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Presidents' Day

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NSA Salutes "Father of the Undergraduate Training Program (UTP)"

On November 1, 1998, Lt Gen Kenneth A. Minihan visited Capitol Hill to present Louis Stokes (D-OH) with a plaque from the National Security Agency/Central Security Service to recognize his retirement after 30 years in the House of Representatives.

Congressman Stokes has long been an advocate of NSA/CSS, espe-

on behalf of the men and women of the NSA/CSS in appreciation of your outstanding leadership and numerous contributions to the security of the Nation as Chairman of the House Permanent Select Committee on Intelligence (1987-1988) and as the architect of the Intelligence Community's Undergraduate Training Program. The National



Congressman Louis Stokes accepts plaque from DIRNSA

cially in the areas of career development and diversity programs. He is known as the "Father of the Undergraduate Training Program" because in 1987, Representative Stokes sponsored legislation to establish the UTP. This program allows agencies to develop technical experts while giving talented minority students scholarship opportunities and work experience.

The inscription on the plaque reads, "Presented to Congressman Louis Stokes by Lt Gen Kenneth A. Minihan, USAF, Director, NSA/CSS,

Security Agency/Central Security Service is forever grateful."

Stokes Responds

Representative Stokes expressed his gratitude for the presentation in the following letter to the Director.

"Dear General Minihan:

Your visit to Capitol Hill to pay honor to me and my service in the Congress is an occasion that I will always remember....

Your strong support of the UTP and me has meant so much. Through your commitment to this

program, we have been able to continue providing great educational opportunities for some of the finest young people in America. The success of the program is attributed to a fine person like you who has been sensitive to its needs and dedicated to the purpose for which it exists. It could not have been done without you.

Everyone who has seen this plaque has marveled at its beauty. It is a plaque that I will always treasure....

As I leave Congress, I want you to know that you remain one of the finest individuals with whom I have been associated. You are a credit to our Nation. I deem myself fortunate to have known you."

UTP at NSA

The Agency's UTP currently has 79 participants attending a variety of schools including Harvard, Cornell, Princeton, and MIT. The 52 graduates of the program are making significant contributions to the Agency in critical-skill areas.

All Newsletters distributed to Agency facilities outside NSA/CSS should be treated with extreme care; these Newsletters should not, under any circumstances, be taken outside the facilities. 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.

DIRNSA'S DESK



Black History Month

In 1862, Lincoln called upon our Nation to remember its responsibility to posterity, saying: "The fiery trial through which we pass will light us down in honor or dishonour to the last generation." This month as we celebrate Black History, let us recall the fiery trial through which many African Americans have passed. Many have gone above and beyond the call of duty to earn "medals of honor." Their medals shine especially bright, for they served our Nation in every profession or discipline including two key wars: the war against fascism and aggression—enemies of freedom beyond our borders; and the fight against racism and prejudice—enemies of freedom within. Their sacrifices, fortitude, and faith have helped make our country what it is today—a nation truly represented by free people of all races.

The lessons learned from our rich and sometimes painful history compel each of us to guarantee that the injustices endured by African Americans will never again be inflicted upon any group of people. Each of us, as American citizens and as employees of the National Security Agency, must consciously build relationships demonstrating that the contributions of all people are valued. Our military cannot maintain the best fighting forces in the world if it excludes or impedes qualified Americans, neither can NSA. As a multicultural team, NSA/CSS is the finest in the world. We cannot maintain our team if we fail to treat every man and woman with equal dignity and respect. The NSA/CSS family has many examples of cryptologic contributions by African Americans, past and present. Mr. Ralph Adams, former Executive Director of the Agency, received the highest Intelligence Community Award—the National Intelligence Distinguished Service Medal. Mrs. Minnie Kenny and Mr. Oscar Collins helped define the technological model still in use. Today, Ms. Alice Freeman Harris and Dr. Avon Garrett are recognized as outstanding leaders and experts in the human resources field. Mr. George Wooley is recognized for his tremendous technical contributions. These are just a few examples.

The NSA/CSS policy is to provide all employees equal opportunities to reach their full potential—in an environment free from harassment or discrimination. The Agency has made progress, but there is much work to be done. As we observe Black History Month, reflect upon these words of wisdom, "Give respect before you expect it, treat people the way you want to be treated." Let us always give respect and set an example for others. I am confident that by incorporating these guiding principles into our daily activities, we will ensure that the NSA/CSS team will successfully meet the challenges of the 21st century.

U. A. L.

NSA's Anti-Terrorism Security Measures

In response to domestic and international incidents, the Office of Security, in conjunction with the Office of Facilities and other NSA offices, has developed a comprehensive Perimeter Security Anti-terrorism (PSAT) Program. The PSAT program has a simple goal—to protect NSA's mission and employees from violence and disruption.

Many security upgrades have already been phased in and others are slated for development over the coming months based on design and construction schedules, equipment acquisition, and training. One of the first and most notable security upgrades was the purchase of six dogs (five Belgian Malinois and one Dutch Shepherd) to establish the Agency's K-9 explosive detection capability.

K-9 Unit

The decision to establish a K-9 capability followed several months of research and benchmarking. It was determined that properly trained K-9 teams provide a very effective and flexible method for detecting explosives for our application.

The process began with a vacancy announcement for the dog-handler positions which was distributed within the Protective Services Division. After a vigorous selection process, six officers were selected in March 1998.

In July 1998, the handlers went to Denver, IN to select the dogs imported from Holland by the vendor. The animals were pretrained for search and explosive scent work for approximately 8 weeks and were selected based on their high work drive, agility, and even temperament. The

handlers and their dogs then completed 2 weeks of intensive training.

