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# National Reconnaissance Office

25 July 1997  
NROD 120-2  
Personnel

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## **SUBJECT: The NRO Awards and Recognition Programs**

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**A. SYNOPSIS.** This directive and accompanying NRO Instructions describe the National Reconnaissance Office (NRO) Awards and Recognition Programs and outlines the process from nomination to approval and, finally, through presentation.

**B. AUTHORITY.** The NRO regulations are issued pursuant to the National Security Act of 1947, 50 U.S.C. 401 note, as amended; Central Intelligence Agency Act of 1949, 50 U.S.C. 403a, as amended; 10 U.S.C. 113; Executive Order 12333; DoD Directive TS 5105.23, March 27, 1964, National Reconnaissance Office; 44 U.S.C. 3301; and other applicable laws.

**C. PURPOSE.** The purpose of both programs is to recognize and reward outstanding achievements of individuals and/or teams who have supported the accomplishment of the NRO mission through noteworthy dedication, productivity, efficiency, and quality.

**D. REFERENCES.**

1. NRO Awards Program Instruction, NROI 120-1
2. NRO Recognition Program Instruction, NROI 120-2

**E. SCOPE.** This directive applies to all United States Government civilian and military employees assigned to NRO, any group or organization working in support of the NRO mission, and contractors supporting the NRO consistent with security restrictions.

**F. DEFINITIONS.**

1. The NRO Awards Program. This instruction provides guidance for awarding individual awards, team awards, and community service awards to the NRO's exceptional performers.

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Contractor personnel are allowed to receive NRO Team Awards and Community Service Awards. Contractors may receive NRO individual awards if the act or achievement is NOT related to their reimbursed contribution to an NRO contract or for other accomplishments for which they were reimbursed by the U.S. Government.

2. The NRO Recognition Program. This instruction provides guidance for recognizing the NRO's outstanding civilian and military employees of the quarter and year. It explains policies and management procedures that govern the selection of employees for these awards. Contractor personnel are only allowed to participate in the NRO Team Awards.

**G. RESPONSIBILITIES.** Human Resources Management Group is the administrator for both programs: the NRO Awards Program and the NRO Recognition Program.

//Signed//

Keith R. Hall  
Director

OPR: MS&O

This directive supersedes NHN 2-96, "NRO Headquarters Award Program," dated 19 January 1996, and NHN 10-93, "SAF Plaques for Departing Personnel," dated 12 March 1993.

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