

NEWSLETTER

Volume XLVIII, No. 2

February 2000

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HERITAGE HORIZON

The African American Legacy

and Challenges of the 21st Century

Life's road to the next century



...of the past, and the challenges of the future. The results are in...

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THE NATIONAL SECURITY
AGENCY NEWSLETTER
February 2000 • Vol. XLVIII, No. 2



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 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 articles, including their name and phone number, to the NSA/CSS Internal Communications Cell, Fort George G. Meade, MD 20755-6000. Without exception, submissions to the *Newsletter* are subject to editing for space, clarity, and classification.

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NSA PRESS RELEASE

6 January 2000

For further information contact:
NSA Public Affairs, (301) 688-6524

DIRECTOR OF NATIONAL SECURITY AGENCY WELCOMES MS. BEVERLY WRIGHT, CHIEF FINANCIAL MANAGER

Lt Gen Michael V. Hayden, USAF, Director, National Security Agency, has created a new executive-level Chief Financial Manager (CFM) position and has hired an external financial expert to fill the role. Ms. Beverly Wright has been appointed CFM and Advisor to the Director's Executive Leadership Team (ELT) and assumed those duties on 6 January 2000.

"I am very pleased that Ms. Wright has joined the NSA team. Her 26 years of experience in the financial industry has been marked with exceptional accomplishments," Hayden said. "We are confident Ms. Wright will bring to NSA the best financial practices in industry today."

Ms. Wright earned her MBA from Harvard Business School in 1974 and her BA from Wellesley College in 1970. She held various Syndicated Loan Origination and Investment Banking positions before becoming the Chief Financial Officer of Alex. Brown, Inc. in 1986. When Alex. Brown merged with Bankers Trust, Ms. Wright became Chief Financial Officer of the new firm, BT Alex. Brown, Inc. Her impressive credentials in the investment-banking world were further emphasized in her most recent capacity as Chief Financial Officer of Legg Mason Wood Walker, Inc., in Baltimore, MD.

Ms. Wright's arrival to NSA is the result of Lt Gen Hayden's newly implemented "100 days of change." During this initiative, Lt Gen Hayden is instituting changes that will ensure that NSA has the agility and expertise to continue its long tradition of preserving national security for the American people. Challenges to be addressed include: maintaining a strong infrastructure of people and facilities in a time of constrained budgets; accurately forecasting technology trends in the face of an explosion of information systems; and reacting agilely to new technological innovations.

By hiring an expert from the financial industry, Lt Gen Hayden intends to improve the Agency's fiscal budgeting process. "I believe that Ms. Wright will provide the NSA ELT the expertise to implement changes to improve our financial processes," Hayden said. "The long-term result is a strong infrastructure driven by mission and supported by skillful budget decisions."

DIRNSA'S DESK



Black History Month provides us all the opportunity to reflect upon the history of our Nation and our Agency and the significant contributions of our minority population in forging and securing our path. We remember not only those pioneers who dedicated their lives to equality, but also those from among our own ranks who have served so that others might enjoy the freedom and opportunities of this great Nation.

As an Agency, we now face our greatest technological and analytic challenges—diverse and dynamic targets; nontraditional enemies and allies; a global information technology explosion; digital encryption; and others. Make no mistake, we are in a worldwide competition for our future.

Throughout American history, our force multiplier has been the ingenuity and dedication of our people. It is the creativity of the human mind that will enable us to overcome daunting obstacles and turn them into opportunities for success. Our diversity will be our greatest resource in the information age.

Diversity is the combination of characteristics that distinguish us as individuals and unite us as human beings. To be successful, we must understand our similarities and differences, and maximize the benefits of both! Each individual has a unique view of the world—perceptions filtered and shaped by gender, age, family values, religious beliefs, ethnic heritage, education, and personal life experiences. Therefore, the more diverse our work force, the more powerful the set of options available to meet our future challenges.

Diversity is not a numbers game. It is a national security imperative. Our similarities allow us to use common ground to build the foundation of mutual trust and respect that allows each of us to fully contribute our unique skills and perspectives. Our talented, diverse work force is the value added which will enable us to respond to an increasingly difficult array of challenges in a global environment.

Our goal is that NSA provide an environment that values individual viewpoints and creates a workplace where all individuals feel valued and can contribute to their full potential.

Michael V. Nayler

EXTRA! EXTRA! Did You Receive Your Copy?

by Beth Haddle, NICC

Occasionally, individuals contact the NSA/CSS Internal Communications Cell (NICC) regarding the distribution of the *NSA Newsletter*—too many, too few, or none at all are received. We thought we would offer you some details about the *Newsletter's* distribution.

The general distribution procedure is that as soon as the issues come off the press, they are bundled in stacks, appropriately addressed, and sent to the mailroom.

Internal Distribution

The *Newsletter* is sent internally to Distribution V, which includes all employees, and is updated monthly. Distribution is set for one copy per employee and sent in bundles to the division front offices.

The number sent in each bundle is keyed to locator cards. If locator cards are out of date, or there has been a

recent reorganization, the division will not receive the correct number of *Newsletters*.

If you don't receive your own copy of the *Newsletter*, first check to see if your locator card information is current. Then, check with your division office. If it has completed its distribution, or did not receive its copies, try checking with the mailroom. If this does not help, give the NICC a call at 963-5091(s) or 301-688-6583 and we will do our best to get you a copy.

External Distribution

Designated field sites and certain external organizations are authorized to receive copies of the *Newsletter*. These organizations must request copies in writing stating the number of NSA personnel (if any) at the site, the number of copies required, and the address.

All such requests are sent to the Office of Policy for approval. If approved, Distribution Services is tasked to add the new organization and the specified number of copies to the external distribution.

Retired Agency employees who join the Phoenix Society continue to receive monthly copies of the *Newsletter*. Agency retirees who are not Phoenix Society members do not receive it. *The NICC does not maintain a mailing list for retirees.* The Phoenix Society generally mails out the *Newsletter* on the second or third Wednesday of the month.

