

NEWSLETTER

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July 2000

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- Puzzle Solvers Sought

The NSA Emblem



When NSA was established in 1952, it had no emblem; the new organization simply used the Department of Defense emblem. In 1955, William F. Friedman, the father of modern American cryptology, suggested to then Director, LTG Ralph Canine, that there be a design competition for an NSA emblem, but the idea was not accepted.

In 1963, NSA adopted its own emblem, the first of two. There is no information available as to the origin or design of the first emblem; its earliest noted use was on the cover of the February 1963 *Newsletter*. The second emblem, the one in use today, first appeared in September 1966.

The second emblem was designed under the instructions of LTG Marshall Carter, who became Director in June 1963. As the designer, Richard Nachman of the Agency's graphic design branch recalls it, he was summoned one day in 1965 to the Director's office and asked to design a new emblem—"something unique" was his only guidance. After researching heraldry at the Library of Congress, he prepared the new

emblem. LTG Carter approved it on the spot. There was no special announcement or ceremony.

The most interesting feature of the new emblem was the substitution of the words "United States of America" for "Department of Defense." This was done because LTG Carter believed NSA should emphasize its national mission and should de-emphasize its mission and position within the Department of Defense. NSA has retained the Carter emblem ever since.

The NSA flag carries a representation of the emblem and was designed about a year later. It was designed arbitrarily by Mr. Nachman when the Director requested a flag. Apparently, no effort was made to imbue the flag with any special symbolism.

According to Mr. Nachman, the final choice of colors for the NSA emblem was made for aesthetic rather than symbolic reasons—the combination and shades of red, white, and blue looked good together. However, these colors do carry heraldic meaning: white represents purity; blue

stands for vigilance, perseverance, and justice; and red denotes valor.

The use of the eagle, the symbol of the United States, reinforces NSA's national mission. The eagle's talons hold a key, which may be used for both locking and unlocking, and thus symbolizes the mission to protect and to unseal secrets. The eagle faces to the right, the direction of peace (facing left would symbolize war).

The use of the NSA emblem is regulated by NSA/CSS Regulation 30-11, "NSA Name, Initials, Insignia, and Logos."

(This article was taken from the NSA website at <http://info.s.nsa/History/nsaseal.html>.)

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.

DIRNSA'S DESK



Last month, we announced our decision as an agency to take the next step of Project GROUNDBREAKER and begin managed competition to evaluate our options to outsource certain Information Technology (IT) functions. I'd like to cover some of the details here, so those of you unable to attend the earlier forum have the facts directly from the source. I realize that the decision to partner with industry by moving into a managed competition for IT Infrastructure (ITI) services is a dramatic change to our longstanding IT policy. It represents our continued commitment to refocus Agency assets on our core functions that directly support our national security mission.

GROUNDBREAKER began as a 15-month feasibility study to assess whether NSA's ITI needs can be met through a partnership with industry. The study identified several areas appropriate for private-sector performance, and considered options for internal service. The four areas identified for possible transition to industry providers were distributed computing, enterprise and security management, networks, and telephony. We decided to keep other ITI processes, including security oversight, in-house but use re-engineered processes and performance metrics.

Over the next year, the GROUNDBREAKER Program Office will lead the managed competition, a competitive procurement with selected vendors. The competition will balance cost, benefits, and performance factors of private sector performance before making our final decision on whether to outsource in the spring of 2001. The AT&T, Computer Sciences Corporation, and OAO Technology Solutions, Inc. Alliance Teams will compete in this managed competition, and should a contract be awarded, approximately 1,200-1,500 Agency employees will be affected. I'd like to emphasize, however, that the affected personnel will be offered employment with the winning Alliance Team. Over the next year, as part of the managed competition, we will balance the cost, benefits, and performance factors of private sector service before making our final decision on whether to outsource in the spring of 2001.

The explosive growth of the global network and new technologies make our partnership with industry more vital to NSA's success than ever before. If we want to remain successful in our foreign signals intelligence and information assurance missions, we must begin immediate investment in our ITI. The Government budgeting process, however, hinders the substantial up-front investment required to modernize our ITI. Through a GROUNDBREAKER contract, though, the winning Alliance Team will invest the necessary capital to allow for a speedy and comprehensive modernization of our ITI. We must improve our agility and adaptability to maintain national security in the Information Age, and GROUNDBREAKER offers us a way to accomplish that in a reasonable time frame.

As I have during our previous initiatives, I intend to keep you informed at each stage of the process, and I welcome your feedback. I appreciate the support you have given the Agency as we have embarked upon the path to change, and wish you all the best on this Independence Day.

