of change," where we are no longer afraid to adopt best practices simply because they are new. There is hard work ahead, and a long way to go, but I am proud of the way all of you have responded to the challenges and have dared to communicate honestly with the highest levels of management. I encourage everyone to enjoy the summer.

Michael V. Hayden

The Freedom of Information Act

Do you know your rights and responsibilities?

by Pamela Phillips, Chief, Freedom of Information Act/Privacy Act Services

The Freedom of Information Act (FOIA) is a law that provides that all individuals, including foreign nationals, have the right to request access to U.S. Government records. Exceptions apply when such records (or portions thereof) are protected from disclosure by one of nine specific exemptions. Due to the sensitivity of NSA's functions and activities, the Agency uses those exemptions to protect classified information, as well as other information, the release of which could harm an Agency interest. More specifically, protected information includes, but is not limited to:

- *classified information;
- *information that relates to the internal rules and practices of the Agency (one such example is an e-mail header, the release of which could allow someone to reconstruct NSA's computer network);
- *the core functions and mission of the Agency (such as details of its SIGINT and INFOSEC missions);
- *employees' names and certain functional organizational titles;
- *certain commercial information that might harm a business with which the Agency deals or harm the relationship that NSA has with a particular business;
- *deliberative material used in the decision-making process by Agency decision makers;
- *attorney work-product and attorney-client privileged information;
- *information the release of which would invade the personal privacy of an individual; and

*certain types of investigatory information contained in files of the Office of the Inspector General or the Office of Security.

The range of FOIA requests is enormously broad. Historians often request information on



WWII and Vietnam, and journalists frequently request information related to current events or international affairs. Requests for UFO information are, perhaps, the most frequently received type of request. NSA

actually has a package of information related to UFOs that is available to the public on the Agency's Internet website (<http://www.nsa.gov:8080/docs/efoia>). Incidentally, many of the requests received do not pertain to the Agency or its mission. Of more than 2,000 requests received last year, 30 percent were not related to NSA's mission at all.

A Typical Day

Every day the FOIA office is full of new questions and constant challenge. Each new request is slightly different from the previous one. Though some requests add laughter to the day, there are also points where frustration sets in. Fortunately, this does not last long, and employees benefit each time they learn some-

thing new and apply it to other related tasks. The most challenging aspect of the job is meeting the delicate balance between releasing information to the public and protecting information that could harm an Agency interest if released. It is also a challenge to keep abreast of information regarding NSA that has already been publicly released. This must be done to avoid individual "pieces of the puzzle" being combined to form a classified "mosaic."

Whose responsibility is it?

Organizations throughout the Key Components are often asked to assist in responding to FOIA requests. This can range from conducting a search for responsive records to reviewing the records and providing justification for withholding information. In some instances, the FOIA staff encounters resistance when requests are filtered down the chain. This mainly occurs because employees are not familiar with the requirements of the FOIA or because processing FOIA requests may impact an already overwhelming workload.

Employees need to understand that, in addition to being a legal requirement, processing FOIA requests is part of the Agency's mission. It is every employee's responsibility to assist when needed. It is an opportunity to serve the public in a way that most Agency employees cannot otherwise do. The FOIA Office likes to think of itself as another window into NSA—its mission, to serve the Director and the public.

A recurring question that the FOIA staff receives from Agency employees is, "You cannot release this information since it is classified, so why do we have to give it to you?" The FOIA Office must conduct a review of all

responsive information, and justify any information that it withholds from release.

Who's paying the price?

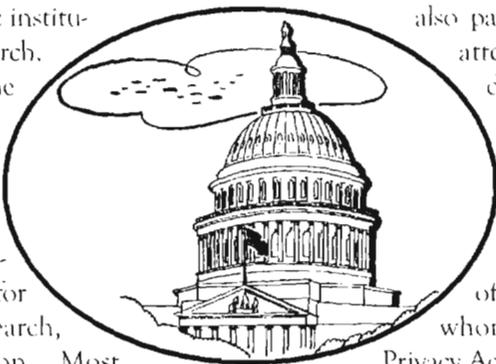
The Agency does not recoup most of the costs associated with processing FOIA requests. Some categories of requesters, such as journalists and educational and scientific institutions that conduct research, do not have to pay for the time it takes to search for responsive documents and only pay for duplication in excess of 100 released pages. Commercial requesters must pay for all costs incurred—search, review, and duplication. Most requesters fall into the “all other” category and are typically requesters from the general public who are not charged for the first 2 hours of search time or for the first 100 pages of releasable, duplicated files. In any case, all of the money collected goes directly to the U.S. Treasury; it does not go into the NSA budget to help pay for the FOIA program.

Learning Process

The learning curve to process FOIA requests is a long one. It takes approximately 6 months before a case officer can function independently and process some of the more complicated cases. Ideally, a case officer should plan to stay with the FOIA office for 3–5 years to make a meaningful contribution to the office.

When seeking individuals to work in the FOIA office, the FOIA management first looks for employees who have previous experience in the Operations Organization. Their analytical skills are vital in recognizing that operation's equities need to be considered

and protected in the majority of the documents reviewed. Background and experience of all types, however, can bring unique insight and skills to the office. Once onboard and working FOIA cases, case officers must often do extensive research to determine where particular documents are maintained. They must



also pay exclusive attention to detail. The FOIA office currently comprises 13 case officers, 3 of whom handle Privacy Act requests.

