

NATIONAL
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AGENCY

NEWSLETTER

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The Part-Time Master of Science of Strategic Intelligence Program

A unique opportunity for a higher education

by Michael L. Barksdale, Performance Consultant

Budget cuts to NSA's education, training, and career development programs have challenged the work force to find alternative solutions to advancing their careers. Unaffected by budget cuts is the Part-Time Master of Science of Strategic Intelligence (MSSI) Program, sponsored by NSA in conjunction with the Joint Military Intelligence College (JMIC).

The MSSI is a DIRNSA-supported program that includes 10 prescribed intelligence core courses, 4 signals intelligence (SIGINT) related electives, and a thesis covering an intelligence-related national security issue. The MSSI is a tuition-free program available to all qualified NSA civilian and military employees through the NSA satellite campus at FANX II. Students who participate in the program are expected to attend two classes per quarter for 2 years.

The MSSI degree combines the rigor of a fully accredited institution and the ability to conduct research to the highest classification level, making the JMIC a unique, career-enhancing, educational opportunity.

Core Courses

The MSSI core courses are taught by JMIC's faculty. The SIGINT electives are taught by NSA's adjunct faculty. The core courses are:

- ◆ Information Technologies in the Cyber Era,
- ◆ Intelligence Analysis: Continuity and Change,
- ◆ Intelligence Collection: Evidence for Analysis (HUMINT),

- ◆ Intelligence Collection: Evidence for Analysis (IMINT),
- ◆ Intelligence Research and Analytic Methods,
- ◆ MSSI Thesis Seminar,
- ◆ National Security Structure and Policy,
- ◆ Strategic Warning and Threat Management,
- ◆ 21st Century Intelligence: The Emerging International Security Environment, and
- ◆ 21st Century Intelligence: National Military Strategy.

A maximum of 16 NSA students are enrolled in the MSSI program each year. The program runs from September through August at the JMIC/NSA Graduate Studies Center, FANX II, Room A2E058, Linthicum, MD. Students are required to complete a 14-day orientation at the JMIC, located at the Defense Intelligence Agency (DIA), Bolling Air Force Base, Washington, D.C. Applicants must have a baccalaureate degree from an accredited institution and a current TOP SECRET/SCI clearance.

Application Procedures

The application deadline is March 31, 2000. Applicants must submit:

- ◆ a JMIC Application Form,
- ◆ a Nomination for Training Form (E71),
- ◆ a Miller Analogies Test (MAT) results (must be taken by March 31, 2000),
- ◆ official copies of undergraduate degree transcripts and any transcripts showing graduate work, and

- ◆ a 500-word essay on an intelligence-related subject (see application for essay topic)

For more information regarding the Part-Time MSSI Program, contact the JMIC/NSA Program Manager at 968-4212(s), or via E-mail at jmic@nsa.

THE NATIONAL SECURITY AGENCY NEWSLETTER

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NSA/CSS INTERNAL COMMUNICATIONS CELL

The *NSA Newsletter* is published monthly by the NSA/CSS Internal Communications Cell (NICC) for the information and enjoyment of NSA employees and their families.

The NICC office is located in OPS 1, Room 3N074. The telephone numbers are 963-5901(s) and 301-688-6583.

Employees may submit items for publication via E-mail to nsanews. Retirees may submit a typed, double-spaced article, which includes their name and phone number to the NSA/CSS Internal Communications Cell, Fort George G. Meade, MD 20755-6000. 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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DIRNSA'S DESK



Holiday Message

As the end of 1999 approaches, NSA/CSS families, here at Fort Meade and serving around the world, prepare to celebrate the holiday season. This year is unique—marking the end of the 20th century. As we reflect on our accomplishments, we can be proud of our cryptologic heritage and the patriotic men and women who have served and who continue to serve to safeguard our national security.

The 21st century will be vastly different from its predecessors, and our work will be more important than ever before. Standing on the leading edge of the new millennium, we can look forward to an exhilarating future—full of new challenges and opportunities.

We will be challenged by nontraditional enemies and allies. We will be challenged to support new or expanded missions with limited resources. We will be challenged to maintain our technological edge to provide and protect our national security. Out of these and other challenges come exciting opportunities for success as we develop new technology, tools, and methods as well as creatively apply existing techniques in a fast-paced, global environment.

We've begun a number of modernization initiatives—the Unified Cryptologic Architecture, ROADMAP, the NSA Business Plan, SIGINT Mission Management—and have made some progress. But there is still much work to do and many changes to make as we create the Agency of the future. I outlined some of these modernization initiatives during my second town meeting. We must ensure responsive and appropriate customer support, ensure we have the right individuals in the right jobs, communicate more effectively both internally and externally, and manage resources even better. I have the utmost confidence that all of you, as one team with one mission, will respond to the challenges, exploit the opportunities, and propel the Agency into the next century, ensuring information superiority for America and its allies.

On behalf of the entire Hayden family, I wish you and your families peace and joy during this holiday season and throughout the year ahead.

Michael V. Hayden

A Look “Inside” NSA’s Drugstore

by Sherry Copeland

Viewed from the outside, NSA’s drugstore is just a convenience shop, but what’s really on the “inside?” From the rush to pick up an early morning newspaper, to the hurry of an afternoon snack, often there’s no time to think, “what is this drugstore really all about?” As a member of the NSA/CSS Internal Communications Cell (NICC), I had the opportunity to find out. As I take you on this journey from “what was then” to “what is now,” be prepared to feel a little tug at your heart as I did, as you learn what it’s all about.

The “Mystery” Room

From the outside, it appears that the store is one large room. Well, guess what? There are two! On the day I visited Maryellen Smith, one of the four store employees, she introduced me to a “mystery” room.