Michael V. Hayden

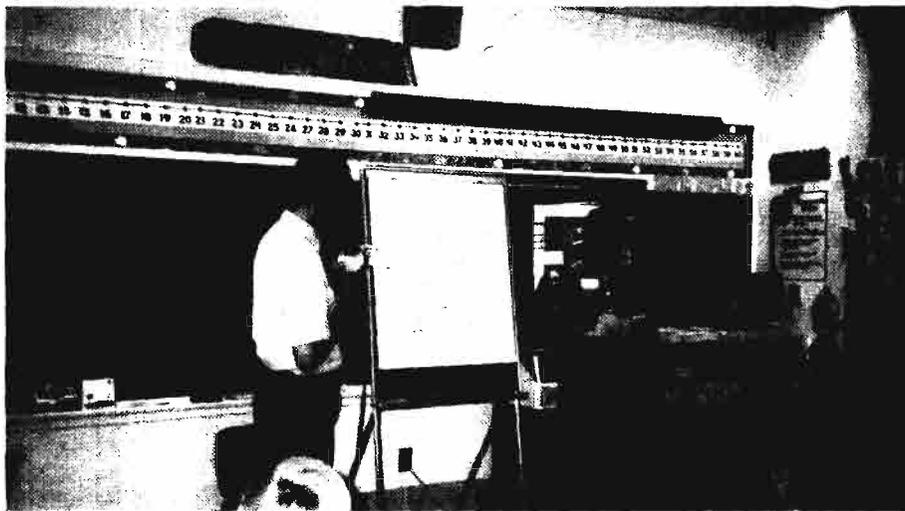
Partnering for a Better Tomorrow

An NSA Partnership Success Story

by Michele Hyre, Corporate Internal Communications

It all started in 1994, when NSA employees volunteering in their children's kindergarten class at Arthur Slade Regional Catholic

ing strong, the school was in need of further technical support. This was because Arthur Slade was preparing for its reaccreditation process and the principal, Janice McIntosh, made the decision to achieve this by pursuing a



NSA Volunteers, Todd Schucker and Mary Schanken, presenting a math talk to second graders.

School in Glen Burnie, MD, joined to form a group. They wanted to make a difference in their children's school. The group started discussing many ideas and various ways to assist the school's students and teachers. Shortly thereafter, they heard about NSA's Mathematics Education Partnership Program (MEPP) and in 1995, a formalized MEPP partnership between NSA and Arthur Slade was formed. Many other NSA employees (some parents and some not) soon began to join in and volunteer through the partnership. Employees began tutoring students, presenting talks, and assisting teachers. This was the start of something very big!

Although the partnership was popular, successful, and consistently grow-

technological project. This influenced more and more NSA employees to get involved. Their expertise would greatly assist Arthur Slade in not only meeting, but exceeding its goals for the reaccreditation project.

Reaccreditation Process

All public and private schools must go through a process for achieving and maintaining accreditation. Arthur Slade receives its accreditation from the Middle States Association of Colleges and Schools. Every 10 years, the school must be reaccredited. This may be accomplished either through a review of school operations or through the implementation of a project. Principal McIntosh decided that the school would take on a proj-

ect focused on introducing new technology to the school.

The reaccreditation process began in June 1997 with the establishment of a reaccreditation steering committee. The committee worked with the school's technology team to establish a plan for integrating technology into the education process at Arthur Slade. This ambitious plan laid out 3 years of activities and funding requirements. The technology committee coordinated the plan with the school administration and board. The following projects were identified.

Improving School Management

- ☞ Networking of Administrative Offices
- ☞ Imaging of Student Records
- ☞ Automation of Student Evaluations
- ☞ School Web Site

Instruction, Improvement, and Infrastructure Upgrade

- ☞ Infrastructure Upgrade
- ☞ Automation of the Library
- ☞ Computer Curriculum Development
- ☞ Teacher Technology Training

Curriculum Development

- ☞ Internet Access
- ☞ Acquisition of Tools to Facilitate Curriculum Management

Development

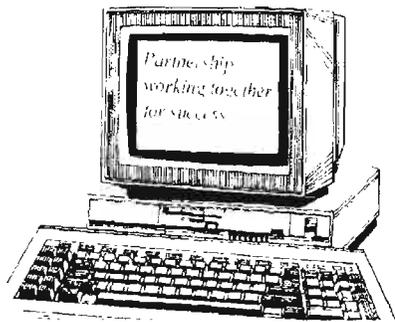
- ☞ Distance Learning Program
- ☞ Internal Television Distribution System

The technology committee met monthly to discuss the status of all the efforts and to make the needed mid-course corrections. The actual implementation of the projects was

completed by the collaboration of many people, including a significant number of NSAers.

When employees expressed an interest in volunteering, they were tasked with various important aspects of each project. NSA volunteers spent some duty hours on the volunteer projects; however, a great deal of time was actually offered after hours.

By far, the most difficult part of the effort was dealing with the school's infrastructure. The building was constructed in the mid-1950's, long before current and more complicated technology was considered. More than 5 miles of cable was installed to wire over 30 classrooms and offices. The actual installation of the cable involved 3 action-packed days. Approximately 40 volunteers worked diligently each day—drilling holes through concrete, running cables



above drop ceilings and hallways, and terminating cables. Through the Agency's excess equipment program, NSA supplied many of the materials including cabinets, micro repeaters, and an uninterrupted power supply.

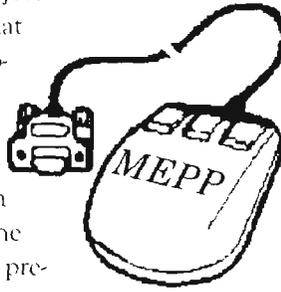
After the cable was installed, the servers, workstations, and printers were acquired and networked. The installation of software and system setup was accomplished through the efforts of numerous NSA volunteers. Many of the teachers at Arthur Slade were not experienced with computers; therefore, another group of NSA vol-

unteers provided training on the various Microsoft Office tools and computer ethics. The school's website was also designed and established with significant contributions from NSA volunteers.

The Middle States Reaccreditation process required a 3-day visit by a special committee evaluated the project.

As part of that visit, a colloquium was held where demonstrations of each aspect of the project were presented. The attendees included administrators and teachers from many other schools within the Baltimore area. It began with a briefing on the overall project by the technology committee chairman. Then, the guests were invited to visit all areas of the school to see the various technology demonstrations provided by the students. Everyone involved was impressed with the commitment and planning demonstrated through the implementation of the project.