The Privacy Act

In contrast to the FOIA, the Privacy Act (PA) is a law that regulates the collection, maintenance, use, and dissemination of personal information. It also allows U.S. citizens to request access to the information the U.S. Government has on them and protects the records against unauthorized disclosure. Information collected must be accurate, relevant, timely, and complete. The most common types of records covered by the PA are individuals' personnel, security, medical, and training files. Finally, the PA allows an individual to request that a record be amended if it is determined that there are factual errors in the record.

Submitting Requests

FOIA requests may be submitted by U.S. mail or some other commercial delivery means, by facsimile, or electronically via the Internet. A request that does not reasonably describe the desired records cannot be processed, and the requester will be asked to clar-

ify the subject and/or scope of their request. PA requests must be submitted in writing.

The internal FOIA and PA home pages may be found at <http://www.nsa.gov/foia/>. The Internet website is located at <http://www.nsa.gov:8080/docs/efoia>. For more information regarding the FOIA or PA, or if you are interested in working in the FOIA Office, contact Pamela Phillips (pnphill@nsa) at 963-5827 or 301-688-6527.

Mission: Unimpossible!

The morning of Thursday, May 11 started out like most other mornings in the NSA Customer Service Center (NSA CSC) until a call came in from a visiting Canadian. He placed a call to X6600 because he was told they could fix anything—even the unusual request he was about to make. He wears a prosthetic leg, and the hex nut on the foot had worked loose.

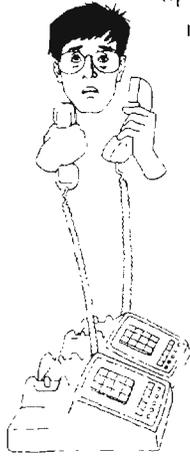
While an NSA CSC employee took the call, a Call Center employee overheard the conversation, took off her headset, grabbed her trusty set of wrenches, and off she went to the CANSLO office in OPS 2B to reattach the gentleman's foot! She quickly discovered she didn't have a wrench that fit the hex nut. Proceeding to the S6 maintenance area in the basement of OPS 2B, she was able to borrow a hex wrench in the required size. The quick resolution of the visitor's dilemma allowed him to continue with his scheduled meetings.

Not all calls are so easily resolved, but this is one that will be remembered for a long time! The efforts of all involved truly represent the meaning of customer service!

Telephone Switching Services (J532)

by Kathy Gleason, Corporate Internal Communications

Do you ever wonder who is on the other end of the phone line when you place a call to an Agency operator? Is there a room where rows of operators sit at a patch switchboard, pulling plug after plug to connect you to the right party—or searching through volumes of phone books to get you the right number? Needless to say, those days have been left behind for the nostalgic movie buff to view.



Mrs. Lois Henning heads up the Agency Telephone Switching Services. Bringing 10 years of dedicated service to the position, she leads a staff of five full-time and two part-time operators. The telephone switching office is staffed 24 hours a day, 7 days a week, even during Agency closures. The staff does whatever it takes to keep the phone lines operating, even if it means working extra shifts during inclement weather.

Prompt Efficient Service

The operators average 250,000 assisted calls per year, sixty percent of which are on the nonsecure system; twenty percent secure; and twenty percent STU III (secure telephone unit) and Defense Switch Network (AUTOVON). Not surprisingly, the advent of SEARCHLIGHT, an infra-

structure project that provides directory service capability to NSA, has decreased the number of secure assisted calls. The recent network crash created a huge surge in secure, directory-assistance calls and requests for internal telephone books, which are no longer published.

Most of the nonsecure calls are for commercial-directory assistance. The Agency uses the same type of system as the Bell Atlantic operators. Its database contains more than 25 million listings and covers all exchanges in Maryland, Virginia, Delaware, West Virginia, New Jersey, Pennsylvania, and the District of Columbia. It averages 75,000 updates a day. The Agency pays 8 cents apiece for nonsecure inquiries.

Enjoyable Environment

Because of the very low personnel turnover rate in the telephone switching office, the operators have become like family to one another. Many operators have been in their jobs for more than 10 years. Their in-job longevity rate is probably one of the highest at the Agency. One of the appealing aspects of their job is the low stress rate. When they leave at the end of their shift there is no carry-over to the next day. They handle all types of calls—from crank callers to those who just need someone to listen. Fortunately, with the advent of the caller ID (on both secure and nonsecure phones) they are able to forward those calls to Security Services that require further scrutiny.

This office is also responsible for placing recordings on the Emergency

Announcement System. This system is capable of handling 2,000 callers simultaneously. The Support Services Operations Center provides the wording for the recording, and also makes the decision to activate the recording.

Next Generation Technology

What will be the future telephone technology for the Agency? The day is fast approaching when we will have the technology to just use our voice over the computer to talk to others. We all learned during the recent outage that when the computers shut-down we still have our reliable friend—the telephone—for communicating with others outside our offices.

The next time you pick up your secure or non-secure phone and dial the operator, remember that the voice you hear on the other end is what customer service is all about.