Training is an ongoing activity for the dogs and their handlers. To maintain certification, the teams train a minimum of 16 hours per month on various explosive odors. They also perform on an obstacle course which allows the animals to exercise and build confidence by being exposed to situations that they might encounter during an actual search, and can also be used to augment the canine's obedience training.

The PSAT program has a simple goal—to protect NSA's mission and employees from violence and disruption.

The canines reside with their handlers and the handler's family. They are responsible for the well-being of their animal. The dogs are on a high protein diet and receive free veterinary care at the U.S. Army Veterinary Clinic on Fort Meade.

Handlers are provided Jeep Cherokees equipped with a specially designed kennel unit and a temperature monitoring system for the safe transport of the dogs. The monitoring system protects the animals from extreme heat in the summer—when the thermostat rises above the selected setting, the horn sounds alerting the handler, the windows roll down, and a fan turns on. The Jeeps are also equipped with a remote door release facilitating the handlers release of the canine from a short distance away.

The K-9 teams inspect commercial vehicles at Fort Meade, FANX, and

the Dorsey Road warehouse in addition to express and regular mail deliveries and building and parking areas. Teams are also used for operational support and emergency response. The unit has inspected more than 10,700 vehicles since becoming operational in August 1998, averaging more than 550 vehicles per week. The canines are trained for passive response in that they are trained to sit and are rewarded with a ball when they find an explosive scent.

The canines have a unique and dynamic relationship with their handlers. They work as a team and are not interchangeable with other handlers or dogs. If the handler is on leave, the dog also gets the day off.

The canines have an 8-10 year working life and will continue to be cared for by their handler after the dog's retirement. Upon the dog's retirement, the handler may elect to receive another working dog or apply for a new assignment.

The Agency has purchased five additional canines for arrival in the Spring 1999. The K-9 Program represents a significant enhancement to NSA's security.

The overall PSAT program is the most significant and comprehensive physical security upgrade in NSA's history and provides a major step in meeting a key NCS-21 goal of providing a better and safer place to work. For information regarding the K-9 Unit, contact Lt. Steve Vohs (spvohs@nsa) at 963-7054(s). For PSAT information, contact Joe Dickey (jedick1@nsa) or Connie Cronin (ccronin@nsa), both at 961-1311(s) or the E-mail alias PSAT.

It Happened in February on This Date...

February 1, 1865—President Abraham Lincoln signs 13th Amendment to Constitution, abolishing slavery.

February 2, 1948—President Harry S Truman issues message to Congress ending segregation in military.

February 21, 1885—Washington Monument dedicated.

February 25, 1870—Hiram R. Revels, a Mississippi Republican, becomes first African American in U.S. Senate; serves out unexpired term of Jefferson Davis.

February 28, 1854—Five people opposed to slavery meet at schoolhouse in Ripon, WI, to call for new political organization. Group later becomes known as Republican Party.

Eldercare Support

The Eldercare Information and Support Group began a 10-week session on January 21. Sessions are Thursdays, 1:00 to 2:30 p.m. in OPS 1, Room 3C082. New and old members are welcome.

Participants will receive the latest information on eldercare resources and services including care-taking problems and their impact on health, work, and relationships.

The group provides opportunities to offer and receive support, and share relevant experiences. Susan Darvas (EAS) will facilitate the group. For further information contact Susan Darvas at 410-712-4444 or sfdarva@nsa.

New Data on Electromagnetic Field Exposure

Last year, the Office of Occupational Health, Environmental and Safety Services (OHES) surveyed all employees on degausser use. The purpose of the survey was to provide OHES the necessary information to establish a database that identified degausser operators, dates of use, types of equipment used, and an estimate of exposure to magnetic fields. Employees returned 4,000 surveys. Of those, 1,174 were identified as past and present degausser operators.

OHES compiled the information from the surveys and examined the data to determine its usefulness. The scientific community is currently studying electromagnetic field (EMF) exposure to determine if there are any related health effects. OHES wondered if the Agency's EMF survey data could be valuable to science.

OHES initially consulted with the Environmental Protection Agency (EPA) and was informed that the most logical organization to provide assistance was the National Institute for Occupational Safety and Health (NIOSH). NIOSH accepted the Agency's invitation to provide technical assistance and has visited NSA twice.

NIOSH Visits NSA

During the two visits, NIOSH representatives reviewed data, confirmed site surveys, validated measurements, and audited NSA's EMF protection program. NIOSH representatives interviewed 18 employees, randomly selected from the tape library areas.

NIOSH was impressed with NSA's EMF protection program. It concluded that the Agency's EMF protection initiatives were on the leading edge.

There are no government requirements restricting EMF exposure levels

in the workplace, therefore, few protection programs exist.

NSA has been implementing EMF initiatives since 1993. These initiatives include "prudent avoidance" that ensures EMF exposure is minimized and corrective actions are taken immediately to reduce high exposure.

OHES plans to continue providing training for degausser operators. It also intends to install shields whenever feasible, to maintain the operator's distance from the degausser coils, and to periodically measure the magnetic fields near degaussers and monitor personnel.

Partnership Established

NIOSH requested that a partnership be established to put this valuable data to use most effectively, and to develop new initiatives in the EMF protection and technology field.

NIOSH also agreed to keep OHES informed of the latest health studies being conducted that might be relative to EMF exposures at the Agency.

For further information concerning EMF, degausser use, or the survey, contact OHES at 301-688-2961.

Happy Valentine's Day



February 14th

Club Notes

Arundel Yacht Club (AYC) will hold its annual membership social on Friday, February 26 in the Canine Suite, from 4:45 to 6:45 p.m. Individuals interested in sail or power boating should attend. Great conversation, a cash bar, and great food will be featured. Plan to attend!

The AYC holds its monthly meetings in the Colony 6 Conference Room on the second Monday of every month (excluding April, November, and December), starting at 7:00 p.m., during which a seminar on a boating-related topic is featured following a short business meeting. New members are welcome at the next meeting, February 8. Members do not have to own a boat. For more information, contact Evan Andrews at 301-688-0719 or evandre@nsa.

