

NATIONAL
SECURITY
AGENCY

NEWSLETTER

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April 1999

Making The Connection:

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Yesterday's Secretary,
Today's Office Manager
"SECRETARIES WEEK"
19 - 23 APRIL 1999

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Honoring Those Who Serve—Armed Forces Week

“The 21st century, not the 20th century, will prove to be the brightest era for NSA/CSS and our people. As we stand on the frontier of many opportunities, we must all remember: it is the Marine, not the reporter, who gives us freedom of speech; it is the Sailor, not the poet, who gives us freedom of expression; it is the Airman, not the campus demonstrator, who gives us the freedom to commemorate events, such as Armed Forces Week; and it is the Soldier, who at the darkest hour, stands by the flag and says ‘this we’ll defend,’ who gives us the promise of the future.”

—Lt Gen Minihan

Armed Forces Week (AFW) is not simply a time to recognize the service provided by the men and women of the military, but rather a celebration of the unique American relationship between the citizens of the United States and the Armed Forces.

The National Security Agency/Central Security Service (NSA/CSS) will commemorate AFW, May 10–14, in recognition of those who faithfully serve in the United States Army, Marine Corps, Navy, Air Force, and Coast Guard. Those who serve in the Reserves and the National Guard will also be recognized.

During AFW, employees celebrate with members of the Armed Forces who are willing volunteers. They follow the dream upon which the country was built, and they stand ready to defend it at any cost.

Opening Ceremonies

As in years past, the week will begin with an opening flag-raising ceremony. At 8:00 a.m., Monday, May 10, at the OPS 2A flagpole, the NSA/CSS Joint

Service Color Guard will hoist the Colors. A joint military formation featuring each of the Services will be represented at the ceremony. The Director



NSA/CSS will host the morning's festivities.

On each succeeding morning during the week, a flag-raising ceremony will start the day. The ceremonies will be cohosted by the local commander featured that day and a representative from the Senior Agency Leadership Team.

Activities

The following activities are planned for AFW:

- ◆ A special guest speaker, Dr. Alexander S. Cochran, professor emeritus of military history for the Air University, will discuss “SIGINT Operations in World War II.”
- ◆ The Marine Corps Battle Color Detachment, featuring its world renowned silent drill team, will dazzle spectators.
- ◆ The annual CWF-sponsored 5K Run will take place.

◆ The commencement exercises for the Community College of the Air Force—a special guest speaker has been invited to address the graduating class.

In remembrance of the Agency's fallen heroes, the Army and Air Force will hold a joint wreath-laying ceremony at the National Vigilance Park.

Thanks to the assistance offered by the National Cryptologic Museum, and other groups, displays will be set up throughout the NSA/CSS campus to draw attention to the contributions of military coworkers to the defense of the Nation.

The Armed Services feature a number of professional-caliber musical groups, and NSA has invited several to participate in this year's celebration.

5K Run

The annual CWF/AFW 5K Run will take place Thursday, May 13. The run will start in the OPS 2A courtyard and finish near Post 54. Several prizes will be awarded in several categories. The winners' names and times will be posted on the AFW Home-Page.

Additionally, in the finest tradition of competition, the first complete team that crosses the finish line as a unit will receive the Service Plaque.

Armed Forces Ball

The AFW Ball will conclude the week's festivities with dining, dancing, and entertainment. This event is open to all NSA/CSS employees, assignees, and others, whether military or civilian.

For specific times and locations of all AFW events, refer to the AFW HomePage located at <http://www.snsa/ds/afweek99/>.

Deputy Director's Message



Change and Challenge

We are now in a period when one Director passes command of the National Security Agency/Central Security Service to another Director. Change occurs when something ends and something new or different begins. The period between these two points is transition. Usually it means moving from the familiar to the unknown. Even when change is positive, the process affects most of us. The good news is with change there are new opportunities as well as challenges.

