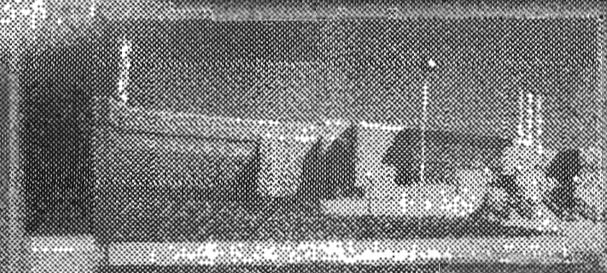
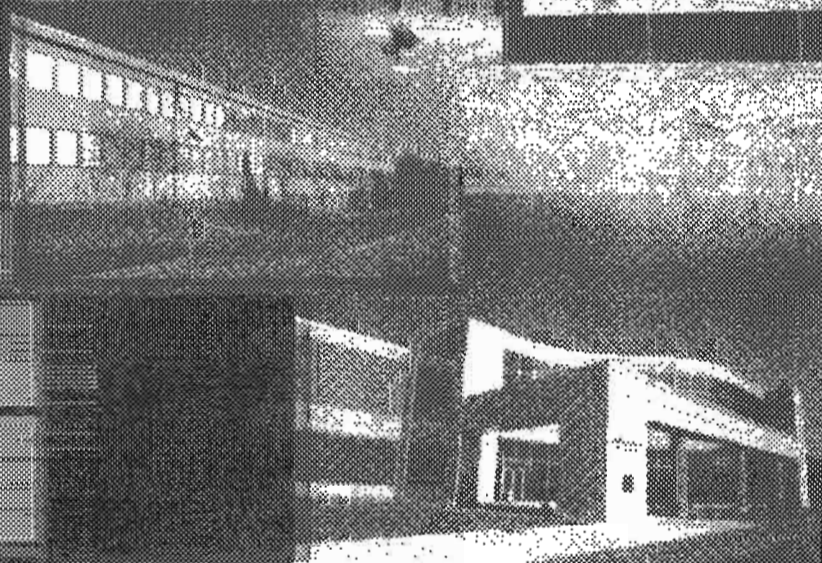
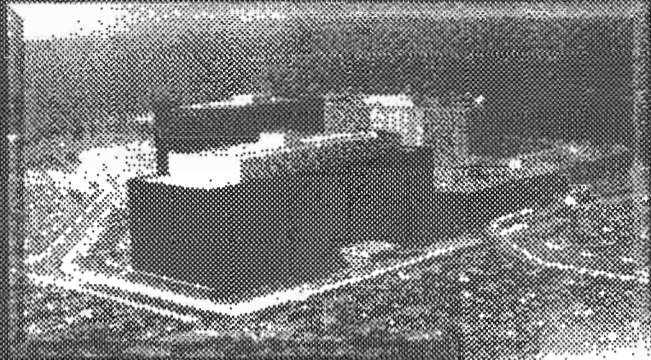




# NEWSLETTER

Volume XLVIII, No. 9

September 2000



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"American in My Heart".....6

## World Wide Collectors Conference—2000

### Internal Political Power Struggle Turns Violent

### Terrorist "Drops" Another Building

### Americans Taken Hostage

In every instance above, U.S. leaders, civilian and military, need information. Information about the friendly elements, enemy elements, the political situation, and other relevant issues must be gathered, analyzed, and a report produced. These reports are critical for our leaders to act effectively. The precursor to analysis, reporting, and subsequent action is the gathering of the information—collection if you will.

It began, when people wore furs and "Ug" sneaked near to "Grog" to hear what he was saying to his troops. This collection was low tech. Its main requirement was stealth and courage.

Then a man named Samuel F.B. Morse changed the game by sending dots and dashes over wire. Alexander Graham Bell made communications more personal by sending voices through wire. Guglielmo Marconi, who revolutionized communications by sending those voices through the air, followed Mr. Bell. Our current challenge is to "snatch" those voices and their modern equivalents in myriad modes and formats. Our snatchers are collectors, the leading edge of our business and the pointy end of our

spear. In all cases, before there is intelligence there must be collection. Collection is what the World Wide Collectors Conference—2000 (WWCC—2000) is all about.

More specifically it's about the evolution of collection and Global Network Intelligence and their effects on modern collectors and the collection discipline. It's about a complex world of signals and the people who make those signals serve our strategic, operational, and tactical interests.