NSA employees played a crucial role—their abilities greatly contributed to Arthur Slade's reaccreditation achievement. NSA volunteers' dedication and determination in support of a local-area school made a positive, lasting community impact. Principal McIntosh said, "Our programs and our whole school have been enriched ten-fold from the expertise of Agency volunteers. It has truly been a wonderful and rewarding partnership." For more information about forming a MEPP partnership, contact Mike Budjako in the MEPP Office at 963-5511.



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CORPORATE INTERNAL COMMUNICATIONS

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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.



Life After Hours

by Sherry Copeland,
Corporate Internal Communications

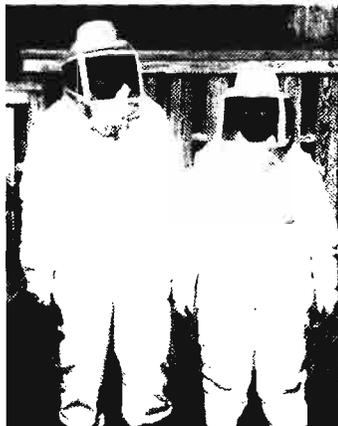
We all know someone who is a mathematician, computer scientist, engineer, or secretary; but, how many of us know a beekeeper, a miniroller coaster builder, or a Phillies' fanatic? We told you we'd be introducing you to employees with unique after-hours lives, and we found NSAers who do some really interesting things. Meet Christine Goldsmith of the Information Security Systems Organization, Dennis Sinclair and David Morris, both of the Operations Organization, all beekeepers; Mark Schutte, currently working at a field location, builds miniroller coasters; and Bob Bogart, of the Support Services Organization, "The Iron Fan."

Thanks to Christine, Dennis, David, Mark, and Bob for sharing their hobbies with us. If you want to share your unique hobby or interest with your fellow NSAers, contact Corporate Internal Communications at nsanews@nsa or 963-5901.

Beekeepers' Facts

According to Christine, honeybees are bred to be docile, and really only get cranky when it is raining, or when weather conditions are right for rain.

Usually, beekeepers wear some type of protective clothing. One



Christine and her husband, John, prepare to harvest honey.



Dennis demonstrates that a bee beard is not a problem.

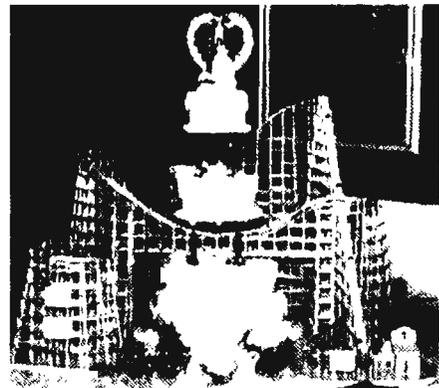
frequently worn item is a beekeeper's veil.

David remarked that, "a common mistake many people make is referring to all stinging insects as bees, when in fact, wasps and hornets are the ones that most often sting people."

Besides "bee-beard" demonstrations, Dennis said, "there are other advantages of beekeeping, including a supply of wax for candles, furniture polish, and water repellent for leather goods."

Miniature Roller Coasters

Mark's hobby began at age 15, after a family trip to Cincinnati, Ohio's King's Island. In the late 1970's, a new coaster, the Beast, opened. It was huge news all over town. Mark recalls it being the "biggest, baddest, longest, fastest" coaster in the world at the time. The evening it opened, he began work on his first mini-coaster, which he named the Beast II. Since then, he has built a total of five minicoasters. The last one he built was for a very special occasion—his wedding.



Was Mark's wedding cake presentation a representation of married life's little ups and downs?

Fan of the Century

Bob Bogart was recently named, "Fan of the Century," as a result of a contest the Philadelphia Phillies baseball club conducted on its website. To win that honor, Bob watched or listened to 2,085 consecutive Philadelphia Phillies games. He has not missed a Phillies baseball game since



Bob Bogart alias Fan of the Century

August 8, 1986 and has only missed one game in more than 16 years. He does not limit his love of the Phillies to just watching or listening to their games. Through 1998, he had traveled to watch them play at every National

League ballpark and owns an impressive collection of Phillies memorabilia. His collection includes every Phillies yearbook from 1968 to

the present, all Phillies Topps baseball cards since 1954, and every issue of *Phillies Report*.

Secretaries Excellence Award Winners for 2000

The Secretarial Excellence Award, a monetary award, is given every year to the most deserving secretary of the year in the following categories: clerical assistant, secretary, and executive/directorate secretary. The award includes a memento and a \$2,500 payment to the winner in each category. The Secretarial Excellence Awards are presented every April at a ceremony hosted by DIRNSA during Professional Secretaries Week.