Deep Sixers SCUBA Diving Club will hold its monthly meeting Thursday, February 18 at 7:00 p.m., in the

Colony Seven Complex, Building 9914, Clubroom 800. For more information, see the bulletin boards in the OPS 1 center corridor (near the bank), or FANX III (near the barbershop) or contact the vice president, Vince, at 301-688-7482.

Parkway Coin and Stamp Club will hold its monthly stamp meeting Thursday, February 11 at noon. The monthly coin meeting will be Thursday, February 25 at noon. Meeting locations will be displayed in the showcase opposite the OPS 1 Cafeteria entrance during the respective week of each meeting. Anyone interested is invited to attend. For stamp club information, call 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 trivia and happy hours, dining out, singles dance, and a potluck dinner. For more information or a membership form, send your name, organization, and complete mail-stop to SPARC, P.O. Box 635, Fort Meade, MD 20755.

Work and Family Resource Group (WFRG) will welcome Lori and Robert Hollander on Tuesday, February 16 for a program on "Men are from Mars, Women are from Venus." Come to Room 2C086, from 11:30 a.m. to 12:30 p.m., to learn how to have a more satisfying romantic relationship. For more information, subscribe to ESS 1208.

Thrift Savings Plan Rates Through December 1998

Months	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	33.47%	9.60%	6.77%
1998:			
January	1.12	1.28	.51
February	7.20	(.07)	.44
March	5.11	.34	.50
April	1.00	.52	.49
May	(1.72)	.95	.51
June	4.05	.85	.48
July	(1.09)	.21	.49
August	(14.47)	1.66	.49
September	6.33	2.36	.44
October	8.19	(.52)	.41
November	6.04	.56	.42
December	5.76	.30	.43
1998	28.44	8.70	5.74

Percentages in () are negative.

Summer Care Fair

Work/Life Services will offer "A Rainbow of Fun Under the Sun," Wednesday, February 17 in the OPS 1 Cafeteria Party Rooms from 9:30 a.m. to 1:00 p.m. It will showcase ways children can learn and have fun in the summer. Information on child care and day, overnight, residential, and special-needs camps will be available. There will be booths with information on summer safety and additional activities for children. For further information, contact Ann Kendall, Family Care Services on 301-688-5452 or 301-688-4283.

ANSWERS TO THE FEBRUARY PUZZLE

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

Family Historians Club

The Family Historians Club provides a forum for exchanging information, ideas, and resources among its members interested in genealogy. This forum allows more experienced genealogists to provide guidance to those interested in learning genealogy techniques.

Meetings

Club meetings are held at noon, the first Tuesday of every month at various locations. Meetings are announced in the club's newsletter, through ESS 1230, and on the club bulletin board in the OPS 1 Building (opposite the barbershop). During most meetings, a club member or guest speaker with experience in genealogy will address the group. Topics range from how to locate and use records to specific case histories. Some of the members have published books and several others are in the process of writing books.

The Family Historians Club has joined the Genealogical Coordinating Council of Maryland, a group of various genealogical societies located throughout Maryland. Club members hope to participate in the organization's speaker exchange to procure future outside speakers. Approximately twice a year, the club holds a workshop. These question-and-answer sessions are designed to provide guidance and expertise on the methods of genealogy.

Resources

The club has a loaning library available to members. There are many compact disks available for checkout, including marriage and census indexes. The index of social security benefit payments is perhaps the most helpful

and popular item in the collection. Most of these indexes can also be accessed through the INTERNET. In addition to compact disks, the club library also has videos available for loan.

Membership

There are approximately 95 members in the Family Historians Club, including several retirees. Membership dues are \$7 per year and membership renewal takes place every September.

Those involved with genealogy are generally curious people with various reasons for their interest. Some want to know as little as who their grandparents were, while others want to know why their family relocated, their occupations, or the reason a certain relative was cut off from the family. An interesting thing about genealogy is that it never ends—when some questions are answered, the answers create more questions.

Getting Started

Getting started with genealogy should begin with talking to family members about family history. By interviewing family members, genealogists acquire firsthand information and set a foundation for later research. It is especially helpful to speak with older family members because they are more knowledgeable about earlier family events.

Unfortunately, some do not wish to recall unpleasant memories or were given false information. Therefore, it is extremely important to verify all information, regardless of the source. It is also a good practice to keep a record of the source of each piece of information.

Finding pictures while doing research provides a great sense of accomplish-

ment. Nothing else has quite the same impact. While more difficult to acquire, the older the picture, the more it is cherished. Pictures may also be used as clues for research. A location or time period may serve as a clue when combined with other information.

Genealogy can be relatively inexpensive because so much of what people are looking for is public record. A lot of information can be retrieved locally by visiting the Library of Congress or the National Archives, both located in Washington, DC. Some out-of-state records are available on loan through local public libraries or through local Family History Centers.

Software

If a computer is available, it is wise to invest in genealogy software. Some find it critical because the amount of information they have collected is overwhelming. Individuals need to consider their own needs when choosing a software package to find the optimum balance of capability and facility. Less expensive software often proves to be as sufficient as expensive brands and is often more user-friendly. However, some people may require the expanded capabilities found in the more expensive software.

Hopefully these tips will help the beginning genealogist get started. Remember, begin talking with family members and go from there. The Family Historians Club welcomes new members and will assist them in their quest for knowledge.

For more information about the club contact Paul Hessman, 301-688-7892, phhessm@nsa, or Bob Greiner, 301-688-9516, rcgrein@nsa.