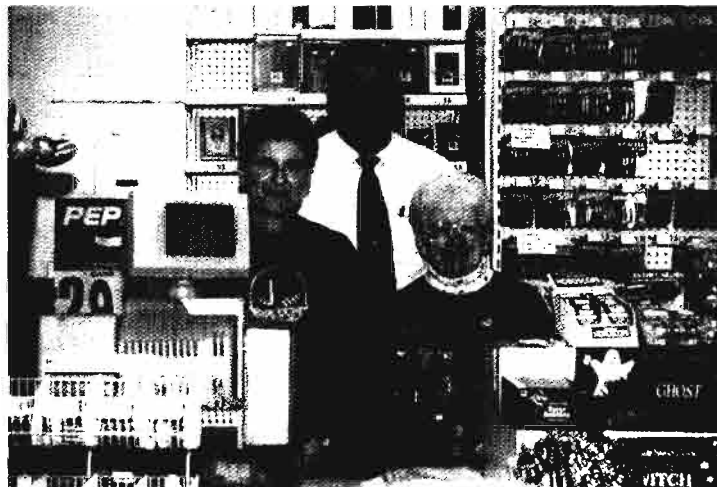
Upon my arrival for our interview, Maryellen pointed to the rear of the store and asked that I follow her to her private cubbyhole. It was a dimly lit storage area about 3 feet wide. She placed a stool down and asked me to take a seat. That moment was the beginning of an adventure that enabled me to realize what really lay inside NSA’s store.

The store is not just the merchandise; it goes much deeper than that. It’s the store employees—Maryellen Smith, Rose Anderson, Kim Gettier, and Larry Lathrop. They are down-to-earth, kind, and caring people who love what they are doing.

Interviewing them just made my day, as I’m sure they have made many of yours in the past as you paid for your afternoon treat.

Preparing to Close

Maryellen, Rose, Kim, and Larry first heard about the store closing in late August. Larry felt something was up when the store stopped receiving seasonal merchandise, and summer



(l. to r.) Maryellen Smith, Larry Lathrop, and Rose Anderson

candy items did not arrive. Maryellen, Rose, and Kim were all surprised at the news and wondered, “What’s going to happen to us?”

Meanwhile, rumors began to spread. On September 15, an official E-mail was sent to the NSA work force, informing everyone that the store would close its doors on October 29.

Since the 1980’s, Rite Aid (née Drug Fair) had been the only company with any interest in bidding on the NSA contract. Why did Rite Aid decide not to continue the contract with NSA? Two reasons—first, as a company it concentrates on large, stand-alone stores and is closing its

stores in malls and office buildings. NSA’s small store no longer fit its company profile.

Second, the space the store occupied was going to be rehabbed within the next year or so, and NSA’s Space Management Office could not tell the Rite Aid management where its new space would be. One possibility was the second floor of the Burgin Building. Rite Aid did not feel that was an acceptable location for a retail operation; so, it opted to pull out.

NSA’s drugstore is part of the Agency’s history. Available records do not indicate when the doors first opened; however, it was probably long before most current employees came on board.

Going That Extra Mile

Rose and Maryellen worked in the store for more than 10 years, while Kim worked there 6 and Larry 5 years. During the

interview, it quickly became clear that they all had the same priority as to what was the most important part of working for the drugstore. It was not the store itself. It could have been any store with any name; the most important aspect of their jobs was their customers!

They don’t just stand behind the counter and collect money; they are there for those who may need help picking out a card or choosing just the right gift. Maryellen particularly enjoyed helping people with disabilities, especially the blind for whom she would help write checks or find the correct amount of money. With that said, Rose, Maryellen, Kim, and Larry

were not just cashiers; they were shoppers, advisers, bankers, and whatever else was necessary to help the customers leave with what they came for.

Customer Relations

It was interesting to see the similarities between the answers each employee gave during their interview. When asked if the customer base at NSA was different from that of other stores, it was unanimous. "Yes, our customers here are definitely different!"

Larry felt that the people were the same everywhere; however, the needs were different. "We sell more snacks, magazines, and greeting cards than our outside stores, but far less in the health and beauty aid department. We wait on more people than most stores, but have a lower profit due to smaller dollar sales." Maryellen chuckled and said, "NSA has a lot of junk food addicts. They eat a lot!"

Rose, who has had a lot of experience with "outside" customers, felt that the NSA work force was definitely the best customer set she ever had the pleasure of serving. Outside, she has experienced many irate customers, but at NSA she could not recall ever having to deal with those types of people.

Fond Memories

Over the years, they have all made many friends. Rose recalls Sandy Johnson, a NSA employee who invited her to an awards ceremony in the Director's large conference room. It's a memory and experience she will never forget. Then, there were the three NSAers (Mary, Ethlynn, and Emily) who heard Rose was having car trouble and volunteered to bring her to work until her car was repaired.

Maryellen remembered the year 1990, when she was diagnosed with

cancer. She had to take a 4-month break in service and realized while recovering at home that the store was where she needed to be. For her, therapy was her customers. The cards and letters she received from her NSA friends were overwhelming. That was when she realized not only how much she cared for them, but also how much they really cared for her.

"Yes, our customers here are definitely different!"

United, all three agreed that the most popular items in the store were the snacks. A close second was what Rose called "headache medicine." Is there a connection here?

Future Plans

What's next for Rose, Maryellen, Kim, and Larry? The NSA Restaurant Fund had all four employees' best interest in mind and offered each the opportunity to stay and help set up the new store. Rose and Maryellen accepted, as did Kim. Rose in particular was very comfortable with her surroundings. She felt safe within the walls of NSA, and was very happy when the offer was made. Maryellen is pleased as well, and looks forward to when the doors open once again so that she can be there for her NSA customers. Because of the uncertainty of the store continuing, Kim initially made the decision to resign. However, due to her long-standing record as a terrific employee, the NSA Restaurant Fund contacted her, told her there would be a new NSA-operated drugstore, and invited her to return to help set it up. Kim happily accepted the offer. Larry, though offered a posi-

tion, decided to retire after the last piece of merchandise was gone. He felt good about leaving, knowing that his coworkers would still be on the job.

The NSA Restaurant Fund will take over NSA's drugstore operation. The new store will not have the buying power of a major drug chain; therefore, holding prices down will be a challenge. However, the store will be able to tailor its product line to meet customers' needs. While Rite Aid's marketing decisions were made at corporate headquarters, NSA's decisions will be made here using customer input.