With Lt Gen Minihan having retired and with the advent of a new Director, I know many of you are wondering what changes are ahead and what will happen to the strategies and plans we have put in place. Over the past several years, we have embarked on a journey charting our course for future success in the Information Age with our strategic plan, the National Cryptologic Strategy (NCS-21). NCS-21 will provide us the direction to succeed in the 21st century. Implemented through the Unified Cryptologic Architecture (UCA), NCS-21 provides the framework for a common cryptologic structure. We have begun implementation of the National Information Assurance Strategy to ensure that information, information systems, and information-based processes are adequately protected. We have spoken publicly to Congress, the Director of Central Intelligence, the Department of Defense, and the Advisory Boards and they all believe we are on the right track. They support us as we follow through with our strategy. Be assured we are going to face some tough choices and we will have to make some hard decisions to position NSA for the future.

Time and time again, we have been challenged by world change and technology, but it is always our people—their creativity, brainpower, and commitment that have come through with a way forward. Our history has taught us that there isn't anything that we can't do when we take up the challenge together. This is not a spectator sport—it is teamwork. We look to the promise that each of you holds for taking us forward when our challenges and our opportunities have never been greater. We are already responding to the challenges and rebuilding our information technology backbone (ITB), developing a business plan, using corporate metrics and measurements, and strengthening our relationships with our customers and partners at home and around the world.

Our heritage is rich with examples of customer-driven quality. Our focus is continuous improvement. Our people are our competitive advantage. I pledge to you my personal commitment to ensure a smooth transition to the new Director and continuity for all the work force as part of "Team NSA," that no team will work harder to accomplish our goals of Information Superiority for America—One Team, One Mission. For it is upon the foundation of our bright past that I have confidence in our brilliant future.

A handwritten signature in black ink, appearing to read "David M. Minihan". The signature is written in a cursive, flowing style.

A Terrible Beauty is Born—Cryptology's Role in the 1916 Easter Uprising

by Bob Hanyok
Center for Cryptologic History

From April 24 to 29 1916, the watershed event in Irish history occurred—the Easter Uprising in Dublin. This event swung popular Irish opinion away from the moderate Home Rule Party to the more radical nationalists of Sinn Fein and paved the way for eventual Irish independence.

The uprising happened in the middle of World War I. England and Germany were locked in combat in France. Ireland (part of the United Kingdom) was a restive nation with a strong nationalist sentiment, anxious for independence. Germany,

willing to strike at England from every quarter, and hoping that an unsettled Ireland would divert British troops from the Western Front, tried to exploit this division by subsidizing Irish nationalists during the war.

Role of Cryptology

It is often not realized that cryptology played a major role in the events leading up to the uprising and contributed to its immediate and apparent failure. Ironically, in reviewing the cryptologic background to the uprising, some characters appear, who later became major players in the famous “Zimmermann Telegram Affair” of February 1917. They were: Arthur Zimmermann, German foreign minister; Count Johann Bernstorff, the German ambassador to the United States; and the ubiquitous Sir William “Blinker” Hall, head of the British cryptanalytic effort known as Room 40.

The story actually began earlier, in 1914. British agents reported that Irish nationalists were traveling to Germany and the United States to obtain funds, arms, and support. When Hall's Room 40 group began to decode German diplomatic messages, they discovered that much was already afoot between Germany and the Irish nationalists.

For example, a September 1914 message from Bernstorff in Washington, DC to Zimmermann in Berlin, Germany revealed plans for an Irish legion to be recruited from Irish prisoners of war and an agreement to Irish wishes to subsidize underground activity in Ireland. Through the decoded German diplomatic mes-

sages, the British were able to track the comings and goings of Irish nationalists, especially those visiting Germany and the United States. The U.S. immigrant and expatriate Irish community remained an important source of support and recruits.

Sir Roger Casement

The British focused on the activities of Sir Roger Casement, perhaps the most important of the nationalists. Born in Ireland in 1864, he had served in the British consular service and was knighted in 1911. He became famous when, as British consul to the Belgian Congo, he wrote a report exposing to the world the brutal depredations the Belgian colonial officials had inflicted on the local African tribes.