Retirements

42 Years

Robert A. Moore

39 Years

Robert L. Jackson
Garrett W. Jenkins
Thomas Raupp

38 Years

H. Lee Havener
Dennis E. Pagels
Louise M. Pearce

37 Years

Dorothy C. Conway
Thomas M. Evans
Mary Ann Hart
Peter F. Haverty
Andrew P. Hnida, Jr.
Ronald C. Jenkins
Joseph W. Koester
Terry L. McClure
Gerald E. Pratt
Thomas A. Shaver
Judith A. Stevanus
Ronald C. Walters

36 Years

Thomas M. Barnes
Richard L. Deitz
Alan D. Forbes
Edward I. Gray
Frederick G. Haab
William Johanns
B. Diann Keith
Timothy E. Kerley
Susannah E. Kipp
Bonita A. Kogler
Zulene L. Lambert
Charles R. Mackley
Frank R. MacSorley, Jr.
Michael G. McClellan
Albert J. Merritt
Larry Patterson

Retirements

William Phillips
Karen F. Rodriguez
William P. Seedorf
Barbara A. Suska
John R. Taylor
Irvin M. Tilghman
Margaret E. Warner
John R. Williams

35 Years

Laurence A. Bjorklund
Robert E. Busker
Donald R. Clark
Robert W. Cody
Weldon E. Dungan
Donald C. Friedmann
James M. Gick
Elsie E. Harding
Gerald E. Harkless
William A. Hickey
Frederick C. Howard
William E. Krashoc
Dale A. Lacey
Thomas Miller
Wilfred R. Ouellette
Frank J. Praley III
Stanley Rosenzweig
Andrew R. Ruby
Robert H. Saiia
Gerald C. Sanders
Ronald R. Secunda
Allen D. Upton
Gary W. Wilhelm
Edwin G. Woods
James P. Woods III

34 Years

Evelyn R. Barton
Joseph A. Bishop
Robert A. Brown
Ernest W. Bruff
Ronald R. Bruscup
Henry F. Carter, Jr.
David E. Flahavin

Retirements

Richard G. Frye
Patricia C. Galford
Francis L. Hartman
Michael C. Hicks
Stanley V. Kellum
Ronald J. Middleton
Gerald D. Minch
Georgianna B. Smith
Roger J. Sullivan
Raymond L. Titus
Michael J. Whitley

33 Years

Joseph J. Barney
Richard M. Batz
Daniel A. Beebe

32 Years

Peggy M. Turner
Beverly A. Warren
Kenneth M. Wilk
Ronald L. Young

31 Years

Richard E. Bennett
Danny L. Boyter
Valerian A. Cernosek
William M. Griffith
Marion L. Hoekstra
James R. Maar
Jan A. Manning
Robert J. Mayne
Vernon J. Robinson
Sandra A. Sapienza
Peter L. Seelos
Richard M. Walker
Jo Ann Wittmann

30 Years

Anna L. Detorie
Robert E. Drake, Jr.
Eileen M. Henderson-Neff
Mary A. Hodges
Charles H. Langohr, Jr.

Retirements

Bonnie L. Mike
Peter J. Paternoster
Thomas K. Schwanke
Elizabeth E. Sharpe

29 Years

Darlene P. Beebe
Wilmer H. Collison, Jr.
Gary W. Hitchcock

28 Years

Linda M. Donovan
Patricia S. Hudson
Ronald R. Jones
Edward R. Severe, Jr.
Charles F. Venturella
Robert L. Williams

27 Years

Nancy L. Burke
James H. Hayhurst
Dolores Saars

26 Years

Joanne M. Fountaine
Antoinette Johnson
Annie G. Reid
Beverly A. Ripley
Mamie G. Smith
Edward M. Wenck, Jr.

25 Years

Orlanda J. Dix
Deborah D. Meade
Jerome F. Nachtigal
Clyde D. Nunley
Valerie A. Vieira
Deborah L. Walters

24 Years

Michael L. Crummitt

Retirements

23 Years

Irene Nunley
Sheila H. Shipe
Linda C. Spafford

21 Years

Renna H. Cohen
Dorothy Ekanger
Elizabeth F. Landi
Constance W. Moses

20 Years

Mary D. Frilot
John A. Hauck
Jaqueline F. Hitchins
Rosalie A. Lewis
Arthur R. Litschewski
Linda I. Posner
Yolanda Savarese
Kathryn S. Schaeffer
Ronald F. Simmont, Sr.
Margaret M. Taylor

19 Years

Laurel K. Bond
Gordon H. Johnson
Gabriel P. Trotta

18 Years

Eleanoria M. Brake
Joseph R. Euler
Frederick H. Miller
Lucille A. Urley

17 Years

Sally McCarley Andrews
Annie E. Butler
Dorothea L. Demby
Bruce C. Fitzhugh
Lillian O. Leach
Betty V. Shields

Retirements

16 Years

Edward L. Matthai, Sr.
Richard M. Miller
Hebert Sackowitz

15 Years

Charles E. Lyons
Ann Marie Signiski

14 Years

Philip L. Grier
Dorothy C. Welsh

13 Years

Mason Leggett, Jr.
Annie M. Massey

12 Years

Pamela Barnes
Mary E. Harper
John W. Shambach
Barbara A. Williams

11 Years

Sandra L. Bruening
Etta V. Taylor

10 Years

Marilyn M. Baxter
Mary Jane Betrand
Larry J. Breukelman
Adelia G. Brown
Nancy L. Dailey
Annie M. Davis
Francis J. Giampietro
Douglas S. Schwartz
Nancy L. Wiseman

9 Years

Michael H. Downey

OPM Guide To Dealing With Workplace Violence

On February 16, 1988, Richard Farley, 39, a computer programmer and former employee of Electromagnetic Science Laboratory (ESL) in Colorado attacked his former workplace carrying 95 pounds of weaponry. Spurned by a female employee, he killed seven and wounded five coworkers before surrendering to SWAT negotiators.