Agency telephone booth, circa 1950's—notice the Coke bottles!

A Blast from the Past

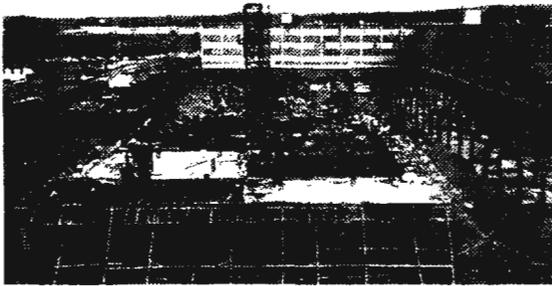
We know it as "Headquarters Building," but when it was built in the early '60s it was called "Annex I." The photos show three scenes of the building's construction, spanning about 1 year's time.



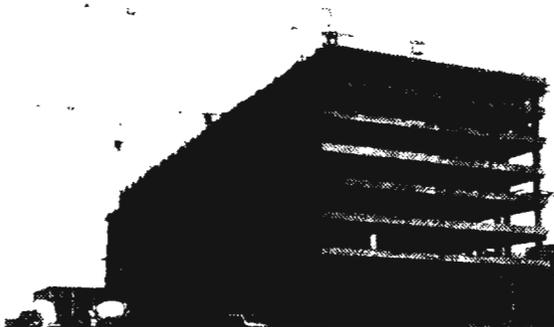
About this time last year construction was begun on Annex I. The three pictures shown here portray progress through June 15, 1964. Despite delays encountered by the masonry finishers and carpenters, construction of the Annex is still on schedule. Overall construction is 75% complete, with 25,000 cubic yards (90%) of the concrete having been poured. The cafeteria additions, parking lots, and utilities' ties have been completed. The various mechanical trades are installing duct work.



The beginning - July 3, 1963.



Mid-point of construction - December 9, 1963.



Construction as of - June 15, 1964.

plumbing, electrical, etc., through the fourth floor. The contractor will "top-out" the Annex by early July. Then he will concentrate on the extended basement and connecting corridors. Also, masonry work will begin during the first part of July.

Safety has been the watchword on the project. Since the start of the project, there have been only three lost time accidents. It is hoped that the second year of construction work will be as productive as the first year has been.

NSA NEWSLETTER

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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.

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The Newsletter is printed by the Publishing Services Division.

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.

Page taken from the NSA Newsletter Volume XII No. 13 July 1, 1964

The People of NSA/CSS

by Janet M. Fecteau

First it was the NSA-marked highway entrance ramp and sign outside the main complex. Then it was a new Director pledging to share NSA/CSS stories more openly with the American people. Have we given away all the secrets? Or, have we kept the most precious of them hidden within the walls? This article explores our most valued resource.

Have you seen a biker striding through the halls, maybe a choir member, a poet, a juggler, someone with a B.A. in conservation and resource development, or a volunteer mediator? These people are your Agency colleagues. During the Agency All-American Festival (AAAF), NSA takes time out to celebrate the entire work force, for what they do on the job, and in the skills and talents they offer to those in the wider circles of their communities.

Some of these talents are an outgrowth of cultural education, some are developed just for fun, and many play an important role in how business is done at NSA. It's important to recognize the vast skill set that Agency employees can offer in the pursuit of joint goals, but it's also important to recognize the people that make up the world's best cryptologic organization.

20 Years

- Position:** Intelligence Analyst/Linguist
- Education:** B.A. in history and Japanese language with Asian studies certificate, University of Pittsburgh; M.S.A. in public administration, Central Michigan University

- Hometown:** born in Philadelphia, PA, raised in Scranton, PA; currently living in Baltimore County

- Interests:** swimming, tai chi chuan, juggling, racquetball, nitrox scuba diving, judo, amateur radio, Middle East dance and music

- Community Involvement:** actively involved in three Baltimore-area synagogues, two amateur radio clubs, and one juggling club

- Cultural Affiliation:** ancestors from several Eastern European countries

- Family Status:** married, two children

“The Agency has given me tremendous opportunities to branch out in other fields, providing training opportunities and many chances to try new things. I have taken what I have learned here at the Agency as well as from the outside and applied it each day on the job. Having a diverse background and varied interests has allowed me to help and interact very well with my coworkers.”

18 Years

- Position:** Member of the Lightcore Program Management Office



- Education:** B.S. in conservation and resource development, University of Maryland

- H o m e t o w n :** Hanover, MD

- Interests:** my family, biology, crafts, and sports

- Community Involvement:** co-taught religious classes, many positions at Severn Elementary School, office/guidance department volun-

teer at Old Mill Middle School North (OMMSN), team manager for youth soccer, basketball, and baseball

- Member:** Our Lady of the Fields Catholic Church, Severn Elementary School, and OMMSN Parent Teacher Association

- Cultural Affiliation:** Hispanic of Puerto Rican descent

- Family Status:** married, two children

“I have an intimate understanding of many of the diverse cultures that make up the NSA work force. Consequently, I'm easily able to work closely with many different groups and individuals, from managers and coworkers here at NSA and other government and contractor facilities, to the Service men and women in the field, to get the job done by respecting diverse perspectives, levels of understanding, and needs.”