"The Agency has allowed me to develop myself both professionally and personally. I have been afforded the opportunity to work with talented, professional individuals in many diverse positions. Receiving this award is an incredible honor. I know that there are many standouts in my career field and I am privileged to have been selected."—dc



Tracy Courtney
Secretary

"I am honored to receive the Secretarial Excellence Award for 2000 in the Executive Secretary category. It is definitely the highlight of my career. I have been fortunate to work with managers at NSA who have encouraged me to accept new responsibilities and to take advantage of the excellent training opportunities available. I would like to express my appreciation to my supervisors and my coworkers for their continuing support."—cao



Carol O'Brien
Executive Secretary

"Over the past 8 years, working at NSA has been exciting and challenging. Each day the work environment allows me the opportunity to challenge myself. It's exciting to come to work and wonder what new and different task you are going to accomplish today. One day you may be the protocol officer and meet individuals from a different country and the next day you might need to prepare spreadsheets and databases. Being a secretary, you get the chance to diversify in what you do, giving you the ability to create your own career path to fit your needs. Receiving this award is truly a highlight of my career, just being nominated was a great honor. I would like to thank all of my friends and coworkers from the Travel Office, the DDJ Corporate Support Team, the ISSO International Relations Office, and all the secretaries on the 1999 Secretaries Week committee. Their encouragement and guidance has helped me shape my career at NSA."—aes



Alice Sanders
Clerical Assistant

"I am very grateful to have been chosen as a recipient of this award. Being recognized by coworkers and management for the contributions that you've made is a great honor. I'm proud to be considered an important member of the team."—adr



Amy Richardson
Secretary

How the Telegraph Put One Across Hitler

by Michael Smith

The following article and the crossword puzzle on page 10 are printed with the permission of The Telegraph Group Limited 1998. Take note of the British spelling.

The ability to solve The Daily Telegraph crossword in under 12 minutes was used as a recruitment test for wartime code-breakers.

Good chess players and those skilled at completing crossword puzzles were viewed as having the potential to turn their abilities to cracking codes. The Daily Telegraph was asked to organise a crossword competition to help them identify potential recruits.

After the competition, each of the participants was contacted and asked if they would be prepared to undertake "a particular type of work as a contribution to the war effort." Those who agreed found themselves sent to the Government Code and Cypher School at Bletchley Park, the home of Britain's wartime code-breakers.

Bletchley Park had employed several hundred eccentric academics to break the Nazi Enigma codes early in the war but by the end of 1941 it was desperately trying to expand its operations. The need for fighting men was so great that no one in Whitehall was

prepared to release people to work at an obscure Foreign Office department that could not tell any one what it was doing.

Four of the senior code-breakers, Alan Turing, Gordon Welchman,



A glimpse of the corner of the room in The Daily Telegraph office during the Crossword test held on Saturday. Right is the judges' table. Seated there left to right are Mr. G.P. Simen, General manager of The Daily Telegraph; Mr. Walter Chang, a member of the Eccentric Club; Mr. Neal Christey, President of the Eccentric Club; Mr. Arthur E. Watson, Managing Editor of The Daily Telegraph; and Mr. W.A.J. Gawn, Chairman of the Eccentric Club



Stuart Milner-Barry, and Hugh Alexander decid-

ed to go straight to the top. They wrote to Winston Churchill, who was obsessed with the code-breakers and had recently visited them, describing them as "the geese that laid the golden egg but never cackled."

The letter thanked him for his praise for their work, adding: "We think you should know that this work is being held up, and in some cases not being done at all, principally because we cannot get sufficient staff to deal with it. Our reason for writing

to you direct is that for months we have done everything that we possibly can through the normal channels and that we despair of any early improvement without your intervention." Neither the Foreign Office nor the service ministries seemed to understand "the importance of what is done here or the urgent necessity of dealing promptly with our requests."

Churchill's immediate response was a minute to his chief of staff. "Make sure they have all they want extreme priority and report to me that this has been done," he wrote, scrawling across it the warning: "Action this day."

Shortly afterwards, clever young men and women from the universities began arriving at Bletchley. But they were not enough and, spurred on by Churchill's minute, military intelligence chiefs looked for new ways of finding recruits. When the publication of the 5,000th Daily Telegraph crossword puzzle led to a spate of correspondence on the paper's letters pages, military intelligence spotted a profitable source of talent.

Stanley Sedgewick was one of the Telegraph readers fascinated by the daily crossword. His job as managing clerk to a firm of city accountants was a reserved occupation which meant call-up was deferred for six months at a time. Every day, he travelled into London by train. "I became quite good at solving the crossword puzzles appearing in *The Daily Telegraph*," Mr. Sedgewick said.

"Towards the end of 1941, the appearance of a crossword marking a milestone in the history of the Telegraph inspired several letters from readers claiming they had never missed them, or never failed to solve them, or never took more than so

many minutes to solve them. A Mr. W.A.J. Gavin, Chairman of the Eccentric Club, wrote saying he would donate £100 to the Minesweepers Fund if it could be demonstrated under controlled conditions that anyone could solve *The Daily Telegraph* puzzle in less than 12 minutes."

Arthur E. Watson, the newspaper's managing editor invited the 25 readers who had taken up Mr. Gavin's challenge to report to the Fleet Street offices of *The Daily Telegraph* on Saturday Jan 10, 1942. "We sat at individual tables in front of a platform of invigilators including the editor, Mr. Gavin, and a timekeeper," Mr. Sedgewick said.

The first to complete the crossword was a Vere Chance from Orpington, Kent, who handed it in after 6 mins 3.5 seconds, but unfortunately he had spelt a word wrong and was disqualified. Four other people completed the puzzle within 12 minutes, the fastest being a Mr. F.H.W. Hawes of Dagenham, Essex, who finished it in 7 minutes 57.5 seconds. They included Miss Vera Telfer, of Maida Vale, north London (10 mins 38.5 secs).

Mr. Sedgewick was one word short when the 12-minute bell rang "which was disappointing as I had completed that day's puzzle in the train to Waterloo in under 12 minutes." The competitors were then given tea in the chairman's dining-room and dispersed with the memory of a pleasant way of spending a Saturday afternoon.