Farley's case was a classic stalker situation, which unraveled over 4 years, causing extreme torment to Laura Black, who rejected his attempts at courtship. Farley suffered from serious fantasies about Black, a computer expert, and consequently harassed and tormented her. His obsession with her led to the loss of his job, and ultimately his home.

Farley attacked ESL the day before he was to face a permanent injunction hearing filed by Black's lawyer in an attempt to keep him away from her.

A History of Problems

On January 24, 1992, a failed reinstatement hearing at General Dynamics' Corvair plant resulted in the shooting death of Michael Konz, 25, a labor representative, by Robert Earl Mack, 42. Mack also wounded his former supervisor before surrendering to local police.

General Dynamics had included Mack in approximately 200 termination notices sent out in December 1991. Supervisors said that Mack had a history of attendance and temperament problems. Fellow employees expressed surprise that he had lasted as long as he did—24 years—before being fired.

"Violence in the workplace can have devastating effects on the productivity

of an organization and the quality of life of its employees," states David Kent, Certified Protection Professional. Although incidents like those referenced are rare, many experts believe that aggressive acts in the workplace are on the rise. This theory is difficult to prove because, in the past reliable statistics on these types of incidents were not kept. Also, experts debate whether these incidents did not occur as frequently in the past or whether they just went unreported. According to Kent, most cases of job-related aggression do not end fatally, but those that do, are more often documented. Workplace violence is simply bad for business, which closes off most public policy research avenues within private enterprise to outside researchers. Thus, few empirical studies can be found to measure the volume of exposure to workplace violence, except when law enforcement becomes involved.

Statistics

A Bureau of Justice Statistics Special Report published in July 1998 reveals that from 1992-96, U.S. residents experienced more than 2 million violent victimizations while at work. More than 1,000 workplace homicides occurred annually. Workers also suffered 51,000 rapes and 84,000 robberies while they were at work. The most common type of workplace violence was simple assault with 1.5 million occurring each year. Women were more likely than men to be victimized by someone they knew. Approximately 40 percent of the victims of nonfatal violence in the workplace reported that they knew their offenders. The major-

ity of workplace violent crimes were committed by a stranger to the victim.

OPM Guidance

A new handbook, "Dealing with Workplace Violence" was prepared by the Interagency Working Group on Violence in the Workplace and published by the Office of Personnel Management (OPM) in October 1998. This guide provides valuable information for all employees. According to the manual, one of the most important aspects of preventing workplace violence is identifying potentially violent individuals. No one can predict human behavior and there is no specific "profile" of a potentially dangerous individual. However, there are indicators of increased risk of violent behavior. These indicators have been identified by the FBI's National Center for the Analysis of Violent Crime in its analysis of past indicators of workplace violence. Some of these indicators are:

- direct or veiled threats;
- intimidating, belligerent, harassing, bullying, or other inappropriate and aggressive behavior;
- numerous conflicts with supervisors and other employees;
- bringing a weapon to the workplace, brandishing a weapon in the workplace, making inappropriate reference to guns, or fascination with weapons;
- statements showing fascination with incidents of workplace violence, statements indicating approval of the use of violence to resolve a problem, or statements indicating identification with perpetrators of workplace homicides;
- statements indicating desperation (over family, financial, or other per-

- sonal problems) to the point of contemplating suicide;
- drug or alcohol abuse; and
 - extreme changes in behavior.

By identifying the problem and dealing with it appropriately, managers may be able to prevent an incident from occurring. However, it is important to note that these same warning signs could be (and usually are) indicators of other problems. Everyone experiences stress, loss, or illness at some point in life and all but a few weather these storms without resorting to violence.

NSA Policy

In a memorandum to the work force, Lt Gen Minihan stated, "violence and threatening behavior are unacceptable and prohibited by the Agency's personal conduct standards. Such behavior includes, but is not limited to, physical or verbal aggression, other threatening communications (e.g., writings or gestures) and menacing conduct and activity which, by its very nature, could be interpreted as intent to cause harm to persons, activities, or property. Such behavior will not be tol-

erated at NSA. Even if intended as a joke, threatening behavior will be taken seriously, and appropriate administrative or disciplinary action will be taken."

Reporting Concerns

To combat the threat of violence in the workplace, all personnel must take responsibility for their behavior and report any threatening behavior by others. If a threat is perceived, employees should report it to the Support Services Operations Center (SSOC). SSOC provides 24-hour assistance, and may be contacted at 963-3371(s), 301-688-6911, or 911 in case of an emergency. For information regarding possible suspicious or threatening behavior, employees may contact their key component Staff Security Officer, Integrated Personnel Activity, or the Employee Assistance Service.

Employees may access the OPM publication to obtain further information. "Dealing With Workplace Violence" is available via the INTERNET at www.opm.gov.

Disability Retirement Seminar

Many employees are unaware of the benefits available to them should they become disabled or too sick to continue working.

The Retirement and Insurance Office will sponsor a Disability Retirement Seminar, February 24 in the R&E Symposium Center from 8:15 a.m. to noon to inform employees regarding available benefits and to address individual concerns.

The featured guest speaker will be Mr. David Redden of New Life Benefits Counseling Service.

Interested employees will learn the various eligibility requirements for a disability retirement, how disability retirement computations are calculated, special benefits for individuals with life-threatening illnesses, the duration of benefits, and other relevant information.

Seating will be on a first come-first served basis. For additional information contact the Retirement and Insurance Office at 982-7950(s) or 410-854-6188.

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The *NSA Newsletter* is published monthly by the Office of Human Resources Services for the information and enjoyment of NSA employees and their families.