Nonemployees who wish to receive a copy of the *Newsletter* have a right to request it under the Freedom of Information Act (FOIA). They must send a formal request to the FOIA Office.

For more information on other practices of the *NSA Newsletter*, see the feature article on pages 6 and 7 regarding the *Newsletter's* survey results.

Indoor Environmental Quality

by Paul Buckmaster

As part of its best-in-class effort to promote a safe and healthful indoor environment, Occupational Health, Environmental, and Safety Services (OHES) contracted Building Dynamics and P&K Microbiological Services to audit the OPS 1 Indoor Air Quality Management Plan and complete a risk assessment of microbiological conditions in the building. The news is good, so take a look! The contractors' reports and other associated Indoor Air Quality (IAQ) documentation can be found at <http://www.fanx.s.nsa/OHES/IAQ/>.

NSA was one of the first government agencies to develop an IAQ regulation. Using a management system approach incorporating source control, filtration and ventilation, the regulation was first published in April 1998. An updated version may be found on OHES' aforementioned Web site.

A number of successful pollution prevention initiatives linked to source control have been completed in the past year. Janitorial products used in administrative space and restrooms have been replaced with environmentally preferred alternatives. These

products will be placed in service when the new custodial contract is implemented. Most recently, Spray 9 was replaced with a greener product that is less irritating.

OHES and Facilities Services continue to improve the indoor environment and processes that can adversely impact the health, morale, and productivity of Agency employees.

For additional information, contact Paul Buckmaster, Chief, Technical Assistance and Consultation for OHES, and Deputy Designated Safety and Health Official for Industrial Hygiene & Safety at 301-688-2973.

Read All About It

Kevin Berwind, son of Susie, of the Support Services Organization, and John Berwind, was named to the Boys All County Soccer Team for Howard County. Kevin is a senior at Howard High School in Ellicott City and has been a varsity player since his freshman year, scoring over 30 goals. His coach is Brian Boussy, whose father was also an NSA employee. Good going, Kevin!

Staying fit is how Tracy Dorsey won four straight bodybuilding titles in 1999. Recently named as Mr. America for the Amateur Athletic Union of Bodybuilders, his other 1999 titles include Mr. Annapolis, NPC East Coast Champion, and Mr. USA. Employed as an Electronic Technician for Baltimore City, Tracy is married to Theresa Dorsey of the Support Services Organization. Tracy has been lifting weights for over 20 years and used to compete in powerlifting contests, several of which he has won over the past 10 years.

Tracy recently appeared on Sports Unlimited with Bruce Cunningham of FOX 45 News at 10. He will be featured in several upcoming articles to include The Baltimore Sun, The Baltimore Afro-American Newspaper, and Jubilee Magazine. Tracy will also appear in several upcoming fitness magazines. Enjoy the spotlight, Tracy!

Myla Goldberg, daughter of Dr. Mark Goldberg, of the Technology and Systems Organization, is celebrating the release of her first novel, Bee Season. Published by Doubleday, Bee Season marks the arrival of an extraordinarily talented new writer. Other stories

written by Myla have appeared in Virgin Fiction, Eclectic Literary Forum, and American Writing. Congratulations, Myla!

Deborah Plunkett, of the Information Systems Security Organization, is extremely proud of her husband, Roger Plunkett, for receiving the Milken National Educator Award. The California-based award is given each year to four outstanding educators in each of 41 participating states. As principal of the Wilde Lake High School in Columbia, Roger was credited by school officials with successfully reversing the school's suffering academics and lagging discipline. Since his arrival as principal in 1997, attendance, grades, and SAT scores have risen. In addition to public recognition, Roger received a no-strings-attached check for \$25,000 and a trip to Hollywood, CA to meet with international technology experts. Keep up the good work, Roger!

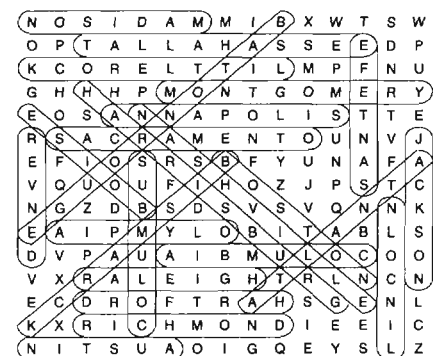
Alison and Kevin Putty, of the Information Systems Security Organization, are very proud of their daughter Lauren's accomplishments. Lauren, an aspiring dance artist, is a 16-year-old honor student at the Carver Center for Arts and Technology. She has been studying modern and jazz dance and ballet for the past 12 years. Lauren has received more than six scholarships from Towson University and the MD Council for Dance, based on her exceptional talent. She recently performed with the Moscow Ballet Company in the "Nutcracker" at the Morris Mechanic Theatre in Baltimore. Way to go, Lauren!

Thrift Savings Plan Rates Through December 1999

Years	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%
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
November	2.00	(.01)	.51
December	5.90	(.45)	.54
Last 12 Months			
	20.95%	%(85)	5.99%

Percentages in () are negative.

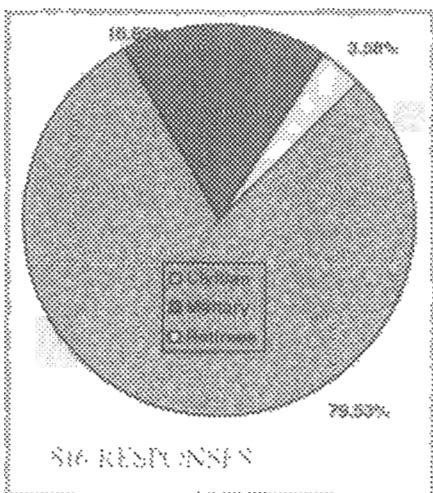
ANSWERS TO THE FEBRUARY PUZZLE



NSA Newsletter Survey Results

by Sharon Scherman, NICC

In an effort to learn what NSAers want to see in the NSA Newsletter, the NSA/CSS Internal Communications Cell (NICC) ran a survey from September through mid-October 1999. We wanted to report the results of the survey, and by now you know how we'll be using the information you provided to us. Throughout this article, you'll see pie charts detailing the demographics of the responses.