The Agency-operated store will not be driven entirely by a profit motive; therefore, it might be able to operate in a less desirable location than a commercial enterprise would. The Restaurant Fund will make every effort to provide the service for as long as they can. Eventually, after the main store is fully operational and reasonably established, the Restaurant Fund hopes to open small satellite stores in other NSA buildings.

What NSA's drugstore was "then," in some respects, will be NSA's drugstore "now." It's what's on the "inside" that counts. It's Rose, Maryellen, Kim, Larry, and the NSA work force that made the store what it was and what it will continue to be.

All Newsletters distributed to Agency facilities outside NSAW should be treated with extreme care. Because the Newsletter contains information about NSA employees and activities which is not routinely made available to the public, 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.

Make Your Dreams Come True

Thrift Savings Plan Open Season

The Thrift Savings Plan (TSP) Open Season began November 15 and will continue through January 31, 2000. The TSP Open Season provides employees the opportunity to start or change contributions to their TSP account. It is also an opportunity to change the way in which future payroll contributions are invested in the G, F, and C Funds.

The TSP is a retirement savings and investment plan set up exclusively for Federal employees. For FERS employees, the TSP is an important component of their retire-

ment. To maximize retirement income, take the time to learn about this investment plan. CSRS employees also benefit from the opportunity to save for retirement and to defer income taxes on these savings.

To learn more about the TSP, visit the Retirement and Insurance Services homepage at <http://www.s.nsa/retirement/index.html>. Under "HOT HITS," visit External TSP Information. From there, employees can read information regarding the many features of TSP, review historical rates of returns, and even download the TSP-1 Election Form from the Forms and Publications section. To download forms, employees must have Adobe Acrobat 3.0. Systems administrators may assist employees in the installation of Acrobat if it is not currently available on their desktop. Also, under "HOT HITS," visit the TSP Calculator for TSP account projections and annuity estimates.

Completed TSP-1 Election Forms may be mailed or hand carried to any of the NSA Customer Service Centers, the respective Integrated Personnel Activity (IPA), or the Agency's TSP Office by close of business January 31, 2000. Remember, only one election form may be submitted during the Open Season, unless the second form is to terminate a contribution.

For information regarding the TSP, contact one of the NSA TSP Officers, Danny L. Floyd (dlfloyd@nsa) or Tammy Bannar (tsbanna@nsa), at 963-4472(s) or 410-854-6188. Employees may also contact their personnel representative.

Thrift Savings Plan Rates Through October 1999

Year	C	F	G
1994	1.33%	(2.96%)	7.22%
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%
1998			
November	6.04	.56	.42
December	5.76	.30	.43
1999			
January	4.19	.71	.42
February	(3.09)	(1.74)	.38
March	3.99	.54	.47
April	3.86	.29	.46
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
Last 12 Months			
	25.56%	.47%	5.78%

Percentages in () are negative.

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.

ANSWERS TO THE DECEMBER PUZZLE

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C A R A C R I S T I L J A W P
E J D B B K P V P L B M D Y K
H M O R T S G N E I A Q P A W
I I D E O U E N A H L J L F T
C N O T P L N I F M L L M B Q
K I M R L O T F F G E W I T Q
S H E A C D U A N W D D G H Q
K A I C N B P U O E R E U N E
M N M J T S O R F R O C D T F
B X Y F P Y C E E K T X V E S
R B I E O I S R N S L K I G R
G Y V K K R G Z I Q U F V M N
R H M A E A D J N C G F Z U G
D D X R R E L Y A G H Q L D D
V N D D F Z A B C K A R Y B I
    
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Holiday Door Decorating Contest

The 10th annual holiday door decorating contest begins December 1. Registration forms may be picked up at any CWF office. Close of business, December 10 is the deadline to register for the contest.

Doors must be decorated by 7:00 a.m. December 14. Each door must have a theme. The judging will be based on originality and seasonal content. Additionally, the doors will be judged on their ability to catch the eye—color, workmanship, lights, resourcefulness, and use of commercial products.

Judging will take place December 14 and 15. Winners will be awarded first, second, and third place, and honorable mention ribbons. First place winners will be featured in a future *NSA Newsletter*.

For more information regarding the contest, visit the closest CWF office or contact Laura Livolsi (lmivols), DO CWF council representative, program chairman, at 301-688-3469.

Episcopal Services

Episcopal worship services are held every week in the OPS 1 and OPS 2 complexes. The Holy Eucharist is celebrated at noon on Wednesdays and on selected holy days. For further information, or to be included in E-mail notification of dates and locations, contact the Episcopal coordinator, Michael Cureton (mmcuret@nsa) at 963-5288(s) or 301-688-7843. For information on other denominational religious services held at NSA facilities, contact the NSA Chaplain's Office at 963-4525(s).

Crypto-Mathematics Institute's Annual Awards Announced

The Crypto-Mathematics Institute (CMI), the first professional organization established at NSA/CSS, is pleased to announce the award winners who were recognized at its annual banquet.

The President's Award, the CMI's highest award, was presented to Bill Pendergrass, of the Operations Organization, for his important contributions to the mission of the cryptologic community through the development and application of the science of mathematical cryptology.

The CMI Teacher's Award was presented to Tad White, of the Information Systems Security Organization, for his service in teaching NSA's foundational crypto-mathematics course.

The winners of the Annual CMI Essay Contest were Mark Jacobson, of the Technology and Systems Organization, for the applications category and, in a rare tie, Mark Jacobson and Doug Shors, of the Technology and Systems Organization, for the research category.

Rick Proto, of the Technology and Systems Organization, was named a CMI Distinguished Member for his outstanding contributions to the science of crypto-mathematics during his long and distinguished career.

The CMI, founded in 1957, is a professional organization of mathematicians and cryptologists at NSA/CSS. Membership is open to anyone with knowledge, experience, or interest in the mathematics of cryptology. For more information regarding the CMI, refer to its homepage at <http://www.z.nsa/z07/CMI/index.html>.