Items submitted for publication should be typed double-spaced and marked with the name, organization, and phone number of the sender. Forward all items to: *NSA Newsletter*, Fort George G. Meade, MD 20755-6000. Feature articles are due 2 weeks before the first day of the month preceding the month the article is intended to be published. All other items are due on or before the first day of the month preceding the month in which the item is intended to be published. For example, feature articles for the April *Newsletter* must be submitted on or before the 16th day of February. All other items must be submitted on or before the first day of March. All submissions to the *Newsletter* are subject to editing for space, clarity, and classification; there are no exceptions to this policy. *Newsletter* office phones are 963-1848(s) and 301-688-6610 (TDD); E-mail address is nsanews@nsa; and location is OPS 1, South Cafeteria, Room 2.

This publication does not necessarily reflect the official views of the Department of Defense.

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Picture This

Forecasters Reach for the Stars: Mr. George Alberts, Technical Director for the Research and Advanced Technology Group, recently honored members of a cross-organizational team of experts who contributed their time and talent to the annual research forecast. The report, "Forecast '98—A Vision for Advanced Research and Technology," was an outstanding success due to the contributions of key research partners in both the public and private sector, and the members of the forecast team. Forecast '98 is far more than a technology forecast, it is a means of identifying important research challenges and providing direction to the research program. Mr. Stan Heady, who coauthored Forecast '98 with Mr. Alberts, indicated that work is already underway to develop the next iteration of the research forecast and challenges study designated "Vision 2000." The team-based approach, that was so successful in last year's study, will serve as a model for future studies.



Members of the Research and Technology Forecast '98 Team

To Work or Back To Bed? Tune In to NSA Emergency Information Stations

During nonduty hours it is occasionally necessary to inform the Agency work force of the operating conditions at NSA. This information normally relates to the hazardous weather plan, but could pertain to any emergency situation including power outages, water shortages, and hazardous material spills in any of the NSA complexes. The Support Services Operations Center (SSOC), on behalf of the Deputy Director for Support Services, will use the following media to broadcast the appropriate announcements.

In addition to the below media sources, the current status during hazardous weather conditions may be obtained by calling the NSA Operational Status Line at 301-688-6511 or 301-688-6711. The hearing impaired may obtain the current status by call-

ing the Telecommunications Device for the Deaf (TDD) at 301-688-7722. Any questions or comments should be directed to the SSOC at 963-3371(s) or ssoc@nsa.

AM/FM Radio

WLIF (101.9 FM) Baltimore
WPOC (93.1 FM) Baltimore
WMIX (106.5 FM) Baltimore
WBAL (1090 AM) Baltimore
WCBM (680 AM) Baltimore
WIYY (97.9 FM) Baltimore
WXYV (102.7 FM) Baltimore
WCAO (600 AM) Baltimore
WQSR (105.7 FM) Baltimore
WLIC (900 AM) Laurel
WPGC (95.5 FM/1580 AM) Wash
WAMU (88.5 FM) Wash
WTOP (94.3 FM/1500 AM) Wash
WMAL (630 AM) Wash

WMZQ (98.7 FM/1390 AM) Wash
WTTR (1470 AM) Westminster
WFMD (99.9 FM) Frederick
WARM (103.3 FM) York, PA
WFRE (930 AM) Frederick
WSBA (910 AM) York, PA
WCEI (96.7 FM) Easton
WERQ (92.3 FM) Baltimore

Television

WMAR (Channel 2) Baltimore
WRCTV (Channel 4) Wash
WTTG-TV (Channel 5) Wash
WJLA (Channel 7) Wash
WGAL-TV (Channel 8)
Lancaster, PA.
WUSA (Channel 9) Wash
WBAL (Channel 11) Baltimore
WJZ-TV (Channel 13) Baltimore

Buffalo Soldiers — A Lesson in History

African Americans have made outstanding contributions throughout the military history of the United States. Often, these contributions went undocumented. It was only during the latter part of the 20th century that historians uncovered information regarding the enormous contributions made by the regiments known as the "Buffalo Soldiers."

African American soldiers served on the western frontier in the late 19th century. As members of infantry regiments, they were the first African Americans in the Nation's history to serve in the peacetime Army. Before these regiments were organized, African Americans were allowed to serve in the Army only in wartime. Between July

1866 and April 1867, six regiments of African American enlisted soldiers were recruited into the regular peacetime Army. Many were veterans who fought bravely during the Civil War. These recruits were organized as the 9th and 10th Cavalry and the 38th through 41st Infantry. Each regiment consisted of approximately 1,000 men. In 1869, the infantry regiments were consolidated into two, the 24th and 25th. All four regiments—two cavalry and two infantry—were sent to serve on the country's western frontier.

Soldiers of the 9th and 10th Cavalry Regiments were the first to be called Buffalo Soldiers. According to legend, Native Americans gave the troopers that name because the black soldiers' skin color, hair texture, and fighting spirit resembled that of the buffalo. The soldiers accepted the term as one of respect and honor, since the buffalo was held in high regard by the Native American Indians. The soldiers adopted the buffalo on their insignia and wore it with pride.

The 9th and 10th Cavalry were 2 of the 10 cavalry regiments spread among 59 forts in the western states and territories. These mounted soldiers earned reputations for speed, bravery, and daring while patrolling harsh terrain extreme of weather.

Their duties were not limited to fighting. They built or rebuilt many of the army posts, strung miles of telegraph wire, patrolled the United States-Mexican border, escorted settlers and railroad crews, protected stagecoach routes, and developed and patrolled national parks. After their service on the western frontier, the Buffalo Soldiers were a part of many other military campaigns. The four regiments fought with Teddy Roosevelt's "Rough Riders" during the Spanish-American War and served under General Per-

shing during the Mexican Expedition. Later, they fought bravely in World War I, World War II, and the Korean Conflict.