It's about winning the collection battle by those who fight it from the National SIGINT Collection Center (NSCC) to a foxhole and every place in between. It's about where we fit today and who's doing it.

It's about appreciation for fellow collectors—their challenges, their strengths, their weaknesses, and how we can synergize to do collection better. Have you ever seen a Remote Operations Facility position, looked in the back end of a collection aircraft, or tried to work out of the back of a truck? No? You've got something to look forward to then.

Join us for WWCC—2000. Hear, see, touch, talk, and in general know your discipline better than when you walked in. Meet the guy or gal who works down the hall, down the coast, or on the other side of the world. You say you're not a collector? The WWCC—2000, October 16–18 in the

Friedman Auditorium will be a great opportunity for analysts to meet the real "traffic fairy." Come meet other members of your NSA/CSS family.

### THE NATIONAL SECURITY AGENCY NEWSLETTER

September 2000 • Vol. XIVIII No. 9



### CORPORATE INTERNAL COMMUNICATIONS

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Employees may submit items for publication via e-mail to [nsanews@nsa](mailto: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 cover this month was designed and implemented by the Publication Design Team of Multimedia Products.

## DIRNSA'S DESK

### Choosing a New Deputy Director

By now, most of you know that I have decided to nominate Bill Black to become the next Deputy Director of the National Security Agency, and I have submitted my nomination to the Secretary of Defense.



Last April, I formed a search committee to help me find our next Deputy Director. I directed the committee to expand our search beyond the Agency into the Intelligence Community, academia, and industry. The committee also helped me to define the essential qualities needed in a Deputy Director. In the end, I decided that the Agency now needs a Deputy Director who has Agency experience, and who can implement transformation and make it stick.

Many of you know Bill. He retired from the Agency in May 1997 as Special Assistant to the DIRNSA for Information Warfare and has worked since with a defense contractor, with an emphasis on network operations. Prior to leaving the Agency, Bill was the Chief of A Group, Chief of NCEUR (our office in Europe), and Associate Director of Military Support. His career has been marked by innovation. He was one of the original architects for the Agency's involvement in the Balkans. He was a trailblazer in reshaping how we provide support to military operations. And he did the legwork that led to the creation of the Information Operations Technology Center and was a pioneer of this discipline. People have described Bill as something of a cross between an iconoclast and an innovator. He knows the greatness of NSA, but he also knows the need to change, adapt, and transform. Despite all of our excellence, and the things we have done together in the past year, we can do better, and I am counting on Bill to help me with this.

My task to Bill is to help me and the rest of the senior leadership change our internal processes and culture. Leading thinkers in the area of organizational performance say that systems—our tools and what we do—are really the easiest part of change. Processes and culture—how we do things and how we think about them—are the toughest things to change, but ultimately they are the most important. I am confident that Bill will meet my challenge: implement transformation, especially in our processes and culture.

*Michael V. Hayden*

## Taking the FasTrac to Anytime, Anywhere Learning

by Joan Waller, FasTrac Program Manager

Across the U.S. Government, academia, and industry, the demand for training right at the desktop is growing in leaps and bounds. NSA's response to this challenge is the FasTrac program. This collaborative effort, initiated by NSA, enables Federal organizations to maxi-

personal-development skills. NETg's Skill Builder courses are designed to build skills successfully. Pre-assessments, simulations, and considered use of multimedia all combine to create quality TBT that is proven to teach. NETg courses are modular in structure, with each course made up

resources, knowledge management, and operations.

### College Credit

Academic endorsement of FasTrac courseware is an added value that is offered to learners who wish to obtain college credit or continuing education certificates simultaneously with their professional development efforts. SkillSoft has academic partnerships with University of Phoenix, Strayer University, Western Governor's Uni-



## On-Line Training for Government Employees

mize return on investment dollars through economies of scale to provide access to more than 900 on-line courses through the NSAnet, Intelink, and the INTERNET. FasTrac provides commercially available computer-based training for Information Technology (IT) and professional-development skills right from the desktop. Students learn at their own pace, when and where they want, with no time restraints.

### Building Your Skills

FasTrac currently leases content from two vendors—the National Education Training group (NETg) and SkillSoft Corporation.

NETg, a subsidiary of Harcourt General, Inc., is a leading developer of technology-based training (TBT). The company has a portfolio of more than 4,000 hours of multimedia content, covering professional IT, desktop and

of several NETg learning objects (NLOs). This modular structure also facilitates just-in-time learning, giving learners the ability to access one object and learn one skill when needed.