After retirement, he devoted his life to the Irish independence movement and became a major figure in the Irish nationalist councils. In 1914, he traveled to Berlin to secure German help for the Irish struggle against Great Britain. In 1915, Room 40 learned that the Germans might try to smuggle Casement into Ireland using a U-boat. A plan was set to snare him, but the Germans canceled after suspecting that Irish preparations for an uprising were premature and lacking a solid basis for success.

Easter Uprising

By early 1916, the situation became difficult for Casement and other Irish nationalists. Although a treaty between them and the German government promised military support, it was not forthcoming. The planned Irish legion had fizzled; they were issued uniforms but had no weapons or training. However,

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 OPS 2B, Room 2B8076. Shift personnel or others wishing to leave a message with the NSA IG may do so by calling on the secure phone and leaving a recorded message.

groups from the Sinn Fein and the Irish Republican Brotherhood (IRB)—the predecessor to the Irish Republican Army, decided to go ahead with a planned uprising that was to begin after a parade of nationalist groups in Dublin. The original plan called for the rising to start on Easter Saturday. Casement's part in the plan included procuring the freighter *Aud*, loaded with weapons and ammunition, to land on the Irish coast on Good Friday. Casement would be smuggled in aboard a German U-boat.

British Forewarned

The British were forewarned of Casement's plans. Tipped off by decoding planning messages, they waited for the codeword that signaled the departure of Casement and the weapons ship from Germany. Casement's U-boat broke down and he had to transfer to another, an activity easily followed through radio intercept. When he arrived onshore, he was immediately arrested. The *Aud* was captured by a Royal Navy ship. Told to depart, the crew changed into its German uniforms and scuttled the ship. Recovery operations of the cargo revealed that there had been 20,000 confis-



cated Russian rifles of dubious quality aboard—hardly the wherewithal to beat a modern army like Britain's.

Casement claimed he had been trying to head off the uprising—fearing that without German support it was doomed. The Sinn Fein and the IRB delayed for another day, and then on Easter Monday seized several buildings in Dublin, including the General Post Office.

One of the leaders, Patrick Pearse, stood on the steps of that building and proclaimed the Irish Republic. The British responded in overwhelming force, leveling portions of the city in the process. The Royal Navy even brought ships up the Liffey River to shell rebel positions at pointblank range. After 5 days, the rebels surrendered. Fourteen leaders, including Pearse and James Connolly, were executed. Casement was hanged for treason, and 3,000 others were interned, but granted amnesty in June 1917.

A Lasting Impression

Although Irishmen felt that the uprising was treacherous because England was engaged in World War I, many still sympathized with the rebels' ambitions. Further, the courage of the rebels in the face of immense British firepower made a deep impression. Efforts later in the war by the British to introduce conscription and delays in Home Rule only inflamed the Irish resentment ignited by the uprising.

British cryptology played a part in defeating Irish nationalist plans for the uprising. Yet, it was only one act, albeit an important one, in the story of Irish national yearnings. For as the Irish poet, William Butler Yeats, wrote in "Easter 1916," his great poem memorializing the event, "A terrible beauty was born."

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A Holocaust Story—Transforming Adversity Into Advantage

by Janice L. Koch

Her emaciated body, wasted to a mere 40 pounds, was mistakenly tossed onto a pile of corpses. Miraculously, an American soldier helping to liberate the concentration camps at the end of World War II saw Edith Eger's hand move and rescued her from what would have been certain death.

Dr. Edith E. Eger will share this harrowing story as the keynote speaker at NSA's 12th annual Holocaust Memorial Observance, Wednesday, April 14, at 10:00 a.m. in the Friedman Auditorium. In a presentation, "To Be or Not to Be—a Victim or a Survivor," Dr. Eger will explain how she used her personal experiences to transform her life.

Terror Begins

Edith Eger was born in Kassa, Hungary. In May 1944, when she was 16 years old, the Nazis shipped her to Auschwitz with her parents and sister Magdalena. Upon arrival at the death camp, mother and daughters were subjected to the "selections" process carried out by the notorious Dr. Josef Mengele, known as the "Angel of Death." Her mother was sent to the left—to the gas chamber, but Mengele pointed the sisters to the right—into the horrendous existence that passed for life in the camp. Later that day, the day on which both her parents died, Edith, who had studied ballet, was forced to dance for Mengele.