Comments

This section of the survey was extremely helpful. We were able to hear in your own words what you wanted to see in the Newsletter. A great number of people told us that the Newsletter needs to cover more people-related articles. They suggested that we highlight the accomplishments of the work force, individuals' service to their communities, unusual hobbies or life stories, etc. A number of people also said they would like to see more articles on the history of the Agency as well as its mission.

In addition to more articles about people, you also want to see more

reporting on Agencywide activities, on events, issues, and trends that are important to all of us.

A significant percentage of military respondents feel that the Newsletter is top-heavy with civil-related news.

Many of the people who said that Action Line is a favorite column said that NSA Chatline allows for quicker responses and more detailed answers. Some added that they felt Action Line answers were too "politically correct" and they (and the Newsletter itself) avoided controversial topics.

A number of respondents indicated that articles on EEO and diversity issues have become too predictable, almost as if a new month's title is married to an already existing article.

Several people said that if the web version of the Newsletter looked just like the hard copy, they would read it on-line. Along the same lines, comments indicated that people don't like the ESS/ENLIGHTEN look of the Newsletter, as they don't have the formatting and graphics that are included in the hard copy.

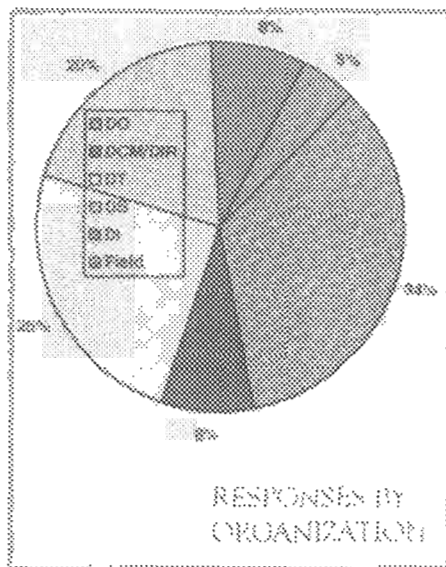
Some people wondered about the cost of producing the hard copies for everyone, and some asked how the distribution of the Newsletter occurs. Others said that we need to include more color, graphics, and pictures.

MOST/LEAST FAVORITES

The following topics made it to both lists:

- ◆ Club Notes
- ◆ DIRNSA's Desk
- ◆ Awards
- ◆ Action Line
- ◆ In Memoriam

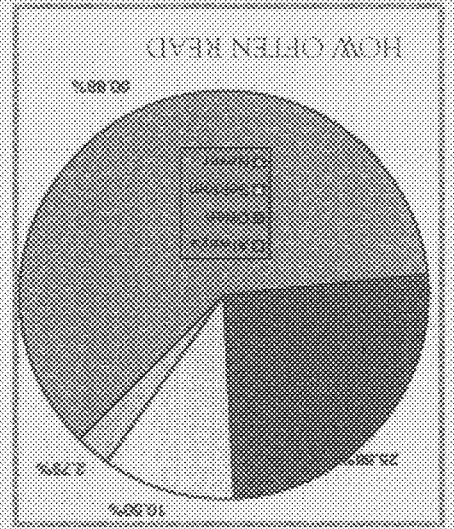
Finally, a number of respondents asked that the Newsletter begin to deal with more controversial topics and what someone called "real news." They told us to get away from the "jerry jinx," saying that the work force deserves to hear more about "what really happened," as opposed to a propagandist's view.



NICC Actions

First, we want to thank everyone who participated in the survey. The information we garnered from your responses will make a great difference for the Newsletter, as well as other publications handled by the NICC, as the minute or two it took for you to respond will benefit the entire work force.

Over the next few months, we'll be making some changes to the Newsletter (as well as to the Communications), in large part due to what you have told us that you want to see. In fact, some of the changes have already begun—the Newsletter is now published in full



We will see to it that the web version of the Newsletter looks exactly like the hard copy. Once we've accomplished that, we'll wait a few months and ask you again how you access the

powerful as possible. We'll be working towards. We will also share their memories of a more segmented world, is an example of what article, in which Agency employees unpredictable, and fresh January's place, and it should be interesting, gives us can make this a better work-

The information that the OEFB predictable or blind. don't want their articles to be seen as would be the first to tell you that they are sharing with all of us. The OEFB Employment Opportunity (OEFB) to others have done, an organization who have done something not many

Several of the changes we'll be making will center around re-emerging certain features. For example, we will be working with the Office of Equal Employment Opportunity (OEFB) to others have done, an organization who have done something not many

and give us your ideas. We are also looking for cartoons, as we'd like to include Agency-related cartoons or comic strips. We know there are talented, witty artists out there, and we want to hear from you. Finally, we are relying on you to tell us when you think we've dropped the

No story is too strange, just contact us get specific leads from the work force. You want to), but we need to start to need you to send us your ideas for articles. We'll handle the writing (unless knowledgeable, see of people. We us together amount to a huge, bright, there are only a few of us, while all of our ourselves to be a reporting staff. While it is true that we consider as we set out to improve our public-

Your Actions

We would like to ask for your help. We would like to see that we consider ourselves to be a reporting staff. While it is true that we consider as we set out to improve our public-

We will be establishing partnerships spanning the "party line." We will also do our very best to avoid pass it on to you in its entirety. We the work force. The NICC considers

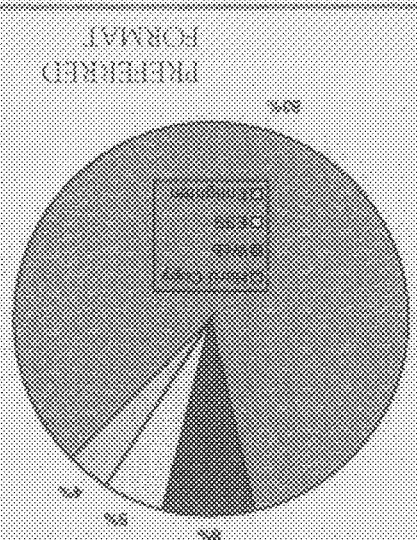
We will definitely provide more articles on unique topics such as employment (military or civilian) or retirees who have done something not many others have done, an organization that provides the Agency with some-

the number of people who read it online has changed significantly, we'll revisit the issue of hard copy printing and distribution. Let's then, since 83 percent of you choose to deliver it to you in that format, as well as electronically.