15 Years

- Position:** sign language interpreter and teacher, American Indian/Alaskan Native program manager

- Education:** some course work at Towson State, Catonsville Community College, and Gallaudet University



- Hometown:** Baltimore, MD

- Interests:** signing, riding a Harley, raising a family, and working with the deaf since 1975

- Community Involvement:** interpreter at Spirit of America and at church services such as weddings, help with Job's Daughters, ordained minister

- Member:** Socially-Oriented Bikers Motorcycle Club, Women on Wheels, Registry of Interpreters for the Deaf
- Cultural Affiliation:** Lumbee Indian
- Family Status:** married, five children

“I assist with sign-language classes. I have had a huge increase in requests for interpreting service and class offerings in the vein of teaching offices with a deaf employee or other employees with a need to communicate with deaf people. I also interpret outside NSA, to include signing for the President of the United States.”

Marla Stahl
21 Years

- Position:** Partners-in-Education program manager, Dispute Resolution Center mediator, leadership and diversity instructor, team-build and strategic-planning-session facilitator
- Education:** B.A. in Russian language and literature
- Hometown:** Everywhere! Father in U.S. Navy, lived in New York, San Francisco, Japan, and Virginia
- Interests:** singing, walking my dog, attending my children's concerts, exhibits, and shows; and love those “O’s”!
- Community Involvement:** youth group leader, Sunday School teacher, Management Team of Howard County (HC) Special Olympics, volunteer community mediator for HC Mediation and Conflict Resolution Center, home

- rebuilder with Habitat for Humanity
- Cultural Affiliation:** French, Scottish, English, Austrian, African-American, Cherokee Indian
- Family Status:** two children

“Because of the length of time I have been at NSA and the number of wonderful people I have met through 10 years of teaching classes, I have a large network of colleagues and friends with whom I can exchange information and assist professionally. As a result, I am often called upon to help people learn more about themselves and each other, and to find ways to improve their professional relationships and careers.”

Mitchell Takata
16 Years

- Position:** Chief of Human Resources and Development, Global Issues and Weapons Systems
 - Education:** B.A. in business management, University of Maryland
 - Hometown:** born and raised in Honolulu, HI
 - Interests:** fishing, boating, and music
 - Community Involvement:** coached basketball and baseball for Greater Odenton Recreation Council, heavily involved with music program at Severn Baptist Church as choir member and former music director
 - Cultural Affiliation:** third generation Japanese American
 - Family Status:** married, two children
- “I worked for 13 years for Montgomery Ward as a department manager,

er, facility manager, then district line manager before coming to the Agency. Management experience in private industry, coupled with a degree in management, gives me some unique perspectives as a manager at NSA that not only help in my role as a manager but also enable me to serve as an adjunct faculty member for the MD-300 curriculum. My upbringing in a multicultural society and my cross-cultural marriage give me a unique outlook on diversity issues, which is why I also adjunct for EEO.”

SrA Sheldon Watkins, USAF
8 Months

- Position:** telecommunications maintenance technician
- Education:** six credits short of an associates degree
- H o m e t o w n :** Brooklyn, NY
- Interests:** writing poetry, football, walking, fixing things, and helping others learn
- **C o m m u n i t y**
Involvement: mentor at Meade Middle School, volunteer for the African American Heritage Committee
- Cultural Affiliation:** African American
- Family Status:** single

“My impact on the Agency is not major. I just display who I am all the time. I guess you could say that I contribute consistency to my job as well as to NSA. My technical knowledge does speed the completion of the work that we do as a team, and I continue to learn from others to help me be more effective.”

"Agency All-American Festival" Schedule of Events

Wood Company's menu theme for AAAF week is "Cuisine Across America."

Monday, June 12

8:00-8:30 a.m.—Flag Raising Ceremony, OPS 2A Flagpole; SSgt Larry Ferrell, USAF will sing the National Anthem

9:00-11:00 a.m.—Keynote Trainer, DIRNSA hosts "White Men in America...A Historical Perspective," (MDS10) by Dr. Anthony J. Ipsaro, Friedman Auditorium

9:00-10:00 a.m.—Museum Tour

11:00-11:30 a.m.—Guitarist/Singer, Tom Truitt, FANX II Cafeteria

11:00 a.m.-1:00 p.m.—Craft Fair Club will feature internal crafters, R&E Building

11:30 a.m.-12:30 p.m.—Polynesian Dancers, Friedman Auditorium

5:00-7:00 p.m.—Evening Social featuring Meade High School Strings—harpist, guitarist, flutist; Canine Suites

Tuesday, June 13

9:00-10:00 a.m.—Museum Tour

9:00-11:00 a.m.—"Fun" Skills Presentation, OPS 1 North Cafeteria Party Room

11:00 a.m.-1:00 p.m.—Entertainment, R&E Symposium Center, SSgt Larry Ferrell, USAF, Singer

11:30 a.m.-12:30 p.m.—Game "Who Wants to be a Millionaire," Friedman Auditorium

1:00-2:00 p.m.—Museum Tour

Wednesday, June 14—Red, White, and Blue Day

7:00 a.m.-5:00 p.m.—M*A*S*H* Style Blood Drive, OPS 1 North Cafeteria Party Room

11:00 a.m.-noon—Polynesian Dancers with cultural oratory, R&E Bldg.