In the fall of 1944, Edith was transferred, as were many Hungarian Jews, to Mauthausen, a camp in Austria. It was one of the most brutal camps within the German Reich proper. Inmates were subjected to extremely harsh conditions, particu-

larly starvation and severe beatings. Those who survived, including Edith, were later forced to march to Gunskirchen, a satellite camp, for extermination. When the Americans reached the camp in May 1945, they



Dr. Edith Eger

found large numbers of sick and dying people lying helplessly among the dead.

Edith Eger was one of the millions of Jewish children persecuted along with their families during the Holocaust. It is estimated that more than a million of these children were murdered by the Nazis. As prisoners in ghettos and camps, children were the most at risk. Many witnessed the deaths of their parents and other family members. Less able than adults to satisfy their brutal captors by working, children faced illness, starvation, and usually extermination.

Because they were small, many younger children were thrown alive into the fires of the crematoria so the Nazis could save the few pennies it would have cost to gas them first. Children born in the camps were, in most cases, killed shortly after birth.

Older children were subjected to harsh labor or sadistic "medical" experiments. Remarkably, in the face of so much horror, many of the children imprisoned in the ghettos and camps created diaries and inspiring poems and drawings. It is even more remarkable that some of them, like Edith Eger, managed to survive.

A New Life

After liberation, Edith Eger settled in Czechoslovakia where she met her husband. In 1949, she, her husband, and 2-month-old daughter emigrated to the United States. After becoming acclimated to a new language and culture, Edith decided to return to school to study psychology.

As a clinical psychologist and lecturer, Dr. Eger works with battered women, abused children, veterans, and soldiers suffering from posttraumatic stress syndrome. She also travels extensively, lecturing on the psychology of the survivor and how to survive as a prisoner of war. She gives motivational talks, based on her experiences in the Holocaust, to help individuals overcome extreme psychological distress.

Forty years after the end of the Holocaust, Dr. Eger took on the heavy task of dealing with her own psychological distress. She returned to Auschwitz to come to terms with her memories and feelings about the loss of her family and the destruction of her young life.

Videos and exhibits relating to the Holocaust will be on display outside the Friedman Auditorium throughout the week of April 12. Additional information is available on the web at <http://www.z.nsa/public/reheyman/>.

DDS Sponsors "Children of the Holocaust"

This year's remembrance of the Holocaust is noteworthy for two reasons. First, we are extremely privileged to have as our guest speaker, Dr. Edith Eger, a Holocaust survivor, who as a little girl was separated from her parents at Auschwitz and forced to dance for the notorious Josef Mengele.

SIGINT Role

This year's remembrance is also significant because it marks an important milestone in the role played by signals intelligence (SIGINT)—specifically declassified decrypts from World War II—in the ongoing study of the Holocaust. As more scholars delve into the declassified SIGINT material in the National Archives, the value of SIGINT in understanding important details regarding the Holocaust becomes more apparent.



Mr. Terry Thompson

Nazi Gold

During the past 2 years, declassified decrypts about "Nazi Gold" have been instrumental in establishing the scope and nature of the German system of handling looted Holocaust-era personal and national assets, and the role of the Swiss banking system. Scholar Richard Brietman published an important book, "Official Secrets," using declassified intercepts to develop new insights into the role

of the Order Police in the Holocaust.

Two Agency employees have furthered the study of the Holocaust through SIGINT. Lou Benson, of the Security Services Organization, published a useful pamphlet, "SIGINT and the Holocaust," and Bob Hanyok, of the Center for Cryptologic History, delivered a paper at an international symposium hosted by the National Archives on looted Holocaust-era assets. In addition, Mr. Hanyok has been invited to assist the United States Holocaust Memorial Museum in developing a new exhibit on the Jewish experience in the Far East during World War II.