SkillSoft offers a comprehensive library of web-delivered, self-directed learning courses and performance-support tools, addressing a vast range of business- and professional-effective skills. It provides content necessary to enable an organization to change its work force into a dynamic, competitive advantage. SkillSoft's critical skills library is focused on two major aspects of effective business performance. Professional effectiveness includes: management, leadership, team building, communication, personal development, customer service, and project management. Business expertise includes: finance, marketing, sales, strategic planning, human

versity, George Mason University, and the University of Maryland University College (UMUC). The American Council on Education (ACE) accredited many of the NETg courses provided by FasTrac.

### Certifications

The trend toward technical certification within the computer industry is growing. NETg courseware provided by FasTrac offers certification-aligned training. NETg's strong partnerships with professional IT companies including Microsoft, Oracle, Cisco, Netscape, Novell, and IBM ensures students receive only the best training. Course content is organized around the vendor's certification exam objectives; therefore, students are assured of using study time appropriately.

Professional certification is an excellent way for individuals to prove their level of professional expertise. Skill-

Soft courseware provided by FasTrac offers extensive curricula tied to popular and emerging professional certification programs. SkillSoft's partnerships with the Project Management Institute (PMI) and with Certified Marketing Services International (CMSI) adhere to certification standards.

### Train in the Convenience of Your Home

The FasTrac program meets telecommuting criteria. The time spent logged on to FasTrac is trackable and the work is measurable. Telecommuting is an umbrella term that refers to paid employment performed away from the traditional office during regularly scheduled work hours. It is an innovative management tool that provides managers with greater flexibility and employees with the opportunity to perform their work at alternative work sites. Students may now request to use telecommuting options to complete FasTrac training. The first-line supervisor may approve up to 8 hours per pay period, a division-level chief may approve up to 24 hours per pay period, and more than 24 hours may be approved by the office-level chief. You only need to complete one agreement for telecommuting. Agreements are normally completed for a period of 1 year; after that, another agreement may be completed. For more information, visit the Telecommuting Home Page on the secure Intranet (<http://www.fanx.snsa.telecommute/>).

### How to Get Started

Visit the FasTrac Home Page (<http://www.cbt.snsa/>) to obtain more information and an account. Learning has never been easier!

## AWARDS

### EXCEPTIONAL CIVILIAN SERVICE AWARD



Yonan M. Badawi



Jesse E. Myers

### MERITORIOUS CIVILIAN SERVICE AWARD



David D. Hatfield



Cynthia E. Wagner

### CLA Film Festival 2000

The Cryptolinguistic Association (CLA) Film Committee is proud to continue its popular semiannual film festival series with our Year 2000 Fall Show, featuring the following fine, foreign-language films:

- "Central Station" (Portuguese, 1998, 106 min.), September 18 and 25, 12:05-1:51 p.m.
- "Character" (Dutch, 1997, 125 min.), September 19 and 26, 1:05-3:10 p.m.
- "Baton Rouge" (Spanish, 1988, 94 min.), September 20 and 27, 11:05 a.m.-12:39 p.m.
- "La Femme Nikita" (French, 1991, 117 min.), September 21 and 28, 11:05 a.m.-2:02 p.m.

Films are subtitled in English. Showings will be in the OPS 2B Conference Center, Room 2B4118-2, except the September 28 screening which will be in Room 2B4118-3. For information, contact Drage Vukcevic ([dvukcevt@do.nsa](mailto:dvukcevt@do.nsa)) at 301-688-1073 or 963-3307.

## Vietnam Hero Gets Overdue Recognition

Army medic saved the lives of his fellow platoon soldiers

by Maria Camacho

Vietnam veteran Alfred Rascón received his Silver Star in the mail. It was something of a consolation prize. He knew he deserved the Medal of Honor, but he had too much going on at the time to worry about it.

"I figured I can't change the world," he says.

Then 8 years ago, Rascón went to a military reunion that changed everything. Despite the years that had passed since the war, the members of the 173rd Airborne Brigade remembered Rascón's heroism on the battlefield.

During a battle in a Vietnamese jungle, Rascón, an Army medic, threw his body twice over wounded soldiers to shield them from grenades and machine-gun fire.

"Everything was falling apart," Rascón remembers, detailing part of the events that occurred a third of a century ago. "I headed towards the men on the ground when SGT Cook said, 'Doc you better wait for cover fire.' I said okay and then I took off."