The Gift of Life

Apheresis Platelet Donor



In June 1999, Bob Klempa, of the Technology and Systems Organization, attained the milestone of 100 apheresis platelet donations at the Blood Donor Center at Gatehouse 4.

Currently, the Walter Reed Army Medical Center (WRAMC) is attempting to increase the number of apheresis platelet donors to meet the growing need of their patient population. The platelets collected at WRAMC are used to treat seriously ill patients who require multiple transfusions over a long period of time. Mainly, they are patients receiving chemotherapy for leukemia or other cancers. The platelets they receive assist them while they are unable to produce their own blood cells.

WRAMC needs platelet donors. To offer help, contact WRAMC at 202-782-3223, Monday to Friday, or on Wednesdays contact the Agency's Blood Donor Center at 301-688-6844. The process is basically painless, takes about 3½ hours and can help patients survive the treatments necessary to save their lives. It is truly a gift-of-life donation.

694th Intelligence Group Hosts General Shelton, Chairman, Joint Chiefs of Staff

by SSgt Larry Fenell, 694 IG Public Affairs

On September 24, the 694th Intelligence Group, Fort George G. Meade, MD, hosted General Henry H. Shelton, USA, Chairman, Joint Chiefs of Staff (CJCS) for its 18th annual United States Air Force Birthday Ball. This was no ordinary military ball! The event was full of zany and unconventional twists that created a fun-filled, rip-roaring event for all in attendance. It was a 694 IG family event with guests spanning the Air Force's past, present, and future. Guests included numerous Air Force retirees; representatives from the Defense Information School, Defense Courier Service, National Infrastructure Protection Center, Defense Humint Service; reservists from the 694 IG; and Junior ROTC Cadets from three local high schools.

The Invitation

Some may wonder how the 694 IG persuaded the Chairman of the Joint Chiefs of Staff to attend a group-level event. Colonel Carla Bass, Commander 694 IG, sent a hand-delivered, "word-sculpted" invitation wrapped in a 2x2 foot swatch of camouflage netting. She wrote, "The 694 IG consists of Air Force members who work in the predominately civilian National Security Agency. Growing the next generation of officer and enlisted corps in this civilian environment is a definite challenge.... Strong service identification will lessen financial lures of the corporate world, ease our retention crises, and allow the Air Force to retain critical skills. This birthday ball will be a rallying point;

we need an individual of your stature as the evening's center of gravity." To foster esprit de corps and enhance retention efforts, GEN Shelton gra-



Col Carla Bass, USAF, 694 IG Commander, presenting GEN Henry "Hugh" Shelton, USA, Chairman, Joint Chiefs of Staff with a plaque for his words of inspiration at the 694th's 18th Annual United States Air Force Ball celebration

iously accepted Col Bass' invitation. The birthday ball would surely be a hit!

Setting the Scene

Upon their arrival, 667 guests knew this would be an extraordinary evening. Guests were treated to a historical display of military uniforms ranging from 1917 to the present, including a space suit on loan from the Goddard Space Center. Also on display, a pictorial "History of Aviation" featured Air Force planes of the past and present.

The theme said it all, "Celebrate the Blue," and that's exactly what they did. The guests of honor not only included the speaker, GEN Henry "Hugh" Shelton, and his wife Carolyn; but also Maj Gen John

Baker, Commander, Air Intelligence Agency; Lt Gen Michael Hayden, Director, National Security Agency; and Col Carla Bass, hostess for the evening's festivities. The 694 IG Honor Guard posted the colors, the group choir, the Stellar Tones, sang the National Anthem; and Chaplain Dwight Johnson gave the invocation.

Then, SMSgt Jan Gerstlauer and SSgt Robb Jones emceed an evening that will be long remembered.

Each place setting sparkled. Guests received a full-color, hand-glittered program; a "Celebrate the Blue" coin, minted especially for the occasion; and a hand-tied scroll, which provided lyrics for the evening's sing-a-long. Guests

also received a magnet sporting the new 694 IG logo and its motto of "People... Pride... Purpose," a brochure on Air Force chronology, and a disk containing the entire library of Air Force doctrine. Finally, each guest was "armed" with a personal Styrofoam airplane, and was instructed to "let 'em fly" at will throughout the evening. That's exactly what they did! In fact, airspace was only restricted during the guest speaker's presentation.

Let the Games Begin

The evening kicked off with a breathtaking performance by the Air Force Drill Team, an elite group of the Air Force Honor Guard. The team performed the "4-Man Drill," a presentation that requires absolute

precision and intense concentration. Honor guard members spun, threw, tossed, and blindly caught their bayonet equipped rifles.

The next treat was a performance of favorite patriotic tunes by the Stellar Tones. The finale of their presentation was a heartfelt barbershop-style rendition of "Grand Old Flag," with the entire audience standing up and singing along.

The 694 IG was not only celebrating the 52nd anniversary of the Air Force, but also the successful completion of a Mission Effectiveness Inspection (MEI) by the HQ AIA Inspector General (IG) team. During dinner, the Stoogy Tones (played by Lt Col Mark Fassio, Lt Col Roy Horton, and MSgt Sanford Andree) performed their version of "Ding-Dong the IG's Gone," a musical tribute (à la the "Wizard of Oz") to the completion of the MEI. With one sporting a brown paper bag, one an Afro wig, and one sunglasses, the trio was reminiscent of the "Gong Show," and left the audience in stitches.

After dinner, GEN Shelton led the audience in singing "Happy Birthday" to the Air Force; then he and Ann Terenda Tolbert, the most junior member present, cut the cake.

GEN Shelton's address was right on target: "Tonight we not only celebrate the birthday of the Air Force, we also celebrate the sacrifice of those who have gone before and those we serve with today. All of you are part of a special group, dedicated people committed to a higher purpose," remarked GEN Shelton.

"While answering the call of service to the Nation can be difficult, it

can also be immensely rewarding. We need strong and committed men and women in government who put the Nation's interest above self-interest and who put patriotism above profit."



The USAF Honor Guard performing the 4-Man Drill requiring immense precision and concentration

GEN Shelton's remarks were received with a roaring standing ovation. Afterwards, Col Bass presented an elegantly framed birthday ball program, offset by the birthday ball coin, in appreciation to GEN and Mrs. Shelton for taking time from their busy schedules to attend the ball.