"Imagine my surprise when several weeks later, I received a letter marked

'Confidential' inviting me, as a consequence of taking part in 'The Daily Telegraph Crossword Time Test', to make an appointment to see Col Nichols of the General Staff who 'would very much like to see you on a matter of national importance'." Col Nichols was the head of MI8, the military intelligence department concerned with Bletchley Park, which was referred to by those in the know as BP or Station X.

"I arranged to attend at Devonshire House in Piccadilly, the headquarters of MI8, and found myself among a few others who had been contacted in the same circumstances," Mr. Sedgewick recalled. "I think I was told, though not so primitively, that chaps with twisted brains like mine might be suitable for a particular type of work as a contribution to the war effort." The crossword used in the competition was published a few days later and is repeated today, giving today's *Telegraph* readers the opportunity to see whether they would have qualified to work as a wartime codebreaker.

After passing the interview in MI8's Piccadilly offices, Stanley Sedgewick was sent to Bletchley Park's training base in Bedford, known locally as "the Spy School." "On completion of the course, I received a letter offering me an appointment as a 'Temporary Junior Assistant' at the 'Government Communications Centre' and started at BP."

Mr. Sedgewick worked in the Air Section, on German weather codes which were used to provide weather forecasts for Bomber Command. He was unaware until shortly after the end of the war that their most important use was as a means of breaking into the Enigma system used by the

German Navy. The work made a crucial contribution to winning the Battle of the Atlantic and ensuring vital sea lines with the United States were protected.

● Michael Smith's new book, "Station X: The Codebreakers of Bletchley Park," (Channel 4 Books) is available for £14.99 Post Free UK, from Telegraph Books Direct, 24 Seward St, London EC1V 3GB, or call 0541 557222 quoting ref PA557.

**Thrift Savings Plan Rates
Through May 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			
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
May	(2.05)	(.03)	.54
Last 12 Months			
	10.35	2.15	6.50

Percentages in () are negative.

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

The Code-breakers Crossword

Can you crack it in 12 minutes?

ACROSS

- 1 A stage company (6)
- 4 The direct route preferred by the Roundheads (two words—5, 3)
- 9 One of the evergreens (6)
- 10 Scented (8)
- 12 Course with an apt finish (5)
- 13 Much that could be got from a timber merchant (two words—5,4)
- 15 We have nothing and are in debt (3)
- 16 Pretend (5)
- 17 Is this town ready for a flood? (6)
- 22 The little fellow has some beer: it makes me lose colour, I say (6)
- 24 Fashion of the famous French family (5)
- 27 Tree (3)
- 28 One might of course use this tool to core an apple (9)

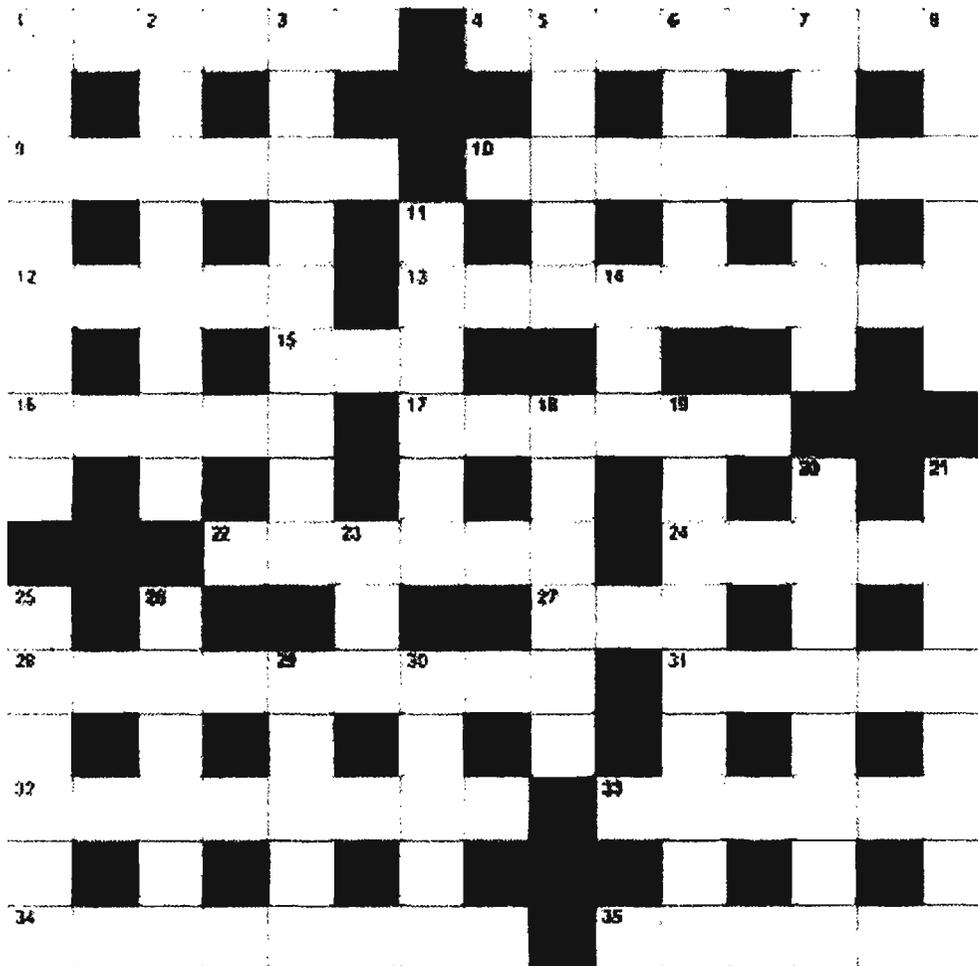
- 31 Once used for unofficial currency (5)
- 32 Those well brought up help these over stiles (two words—4, 4)
- 33 A sport in a hurry (6)
- 34 Is the workshop that turns out this part of a motor a hush-hush affair? (8)
- 35 An illumination functioning (6)