It took Rascón three or four attempts before the gunfire subsided enough so he could get closer to an injured soldier. "I was trying to see how badly he was wounded, but I couldn't, so I covered him," he says. "Then I dragged his butt out of there."

Later Rascón, hit with shrapnel, bullets, and a grenade that bloodied his face, grabbed a machine gun that enemy soldiers were about to use. The additional firepower helped the platoon fight off the enemy. Throughout the ordeal, Rascón never considered his own safety. "It wasn't a question of whether or not to do it, but how," he says.

After the war, Rascón's actions were recognized with a Silver Star, the



Alfred Rascón (center)

Army's third-highest honor. Then the unexpected happened. At the reunion, platoon members found out that Rascón hadn't received the Medal of Honor, reportedly because the

extensive paperwork needed had gotten lost in the Army's bureaucracy. They immediately started a campaign to get Rascón the Medal. However, the men ran into problems.

The Pentagon turned down their nomination because too much time had passed. So the platoon members turned to Representative Lane Evans (Illinois), an advocate for Vietnam veterans, who lobbied President Clinton. The Pentagon finally relented. "I never thought we'd give up, but there were some real tough walls to get over," says Neil Haffey, one of the platoon members saved during the fire-fight.

*The preceding was excerpted from the April 2000 edition of the Hispanic Magazine.*

## The Rest of the Story

The Pentagon relented in May 1999, and Defense Secretary William Cohen approved Rascón's Medal of Honor in November 1999.

On February 8, 2000, President Clinton awarded the Nation's highest military award to Alfred Rascón for his bravery more than 3 decades ago during a skirmish in Vietnam's Long Khanh province.

President Clinton praised Rascón for his "long, patient wait" for recognition. "Thank you for looking out for people when no one else could be there for them. You have taught us once again that being American has nothing to do with place of birth, race, ethnic origin, or religious faith. It comes straight from the heart. And your heart, sir, is an extraordinary gift to your country," said Clinton.

Rascón was humble during the Medal of Honor ceremony, noting that the honor belonged to the people who were with him that day. He asked the survivors to stand and be acknowledged at the White House.

"What you see before you is common valor that was done every day. And those of you who served in the Military—and continue to serve in the Military—are very much aware of that. What you do every day, is duty, honor, and country. And I'm deeply honored to be here," Rascón said.

The President noted that Rascón was born in Mexico and immigrated to the United States with his family. He enlisted in the U.S. Army after graduating from high school in California.

"Alfred was once asked why he volunteered to join and to go to Vietnam when he was not even a citizen. He said, 'I was always an American in my heart.' Alfred Rascón, today we honor you as you have honored us by your choice to become an American and

your courage in reflecting the best of America," said Clinton.

Rascón, "Doc," was a 21-year-old battalion medic with the U.S. Army's 173rd Airborne Brigade on March 16, 1966, when his unit was attacked by North Vietnamese troops. In the fighting that ensued, Rascón repeatedly ran into the line of fire—treating three men, saving two of them—despite being wounded himself. "Through this extraordinary succe-



sion of courageous acts, he never gave a single thought to himself," Clinton said. "Except he admits, for the instant when a grenade exploded near his face, and he thought, 'Oh God, my good looks are gone.'" Rascón was so badly wounded that last rites were administered. He recuperated for 6 months at an Army hospital in Japan and was discharged.

Rascón later graduated from college and the Army's Infantry Officer Candidate School. He was naturalized an American in 1967 and returned to Vietnam for a second tour in the 1970's, this time as a military adviser.

Now living in Laurel, Maryland, Rascón is the Inspector General for the U.S. Selective Service. He insists the rest of his squad displayed as much courage as he did that day, but his old comrades see it differently.

"I have four daughters, and four beautiful grandchildren. I have a wonderful wife," said Neil Haffey, "those are all gifts from Doc."

## As American as Arroz con Pollo

By Carmen Vazquez-Harryman,  
President Hispanic Forum

During a recent visit, my teenage niece asked me, "Does Hispanic mean us?" As I proceeded to explain the term, how it came about out of necessity because of the U.S. Census's inability to classify the growing number of people of Mexican, Puerto Rican, and Cuban descent who were calling the United States home, I thought about the kinds of questions I used to get as a student at the University of Tennessee in Knoxville. I had been at school for about 3 months when someone asked me, "what are you?" I repeated the question out loud hoping that the few extra seconds would help me find an answer to a most puzzling question. "What am I? Do you mean, what's my major—or what?" It was obvious that this question had been asked before. I had to resort to a humbling, "I don't know what you mean." She retorted, "You know, where are you from?" "Oh, I get it, I'm Puerto Rican." She smiled and said, "That's nice" and quietly walked away.