11:00 a.m.-1:00 p.m.—Craft Fair Club featuring internal crafters, FANX III

11:00 a.m.-1:00 p.m.—Absolute Sounds disc jockey service, FANX III Cafeteria

12:00-12:30 p.m.—Singer/Guitarist Amanda Fabula, R&E Symposium Center

12:15-13:15 p.m.—Salsa/Swing dance lessons, Canine Suites

1:00-2:00 p.m.—Museum Tour

All cafeterias will serve red, white, and blue cake at regular prices.

Thursday, June 15

9:00-10:00 a.m.—Museum Tour

11:00 a.m.-1:00 p.m.—"Fun" Skills Presentation, OPS 1 North Cafeteria Party Room

11:00 a.m.-12:30 p.m.—Entertainment R&E Symposium Center Classic Rock Duo

11:15-11:45 a.m.—BE Gospel Choir, Friedman Auditorium

12:00-12:30 p.m.—Parkway Chorale, Friedman Auditorium

12:45-1:15 p.m.—Singer, SSgt Larry Ferrell, USAF, Friedman Auditorium

1:00-2:00 p.m.—Museum Tour

1:00-3:00 p.m.—Diversity Training, EO-250, "Generation X," OPS 1 North Cafeteria Party Room

2:30-3:30 p.m.—Red Carnation Award Presentation, Canine Suite

Friday, June 16—AAAF Picnic

9:00-10:00 a.m.—Museum Tour

10:00 a.m.-2:00 p.m.—Craft Fair Club and vendors' sale, OPS 2A/2B Courtyard

11:00-11:20 a.m.—Bagpiper

11:00-11:30 a.m.—Barbershop Quartet, OPS 1 Cafeteria

11:00 a.m.-1:00 p.m.—Paso Fino Horses, Vigilance Park

11:00 a.m.-1:00 p.m.—All-American Dog Agility and Obedience Training, Vigilance Park

11:00 a.m.-1:00 p.m.—Absolute Sounds DJ service, OPS 3 Cafeteria noon-12:30 p.m.—Singer, Amanda Fabula, OPS 3 Cafeteria

11:00 a.m.-1:00 p.m.—Oracle Band, FANX III Cafeteria

11:00 a.m.-1:30 p.m.—AAAF Picnic, OPS 2A/2B Courtyard/Cafeterias, OPS 1, OPS 3, R&E Building, CANX, NBP and FANX III

11:00 a.m.-1:30 p.m.—Classic Vehicle Display, OPS 2A/B Courtyard/VCC Parking Lot

11:00 a.m.-1:30 p.m.—Wite Noyze disc jockey service with trivia contest, OPS 2A/2B Courtyard

11:30 a.m.-noon—Elktones of Sweet Adelines, OPS 1 Cafeteria

11:40 a.m.-12:10 p.m.—Parkway Brass, OPS 2A/2B Courtyard

noon-12:30 p.m.—Singer, Amanda Fabula, OPS 3 Cafeteria

noon-1:30 p.m.—Classic Rock Duo, OPS 1 Cafeteria

12:35-1:00 p.m.—Fencing Demo, OPS 2A/2B Courtyard

1:00-2:00 p.m.—Museum Tour

Free updated AAAF cookbooks, "Recipes from America's Mixing Bowl," will be distributed at all picnic locations. Also, ice-cream will be sold for 25 cents, courtesy of the Civilian Welfare Fund.

Note: Events are subject to change. Be sure to check the AAAF homepage at <http://doddev02.evo.do.nsa/aaaf.nsf/Events> for schedule updates.

The concept for the May cover was provided by Illene Rollis.

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

**Thrift Savings Plan Rates
Through April 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			
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
April	(2.98)	(.29)	.52
Last 12 Months			
	9.99	1.27	6.43

Percentages in () are negative.

Mark Your Calendar

✓ **June 12—"White Men in America... A Historical Perspective"**

In celebration of the Agency's All American Festival (AAAF), Lieutenant General Michael V. Hayden, USAF, in conjunction with the Office of Equal Employment Opportunity, is proud to present "White Men in America...A Historical Perspective."

For many years, much attention has been focused on the changing roles for women and minorities in America. Less attention has been given to the status of America's white men. Dr. Anthony J. Ipsaro will present one of the first accounts of the status and power of American white men in a diverse and democratic society—their contributions, their failures, and their futures in the 21st century.

Dr. Ipsaro's presentation treats the sensitive topics of gender and race relations in an understandable, respectful, entertaining, and provocative manner. He provides individual skill and organizational strategies that help to create greater productivity and success in today's rapidly changing business world.

Dr. Ipsaro holds a doctorate in organizational behavior and a doctorate in clinical psychology with a specialty in the psychology of men. An internationally acclaimed educator and organizational consultant, Dr. Ipsaro offers individual and group consultation to men and women, addressing issues that face men in their families, at work, and in social relationships.

For additional information on this and other festival events, visit the

AAAF homepage at <http://dodex02.evo.do.nsa/aaaf.nsf/Events>. All Agency employees are encouraged to attend.