Although SIGINT was not the most important source of information regarding the Holocaust (as Mr. Benson points out), the use of declassified decrypts has provided many details that contribute to a more complete historical record. As we remember the Holocaust this year, it is with a deeper appreciation of the importance of SIGINT in understanding that tragic period of human history.

This year's commemoration of the Days of Remembrance for Victims of the Holocaust will focus on the theme "Children of the Holocaust."

Thrift Savings Plan Rates Through February 1999

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	33.17%	9.60%	6.77%
1998	28.44%	8.70%	5.74%
1998			
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
1999			
January	4.19	.71	.42
February	(3.09)	(1.74)	.38
Last 12			
Months	19.64%	6.29%	5.59%

Percentages in () are negative.

ANSWERS TO THE APRIL PUZZLE

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

Making the Connection—Yesterday's Secretary is Today's Office Manager

by Elena Robey and Jessica Stinchcomb

It is time to salute the people who tirelessly conquer computers, juggle schedules, prepare presentations, develop spreadsheets, and arrange meetings every day—secretaries.

The purpose of observing Professional Secretaries Week (April 19-23), is to remind secretaries of their obligations to the profession and to provide them recognition for their vital contributions to business, industry, the arts, and government.

Professional Secretaries Week was founded in 1952 by Professional Secretaries International. The idea came about more than 40 years ago because a post-World War II publicity man, Harry F. Klemfuss believed that professional secretaries had struggled too long without recognition. He encouraged young women to enter the field and demanded recognition for the “unhonored, unsung, unrecognized” secretary of the day.

What's in a Word?

Secretary—the word is dynamic and ever changing. The secretary was once assigned the role of caretaker for the boss and other employees. A typical day might involve mundane tasks including making coffee, typing, and answering phones. The secretary might also take dictation or file papers. On special occasions, she might be “allowed” to buy her boss a present for his wife. At that time, she was not looked upon as an equal. She was often only seen, not heard. In contrast, today's secretary has become the “hub of the office”—the office manager.

As the next millennium approaches, secretaries are assuming expanded responsibilities that differ from those of 5 to 10 years ago. Secretarial work continues to evolve, along with new automation and organizational restructuring. Secretaries are often the first to learn new office technologies and assume new roles.

However, in the midst of these changes, their core responsibilities remain much as they were. Most organizations still employ secretaries to perform and coordinate activities and to ensure information is disseminated to staff members and clients.

Managers, professionals, and other support staff still rely on them to keep administrative operations running smoothly. Today, secretaries are responsible for a variety of administrative and clerical duties necessary to effectively and efficiently operate organizations.

They schedule appointments and meetings, provide information to internal and external customers, organize and maintain paper and electronic files, manage projects, and produce correspondence.

Some secretaries may employ the INTERNET for research, references, and purchases. They may also use personal computers for running spreadsheets, word processing, database management, desktop publishing, and graphics programs—tasks previously handled by coworkers.

Secretaries are performing fewer clerical tasks and more administrative and managerial functions. In addition to receiving visitors and arrang-

ing conferences and meetings, they may handle more complex responsibilities including conducting research, preparing reports, training new employees, and supervising other administrative staff.

Moving Forward

Voice mail, another technological advance, has reduced the secretary's dependence on the telephone. More messages are automatically routed to the recipient; therefore, meetings can be coordinated by comparing electronic calendars and confirmed through E-mail.

As office automation advances, the secretary is able to focus on career advancement opportunities. Diverse education and training will remain an integral part of the secretarial field. Continuing changes in the office environment increase the demand for secretaries who are adaptable and versatile.

While the secretary has always been considered an information manager, who coordinates a variety of schedules and functions for the office, today's secretary has a higher level of responsibility than ever before.

Secretarial professionals have become more productive with the help of personal computers, E-mail, scanners, facsimile machines, and voice mail systems.

Developments in office technology are certain to continue, and will bring about further changes in the secretary's work environment. However, there are still many secretarial duties of a personal, interactive

nature and, therefore, not easily automated. Because automated equipment cannot substitute for personal skills, secretaries will continue to play a key role in the office activities of most organizations.