The Secretary of Defense has wanted the Department and all DOD personnel to be more involved in the process of planning and managing the Department's operations. The Secretary of Defense has wanted the Department and all DOD personnel to be more involved in the process of planning and managing the Department's operations. The Secretary of Defense has wanted the Department and all DOD personnel to be more involved in the process of planning and managing the Department's operations.

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REPORTING ON HEALTH, WASTE, AND INEFFICIENCY



To offer new suggestions, ask questions, or share your thoughts, contact the NICC at 963-509161, 501-683-6583, or naenews@nra.

The Secrets in the Quilts

by Tobias Young

Office of Equal Opportunity Employment

Throughout the year, NSA celebrates the Nation's history and diversity as a way of encouraging acceptance, acknowledgement, and awareness of different cultures. Since 1976, the President of the United States has designated February as Black History Month, a celebration of the African-American culture.

The focus of NSA's Black History Month for 2000 is the secret codes contained in quilts created by African American slaves seeking escape from bondage. The following story about Jonathan may whet your appetite for more historical information that will be presented by the keynote speaker on February 4.

Jonathan's Story

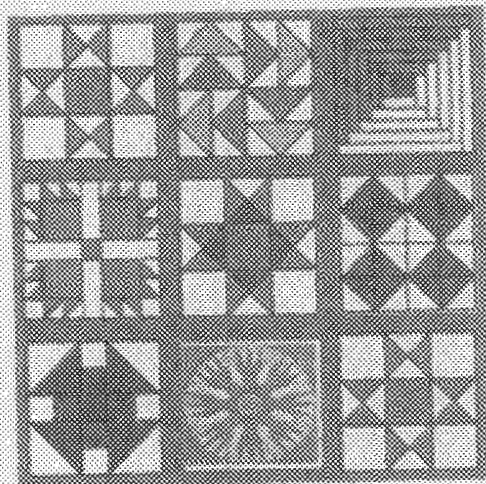
Jonathan is a young boy, about 10 years old. He's not exactly sure how old since his mother was sold to another plantation a few years ago. Since then, he has been living with Aunt Hattie. She's not really his aunt, but everybody calls her that.

Jonathan and Aunt Hattie both spend their days in the big house helping with the household chores. Aunt Hattie is an excellent seamstress. She makes all of the clothes for the master and his family. Jonathan helps by taking care of Charles, the master's 8-year-old son. Charles is learning to read and even though he's not supposed to, he is teaching Jonathan about letters and numbers too.

Aunt Hattie also makes beautiful quilts, both for the master and for the slaves. Each one is different and they all hold a story. One, in particular, holds a very special story, a story of

freedom and adventure. Jonathan has asked Aunt Hattie about the quilt that she keeps on her bed, but she just says, "The time isn't right for you to hear that story." But now something has happened to make Aunt Hattie think that the time to tell Jonathan the secret story hidden in her quilt is coming very soon.

Yesterday, Tobias, the overseer, came to the big house and he was very angry. "Another slave has run away and we need more hands out in the field to pick the cotton," he shouted to the master. "Calm down, Tobias. We'll find him; he can't get very far



Jonathan's Quilt

on foot in a day. Send someone to fetch Sam Jones and his dogs since they tracked down the last runaway."

Just then, Charles chased Jonathan through the room laughing. "Look Father, Jonathan can pick me up," Charles said and Jonathan demonstrated his skills by lifting him in the air. "So, I see," said the master putting down the papers and sizing up Jonathan. "Say, how old are you now, boy?" "I am nearly 11, or so Aunt Hattie tells me," Jonathan answered in a quiet voice since he was always nervous around the master.

Just then Aunt Hattie entered the room with a big basket of laundry. "Jonathan, come help me put these clothes on the line," she said as she pushed him out of the room and hopefully out of the master's mind. But still she was worried. Jonathan was getting older, and with Charles going away to school next year there wasn't much for him to do in the house.

The Hidden Secret

Aunt Hattie hated the thought of her little one working in the fields until his fingers were numb, and his body was too tired to hurt. She decided to tell him the secret hidden in her quilt that night.

After helping serve the evening meal, Aunt Hattie and Jonathan walked back down the path to the slaves' quarters. It was already dark and the stars were starting to come out.

"See that bright star way up there," Aunt Hattie said pointing towards the North Star. "See how it seems to be in line with the other stars making the shape of a drinking gourd?"

Jonathan knew what a drinking gourd was. He had seen the other slaves dry out gourds that they had grown in the dirt and carve them to make a scoop to retrieve water from the stream.

"Remember the drinking gourd and that bright star up at the top if you want to drink the sweet water of freedom," Aunt Hattie said stooping to enter the dimly lit shack they shared with six other slaves who also worked in the big house.

Jonathan looked puzzled but stared up at the sky a few more minutes before he followed her inside. When he came in, Aunt Hattie had already pulled the quilt from the place where

she slept and moved close to the fire. "Come sit by me, my little one. The time has come for you to hear the story of my quilt," she said.