Another birthday gift to the audience was a performance by the Silver Wings, the newest ensemble of the United States Air Force Band. The group of six incredibly talented and versatile musicians created sounds from classic country to the hot new high-energy style of today's country music artists.

The culmination of the formal portion of the evening was the Stellar Tones leading the audience in rous-

ing renditions of "God Bless America" and "The Air Force Song." For a few, this was the end of a landmark birthday celebration. For hundreds of others, the evening had just begun. The Silver Wings played and guests partied 'til midnight—twisting, dipping, spinning, whirling, and twirling. Couples even took advantage of an occasional "cheek-to-cheek" to catch their breath. And, the young people stayed and stayed and...

It Was a Hit

"The Air Force Birthday Ball was a resounding success," announced 694 IG Commander, Col Bass. "My target audience from the

get-go was the junior officer and enlisted corps. With the monumental effort of 694 IG's First Six Association, we built the field, they came and danced en masse 'til midnight." From all accounts, the raucous party was not a home run—it was a *grand slam!* GEN Shelton's words of celebration, sacrifice, and "rendezvous with destiny" inspired the entire audience, and contributed to the esprit de corps and patriotism needed now and in the future.

Perhaps Col Bass' comment best captured the evening's goal, "To love the Air Force, you must know her. To know her, you must come out and play." The 694 IG proved Air Force functions can be fun and not so politically correct. This one rocked—and the audience loved it!

Retirements

53 Years

Nelson L. Davis

47 Years

Henry L. Buie
John W. Robinson

44 Years

Marion S. Pavlosky

42 Years

Julius M. Stiffler, Jr.
William R. Swanstrom
Matthew M. Taylor

41 Years

John P. Hazlinsky
John B. Parsley
John T. Sherwood

39 Years

Roger A. Coleman
Walter F. Cox, Jr.
Donald B. McManus
Earl H. Roberts, Jr.
William A. Ross, Jr.

38 Years

Marshall G. Anservitz
Ronald L. Blanchette
William M. Dixon, Jr.
Joseph D. Hall
Marion L. Kestler
Clyde R. Marton III

37 Years

Wayne A. Brammer
Brenda J. Collins
Donald Fox
Jerry C. Hall
James J. Leahy, Jr.
Anthony L. Pentino
John J. Martin
Ethel E. Sterling

36 Years

Douglas R. Bowen
Jerry D. Johnson
Paul A. McGrath
Charles W. Murphy
Lloyd E. Peavler
William Q. O. Shelton
Kenneth J. Williams

35 Years

Eddie D. Bramlett
Michael E. Chernesky
Michael F. Connolly
Ronald C. Davidson
Larry J. Hill
Philip T. Krug
Bill M. Smith
Jon D. Teske
Stephen W. Tuss

34 Years

Irvin J. Crowl, Jr.
Dorothy L. Harris
John King
Catherine M. Martinez
Billie D. Pharr
Carl F. Seaman
Richard J. Stanton, Jr.

33 Years

Robert L. Bain
Russell F. Brown
Ronald Herwig
Glenda J. Kline
Louis Spisso
John T. Strohmer

32 Years

Esther Brown
Joseph F. Correira
John A. Korwica
Gilbert D. McNew
Walter J. Serafin
Rodney B. Sorkin

31 Years

Thomas F. Roers

30 Years

Barbara E. Adams
Jean W. Bowen

26 Years

Eleanor T. Stevens

25 Years

Samuel Harrison, Jr.

24 Years

Morris W. Anderson
Bobby L. Isaacs
Janet S. Strickler

22 Years

Anthony F. Novitske

20 Years

Delores M. Taylor

17 Years

Violet G. Gumpman
William Snyder

16 Years

Ann F. Kendall

15 Years

William Beck
Kathleen A. Strahan

14 Years

Guy T. Germana, Jr.
Thomas R. Johnson
Andrew R. Smith, Sr.

12 Years

Albert S. Praybe
John R. Trueblood
Ronald C. Walton

11 Years

Maggie E. Jennings
Patrick R. Odowd
Lee A. Roper
Kenneth M. Schroeder

10 Years

Arnold L. Amass
Robert Beckner

Cover Design: Publication Design Team
of Multimedia Products



Connie D. Cronin



Karen E. Hopkinson



Richard J. Stanton

MEMORIOUS CIVILIAN SERVICE AWARD



Mark R. Winkler



Rodney B. Sorkin



Angela M. Davis
SSG USA

JOINT MEMORIOUS CIVILIAN SERVICE AWARD

JOINT SERVICE COMMANDATION MEDAL



Martha L. Rankin
ITC USA

DIRECTORS DISTINGUISHED SERVICE MEDAL



Kenneth A. Minihan
Lt Gen USAF (Ret)

DEFENSE MEMORIOUS SERVICE MEDAL

NATIONAL SECURITY MEDAL

Awards

Club Notes

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. For information, contact Karen Davis (kmdavis@nsa) at 301-688-7884.

Ceramics Crafters will hold a holiday sale December 8 and 9, 11:00 a.m.-1:00 p.m., in the OPS 1 North Cafeteria Party Room. NSA apothecary jars, candy jars, mugs, millennium mugs, and steins will be available for purchase. For club information, contact Dale Crotty (decrott@nsa) or write to the Ceramics Crafters Club, c/o the CWF Club Mail facility.

Comic Book/Science-Fiction Memorabilia Collectors Club meets the first Friday of every month. The club provides a forum for people interested in comic books, science fiction, games, and other fandom. A second meeting for family members to attend is held the third Saturday of each month at the Provinces Library. For more information, contact Ann White (abwhit1@nsa).

Gay, Lesbian, Or Bisexual Employees (GLOBE) Alan Turing Chapter will hold its December general meeting in the Colony Seven Complex, Building 9914, in the large conference room. For meeting dates and times, subscribe to ESS 116 or via E-mail at GLOBE@nsa.