✓ **June 20—Safety Fair 2000, OPS 3, 10:00 a.m.–2:00 p.m. and June 22, FANX III, 10:00 a.m.–2:00 p.m.**

Don't wait until someone gets hurt to correct safety hazards. Learn how to prevent accidents. Sponsored by the Information Systems Security Organization, Safety Fair 2000 is open to all Agency employees.

The safety fair will feature information booths and interactive displays focusing on a wide variety of hazards found at work and at home. Come see the Maryland Fire and Rescue Institute set fire to their "Residential Sprinkler Trailer," or chat with the Poison Control Center about child-proofing your home. S21's Occupational Health on Wheels (OHOW) vehicle will be there, as will S4, Security Services.

Are you concerned about boating or hunting safety, or whether your infant seat is properly installed in your vehicle? Visit the Safety Fair and put concerns to rest. For more information, contact Tom Crawford, tacrawf@nsa or William Hagedorn, whhaged@nsa.

✓ **September 9—MHS Reunion 2000, 11:00a.m.– 5:00 p.m.**

The MHS reunion this year will be held at Blobs Park. Additional information will be published in the August edition of the NSA Newsletter.



Awards

MERITORIOUS CIVILIAN SERVICE AWARD



Sandra L. Sadler

DEFENSE DISTINGUISHED SERVICE MEDAL



Richard L. Button
MSgt/USAF

DIRECTOR'S DISTINGUISHED SERVICE MEDAL



Cheryl Y. Keeter

Retirements

40 Years

Kathleen M. Baker

39 Years

Richard K. Lyons

37 Years

Thomas C. Granger

32 Years

Rosemary W. Prange

30 Years

Nancy E. Hobaugh

21 Years

Lawrence W. Murphy

16 Years

Donald W. Nicholls

13 Years

Emmett Gill

Political Activity and the NSA Employee

by Renee Frank, Standards of Conduct Office

The quadrennial campaign for U.S. President serves as a good signal for reminding employees about the Hatch Act and its restrictions on some types of political activity by Federal employees.

The Hatch Act was created to limit the ability of Federal employees to unduly influence the votes of subordinates and average citizens. However, this law was not the first expression of concern about political activity by government employees. Thomas Jefferson's expression of concern led to orders from all of his cabinet secretaries to their departments, which stated that while it is "the right of any officer [Federal employee] to give his vote at elections as a qualified citizen...it is expected that he will not attempt to influence the votes of others nor take any part in the business of electioneering, that being deemed inconsistent with the spirit of the Constitution..." After a century or so, Congress took action, and in 1939 it passed a comprehensive bill on political activities, which was named after its author, New Mexico Senator Carl Atwood Hatch.

Provisions of the Act limited the partisan political activities of Federal employees, employees of the District of Columbia and specific employees of state and local governments. Congress took this action in the belief that limitations were required to ensure fair and effective functioning of public agencies. The law has passed constitutional muster with the Supreme Court in cases decided in 1947 and 1973. The Court held that the Act

was not an unconstitutional infringement on employees' rights to free speech because the right to speak out on political issues was retained.

In 1993, Congress passed new legislation which substantially amended the original act. (See 5 U.S.C. Sections 7321-7326.) Under the 1993 version of the Act, there are three classes of Federal employees. Employees who serve under Presidential appointment (including cabinet secretaries and Executive Office of the President) have fairly wide latitude to engage in partisan political activity provided the activity is not paid for with U.S. Treasury funds. Many, but not all, Federal employees may take part in political activities in their personal time to include campaigning and speaking on behalf of candidates. Because of our national security mission, NSA employees fall into the third category that includes employees at other national security and law enforcement agencies. This category is the most restrictive on partisan political activity.

Rules regarding political activity that apply to all NSA employees:

NSA employees *may*:

- ★register and vote as we choose;
- ★assist in non-partisan voter registration drives;
- ★serve as officials at polling places;
- ★express opinions about candidates and issues;
- ★participate in campaigns where none of the candidates represent a political party;
- ★contribute money to political organizations or candidates;
- ★attend political fund-raising events;
- ★join political clubs or parties; and
- ★campaign for or against referendum questions, constitutional amendments, municipal ordinances which are not identified with political parties.

NSA employees *may not*:

- ★engage in political activity while on duty or in Federal offices;
- ★be candidates for public office representing a political party;
- ★campaign for or against a partisan candidate or slate of candidates;
- ★make campaign speeches;
- ★solicit or collect contributions or sell tickets to political fund-raising functions;
- ★distribute campaign material in partisan elections;
- ★organize or manage political rallies or meetings;
- ★hold office in political clubs or parties;
- ★circulate partisan nominating petitions;
- ★serve as a poll watcher or electioneer on behalf of a candidate or slate of candidates;
- ★work to register voters for one party only; and
- ★wear political buttons at work.

Restrictions on the political activity of active duty commissioned and enlisted military members are covered in Department of Defense Directive 1344.10. These restrictions are for the most part the same as those above which apply to Federal employees working for national security and law enforcement agencies.