The Journey Begins

Jonathan begins his journey by going to the blacksmith for help. Aunt Hattie's quilt had a monkey wrench that symbolized the blacksmith. Because of his position in the plantation, he knows more about the comings and goings of everyone. He knows about the plan to escape, and gives Jonathan a small knife to take with him on his journey.

The blacksmith tells Jonathan to be ready when the moon is full and to listen for an owl calling from the field. When he hears the sound, Jonathan slips off into the field with the knife the blacksmith made for him and the story from Aunt Hattie's quilt. He hears a sound in the field and realizes there are other slaves waiting there to travel to the river.

The night is quiet, and the sky is clear. Jonathan looks up into the sky and sees the moon and stars shining brightly. His heart is racing with the thought of freedom, but he knows the journey is just beginning.

As he joins the others in the woods, he can make out the faces of three of the field hands he has heard talking about the escape. He doesn't know the fourth person, but the blacksmith had told him that there would be a conductor to lead them through the woods and to the river where freedom waited on the other side.

No words are spoken as the group moves silently, deeper into the woods. Moving first to the left and then to the right, the path they follow resembles one made by someone who was drunk, staggering from side to side.

The walk is long and tiring. As daylight approaches, the conductor takes a sharp turn and seems to be heading back south. Jonathan wonders why until he sees a small opening not much bigger than a person's head and the conductor motion towards it.

One by one, the slaves get down on the ground and slide feet first into the hole. Some of them have to turn to the side to get their chests through. Jonathan is so small he had no trouble getting through the hole. Inside is a small cave and all are able to fit inside of it if they don't attempt to stand. The guide is the last one to back into the cave; and as he does, he pulls a large thorny shrub over the opening. Soon, everyone falls fast asleep.

A sound startles Jonathan, and as he starts to cry out, a hand comes silently out of the darkness and covers his mouth. He can hear the sounds of the barking dogs. He knows that means the slave hunters are looking for them and that they are near. If only he could fly like the geese on Aunt Hattie's quilt he would follow them north to freedom.

As the sun starts to set, the group begins to untangle their bodies and move toward the opening. The conductor carefully pushes the shrub back and listens. In the light that enters the cave, Jonathan discovers to his surprise that the conductor is a she, not a he. The group continues on in silence for an hour or two; and when it is fully dark, they start to whisper very softly.

So Close, Yet So Far

Finally, Jonathan looks ahead and sees the river. He knows that freedom is on the other side in Ohio. As they stand near the river bank, Jonathan can hear the water running and smell

the river in the air. How sweet it smells to be this close to freedom or, at least, to a free state.

A small flatboat steers near to the shore. The conductor wades out into the water to her waist and pulls the boat closer to shore. As they climb into the boat, another sound drifts over the bank of the river. It is the sound of riders, and they are getting close. The group pauses for a moment and then doubles their speed getting into the boat and pushing off and out into the current.

When they reach the other side, they quickly jump out of the boat and head in the direction of a light coming towards them.

Again, the arm reaches out and pulls him into a small opening in the side of the bank. It is a secret entrance leading to a barn on the top of the ridge overlooking the river. There are stairs at the back of this opening, and everyone climbs them as quickly as possible. As he nears the top, Jonathan again hears the sound of a horse.

What Will Happen?

Can Jonathan and the others be heading into a trap? Will they ever drink the sweet water of freedom?

Jonathan's journey is just beginning. To complete Jonathan's quest for freedom, visit the Black History Month homepage at <http://www.z.nsa/BHM/>.

To learn even more about the hidden messages in African quilts, join us February 4 for the keynote address by Dr. Dobard, author of "Hidden In Plain View," the story behind African quilting and freedom.

This story was extracted and edited from the Ohio State Educational Webpage on African History.

Awards

EXCEPTIONAL CIVILIAN SERVICE AWARD



Robert H. Woodbridge

MERITORIOUS CIVILIAN SERVICE AWARD



Peter F. Havens

NATIONAL INTELLIGENCE MEDAL OF ACHIEVEMENT



Robert E. Glavin

JOINT SERVICE COMMENDATION MEDAL



Leonard C. Anderson
SFC USA



Scott A. Nagle
CPTC USAF

NATIONAL INTELLIGENCE MERITORIOUS UNIT CITATION



The Polkars Team

Retirements

43 Years

Frederick W. Bishop
Martin N. Stone

41 Years

Joseph R. Belt
David A. Thompson

39 Years

Janet M. Dymicki

38 Years

Carol R. Bounds
James J. Buck
Carrie L. Carter
Robert E. Holzinger
Barbara A. Horan
Bruce W. Knauff III
Larry J. Phillips
Arthur S. Richardson, Jr.
John L. Stevenson
Robert Wilson
George L. Wooley

37 Years

Joseph M. Bellomo
John Davis
Ronald E. Flowers
Richard L. Jackson

Earl N. Jenson
Lawrence E. Smith

36 Years

Robert D. Semon
Donna M. Siatkowski
Patricia J. Wolf
Thomas Wroblewski

35 Years

Ines M. Brackneyjones
Gwendolyn C. Hoyt

34 Years

Fred L. Mauser
Mary A. Miskelly
Maurice J. Morin

33 Years

Milton B. Bigger
Richard K. Ellestad
Pamela B. Hearn

32 Years

Roberta H. Merchant
Louis G. Pelletier

31 Years

Carol A. Edwards
William P. Korink
Joanne T. Poma
Richard A. Schrott

30 Years

Nina D. Edwards

24 Years

Yonan M. Badawi

21 Years

Harold H. Fink

20 Years

Raymond C. MacKiewicz
John E. Rogers

16 Years

Norman Klar

12 Years

Joseph Olenik

Club Notes

Arundel Yacht Club invites all people interested in power or sail boating to attend its next monthly meeting Monday, February 14, at 7:00 p.m. in the Colony 7, Conference Room 6. The speaker will be naval architect Jack Hornor, who will discuss computer-aided yacht designs.