- 2 Said to be a remedy for a burn (two words—5, 3)
- 3 Kind of alias (9)
- 5 A disagreeable company (5)
- 6 Debtors may have to this money for their debts unless of course their creditors do it to the debts (5)
- 7 Boat that should be able to suit anyone (6)
- 8 Gear (6)

DOWN

- 1 Official instruction not to forget the servants (8)

- 11 Business with the end in sight (6)
- 14 The right sort of woman to start a dame school (3)
- 18 "The War" (anag) (6)
- 19 When hammering take care to hit this (two words—5, 4)
- 20 Making sound as a bell (8)
- 21 Half a fortnight of old (8)
- 23 Bird, dish of coin (3)
- 25 This sign of the Zodiac has no connection with the Fishes (6)
- 26 A preservative of teeth (6)
- 29 Famous sculptor (5)
- 30 This part of the locomotive engine would sound familiar to the golfer (5)



The solution to this puzzle will appear in the August NSA Newsletter and the July, 2000 Newsletter webpage.

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. WDLDXTDKS'B AFSWDX GSADB GSKKYTQ YG CDKSZDC WYQD
2. RJEPBZYPZA QWXPK QWZLX OXLZ QJB KOXWAAWZR YWNBKJQA
3. IBRUITRUL TEF HTHWFEF BRTJNRXK NTHXKF RU MRLM BRUIF
4. OHSQSHYJB LGADM-DYJBSL ZDPSW MV DYQS DGK ZPLASLW
5. UABCHPC QTMQ EJHBC QJDBBH UPJAW MBVAW EGXPXGQQ

Answer will appear next month.

Answer to June Puzzle:

1. NOLAN RYAN UNDERGOES EMERGENCY DOUBLE-BYPASS SURGERY
2. CLINTON, GOP SPAR OVER HEALTH CARE, DRUG COVERAGE
3. BOMBED BRIDGES DIVIDE SERBIAN CITY, GOVERNMENT
4. FLORIDA STEPS UP FIGHT AGAINST CITRUS DISEASE
5. VIRGINIA MAPPING COMPANY CONVICTED OF DEFRAUDING STATE

Setting: DRONE Key: GOLDBRICK Hat: NEERDOWELL

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.

Retirements

38 Years

Alan M. Chedester
Paul S. Szczepanek

36 Years

Edward F. Walsh

34 Years

David L. Bates
Bruce W. Phinney

25 Years

Louise L. Wiener

18 Years

Barbara A. Brey

14 Years

Reta A. Haube

11 Years

Carol A. Steibel

Awards

EXCEPTIONAL CIVILIAN SERVICE MEDAL



Dennis M. Chiari



Ronald E. Flowers

MERITORIOUS CIVILIAN SERVICE MEDAL



Paul A. Pittelli



Timothy P. Gately



James R. Schatz



Daniel G. Wolf



James I. Sadler

DEFENSE SUPERIOR SERVICE MEDAL



Brinson Evans
Col. USAF



Martin P. Kurdys
CDR/USN



Lawrence L. Strang
Col. USAF

Renetta Predmore Lynch Continuing Education Award for 2000

by Barbara Clark

The Women and Men in NSA (WIN) Organization is now accepting applications for its Continuing Education Award named in honor and memory of an Agency woman of great fortitude, moral strength, and accomplishment—Renetta Predmore Lynch. Established in 1992, this award is presented annually to an Agency employee who currently holds an undergraduate degree and is pursuing an advanced degree in a new field to change or enhance the individual's career potential at the Agency or elsewhere. Special consideration will be given to people who have encountered particularly difficult situations in pursuit of their goals.

The awardee will receive a check for \$750 to help defray some of the expenses associated with the advanced degree program. This amount may be increased in any given year, depending upon how much money is available for distribution from the Renetta Predmore Lynch Continuing Education Award Fund.

The applicant must have a minimum of 4 years service with the Agency, a bachelor's degree, and at least a "B" average in courses taken toward the advanced degree. The degree does not have to be job-related. The award may also be used for undergraduate courses that are required before the applicant can begin a graduate program in a new field.

All applications must be received by Wednesday, August 9. Application

forms are available at the Career Resource & Transition Center in OPS 2A, Room 0270, the Civilian Welfare Fund's office in OPS 2A, or from Barbara W. Clark, 301-688-2958, OPS 2B, Room 5118.

Lee C. Kubas was the recipient of WIN's Predmore Lynch Award for 1999. This year's awardee will be announced at the Women's Equality Day breakfast August 23. Further information concerning this breakfast will be published in the WIN Club notes. All WIN members and interested individuals are invited to attend.



Mark Your Calendar

✓ July 19, 11:00 a.m.–12:30 p.m.—
✓ Friedman Auditorium—"Discipline and Communication with Children of Divorced Parents"
Work/Life Services is proud to present this topic regarding single parenting. Children need and want discipline and structure in their lives. Studies have shown that setting boundaries for children provides them with a sense of security and the feeling of being loved. Aza Butler, Baltimore County Court System, will discuss the importance of open communication with your children. She will also address how children are able to grow up healthier, happier, and more in control of themselves and their feelings when they are under structured discipline.