I didn't give it much thought then. But now I realize that with my answer probably came a snapshot of what she thought it meant to be Puerto Rican. She probably thought she knew everything she needed to know about me right then and there. No need to get to know me or ask me anything else. She knew "what I was" and that was enough. I don't get asked the question as often now. But when I do, I never say Puerto Rican anymore, I just say hang out with me, get to know me, talk to me, listen to me, and you'll clearly know not only "what I am" but more importantly *who I am*. We His-

panics come from all walks of life, from many different countries, and each of our cultures is rich and different. We may have just crossed the Rio Grande or be a fifth generation Californian. We may barely know English or know no Spanish at all. We look like Roberto Clemente, Cameron Diaz, and every shade in between. We are Asian, black, and white. So, "Yes," I told my niece, "Hispanic means us."

What does it mean to me? It means embracing the native, afro-Antillean, Spanish and American cultures that I was brought up in and passing them to my children. It means listening to Kid Rock and Hector Lavoe, eating arroz con pollo and chicken pot pie. It means that my world is colored by the vibrant colors of El Yunque rain forest, the surfing waves of Rincon, the imposing Grand Canyon, surf fishing in Kitty Hawk, and spelunking in Kentucky. It means that when I come to work, I have a different history, a different perspective, and a different approach to my work. Of course you know this. We are all the same in that we are all different. So, in the end we come back to the same question. What am I? Easy, I am you.

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.

## Mark Your Calendar

**September 23—NSA CSS Family Day**  
Beginning September 18, guest decals may be picked up at the Visitor Center identified by the sponsor on the Visitor Request (VR): Temporary Visitor Center EAST, Temporary Visitor Center NORTH, NBP, Science Drive, R&E, or Gatehouse 8.

Don't forget your badge on Family Day. No one will be allowed access unless accompanied by a fully-cleared badged affiliate.

Employees in offices planning to open for Family Day 2000, should complete preparations soon. Inspections will be conducted by the Staff Security Officer (SSO), Classification Advisory Officer (CAO), and Key Component Safety & Health Officer (KCSHO) September 11-22.

For up-to-date information, visit the Family Day Web Page, at: <http://nicc.nsa/familyday/> or "go familyday."

**October 6—Annual R/D Reunion**  
The Annual R/D Reunion will be held at Club Meade (formerly the Officers Club) October 6, noon-4:00 p.m. The cost is \$13 and includes a buffet. Interested individuals who did not receive advance notification in the mail may contact Beth Elliot at 301-770-6490 for additional information.

**October 31, 9:00-11:00 a.m., Friedman Auditorium—  
Be Conscious and Protect Your Children**  
A personal story presented by Mr. Michael O'Hara

What a precious gift it would be to go back in time and erase a tragedy in one's life. There is no way to change something that has already taken place; however, it is how we respond,

that determines if and how we pull through life's situations. Mr. Michael O'Hara took a strong stand to turn a personal tragedy into a lesson learned. Now he is sharing his story to help prevent others from enduring the same misfortune.

On January 9, 1998, Mr. O'Hara experienced a parent's worst nightmare, the death of his 15-year-old son, Liam Andrew O'Hara. The drug heroin killed him. With the help of friends and family and a strong faith, Mr. O'Hara has been able to move on from this tragedy. His story was recently featured on the Spirit Segment of the "Oprah Winfrey Show." Part of his healing process is by sharing what he has learned from his experience. He has become an advocate, a speaker on "Heroin Kills."

Mr. O'Hara, with the help of others who have experienced similar tragedies, established an organization called Residents Attacking Drugs, Inc. (R.A.D.). Founded in January 1998, R.A.D. is a nonprofit organization. It is made up of volunteers who are devoted to public awareness and prevention of drug use. R.A.D.'s biggest project to date is a video entitled "Heroin Kills." It was developed in response to numerous adolescent deaths from heroin overdose. This graphic video is the story of a boy who yields to pressure to snort heroin. His decision leads quickly to failure in school, acts of deception, lying, stealing, deterioration of friendships and family, isolation, physical agony and, ultimately, to his own death. The video has been enormously successful and is currently used in drug prevention and health education programs in 38 states.