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 meets bimonthly and plans many educational and cultural activities. A "Winter Market" is scheduled for December 6 and 7, 10:00 a.m.-3:00 p.m., in the OPS 1 North Cafeteria. Many new and exciting items from the Native American culture and used books in good condition will be available for purchase. American Indian committee members will share their skills through live arts and crafts demonstrations. Also, watch for a new schedule of the American Indian monthly videos for Y2K. For more information, subscribe to ESS 117, or contact Treva Clark (taclark) at 301-688-3469, or Laurie at 301-688-8416.

Parkway Chorale will present its annual holiday concert in the Friedman Auditorium December 6 and 9 at noon. The Chorale will perform a variety of songs to please all types of music lovers. All are welcome to join in the preparation for the spring concerts. Rehearsals will begin in January 2000. For information, contact Jane at 301-688-7935.

Parkway Coin and Stamp Club will hold its monthly stamp meeting Thursday, December 9 at noon. The monthly coin meeting will be Thursday, December 16 at noon. 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

December include dining out at Rain Forest Cafe, a day trip to Longwood Gardens, a holiday dinner and dance, a monthly activities planning meeting, and weekly happy hour and trivia at Hurricanes. For additional information, subscribe to ESS 1444 or contact Sally at 301-688-0146.

Socially Oriented Bikers Motorcycle Club will meet Wednesday, December 1 and January 5 at 5:00 p.m. at Perry's in Odenton. For more information, subscribe to ESS 111. Future rides include the Eastern Shore and the Laconia Bike Rally, NH. Lunch rides are held the third Wednesday of each month at 11:30 a.m. Membership costs \$12 per year. For further information, contact Ron at 301-688-1051, Kent at 301-688-0905, or Brenda at 301-688-4292.

Sun, Snow, & Surf Ski Club was established in 1958. Yearly membership is \$15 per person and \$25 per family, and includes a monthly newsletter. The membership point of contact is Bill Bishop at 301-688-0840. Ski trips for 2000 include: Seven Springs, PA, January 7-9, \$238, point of contact is Cathy Hogg at 301-688-8823; Breckenridge, CO, January 15-22, \$1015, point of contact is Iris Black at 410-255-6785; and Snowbird, UT, April 2-9, \$1049, point of contact is Pam at 301-688-2160.

Women and Men in NSA (WIN) will hold its annual award holiday breakfast, Wednesday, December 8, 8:00-9:00 a.m. in the Canine Suite. During this festive holiday event, WIN will present the 1999 Renetta Predmore Lynch Continuing Education Award. For reservations, contact Janet Principe at 301-688-2959.

Read All About It

★ There are a number of things you are guaranteed to see when visiting Hawaii. One is a Hawaiian outrigger racing canoe. There are approximately 100 of them located on the Ala Wai Canal behind Waikiki alone. That is where **John Fulton**, of the Operations Organization, was introduced to Hawaii's state team sport while performing a PCS in 1991-94. He joined a local club, Lokahi Canoe Club, and raced at various beaches on Oahu and Maui.

Now, you might see an outrigger canoe in Maryland too. John with the help of a fellow NSAer started Maryland's first outrigger canoe club at the Kent Island Yacht Club. In 1998, after a number of fundraising events, John purchased a 6-man, 45-foot canoe, only the second ever made on the east coast. John's team competes during the summer with other teams of the fledgling East Coast Outrigger Racing Association.

The sport is growing quickly on the east coast. There are approximately 20 teams with races held in Vermont; Massachusetts; Florida; North Carolina; New York City, NY; Virginia Beach, VA; and Kent Island, MD. The Kent Island canoe, named *Maka Uli Kukana* for Maryland's State flower, the black-eyed Susan, has been pictured in the *Chesapeake Bay Magazine*, the *New York Times*, *The Baltimore Sun*, *The Capital*, and *The Bay Times* newspapers. Next year's practices begin in May 2000. Contact John (jdfulto@nsa) if you want to join the fun. Best of luck in the future, John!

★ The team of **Julie Dukes**, of the Operations Organization, **Howie**

Larrabee, of the Technology and Systems Organization, and **Dale Irons**, of the Operations Organization, completed the Sea Colony Make A Wish Triathlon in Bethany Beach, September 18. Their relay style triathlon team (Howie, swimmer; Julie, cyclist; Dale, runner) placed second in the mixed relay division and ninth out of the 82 relay teams.

The Make a Wish Triathlon is the largest triathlon on the east coast with more than 800 participants. This year's event raised \$250,000 for the Make a Wish Foundation, an organization that grants wishes to severely ill children. Thanks to all the NSAers who pledged and supported their team. Congratulations, great team work!

★ NSAers who attended the September 26 Baltimore Ravens-Cleveland Browns game at PSINet Stadium may have seen a familiar face on the field prior to the game. **David Quinn**, of the Operations Organization, was selected to participate in the Crown Service Station's Catch and Win Contest.

David had three balls punted to him from a jugs gun located in the end zone. While the first ball was out of range, David caught the next two balls to win coupons worth \$50 of gas from Crown. David was also given two free tickets to the game and a Baltimore Ravens T-shirt for participating in the contest. Way to go, David!

★ The Red Lobster restaurant publishes *Lobster Tales*, a monthly newsletter. In the October 1999 edi-

tion, under the Applause Headline, *Wrave Reviews for Terrific Crews*, **Michael Cunningham**; the son of **Jim Cunningham** of the Operations Organization and his wife, **Linda**; was honored by the Annapolis Red Lobster's management. Michael saved the life of a restaurant customer by performing the Heimlich maneuver.

Michael, a senior at Towson University majoring in elementary education, maintains a 3.85 GPA. Well done, Michael!

★ A reunion will be held at Chicksands, England July 10-17, 2000, celebrating the 50th anniversary of the United States' presence at Chicksands.

Chicksands will host many U.S. personnel who served there between 1950 and 1995. This historic site in Bedfordshire, England, dominated by the magnificently restored 12th Century Gilbertine Priory, was a U.S. station for 50 years until its closure in 1995. It is now the home of the Defense Intelligence and Security Centre, a defense agency responsible for providing training throughout the spectrum of the military intelligence and security business.