Staying Ahead in a Changing Workplace

The International Association of Administrative Professionals (IAAP) offers the following seven tips for secretaries:

1. **Become a computer software expert.** Demonstrate mastery of "Office Suite" software packages that typically include word processing, spreadsheet, database, presentations, and scheduling software. Learn to navigate the INTERNET, and gather information via the World Wide Web to further organizational goals and serve customer's needs. Become a "Web Master" or a "Web-content Provider" for an employer.

2. **Actively pursue continuing education.** Attend business-related workshops and seminars or pursue a college degree. Polish written and verbal communication skills.

3. **Learn how to plan conferences and meetings.** Make the meetings well-organized and user-friendly through room and site selection, meeting arrangements, and audiovisuals. Become adept at presentation software such as Microsoft's PowerPoint or Corel's Presentations.

4. **Be a good teacher and leader.** Many administrative professionals are training and supervising other staff members. IAAP offers many opportunities to practice organizational leadership roles.

5. **Become a "communication's hub" for your workplace.** Clients and vendors often judge the character of a business by the quality and efficiency of its administrative support

staff. Customer service skills are critically important. Interpersonal skills (tact, diplomacy, and negotiation) are also essential.

6. **Be an adept organizer and "information manager."** Use computerized data as well as paper office records to provide information needed by managers. Today's administrative staff increasingly conducts research and helps manage projects from conception to completion.

7. **Get involved in selecting and maintaining office equipment.** Stay abreast of the types of available office equipment and what is most suited to your organization. Seek out appropriate vendors. Learn to oversee equipment purchases, evaluate office supply needs, and schedule maintenance.

Secretaries Week Schedule of Events

Secretaries Day Breakfast—
Wednesday, April 21,
8:30-10:00 a.m. in the
Canine Suite

Annual Secretarial Excellence
Awards Presentation—Wednes-
day, April 21, 11:00-11:30 a.m.
in the Friedman Auditorium

Share Fair—Thursday, April 22,
10:30 a.m.-1:00 p.m. in the
OPS 1 Cafeteria Party Rooms

Internal and external tours and
briefings will be offered from
March through June.

*Additional secretarial information is
available via the Agency Web
at:[http://www.s3pages.s.nsa/s33/
SYpanel/panel.html](http://www.s3pages.s.nsa/s33/SYpanel/panel.html)*

Retirements

37 Years

William F. Persinger

35 Years

Betsy-Jo Sponar-Phelan



34 Years

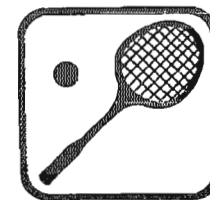
Paul S. Rabinowitz
Kenneth L. Sproat

32 Years

Raymond L. Reed

33 Years

Linda B. Johnson
Jesse Wallman



24 Years

Dennis B. Mahony

22 Years

John E. Lee

21 Years

Mary B. Hicks

Field Recruitment Week

by Kim Faircloth

From April 19 to 23, Global Permanent Change of Station (PCS) Services will sponsor Field Recruitment Week (FRW). This weeklong series of events represent a partnership between Global PCS Services' PCS officers, mission managers, and field-site representatives.

The schedule of events, which includes a classified open house, April 20, followed by site-specific workshops, will provide an opportunity to explore field opportunities. In addition, this year there are several new features including a briefing on the "ABCs of PCSing"—application process, benefits, entitlements, and

career considerations, and other information.

An unclassified evening open house will be held April 21 for employees and their non-Agency spouses. Career-specific workshops for engineers, computer scientists, voice language analysts, collectors, and signals analysts will also be conducted. In the meantime, employees should consider whether this is a good time to take a PCS assignment.

Employees pursue PCS assignments for many reasons including career enhancement, personal and family growth, and material considerations. Regarding career enhancement, most field alumni say that their PCS experience gave them a "big picture" perspective on how the Agency's mission is accomplished and an in-

depth understanding of NSA's role in support of military operations and other Intelligence Community customers. Most PCSers find that field jobs offer a variety of functional responsibilities coupled with the authority to make decisions and take action within a narrow chain of command.