Contact the Standards of Conduct Office at 301-688-2752, regarding specific questions about a situation. The Office of Special Counsel, responsible for educating Federal employees on the Act and for investigating allegations of Hatch Act violations, may be contacted at 800-85-HATCH (800-854-2824). According to the Office of Special Counsel, most Hatch Act violations occur because employees lack knowledge about the rules. We are here to help prevent inadvertent violations by Agency employees.

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. TIMWT AXWT STEKAQIKH KJKAQKTFX EISDMK-DXZWVH HSAQKAX
2. MIEKLDK, HDU FUVQ DXWQ PWVILP MVQW, AQCH MDXWQVHW
3. OLFONI ODMIRNG IMWMIN GNDOMEJ SMUV, RLWVDJFNJU
4. XPJKUTL VHCRV QR XUWBH LWLUSVH YUHKQV TUVCLVC
5. DTWVTC TO UOGGTCV PNUGOCR PNCDTPELK NZ KLZWOHKTCV YFOFL

Answer will appear next month.

Answer to May Puzzle:

1. RUSSIANS HAVE OPTION TO VOTE FOR "NONE OF THE ABOVE"
2. DRUG RECALLS FUELING CONCERNS OVER FDA APPROVAL PROCESS
3. IRISH, NITANNY IONS OFF TO NIT FINAL FOUR
4. NASA CHIEF SAYS HE'S RESPONSIBLE FOR MISSION FAILURES
5. SMALL GEORGIA CITY IS PUTTING ENTIRE COMMUNITY ONLINE

Setting: WHITE Key: KENWORTH Hat: PETERBILT

A Future "NSAer" in Training—The Rest of the Story

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

Since the publication of the May NSA Newsletter, The Public and Media Affairs Office has received numerous e-mails and telephone calls requesting information regarding the outcome of Matthew's entry in the State social studies competition.

Matthew is the sixth grader from Watson, LA who won first place in his regional social studies competition

with a project highlighting the National Security Agency and the Enigma (please see the May, 2000 NSA Newsletter for the complete story). The State competition was held on May 1.

Matthew called from school on May 3 to let us know that he had won second place at the State competition. He was 1 of 30 entries in his division made up of fourth, fifth, and sixth grade students.

Our hats are off to Matthew. We look forward to a bright future for him and are pleased that we were able to help.

In Memoriam

Joseph E. Fickus, Jr., an engineering specialist in the Technology and Systems Organization, died March 10 of a brain tumor. He was 60.



Prior to joining the Agency in 1982, Mr. Fickus served with the U.S. Navy.

A native of Street, MD, Mr. Fickus resided in Gambrills, MD. He enjoyed spending time with his family, fishing, crabbing, and gardening.

Mr. Fickus is survived by his wife, Ann; and two sons, Joseph III and Matthew.

Harold R. Gray, a former analyst and staff officer in the Operations Organization, died at home March 26 following a prolonged illness. He was 75.

Prior to joining the Agency, Mr. Gray served with the U.S. Army in Africa and Europe during WWII. He was a recipient of the Bronze Star. Mr. Gray retired in 1980 with 33 years of Federal service.

A native of Columbus, OH, Mr. Gray resided in Laurel, MD with his wife of 50 years. He was a past president of the Savage Boys' and Girls' Club, and enjoyed traveling and sports.

Mr. Gray is survived by his wife, Caroline; children, Bill, Howard, Larry, and Joyce; and three grandchildren.

Albert L. Murphy, Sr., a former analyst and operational staff officer, died March 9 of cancer. He was 73.

Prior to joining the Agency, Mr. Murphy served with the U.S. Navy. He retired in 1991 with 36 years of Federal service.

Mr. Murphy resided in Beltsville, MD. He is survived by his wife, Ann; 6 daughters; one son; 26 grandchildren; and 4 great-grandchildren

Donald J. Witchev, a former cryptologic staff officer in the Operations Organization, died March 19 of complications from lung disease. He was 72.

Prior to joining the Agency, Mr. Witchev served as an aviation radioman in the U. S. Navy from 1944 to 1951. The Agency's predecessor recruited Mr. Witchev from the Navy in 1951. He retired in 1974.

Mr. Witchev was active in the Civilian Welfare Fund, Tower Federal Credit Union, and was a frequent blood donor. A native of Washington DC, he most recently resided in North Charleston, SC.

Mr. Witchev is survived by his ex-wife, Ms. Clarice Schroeder; a daughter, Susan; a son, Steven; and three grandchildren.

Howell Zeigler, a former analyst in the Operations Organization, died in Edinburgh, Scotland on April 8 of complications connected with endocarditis. He was 80 years old.

A former naval officer, he joined NSA's predecessor, when it was located in Arlington Hall. He retired in 1977 with 35 years of Federal service.

Mr. Zeigler's interest included camping, walking, reading, and following current events. He is survived by his wife, three children, and one grandchild.

In Appreciation

My family and I would like to express our sincere thanks to my friends and coworkers for their expressions of sympathy and support following the loss of my father, Edward C.

Craig. A special thanks goes out to those who contributed to Johns Hopkins Parkinson's Disease research in my father's memory. Hopefully your generosity will help others afflicted with this disease.

—Edward L. Craig and Family

My family and I would like to express our appreciation to friends and associates for the "warm hands of comfort" and memorial contribution on the death of my mother. The memorial contribution was forwarded to Habitat for Humanity. Thank you.