A social will be held February 25, at 4:45-6:45 p.m. in the Canine Suite. This event is part of the 2000 membership drive and is an opportunity for members and nonmembers to socialize. Come and check out the AYC. Boat ownership is not a requirement. Boatless members are given various opportunities to crew with AYC skippers who own boats. For further information, contact Evan Andrews at 961-1215(s) or 301-688-0716.

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) at 301-688-7884.

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. For more information, contact Bill Lawrence (wclawre@nsa).

Deep Sixers SCUBA Diving Club will hold its monthly meeting Monday, February 21 at 7:00 p.m. This year club meetings will be on the third Monday of the month, not the

traditional third Thursday. For more club information, see the bulletin boards in the OPS 1 center corridor (near the bank), or FANX III (near the barbershop), or contact the club president, Mark England at 301-688-7681.

Gay, Lesbian, Or Bisexual Employees (GLOBE) Alan Turing Chapter will hold a general meeting February 23, 12:00-1:00 p.m., at the Colony 7 Complex, Building 9914, in the large conference room. This is a brown bag meeting, so bring your lunch!

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). The Hispanic Forum's activities are open to all Agency employees.

Native American Forum (NAF) has organized many exciting events for the general population. Starting this month, it will show an educational documentary film on American Indians and their contributions. The NAF has four Market Day events planned and the dates are linked to the change of seasons. The Spring Market Day will be held in March, the Summer Market Day in June, the Fall Market Day in September, and the Winter Market Day in December. For the dates and times of all NAF activities, subscribe to ESS 117. For more information, contact Treva Clark (taclark@nsa).

Parkway Coin and Stamp Club will hold its monthly stamp meeting Thursday, February 10 at noon. The monthly coin meeting will be Thursday, February 24 at noon. Meeting locations will be displayed in the

showcase opposite the OPS 1 Cafeteria entrance during the respective week of each meeting. 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 February include an evening at Blob's Park; dining out at Tall Oaks; a singles dance in Bowie, MD; a pot luck dinner; and a monthly activities planning meeting. For more information, subscribe to ESS 1444 or contact Sally at 972-2270(s) or 301-688-0146.

Socially Oriented Bikers Motorcycle Club will meet in OPS 1 the first Wednesday of every month from February through April. The next scheduled meetings are February 2 and March 1. Membership costs \$12 per year. Remember, lunch rides are held the third Wednesday of each month at 11:30 a.m., weather permitting. Also, a Daytona Bike Week trip is being planned. For exciting news on the club, subscribe to ESS 111 or visit the club's Web site via the Internet at <http://sobmc.itgo.com>. For additional information, contact Ron at 301-688-1051 or Dave Webber at 301-688-4601.

Sun, Snow, & Surf Ski Club was established in 1958. Membership is \$15 per person and \$25 per family, and includes a monthly newsletter. The membership point of contact is Bill at 301-688-0840. Ski trips for 2000 include Snowbird, UT, April 2-9, \$1049, point of contact is Pam at 301-688-2160.

Cover Design: Jayetta Moore, winner of the Black History Poster Contest

A Blast from the Past

by Sharon Schwemin, NICC

With this issue of the *Newsletter*, we are introducing a new feature in which we'll reproduce an item from a past *NSA Newsletter*.

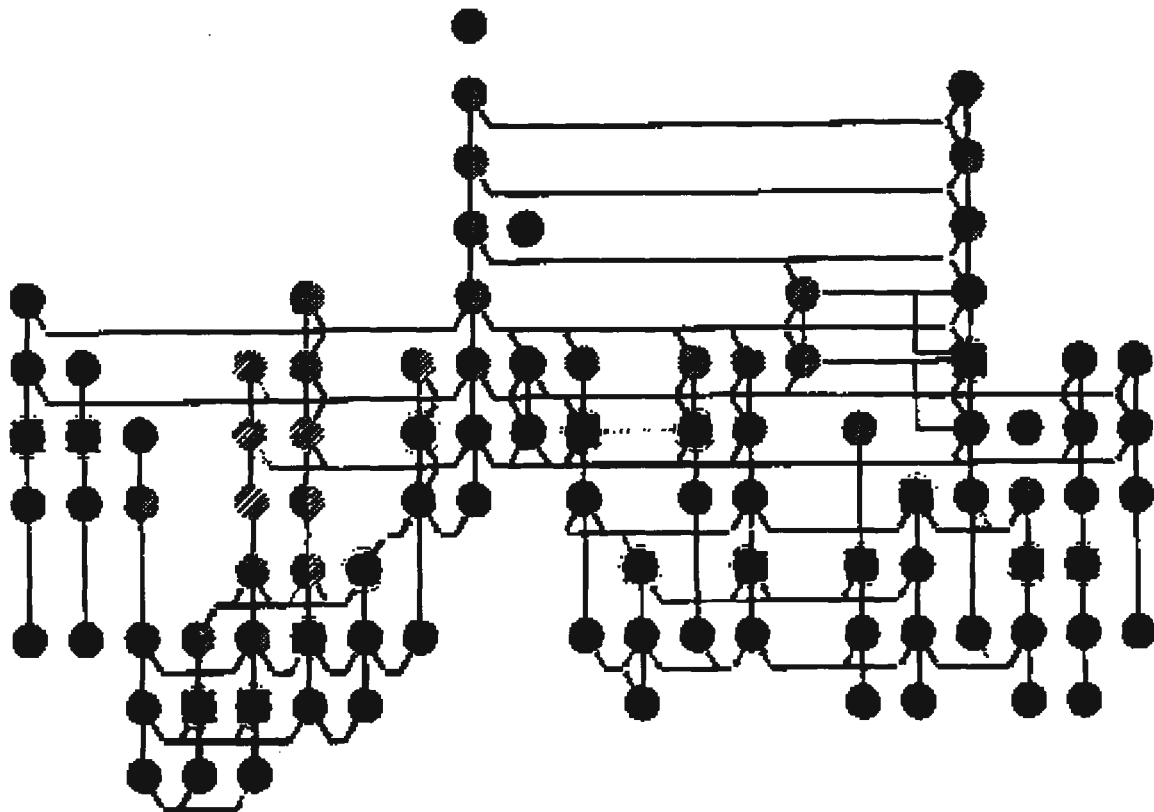
We thought we'd start with the thought-provoking "Guess What," which appeared in the February 1956 *Newsletter*. (Note: This text was scanned from an original issue, hence it is not as "clean" as possible.) Don't

be put off by the diagram! Take a minute to read the "explanation," and draw your own conclusions.