Mr. O'Hara's personal story and the video, "Heroin Kills" will provide information about the drug and alert you to how vulnerable your children are in today's society. If you have children, you will not want to miss this presentation! If there is significant interest, Work/Life Services will schedule a future opportunity to bring your children to a forum where they too can hear Mr. O'Hara speak, see the video, and learn invaluable information that could very well make a difference for them!

### Thrift Savings Plan Rates Through July 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%
<b>1999</b>			
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
<b>2000</b>			
January	(5.03)	(.34)	.56
February	(1.93)	1.22	.53
March	9.74	1.32	.55
April	(2.98)	(.29)	.52
May	(2.05)	(.03)	.54
June	2.44	2.07	.53
July	(1.56)	.89	.53
<b>Last 12 Months</b>			
	8.85%	6.00%	6.56%

Percentages in ( ) are negative.



## Surprise! The Cryptologic Museum Can be Fun!

Many employees might feel that the National Cryptologic Museum has nothing to offer, or that they already know what it must be like, because they work here. Well, stop by for a visit with Jack Ingram, the curator. You will find him to be more than accommodating and very interesting.

### More Than Historical Storage

The Museum opened in August 1993. In January 1994, the *Washington Post* ran a front-page article on the Museum which was followed by tremendous worldwide press over the next few months. The Museum has continued to be a strong press interest for the past 7 years. When General Minihan became Director of NSA, he embarked on an aggressive program to update the Museum. Anything the Museum folks needed—space, material, exhibits, lighting—they had at their disposal. General Minihan used the Museum for socials and dinners; however, he never used it for press briefings. In 1999, when General Hayden became Director, he realized that with all the problems the Agency was having in the press, the Museum was a perfect setting to meet them and showcase past Agency accomplishments. The fact that General Hayden is a double history major probably influenced his focusing attention on the Museum.

### Museum's Fame Spreading

Over the past 7 years, the Museum has been host to television networks including A&E, DIS, HIST, CNN, ABC, NBC, and CBS. Several foreign television crews have also visited the Museum. Japanese film crews have

been there eight times, Austrian film crews have visited, and even Moscow television crews have done filler pieces for use in their country. Through all of this, the volunteers continue to give scheduled tours to groups from all walks of life including homeschooled children, university groups, recruiting groups, Presidential Classroom Groups (twice a year), and church groups. The on-site gift store was an especially big hit with the "Enemy of the State" film crew—according to Jack, "they cleaned the place out!" With all this media attention, the Museum has only used paid advertising one time!

Jack said they have many more displays they would like to showcase. However due to space constraints, displays must be rotated and the amount of information that can be assembled at one time is restricted.

### Media Tool

The Agency is becoming more and more proactive in getting its story out, and the Museum plays a big role in this effort. It has become a very effective public relations tool for the Agency. All of this publicity has helped to disarm the press on NSA—quite a different view from that of 10 years ago. In short, the Museum plays a paramount role as the Agency strives to put a human face on and demystify its reason for existing.

## Retirements

### 38 Years

James I. Sadler

### 36 Years

Robert A. Cloutier  
Richard J. Fitzpatrick  
Charles E. Joram, Jr.

### 34 Years

Robert G. Kugler, Jr.  
Michael J. Patnode  
Gerald D. Thompson

### 33 Years

Dean P. McCullough  
Benjamin R. Sage

### 32 Years

Joyce C. Newman

### 27 Years

Sidney Kissin

### 19 Years

Judith J. VanDeGriff

### 17 Years

Donna K. Danckaert

### 12 Years

Cecelia A. Jewell

## 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. LNOBZOZ, MNBB BDZL VH NOSD LNGD KNG PZMM NK KZLD YOEVSBYNO
2. EBLGKO ENYF EMALTJNFLYLGJF EJ RGVWRETM ENT JTEALILTF
3. HJA FPQM PLLKDKTCE EUQKRJ UP MJJI AJEU HKCJ RKQGE KH DYJDM
4. RZDHKN ZBHA TVNMZIVO MKXRN MTKM OZSXP XHKP MZ BHKOH
5. YUMNZUI IUCHOZDBQM CZQNJLIA SLZVT LMNL SQIVZDMU ODNT

Answer will appear next month.