Although records of the accomplishments of individual Buffalo Soldiers are rare, it is known that at least 18 Medals of Honor were presented to Buffalo Soldiers during the western campaigns alone. A field at the West Point Military Academy was renamed Buffalo Soldier Field to honor the men of the 9th and 10th Cavalry Regiments.

In 1907, a detachment of the 9th Cavalry was assigned to West Point to support cadet riding and drill instruction on the very field named in their honor. A sculpture honoring the Buffalo Soldiers also appears at Fort Leavenworth, KS, one of their outposts.

Several groups throughout the country re-enact scenes from the history of the Buffalo Soldiers to keep the spirit and memories of these units alive. NSA is very fortunate to have several members from one such group visit NSA during Black History Month to provide historical information about the Buffalo Soldiers.

Adapted from information provided by LWF Publications, Trotwood, CA and "The History of the Buffalo Soldiers" extracted from the pamphlet "The Buffalo Soldiers" prepared by "The Research Re-enactors," Columbia, MD.

REPORTING ON FRAUD, WASTE, AND INEFFICIENCY

The Secretary of Defense has solicited the cooperation and support of all DOD personnel in reducing fraud 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 Room 2E8076, Operations Building 2B. 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.

Visit the EEO HomePage for further details and a complete schedule of events for Black History Month at <http://www.s.nsa/EEO/events.html>

Paul Derthick's Headline Puzzleby Larry Gray

This month's puzzle contains headlines from recent daily newspapers. Each of the five problems is a different letter-for-letter substitution. All five are derived from the same mixed alphabet at different settings against itself. To pick up a handout with Paul Derthick's explanation of how to do the Headline Puzzle, stop in the Newsletter office, OPS 1, South Cafeteria, Room 2.

1. NQBFA DYYJQRAF CIQ QZ ZQBJ DJCTLVAF QZ TOYADLNOAPC
2. TZZ ZKUISRLDI FKNQJ YLVINDLI FK ZNDFVSE BJKUL 'IEVYYSUQ'
3. VULA UOB JULW, EOAJPOJA TPJAEOT DUPBL TUEOEOT VUOL
4. IJXWGLR RIWWLVVHH VI NRV PHRLELUHJX LK QBLQHBX GBIQH
5. SFZU KRHQVZ HFDRAT SVRQVBVJ, IVHGI URT ZVKMGHRHO
RJDRBZRWW

Answer will appear next month.

Answer to January Puzzle:

1. DIGITAL TECHNOLOGY IS A HOT ITEM THIS HOLIDAY SEASON
2. BALTIMORE GETS COLTS BACK—IF ONLY FOR ONE GAME
3. CIGARETTE COMPANIES ANNOUNCE LARGE PRICE INCREASES
4. SURGE IN CRIME MARS CUBA'S REPUTATION FOR SAFE STREETS
5. CLINTON MUST NOW DECIDE HOW BEST TO DEFEND HIMSELF

Setting: MENLO Key: HYDE Hat: PALISADES

U.S. Presidents Since 1900

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

In Memoriam

Alice Maloney, a former employee died November 27, 1998. She was 91.

Prior to joining the Agency, she was employed by the Douglas Aircraft factory in Illinois. Mrs. Maloney retired in 1972 with 20 years Federal service.

Mrs. Maloney was a native of Spillville, IA. She studied oil painting in Paris and enjoyed it as a hobby, along with traveling. Mrs. Maloney is survived by her husband, Herbert Talkin.

Oliver T. Murdock, a former pipe fitter in the Support Services Organization, died November 28, 1998. He was 73.

Prior to joining the Agency, Mr. Murdock served with the U.S. Army and the Baltimore, MD, Southern District Police Department. He retired in 1995 with 23 years Federal service. He is survived by his wife, Katherine; three sons; five daughters; and many grandchildren and great-grandchildren.

Cecil J. Phillips, a former cryptologist in the Technology and Systems Organization, died November 27, 1998 of a heart attack. He was 73. Mr. Phillips retired in 1980 with 38 years of Federal service.

Mr. Phillips is survived by his wife, Nancy; two sons, Jeffrey and Christopher; and a daughter, Mary.

Catherine M. Tanner, a former linguist in the Operations Organization, died December 1, 1998, of a pulmonary embolism. She was 66.

Mrs. Tanner was recruited from Boston College by the Agency's predecessor in 1952. She left NSA for a time to raise a family, returned, and retired in 1987. Mrs. Tanner is sur-

vived by her husband, Daniel; two sons, Daniel III and David; two daughters, Catherine Henry and Carol Willey; and six grandchildren.

Joseph L. Williams, a former telecommunications specialist, died in December 1998, of cancer. He was 57. Prior to joining the Agency, Mr. Williams served with the U.S. Air Force. He retired in 1996 with 34 years Federal service.

Mr. Williams is survived by his wife, Colethia; six daughters, Robin Gross, Nicole Williams, Leatrice Williams, Danielle Jones, Robin Green, and Deborah Lazar; three sons, Antonio Washington, Healey LeCator, and Edward Woods; and four grandchildren.

In Appreciation

My family and I would like to express our appreciation to my friends and coworkers at NSA for the flowers, cards, and words of encouragement following the death of my father.

—Kirk D. Miller

Cathy and I would like to thank everyone for their support during my recent illness. The many cards, phone calls, and baskets I received from friends I've made at NSA were extremely touching. Your concerns helped for a speedy recovery.

—Dick Pelletier

Carol and I would like to thank our friends and colleagues for your thoughts, prayers, condolences, beautiful flowers, and the wonderful tree you sent when my Mom passed away on October 27, 1998. You have no idea how touched and appreciative we and the rest of the D'Auria family were by your thoughtfulness.

Just knowing people understood and cared that we were hurting was a tremendous comfort. The tree is now a living memorial to my mom and will reinforce lots of wonderful memories we have of the kindness expressed by our friends.