Spend the week exploring the world of opportunities that accompany a PCS assignment. Additional information concerning the FRW schedule of events will be advertised this month via E-mail, Agency distributions, and at the following address — <http://vacancy.fanx.s.nsa/va/data/field/toc.html>. For further information, contact Global PCS Services at 968-5021(s).

Awards

MERITORIOUS CIVILIAN SERVICE AWARD



Michael Huffman

DIRECTOR'S DISTINGUISHED SERVICE MEDAL



Richard C. Proto

DEFENSE SUPERIOR SERVICE MEDAL



G. Dickson Gribble
COL/USA



David J. Hanko
Lt Col/USAF (Ret)

Club Notes

Celtic Forum meets the last Tuesday of every month at 11:00 a.m. 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. The April meeting, in Room 3W083, will feature a talk (with photos) on Welsh castles. For more information, contact Karen Davis at 963-4930(s) or 301-688-7884.

Deep Sixers SCUBA Diving Club will meet Thursday, April 15 at 7:00 p.m., in the Colony Seven Complex, Building 9914, Clubroom 800. Upcoming trips include wreck diving in Delaware May 1 and June 12, and quarry diving at Bainbridge. For more information, contact the club vice-president, Vince, at 301-688-2869.

Parkway Coin and Stamp Club will hold its monthly stamp meeting Thursday, April 8 at noon. The monthly coin meeting will be Thursday, April 22 at noon. Meeting locations will be displayed in the showcase opposite the OPS 1 Cafeteria entrance. Anyone interested is invited to attend. For stamp club information, call Grover Hinds at 301-688-4598. For coin club information call Mitch Ross at 301-688-8428.

Patuxent Lapidary Guild will have a Mother's Day jewelry sale May 3, outside the R & E Cafeteria, and May 4 and 5 under the OPS 2A stairwell. The jewelry will be displayed outside the OPS 1 Cafeteria during the week of April 26-30. Guild members craft all jewelry for

sale. A portion of the proceeds from the sale goes to the club.

Single People in Activities Recreational and Cultural (SPARC) events include trivia and happy hours, dining out, a singles dance, a potluck dinner, a craft festival, a planning meeting, brunch, and a day out. For more information, or a membership form, send name, organization, and complete mailstop to SPARC, P.O. Box 635, Fort Meade, MD 20755.

Women and Men in NSA (WIN) will sponsor a used book sale April 12, from 11:00 a.m. to 1:00 p.m., in front of the OPS 1 Cafeteria. Proceeds from the book sale will go toward supporting the scholarship and general fund.

Mark Your Calendar

April 28—Lunch N' Learn

Dr. Jill Gann will present "Surviving Adolescence," from 11:30 a.m. to 1:00 p.m., in HQS Bldg., Room 91135. Learn about the emotional, social, physical, and psychological characteristics of teens. Develop coping and discipline strategies that will improve communications with teenagers. Preregistration is required and can be completed at <http://www.s.nsa/ERS/worklife/events.html>. Questions may be forwarded to Work/Life Services at wrklife@nsa. Plan to attend.

April 13, 15—National Information and Records Management Week

The Agency's Records Management Office will present a display of its services. The 1999 theme is "Drowning in Data, Starving for Knowledge," and will be presented Tuesday, April 13, from 7:00 a.m. to 1:00 p.m., in the R&E Cafeteria entrance and Thursday, April 15, 7:00 a.m. to 1:00 p.m., in the OPS 1 Friedman Auditorium lobby.

Initiated by ARMA International, the Association of Records Managers and Administrators, this event pro-

vides the work force with an opportunity to focus attention on records and information management. Changes in technology continue to challenge the way we conduct business. Education will pave the way in the Records Management Office's efforts to maintain and preserve the valuable information of the Agency and to improve business practices for the work force.

Representatives will be available to discuss programs and provide informative publications. All employees are invited to attend the activities. Stop by for some interesting giveaways.

FEGLI Offers First Open Enrollment Since 1993

The Office of Personnel Management has announced an open season for Federal Employees Group Life Insurance (FEGLI).