Answer to August Puzzle:

1. NTSB URGES NEW WAYS TO COMBAT RISING RUNWAY INCIDENTS
2. DUTCH AUTHORITIES CLOSING IN ON HUMAN SMUGGLING RING
3. DOLLAR, EURO OUTPACE YEN IN CHOPPY TRADING
4. RIPKEN LOOKING FOR QUICK RETURN FROM DISABLED LIST
5. CHILDLESS EMPLOYEES SEE DISCRIMINATION IN FAMILY-FRIENDLY POLICIES

Setting: TOADY Key: SYCOPHANT Hat: BOOTLICKER

## Did You Know?

### Hispanic Heritage Month September 15–October 15

- ❖ An Hispanic is a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- ❖ The States with the largest Hispanic population were New Mexico (38.2 percent), California (25.8 percent), Texas (25.5 percent), Colorado (12.9 percent), New York (12.3 percent), and Florida (12.2 percent).
- ❖ There were more than 400 counties and cities in the U.S. with populations consisting of at least 50 percent Hispanics.
- ❖ In 1998, there were 102,775 (6.4%) Hispanics in the permanent Federal civilian work force, with 30 percent of them having earned a college degree. Hispanics make up 10.8 percent of the civilian labor force.
- ❖ The Hispanic population in the United States was approximately 27,000,000 in 1990, including 61 percent Mexican origin, 12 percent Puerto Rican origin, and 5 percent Cuban origin. It is estimated that in 2000 there are more than 31,000,000 people of Hispanic origin residing in the United States.
- ❖ In 1990, 10.3 percent of Hispanics 25 years of age or over had a college degree.

## In Memoriam

Salvatore A. Danna, a senior voice language analyst in the Operations Organization, died June 30 of complications from lupus. He was 48.



A native of Yonkers, NY, Mr. Danna earned a bachelor's degree and a master's degree in linguistics from Fordham University. He joined the Agency March 10, 1975.

Mr. Danna resided in Ellicott City, MD. He had a passion for racecars and computers, was interested in languages and world cultures, and enjoyed gardening and doing home improvements.

His wife, Sandra; a son Matthew; and a daughter, Erika, survive Mr. Danna.

Marilyn H. Dougherty, a former analyst and manager in the Operations Organization, died May 16 of lung cancer. She was 77.

Mrs. Dougherty was a graduate of the University of Wisconsin. She joined a predecessor of the Agency in 1945. Mrs. Dougherty retired in 1979 with 34 years of Federal service.

A native of Kenosha, WI, Mrs. Dougherty resided in Adelphi, MD. An avid reader, she delighted in word games of all kinds.

Mrs. Dougherty is survived by three step-children.

Donald S. French, a former programmer in the Information Systems Security Organization, died May 16 of cancer. He was 80.

Prior to joining the Agency, Mr. French served with the U.S. Navy. He retired in 1975 with 31 years of Federal service.

Mr. French resided in Adelphi, MD. He is survived by his wife, Pauline; a son Daniel; a daughter Cynthia Murray; and four grandchildren.

**Patrick F. Hartzell**, a former employee in the Operations Organization, died July 7 of a heart attack. He was 59.

Prior to joining the Agency, Mr. Hartzell served with the U.S. Air Force. He retired in 1993.

Mr. Hartzell resided in Baltimore, MD. He enjoyed playing golf.

His wife, Elizabeth; a son; a daughter; two stepdaughters; and 5 grandchildren survive Mr. Hartzell.

**Patrick R. Hennigan**, a former administrative assistant in the Information Systems Security Organization, died June 9. He was 80.

Prior to joining the Agency, Mr. Hennigan served with the U.S. Navy. He retired in 1977 with 31 years of Federal service.

Mr. Hennigan resided in Silver Spring, MD. He enjoyed traveling and reading.

Mr. Hennigan is survived by a daughter, Mary Gasper; and two grandsons.

**Walter F. Penney**, a former analyst in the Operations Organization, died June 24 of cardiac arrest. He was 87.

Mr. Penney attended the Cooper Union in New York and was an actuary for an insurance company prior to joining a predecessor of the Agency. He retired in 1977 with 34 years of Federal service.

Mr. Penney resided in Greenbelt, MD. He was self-taught in several languages, and wrote articles for computer, linguistics, and mathematical publications.

Mr. Penney is survived by his wife, Leonie; 2 sons, Walter and Bernard; a

daughter, Olga Garber; and 10 grandchildren.

**Cletis G. Schreffler**, a former procurement officer in the Support Services Organization, died June 9 of liver failure. He was 78.

Prior to joining the Agency, Mr. Schreffler served with the U.S. Air Force. He retired in 1977 with 34 years of Federal service.