A Blast from the Past

In looking for interesting items reflecting NSA's past, we came upon the following notice regarding a 1962 Newsletter issue. The writing below the notice reads "Only issue missed since Nov. '53."

15 MAY 1962 NOT ISSUED DUE TO LACK OF FUNDS

Only issue missed since Nov. '53

In Memoriam

Douglas E. Chadwick, a former analyst in the Operations Organization, died April 16. He was 71.

Prior to joining the Agency, Mr. Chadwick served with the U.S. Army. He retired in 1985 with 30 years of Federal service.

Mr. Chadwick resided in Columbia, MD. He enjoyed sports.

Mr. Chadwick is survived by his wife, Elsie; a daughter, 3 sons, and 11 grandchildren.

William J. Heuser, a former analyst in the Operations Organization, died March 31 of emphysema. He was 82.

Prior to joining a predecessor of the Agency, Mr. Heuser served with the Army Air Forces during WWII. He retired in 1971 with 25 years of Federal service.

A native of Mount Vernon, NY, Mr. Heuser earned a bachelor's and a master's degree in history from Columbia University and did graduate work at its Russian Institute. He was a longtime resident of Silver Spring, MD.

Mr. Heuser is survived by two sons, John and Frederick.

Henry J. Knorr, a former analyst in the Operations Organization, died April 30 of pneumonia. He was 78.

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

Mr. Knorr resided in Williamsburg, VA. He enjoyed gardening.

Mr. Knorr is survived by his wife, Lizette; and a son, John.

Roland O. Laine, a former special assistant in the Research and Technology Organization, died March 20. He was 75.

Mr. Laine joined a predecessor of the Agency in 1945. He retired in 1980 with 35 years of Federal service. Mr. Laine earned a bachelor's degree from George Washington University. He attended Harvard Business School and the Industrial College of the Armed Forces.

A longtime resident of Washington, DC, Mr. Laine retired to Cape Cod. He enjoyed photography and gardening.

Mr. Laine is survived by his wife, Janet; a daughter, Anne-Marie Litchfield; a son, Andrew; a stepson, Stephen Bishop; and three stepdaughters, Susan Sauter, Nancy Casey, and Julie Shea.

Leo D. LaJuett, a former linguist in the Operations Organization, died March 10 of pneumonia. He was 91.

Prior to joining a predecessor of the Agency, Mr. LaJuett served with the U.S. Army during WWII. He retired in 1976 with 29 years of Federal service.

Mr. LaJuett resided in Silver Spring, MD. He enjoyed gardening, listening to classical music, and reading.

Mr. LaJuett is survived by his wife, Mary; and a son, David.

William R. Miles, a former cryptologic material control specialist, died April 9 of complications resulting from heart-bypass surgery. He was 82.

Prior to joining the Agency, Mr. Miles served with the U.S. Navy during WWII. He retired in 1973 with 38 years of Federal service.

Mr. Miles was a native and resident of Baltimore, MD. He was a member of several fraternal organizations and active in his church.

Mr. Miles is survived by his wife, Frances; a son, William, Jr.; a daughter,

Gail Ford; three granddaughters; and three great-grandsons.

Charles C. Riggan, Jr., a training support technician in the Support Services Organization, died



March 17 of complications from diabetes. He was 35.

Mr. Riggan joined the Agency in 1983.

Mr. Riggan resided in Hanover, MD. He was active in his church and an avid Star Wars fan and memorabilia collector.

Mr. Riggan is survived by his parents, Charles, Sr. and Linda; a brother, Michael; and two sisters, Kathleen and Joanna.

Joseph W. Verrilli, a senior intelligence analyst in the Operations Organization, died April 9 of cancer. He was 60.



Prior to joining the Agency in 1963, Mr. Verrilli served with the U.S. Navy.

A native of Washington, DC, Mr. Verrilli resided in Severn, MD. He was active in community improvement activities.

Mr. Verrilli is survived by his wife, Treva; two sons, William and Daniel; and a daughter, Patricia.

In Appreciation

On behalf of my family, I extend my heartfelt appreciation for the outpouring of sympathy regarding the passing of my father, Reverend Samuel Moultrie. Just as he blessed my family through his life, I am blessed by my NSA family's support. Your kindness will always be remembered.

—Ron Moultrie

I wish to thank all in the NSA family who have been so thoughtful during my recent hospitalization, surgery, and recovery. Your many expressions of support have sustained my family and me.

—Mike Jacobs

On behalf of our family, we would like to express our sincere thanks to our friends and coworkers for their words of comfort, acts of kindness, beautiful flowers, prayers, cards, and expressions of sympathy during our mother, Geneva Smith's illness and subsequent demise. Your concern was filled with thought and understanding and we will forever remember your kindness.

—Verneeta Bullock and
Gwen Lewis

My family and I would like to express our thanks to my NSA friends and colleagues for the condolences we received following the recent death of my mother. The cards, flowers, and verbal expressions of sympathy were very much appreciated. Thank you all.

—Jerry Sloan

My family and I would like to extend our most sincere appreciation to friends and coworkers for the cards, beautiful flowers, and expressions of sympathy following the recent death of my father-in-law. Your show of support impressed upon my mother-in-law and whole family what a special caring group of people you are.

—B. Gott and Family

My family and I wish to express our thanks and gratitude for the many calls, visits, flower arrangements, and countless acts of kindness following the death of my son. Your concern and kindness helped ease our pain

during this difficult time. Your kindness will not be forgotten.