—B. Harold Patterson and Family

My family and I would like to express our sincere thanks to our friends and coworkers for their expressions of sympathy following the loss of my grandbaby Alexa Isaac. The cards, notes, phone calls, e-mails, flowers, generous donations, and your prayers touch us deeply and offer comfort during this difficult time. God bless you all.

—Carolyn Isaac

I would like to thank my coworkers and friends for the many expressions of sympathy following the loss of my mother. Your cards, e-mails, flowers, memorial donations, hugs, and encouraging words will forever be etched in my heart. Thanks for caring.

—Judy Litke

My family and I would like to thank everyone for their expressions of sympathy following the death of my husband and best friend, Howard. Your prayers, cards, flowers, and calls helped brighten my very dark days. It is so comforting to hear from people that I have crossed paths with through the years. It is overwhelming to find so many friends and coworkers from

here and NCPAC that remembered us in our time of sorrow. It has helped us through a very difficult time.

—Mary Creswell

My family and I wish to express our sincere thanks to my friends and coworkers for the many expressions of sympathy extended to us on the sudden death of my mother, Dorothy Ratcliff. The caring sentiments of your cards, e-mails, and kind words are greatly appreciated as we begin to accept the loss of her life in our own.

—Mark

My family and I would like to express our sincere thanks to our many friends and coworkers for your wonderful and caring cards, flowers, phone calls, contributions to the Multiple Sclerosis Society, and support following the recent death of my husband. Your kindness, thoughtfulness, and prayers will always be remembered with sincere appreciation.

—Loy, Vivian, and Sheldon Pearson

My family and I would like to thank our friends and coworkers for the flowers, cards, prayers, and donations to St. Paul's Building Fund following the death of my mother, Selma Murphy. Your kindness was a great source of comfort during a difficult time, and your support and thoughtfulness will always be remembered.

—Tim Murphy

Retirements

My sincere thanks to friends and coworkers, both past and present, for the retirement luncheon, cards, and gifts. I take with me into retirement many fond memories of my years at the Agency.

—Nancy E. Hobaugh

Club Notes

Arundel Yacht Club (AYC) will sponsor a rendezvous June 10 at a member's lovely waterfront home. Come by land or by water and bring a dish to share with 10-12 others.

The Moonlight Cruise will take place Friday evening, June 16. 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.

The monthly membership meeting will be held Monday, June 12 at 7:00 p.m. at Colony 7 in Conference Room 6. The speaker and seminar topic are being determined.

For further information, contact Evan Andrews at 961-1215 or 301-688-0716, or visit the internal webpage at 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, Cornwall, Ireland, Man, Scotland, and Wales) or peoples is welcome to attend. For further information, contact Karen Davis (kmdavis@nsa), 301-688-7884.

Deep Sixers SCUBA Diving Club will hold its monthly meeting on Monday, June 19th, 7:00 p.m. at the Colony 6 Conference Room. Note that beginning in calendar year 2000, club meetings are held the third Monday of the month, not the traditional third Thursday. For more club information, see the bulletin boards in the OPS 1 center corridor (near the bank), or EANX III (near the

barbershop). Or contact the club president, Mark England at 301-688-7681.

Native American Forum (NAF) was chartered to increase the understanding of the American Indian culture within the community. The organization is dedicated to sharing, caring, and helping others. The NAF encourages anyone from the NSA population to join the organization and find out what it is all about.

The NAF offers monthly documentary videos on the traditions of American Indian people. This past January, it began conducting monthly activity workshops that include making baskets, dream catchers, bone chokers, and more. Quarterly, the club holds pre-approved fund raisers to share authentic American Indian made products to anyone interested in the culture.

Watch for announcements through our ESS 117 account or the NAF webpage. For additional information, contact Treva Clark (taclark@nsa) at 301-688-3469.

Parkway Chorale invites all employees to join in as it presents its spring concert as part of the AAAF. 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, June 8 at noon. The monthly coin meeting will be Thursday, June 29 at noon. Meeting locations will be displayed in the

showcase opposite the OPS 1 Cafeteria entrance during the respective week of each meeting. 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 June include happy hour and trivia at Champions every Thursday, a bike riding or walking tour of Gettysburg, Blob Park's annual polka picnic, SPARC annual picnic, a trip to Longwood Gardens, a dining out, and a monthly activities planning meeting. For more information, subscribe to ESS 1444 or contact Dee at 963-6753 or 301-688-6753.

Women and Men in NSA (WIN) invites all its members and other interested personnel to attend the Barbara W. Clark Undergraduate Scholarship Awards Luncheon. The luncheon will be held in the Canine Suite on Wednesday, June 7 from 11:30 a.m. to 1:00 p.m. Come congratulate and celebrate with the WIN award winners! Two 1-year WIN memberships will be awarded. Contact Sue McTague at 301-688-4354 for reservations.

WIN will hold a recycled jewelry sale fund raiser June 14 and 15 in the OPS 2A Breezeway. To donate jewelry, contact Colleen Palmer (capalme) at 963-2600. Proceeds from this fund raiser will go to support the WIN scholarship funds. WIN will be awarding two 1-year memberships during this event.