The British host wants to honor all U.S. personnel who served at Chicksands, by providing a varied program of activities including sports, medieval reenactments, bands, and flybys. The general public will have access to the site on July 15, 2000. The priory has been opened semimonthly to organized public tours since April 1999. Additional reunion information is available on the INTERNET at www.chicksands.com.

Paul Derthick's Headline PuzzleDecember 1999

This month, the puzzle is a replay of one of Paul Derthick's own from March 1980. Have fun trying to remember the newsmakers from way back when. As always, the headlines are from daily newspapers, and 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. VX PXYXVBCPE BCFA, PECT FCZAE ZC EPDDCMZ TYMZAM
2. JEBBCGK BHMVCWJ RCMMWY VQ JWVWMB CK RGVEM KWCNSVHJSHHY
3. VQIOBQLJ FGQDGL FO LUDIG JQVG
4. LUQMIJ LPD ZJCSXU JMX JCVTCV VJ PMZ UIJGLD, IJGHCLUKH
5. JSHYWBCGK AWGUW G VHHK PH KWCNSVHJB

Answer will appear next month.

Answer to November Puzzle:

1. HURRICANE FLOYD'S FLOODS STRAND HUNDREDS IN NORTH CAROLINA
2. OLIVETTI, TELECOM ITALIA RESTRUCTURING PLAN ANGERS INVESTORS
3. HOUSE HEARINGS ON PUERTO RICO'S POLITICAL STATUS SOUGHT
4. NAGY LIMITS YANKEES AS INDIANS STOP WEEK-LONG SKID
5. EAST TIMOR VOTERS CALL FOR INDEPENDENCE FROM INDONESIA

Setting: ZOSMA Key: ALTERF Hat: REGULUS

NSA Directors and Deputy Directors

Hidden in the puzzle below are the last names of 25 former NSA Directors and Deputy Directors. The names read in any direction and any letter may be used more than once.

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

In Memoriam

Dorothy Burselson Evans, a former cryptanalyst in the Operations Organization, died October 1 of congestive heart failure. She was 88.

Mrs. Evans was an elementary school teacher, recruited by NSA's predecessor organization during WWII. She retired in 1973 with 30 years of Federal service.

A former resident of Columbia, MD, Mrs. Evans most recently divided her time between Banner Elk, NC and Fort Pierce, FL. She enjoyed creating pottery for friends.

Her husband, Thomas; three grandchildren; five great-grandchildren; and one great-great-grandchild survive Mrs. Evans.

Otto C. Rasmussen, a former management analysis officer in the Research and Technology Organization, died August 7. He was 82.

Prior to joining the Agency, Mr. Rasmussen served with the U.S. Army. He retired in 1974 with 20 years of Federal service.

Mr. Rasmussen resided in Washington, DC. He is survived by a daughter and a granddaughter.

Lloyd E. Shaut, a former administrative officer in the Technology and Systems Organization, died September 18. He was 70.

Prior to joining the Agency, Mr. Shaut served with the U.S. Air Force. He retired in 1973 with 26 years of Federal service.

A native of Bath, NY, he resided in Umatilla, FL. He owned and operated a café and cabaret in Leesburg, FL.

Mr. Shaut is survived by 4 sons, James, Ronald, David, and Fred; 2 daughters, Karen Kramer and Susan Goodson; 17 grandchildren; and 8 great-grandchildren.

Barbara Sholes, a former cryptanalyst in the Operations Organization, died September 16 of congestive heart failure. She was 89.

Mrs. Sholes retired in 1970 with 22 years of Federal service.

Mrs. Sholes resided in Silver Spring, MD. Her husband, Roy, survives her.

In Appreciation

We want to say thank you to everyone at NSA for everything they did for us in our time of sorrow. My husband cherishes the American Flag given to us that flew over NSA on the day of Ray's death and the records of his many accomplishments. I found solace in the memories that his coworkers shared with us. It made my heart feel good to hear what a good man our son turned out to be. Various organizations at NSA gave us the power to move on and get things done when we were hardly able to think. Unfortunately, we did not get a record of those who visited, brought flowers, or sent donations and Mass cards. Hopefully, this message will reach them and they will know of our gratitude.

—Gloria Jamison and Family

I would like to thank my friends and coworkers for their kind expressions of sympathy upon the recent death of my father. Linda and I greatly appreciated everything. It meant a lot to us during that difficult time.

—George Cumberledge

My family and I would like to thank my friends and coworkers for their expressions of sympathy following the death of my mother. We are extremely grateful for the donations to the Alzheimer's Association and the Christian Health Care Center. The many personal notes were a great

comfort to me and will always be remembered. Thank you.

—Marilyn Miceli

On October 12, I fainted in the parking lot outside the OPS 2B fence. When I regained consciousness, a soldier and a lady were helping me. There were others also. I asked the soldier his name several times, but cannot remember it. I don't even remember the faces. I want to say a special thank you to these two compassionate people and God's blessings to all who were concerned. Also thanks to the Protective Services Officers for their diligent work.

—Tom

On behalf of the entire Fletcher family, I would like to thank all of Doug's friends and coworkers and mine for all their kindness, thoughtfulness, and prayers during his stays in the hospital and following his death. The cards, flowers, plants, memorials, calls, and hugs were a great comfort during the most difficult time of my life and will always be remembered.

—Linda Fletcher

My family and I would like to thank everyone for the cards, flowers, letters of sympathy, and support following the death of my father. They were most appreciated and comforting during that difficult time.

—Jim Mudrone

I would like to express my sincere gratitude and appreciation for the support that I received following the sudden death of my mother. The shock of losing a parent and best friend is traumatic; however, my "NSA family" is providing the comfort and understanding that I need so much during

this trying time. The prayers, flowers, memorials, and especially the hugs of my friends and colleagues will be remembered always.

—Liz Chantry

My family and I extend our heartfelt thanks to our friends and coworkers for their love and support during the illness of my mother, Martha Plitt, and after her death. Your many kindnesses were a great comfort to us in the days following our loss.