—Jim Mudrone and Family

On behalf of my family and myself, I would like to express our thanks and sincere appreciation to friends and coworkers for their many expressions of sympathy and support following the death of my father, Warren Bibb. Your prayers and cards, and the flower arrangement meant a lot to us and will be long remembered.

—Paula Bibb and Family

Kathy and I would like to express our sincere appreciation to our friends and coworkers for their sympathy and support following the death of Kathy's mom. Your kindness and thoughtfulness will always be remembered.

—Harry and Kathy Middlebrooks
and Family

My family and I would like to express our sincere thanks to coworkers and friends for the many expressions of love and support following the death of my mother. Your kindness will always be remembered—thank you.

—Claudia Baldwin

My family and I thank our NSA friends ever so much for the cards, letters, flowers, and calls upon the sudden death of my father Fred Lovelace. My mother is with me now in Maryland and has been particularly touched by your kindnesses. Out of this came the blessing of realizing how many caring friends we have, and we are truly thankful.

—Debbie Thornton and Family

My daughter and I would like to express our appreciation to both

Sylvia's and my coworkers and friends for their expressions of sympathy and support following the death of Sylvia, my wife. All the cards; flowers; phone calls; dedicated hymnals; donations to the American Heart Association and our church, Woods Memorial Presbyterian Church, are deeply appreciated. Thank you so much.

—Dana and Bill Curry

Retirements

As I begin to settle down and enjoy retirement, I must thank all of you for the terrific sendoff. It was wonderful being able to see and visit with all of you at my luncheon and to have the opportunity for my family to meet the great people I have had the pleasure of working with over the years. I am also grateful for the many e-mails and notes I received congratulating me on my retirement and wishing me the best. I was overwhelmed and truly touched by the effort of my team, Executive Programs, to make this a most memorable occasion. It was an event that I will remember and cherish forever. Many thanks and God bless you all.

—Sandy Sadler

To all the many who wished me well upon my recent retirement—thank you. Whether by your presence at my stupendous open house ceremony, or by your many cards, calls, e-mails, visits, or stopping me in the hallway, you made me realize how very blessed I am. I regret not being able to get to each and everyone at the open house. My family and I truly were overwhelmed. Thank you so very much for being there. Warm regards and please stay in touch.

—Pat Williams and Family

Club Notes

Bibliophiles Book Club provides a forum for the discussion of quality literature—both ancient and modern. Members nominate the books they wish to read, select one book per month, and then gather for interesting and enjoyable informal discussion. Meetings are usually held on the second Wednesday of each month at a local library. Club activities have included a picnic and a Christmas party.

Past readings include: John Gardner's "Grendel," Hermann Hesse's "Narziss and Goldmund," St. Thomas More's "Utopia," Jack Kerouac's "On the Road," and Bronte's "Wuthering Heights." This summer, reading plans include recent Nobel Prize winner Gunter Grass' "My Century" and some work by Italo Calvino.

The club is now entering its 3rd year. Membership is free. For more information, contact the club coordinator, Brian Pilz (bspilz@nsa), at 410-854-6468 or the assistant coordinator, Tim Heaney (tjheane@nsa).

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 more information, contact Karen Davis (kmdavis@nsa), at 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 a source to promote a better understanding of the American Indian culture. The club is dedicated to sharing and caring while focusing its resources to helping others. The club offers monthly documentary videos in Room 9A135 and conducts monthly activity workshops—usually during a weekend. The next fund raiser is scheduled for September 20 and 21. Once again, we will have available authentic American Indian-handmade products. Watch for announcements via ESS 117 or the NAF Web page. For more information, contact Treva Clark (taclark@nsa) at 301-688-3469.

Parkway Coin and Stamp Club will hold its monthly stamp meeting Thursday, July 13 at noon. The monthly coin meeting will be Thursday, July 27 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 July include happy hour and trivia at Champions every Thursday; a July 4th celebration; an annual picnic; an outdoor concert; Music of "Star Wars"; dinner and dancing at 94th Aero Sq.; an outdoor BBQ picnic and potluck; and a monthly activities-planning meeting. For more informa-

tion, subscribe to ESS 1444 or contact Dee at 963-6753 or 301-688-6753.

Sun, Snow, & Surf Ski Club meets the second Tuesday of every month from November through April, from 7:00 to 9:00 p.m. at the Golf Course Clubhouse on Fort Meade (turn at the intersection of Mapes and Taylor). From May through October, monthly meetings are held on the decks or patios of club members' homes on Friday evenings, or Saturday or Sunday afternoons, as publicized in advance in the monthly newsletter, *The Sitzmark*. Yearly membership includes the monthly *Sitzmark*. For information on meeting location and membership application, contact Bill Bishop at 301-604-2113 or via e-mail at hoopsgap@gateway.net.

The club sponsors four to six annual Western, European, Eastern, Canadian, and local ski trips. Other annual events include a spring banquet, a crab feast, an Oktoberfest, a fashion show, and a Christmas party. Monthly events include biking, ball games, cookouts, and wine tasting—all through the efforts of the members. Call, come to a meeting, and enjoy!

Women and Men in NSA (WIN) is sponsoring a series of four bring-your-lunch seminars on "9 Steps to Financial Freedom." The video by Suze Orman will be viewed and discussed. Everyone is welcome to come and discuss personal financial management. The seminars will be held July 11, 18, 25, and August 1 from 11:30 a.m. to 12:30 p.m. in OPS 2A, Room 2A0862, the ITIS Conference Room.