For your information, the follow-up piece (the March article referred to in *Guess What*) tells us that "a study was begun to simplify, coordinate and depict the many related factors required to develop a sound career program for the Major Fields of specialization within the Agency." Occupational Studies were undertaken, complete "job structures" were devel-

oped for each category (engineering, mathematics, etc.), and the studies resulted in Career Ladders which showed "the individuals of an organization their possible paths of advancement; the training, if any, required to advance." The article indicated that one's Career Ladder was to serve as a "compass or road map for those individuals capable and desirous of assuming greater responsibility."

GUESS WHAT



SPLIT ATOM? NO.

CRIB TOY FOR PRECOCIOUS INFANTS? NO.

MILLEPOROUS ARMENIAN DOFLOP? AGAIN NO.

It's an NSA "career ladder," a graphic design to show an employee the structure of his Division. Let's suppose this particular "career ladder" pictures your Division. By studying it, you may plan your career ascent. One of these dots is YOU. Every dot is a rung in a ladder which reaches toward the very top of your Division.

Find out where you're going! The March issue of the NSA NEWSLETTER will carry a feature on "career ladders." Don't miss it!

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. CYASJA EJLKBJ OJYAOJ TLAAXHYF TYHVXKLBXUJN LCKJA HKLEEXFO
2. MWCVSXRPE SXA V WAS ABSPR, VSB WDBMPUE MWFV AVCO PFPI
3. NLIHRB DVQQHNR KDGQHYGRI KVIHR LHIGQ LWGLWRJN NQ KDHEH-HIJ
4. CLDLNWDSI ADLDF BKLCLEYI UGCIPKE ISFJYFN BDF GKLAC PFKUU
5. IFIZHIVSK SZIBC ZIQUICIP UMOIZ VIB KIUZ'C MIUZC MERRQI

Answer will appear next month.

Answer to January Puzzle:

1. SINN FEIN LEADER ADAMS URGES PARTNERSHIP WITH ULSTER UNIONISTS
2. CAPITALS EVEN THEIR RECORD WITH THIRD-PERIOD WIN OVER ISLANDERS
3. STATES SLATED FOR REDUCED SETTLEMENT FROM TOBACCO SUIT
4. DROP THE LEGALESE, USE PLAIN ENGLISH, ADVOCATE LEGAL EXPERTS
5. FEDERAL REGULATORS EXPECTED TO BLESS MOBIL-EXXON MERGER

Setting: ARBYS Key: JACKINTHEBOX Hat: TACOBELL

State Capitols

Hidden in the puzzle below are 24 United States capitols. The words read in any direction and any letter may be used more than once.

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

In Memoriam

Thomas F. "Tommy" Comstock, a former computer scientist in the Operations Organization, died November 16, 1999 of lung cancer. He was 65.

Mr. Comstock graduated from the University of Maryland. He retired in 1994 with more than 30 years of Federal service.

Mr. Comstock resided in Arnold, MD. He enjoyed sailing, skiing, and listening to classical music.

Mr. Comstock is survived by his wife, Anita; two sons, David and Adam; two daughters, Linda Fonteneau and Nancy Snyder; and eight grandchildren.

Cheryl Ann Foster, a senior computer scientist in the Operations Organization, died December 1, 1999 of cancer. She was 42.

Ms. Foster earned a bachelor of science degree in computer science from the University of Maryland, College Park.

She joined the Agency in 1975.

Ms. Foster enjoyed handywoman projects and renovating her old home in Glen Burnie, MD.

Ms. Foster is survived by her parents, Betty and Jack Foster.

William F. Isokait, a former production technician in the Support Services Organization, died December 1, 1999. He was 83.

Mr. Isokait served with the U.S. Coast Guard during WWII. He retired in 1983 with 21 years of Federal service.

Mr. Isokait resided in Silver Spring, MD. He is survived by three sons and two grandchildren.

Lena D.A. Jackson, a former data programming technician in the Operations Organization, died November 4, 1999 of a heart attack. She was 67.

Mrs. Jackson resided in White Marsh, VA. She was a member of the Black Expressions Choir, and also enjoyed bowling and traveling.

Mrs. Jackson is survived by a son, James.

Primo J. Schelfe, a former manager in the Technology and Systems Organization, died December 7, 1999.

Prior to joining the Agency, Mr. Schelfe served with the U.S. Marine Corps during WWII. He retired in 1988 with 39 years of Federal service.

A native of Brentonico, Italy, Mr. Schelfe most recently resided in Shrewsbury, PA. He was a member of several fraternal organizations.

Mr. Schelfe is survived by a son, Tim; two daughters, Jeanne Hughan and Joan Rentsch; and four grandsons.

Martin J. Sponsky, a former analyst in the Operations Organization, died October 10, 1999 of cancer. He was 65.

Mr. Sponsky retired in 1995 with more than 31 years of Federal service.

A native of Elmora, PA, Mr. Sponsky was a longtime resident of Laurel, MD. He enjoyed reading, solving crossword puzzles, and spending time with his family.

Mr. Sponsky is survived by his wife, Ann; two sons, Mark and John; a daughter, Christina Richardson; and three grandchildren.

Harold L. VanDusen, a former analyst in the Operations Organization, died November 11, 1999 of heart failure. He was 74.