—Dave D'Auria and Carol Frasier

My family and I would like to express our thanks for your thoughts, prayers, cards, and memorials upon the death of my father, Thomas Heaney. Your support during this difficult time was greatly appreciated.

—Tim Heaney

This message is to all the wonderful, unselfish people who donated their hard-earned leave on my behalf. If not for you, my recovery would not have been so successful, not to mention financially less burdening. I am also grateful to all who sent cards, flowers, and prayers for my recovery. Thank you to the personnel staff who were a constant source of support and the medical center personnel for their hard work. May God bless all of you for being so kind and keeping me in your hearts.

—Tracey L. Cavey

My family and I would like to express our heartfelt appreciation to our friends and coworkers for their compassionate expression of sympathy following the sudden death of my father. The cards, flowers, thoughts, and prayers were very comforting during this difficult time.

—Alex Song

Retirements

Thanks to everyone for making my retirement celebration such a memo-

rable occasion. Special thanks to Amy, Tracy, Clint, and Ralph for the arrangements and kind words. It was great having one last opportunity to see those who have been such a big part of my life for the past 36 years. It's been fun, but it's time to try something else. I'll let you know what I decide to be when I grow up!

—B. Diann Keith

I would like to thank all my coworkers for the splendid retirement send-off. I would especially like to express my appreciation to Valerie, who coordinated both the luncheon and the retirement ceremony. Many thanks also go to those from my "past" who came to the reception. It is difficult for me to realize that government service has taken up more than 40 years of my lifetime. But when I saw all the friends from bygone days who stopped by to wish me well, I could not help but consider myself fortunate to have served with so many good people over the span of my career.

—Mel

Thanks to all my friends and coworkers who made my retirement open house such an enjoyable event for my family and me. After 34 years of service, I leave the Agency with lifelong friendships and fond memories of a rewarding career. I wish you all continued success, and once again, thank you.

—Jeannette Williams

Thanks to all the people who made my retirement luncheon memorable.

—Mike Hackney

CWF Holiday Door Decorating Contest

Members of the Civilian Welfare Fund (CWF) Council had the pleasure of judging the many colorful and imaginative entries in the Ninth Annual Door Decorating Contest. Soaring imaginations were evident in the many creative designs displayed throughout the Agency.

Judges were impressed by the door designs and challenged to make their selections. Congratulations to all the winners and many thanks to all who participated.

Group 1 (HQS, OPS 1, CANX, Bldg. 9804)

- 1st: OPS 1, Room 3E119,
Your Guiding Light
2nd: HQS, Room 7A170,
Whimsical Father Christmas

- 3rd: OPS 1, Room 3A126,
Cooking Up a Holiday
HM: OPS 1, Room 3C085, Enjoy
the Holiday Rhythm Latin-Style

Group 2 (OPS 2A, OPS 2B, NBP)

- 1st: OPS 2A, Room 2A1048,
Holiday Quilting Bee
2nd: OPS2A, Room 2A0766,
Sharing
3rd: OPS 2A, Room 2A0702,
Yo Ho Ho, Santa Got an Early Out
HM: OPS 2B, Room 2B1130,
Hands Partnering Around the
World

Group 3 (OPS 3, SABs 1-4, R&E, IRC, SPC, SPL)

- 1st: R&E, Room RBW065,
Gingerbread Village

- 2nd: R&E, Room R3S051,
"Twas the Night Before Christmas"
3rd: R&E, Room R1C080,
Babes in Toyland
HM: R&E, Room R1W013,
Give the Gift of Recycling

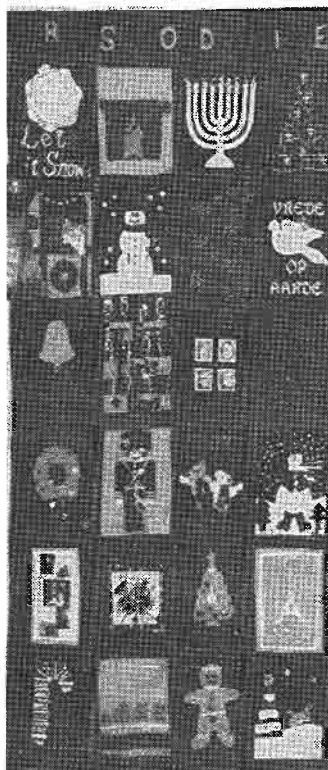
Group 4 (FANX, APS Complexes)

- 1st: APS 20, Room AXX4111,
It's Grinchmas Time
2nd: FANX III, Room B4115,
An NSA Penguin Christmas
3rd: APS 20, Room AXX4127,
Santa Taking a Ride on the Money
Train
HM: FANX III, Room B6127,
Snowman's Life

First Place Winners



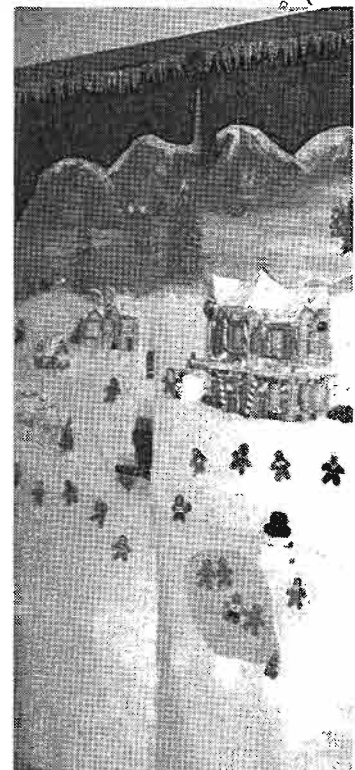
It's Grinchmas Time



Holiday Quilting Bee



Your Guiding Light



Gingerbread Village