Mr. Schreffler resided in Crownsville, MD. His wife, Josephine; a daughter; and two grandchildren survive him.

### In Appreciation

My family and I wish to express our sincere appreciation to everyone for your cards and kind words of comfort following the recent death of my mother. Your kindness and thoughtfulness will always be remembered.

—Alan P. Smith and Family

I have returned to work and I want to express my thanks to everyone for all your cards, prayers, well wishes, and especially your donation of leave hours contributed to me. I will never forget this kindness.

—Bob Gorray

I am grateful to my friends and coworkers for their support during my recent recovery. Your visits, calls, cards, balloons, flowers, and prayers brightened my days. Your leave donations were greatly appreciated. If I knew who you were, I'd thank each of you personally. I tell my family that the people I work with are so very special. Now they have seen for themselves and agree.

—Melda Hicks

My family and I would like to express our sincere appreciation to

our friends and co-workers for their many expressions of support following the recent death of my dad, Matthew Hyre. All of the cards, flowers, visits, and phone calls are deeply appreciated. Your kindness and thoughtfulness will always be remembered. Thank you.

—Karen Ford and Family

My family and I sincerely thank my colleagues for their many kind expressions of sympathy following the death of my father and for the generous contributions, made in his memory, to organizations providing Alzheimer's Disease assistance and research. Thank you.

—Michael C. Gidos

### REPORTING ON FRAUD, WASTE, AND INEFFICIENCY

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

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

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

## Club Notes

### The Inside Scoop About Agency Clubs

NSA has more than 50 private organizations (clubs) that are sanctioned to operate on Agency property. These clubs cover a wide range of personal interests from battlegaming to yachting.

The Agency Private Organizations Program is administered by the NSA Customer Contact Center. The Customer Contact Center now serves as the focal point on Agency issues involving private organizations and the rules and regulations for activities conducted by these groups.

For more information about the various Agency clubs, visit [http://ds8webrv3.ops.s.nsa/private\\_orgs/](http://ds8webrv3.ops.s.nsa/private_orgs/). Some private organizations have their own webpages and employees may click on their links for more information.

**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](mailto:kmdavis@nsa)), at 301-688-7884.

**Ceramic Crafters** will hold its annual fall sale on Tuesday, October 10 in front of the OPS 1 cafeteria. Holiday items, as well as, NSA apothecary/candy jars, mugs, and millennium mugs and steins will also be available for purchase (available colors are: white, black, clear, and green). For additional club information, contact Dale Crotty ([decrott@nsa](mailto:decrott@nsa)) or write to the Ceramic Crafters Club, c/o the CWF Club Mail Facility.

**Deep Sixers SCUBA Diving Club** will hold its monthly meeting on September 18 at 7:00 p.m. at the Colony 6 Conference Room near the Cryptologic Museum. Topics of discussion will include upcoming dive trips and trip reports of recent outings. All current and potential mem-

bers are invited to attend. For more club information, see the bulletin boards in the OPS 1 Center Corridor (near the bank), or FANX III (near the barbershop). Or contact the club president, Mark England, at 301-688-7681.

**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](mailto:imcolla@nsa)).

**Single People in Activities Recreational and Cultural (SPARC)** events for September include: happy hour and trivia at Champions every Thursday, a monthly activities planning meeting on the second Thursday, and an outdoor picnic/potluck. Also, there are two out-of-town trips planned—one to the Polka Festival in Ocean City, MD and the other to Busch Gardens in VA. Attendees can go for the day or stay overnight. For more information, subscribe to ESS1444 or contact Dee at 963-6753 or 301-688-6753.

**Women and Men in NSA (WIN)** is pleased to announce its 16th Annual Art Auction! It will be held at Club Meade (formerly the Fort Meade Officers Club) on September 22. The preview starts at 6:00 p.m. and the auction will start at 7:00 p.m. Tickets are \$7 per person or 4 for \$24. All proceeds from the auction will benefit the WIN Barbara W. Clark Undergraduate Scholarship Fund. Thanks to all who participated last year, WIN was able to increase the number of scholarships for 2000. For more information, contact Sue McTague at 301-688-2267. Hope to see you there!

It is also time for the WIN elections and candidates are needed. If you have considered holding a WIN office, now is the time to step forward. All offices are available. The term is for 2 years. For more information, contact the election committee chair, Janet Principe ([jeprinc@nsa](mailto:jeprinc@nsa)) at 963-7130.