Prior to joining the Agency, Mr. VanDusen served with the U.S. Army. He retired in 1980 with 30 years of Federal service.

Mr. VanDusen most recently resided in Tunbridge, VT. In retirement he participated in volunteer efforts, sang in a Bach 'group, took continuing education classes, and traveled extensively.

His wife, Mary Ellen; three children; and five grandchildren survive Mr. VanDusen.

Lester L. Whitacre, a former manager in the Support Services Organization, died November 14, 1999. He was 74.

Prior to joining the Agency, Mr. Whitacre served with the U.S. Navy. He retired in 1984 with 35 years of Federal service.

Mr. Whitacre resided in Burtonsville, MD. His interests included reading and sports.

A son, Harry, survives Mr. Whitacre.

In Appreciation

My family and I would like to express our sincere appreciation to everyone for the cards, flowers, and words of comfort following the death of my mother, Alma Armstead. Your acts of kindness will always be remembered.

—Kim Gaither and Family

You may have seen me over the past couple of years riding one of the scooters with my leg stuck out. To everyone I would like to say thank you. I have been the recipient of so many acts of kindness that it is hard to express my gratefulness. I have heard people knocking Government workers in the past but I have never been prouder to work with a group of peo-

ple in my life. From the cleaning crews to flag badgers everyone has gone out of their way to be of assistance to me. It is time I said thank you.

—name withheld

My family and I would like to thank my friends and coworkers for your kind expressions of sympathy and support following the recent unexpected death of my father. The cards, flowers and verbal condolences were greatly appreciated. Thank you all.

—Jerry Sloan

Retirements

I want to thank all of my coworkers and friends who took time out of their busy day to come to my retirement luncheon. I'd especially like to recognize Sandra, who served as mistress of ceremony, and Dorie and Mary who doubled as planners. I would also like to acknowledge those many individuals who have crossed my path in my 37 plus years at the Agency. My best to one and all in the new millennium.

—Carrie Carter

My family and I would like to thank my former colleagues and dear friends for making my recent Meritorious Civilian Service Award (MCSA) ceremony a most memorable occasion. This MCSA marks the culmination of a wonderful career that was fun-filled with opportunities to travel, work interesting jobs, and begin friendships that have withstood the test of time. Thank you NSA for making all of this possible.

—Peter F. Haverty

CWF Holiday Door Decorating Contest

The 10th annual holiday door decorating contest was a great success. Ribbons were awarded by the Civilian Welfare Council judges December 14 and 15. Many of the doors displayed unique ideas. Some doors provided interactive ability, humorous content, and surprises from Santa. Others were adorned with cute little animals and traditional holiday scenes. Many thanks to all those who participated and congratulations to the winners.

Group 1 Locations: HQS, OPS 1, CANX, Building 9804

- ◆1st: OPS 1, Room 1W070, The Malfunctioning Santallite
- ◆2nd: OPS 1, Room 1W082, It Takes a Whole Village of CSRs

- ◆3rd: HQS, Room OAW239, Teaming to Provide Services
- ◆HM: OPS 1, Room 3S016, The 12 Ways of Bloodhunter

Group 2 Locations: OPS 2A, OPS 2B, NBP

- ◆1st: OPS 2B, Room 2B2070, Do You See What I See?
- ◆2nd: OPS 2A, Room 2A1048, Tree Trimming Party
- ◆3rd: OPS 2B, Room 2B7053, Kiwi Holiday Dinner
- ◆HM: OPS 2B, Room 2A0252-B, Z Watch's Secret Santa

Group 3 Locations: SABs 1-4, R&E, IRC, IPS3, SPC/SPL

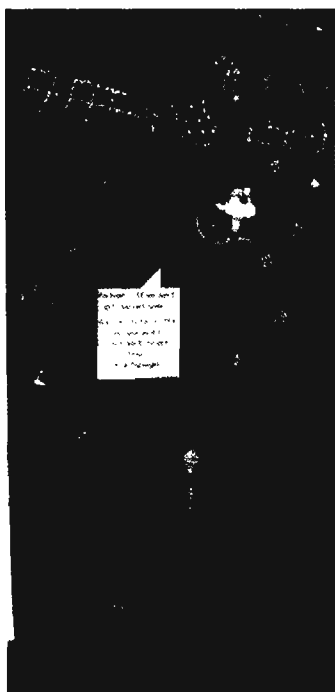
- ◆1st: R&E, Room RE045, Visions of Changes

- ◆2nd: SAB 1, Room S1CW12, Covert Santa
- ◆3rd: OPS 3, Room C1G230, The Wenches Who Stole Christmas
- ◆HM: OPS 3, Room C1W44, Our Workshop Moves Into the 20th Century

Group 4 Locations: FANX I, FANX II, FANX III, APS Complexes, Parkway Center

- ◆1st: APS 20, Room AXX4107, I'll Be Back Again Some Day
- ◆2nd: FANX III, Room B5509, Charlie's Angles
- ◆3rd: FANX III, Room B4115, Visions of Sugar Plums
- ◆HM: FANX III, Room B2A19-B, Twelve Days of Christmas

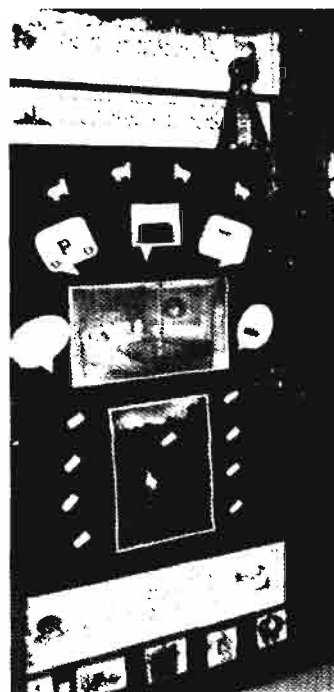
First Place Winners



The Malfunctioning Santallite



Do You See What I See?



Visions of Changes



I'll Be Back Again Some Day