—Nancy A. Packard

Retirements

I would like to extend thanks to my friends and coworkers for the good wishes and the luncheon on the occasion of my retirement. Thanks also to those who made my Agency career an experience that I will always remember. I am proud to have had the association with such dedicated people.

—Dave Morrow

My sincere appreciation for the recognition, flowers, gifts, cards, and splendid reception upon my retirement. Special thanks to Nicki, Ruth, and the support staff for planning and arranging the reception. My retirement certainly was a memorable occasion for my family and me. For that, I thank you.

—Alice Freeman Harris

I would like to thank my friends and coworkers who attended my retirement luncheon. It was a day I will never forget. Thanks to those who gave me such nice gifts. I have 32 years worth of good memories. Special thanks to Wendy, Shawnell, and Latrese for making it a special occasion. I wish everyone the best in their future endeavors.

—Sylvia Hulse

2000 SCHEDULING AID

This calendar is provided as a scheduling aid. Days printed in **BOLD** are holidays, and the small figures under each date represent the number of days that have passed in the calendar year since January 1. The numbers indicate the pay period designators, which are positioned to show the closing of each pay period. Payroll for civilians is normally processed during the week following the close of the pay period, with EFT/direct deposit guaranteed by the second Monday. Last day to use 2000 use or lose leave is January 13, 2001.

2 nd Quarter								3 rd Quarter								4 th Quarter								1 st Quarter									
JANUARY								APRIL								JULY								OCTOBER									
S	M	T	W	T	F	S		S	M	T	W	T	F	S		S	M	T	W	T	F	S		S	M	T	W	T	F	S			
						1	(01)							1								1	(14)	1	2	3	4	5	6	7	(21)		
						001								092								183		275	276	277	278	279	280	281			
2	3	4	5	6	7	8		2	3	4	5	6	7	8	(08)	2	3	4	5	6	7	8		8	9	10	11	12	13	14			
002	003	004	005	006	007	008		093	094	095	096	097	098	099		184	185	186	187	188	189	190		282	283	284	285	286	287	288			
9	10	11	12	13	14	15	(02)	9	10	11	12	13	14	15		9	10	11	12	13	14	15	(15)	15	16	17	18	19	20	21	(22)		
009	010	011	012	013	014	015		100	101	102	103	104	105	106		191	192	193	194	195	196	197		289	290	291	292	293	294	295			
16	17	18	19	20	21	22		16	17	18	19	20	21	22	(09)	16	17	18	19	20	21	22		22	23	24	25	26	27	28			
016	017	018	019	020	021	022		107	108	109	110	111	112	113		198	199	200	201	202	203	204		296	297	298	299	300	301	302			
23	24	25	26	27	28	29	(03)	23	24	25	26	27	28	29		23	24	25	26	27	28	29	(16)	29	30	31							
023	024	025	026	027	028	029		114	115	116	117	118	119	120		205	206	207	208	209	210	211		303	304	305							
30	31							30								30	31																
030	031							121								212	213																
MARCH								MAY								AUGUST								NOVEMBER									
S	M	T	W	T	F	S		S	M	T	W	T	F	S		S	M	T	W	T	F	S		S	M	T	W	T	F	S			
				1	2	3	4			1	2	3	4	5	6	(10)				1	2	3	4	5					1	2	3	4	(23)
				061	062	063	064			122	123	124	125	126	127					214	215	216	217	218					306	307	308	309	
5	6	7	8	9	10	11	(06)	7	8	9	10	11	12	13		6	7	8	9	10	11	12	(17)	5	6	7	8	9	10	11			
065	066	067	068	069	070	071		128	129	130	131	132	133	134		219	220	221	222	223	224	225		310	311	312	313	314	315	316			
12	13	14	15	16	17	18		14	15	16	17	18	19	20	(11)	13	14	15	16	17	18	19		12	13	14	15	16	17	18	(24)		
072	073	074	075	076	077	078		135	136	137	138	139	140	141		226	227	228	229	230	231	232		317	318	319	320	321	322	323			
19	20	21	22	23	24	25	(07)	21	22	23	24	25	26	27		20	21	22	23	24	25	26	(18)	19	20	21	22	23	24	25			
079	080	081	082	083	084	085		142	143	144	145	146	147	148		233	234	235	236	237	238	239		324	325	326	327	328	329	330			
26	27	28	29	30	31			28	29	30	31				27	28	29	30	31			26	27	28	29	30							
086	087	088	089	090	091			149	150	151	152				240	241	242	243	244			331	332	333	334	335							
MARCH								JUNE								SEPTEMBER								DECEMBER									
S	M	T	W	T	F	S		S	M	T	W	T	F	S		S	M	T	W	T	F	S		S	M	T	W	T	F	S			
				1	2	3	4					1	2	3	(12)						1	2							1	2	(25)		
				061	062	063	064					153	154	155							245	246							336	337			
5	6	7	8	9	10	11	(06)	4	5	6	7	8	9	10		3	4	5	6	7	8	9	(19)	3	4	5	6	7	8	9			
065	066	067	068	069	070	071		156	157	158	159	160	161	162		247	248	249	250	251	252	253		338	339	340	341	342	343	344			
12	13	14	15	16	17	18		11	12	13	14	15	16	17	(13)	10	11	12	13	14	15	16		10	11	12	13	14	15	16	(26)		
072	073	074	075	076	077	078		163	164	165	166	167	168	169		254	255	256	258	258	259	260		345	346	347	348	349	350	351			
19	20	21	22	23	24	25	(07)	18	19	20	21	22	23	24		17	18	19	20	21	22	23	(20)	17	18	19	20	21	22	23			
079	080	081	082	083	084	085		170	171	172	173	174	175	176		261	262	263	264	265	266	267		352	353	354	355	356	357	358			
26	27	28	29	30	31			25	26	27	28	29	30		24	25	26	27	28	29	30	(01)	24	25	26	27	28	29	30	(01)			
086	087	088	089	090	091			177	178	179	180	181	182		268	269	270	271	272	273	274		359	360	361	362	363	364	365				
																							31										
																							366										