The open enrollment period is scheduled for April 24 through June 30, 1999. Open season enrollments or changes will not be effective until the first pay period on or after April 23, 2000, which follows a pay period during which an employee is in a pay and duty status.

It is important to remember that FEGLI open seasons are not regularly scheduled (the last general open enrollment was in 1993). Employees may enroll in FEGLI or increase their current coverage.

Keep in mind, however, that employees may cancel or decrease their coverage at any time throughout the year—these are not open-season changes. For those contemplating retirement, it is important to know that individuals must be insured for the 5 years of service immediately preceding retirement in order to continue Basic Life Insurance coverage.

To continue any optional coverage, employees must also be insured in those options for the 5 years prior to retirement. This open season might be the one to consider starting or increasing an enrollment.

Enrollment Material

Each civilian employee will receive a revised FEGLI booklet (RI 76-21) and FEGLI Open Enrollment Period Pamphlet. FEGLI '99 Open Enrollment Period Election Forms (RI 76-27) will be available at the DS Customer Service Centers, Integrated Personnel Activities (IPA), and the

Retirement and Insurance Services Office.

Here are some frequently asked questions regarding FEGLI.

What kinds of elections can be made during the open enrollment period?

During the FEGLI '99 open enrollment period, employees can elect any life insurance that they do not currently have.

Is there anything new available during the open enrollment period?

Yes. Until now, Option C coverage, which is coverage on eligible family members, was limited to \$5,000 for your spouse and \$2,500 for each eligible child.

Individuals can now elect up to five multiples of those amounts, making the maximum amounts available \$25,000 for your spouse and \$12,500 for each eligible child. They must elect the same number of multiples for each family member.

How does an individual enroll or increase their coverage?

All open season elections and changes must be made on a special FEGLI '99 Open Season Period Election Form (RI 76-27). Complete the form showing all of the coverage wanted, not just the requested coverage. These forms will be available at any IPA, the DS Customer Service Centers, and the Retirement and Insurance Services Office.

Where are completed forms submitted?

Take the FEGLI '99 Open Season Period Election Form to any IPA or

the Retirement and Insurance Services Office in APS 1, Room 162. A representative will certify the form and return a copy for the employee's insurance records. Employees will receive another copy when the insurance takes effect.

When will the new coverage go into effect?

Coverage elected during the open enrollment period will become effective the first pay period beginning on or after April 23, 2000. Employees must be in pay and duty status the pay period before the coverage becomes effective.

For full-time employees, the amount of pay and duty status required is 32 hours. Part-time employees must be in pay and duty status for one-half of their regularly scheduled tour of duty.

Do premiums for the new coverage have to be paid for now?

No. It is not necessary to pay premiums for new coverage until it goes into effect in 2000.

Does anything need to be done if an individual keeps the same coverage?

No. Those who do not wish to make any changes will not have to do anything.

Will individuals be able to continue this new coverage after retirement?

To continue FEGLI coverage upon retirement, employees must retire on an immediate annuity and must have had the coverage for the 5 years of service immediately prior to retirement. If they do not have the coverage for 5 years, they can continue it if they have had it since the first opportunity to elect it.

For instance, if Option B is elected or increased during the open

enrollment period, employees must have it for 5 years before they retire to continue Option B (or the increased amount). The open enrollment period would not be their first opportunity to elect Option B: they could have elected it when they first became eligible for it.

However, since two to five multiples of Option C coverage was never available before, this open enrollment period is the first opportunity to elect them. If individuals elect a multiple and retire anytime after these additional multiples go into effect in 2000, they will be eligible to continue the coverage after retirement, as long as they meet the 5-year requirement for their previous Option C coverage.

Public Law 105-311, Federal Employees Life Insurance Improvement Act, enacted October 30, 1998, made numerous changes to the FEGLI program by expanding the options available to employees. These changes include: eliminating the maximums on Basic and Option B, Portable Option B upon separation, increased Option C, election of unreduced Option B and/or Option C, reduced premiums, and new age bands.

For more information, check the Retirement and Insurance Services Webpage at: <http://www.s.nsa/retirement/index.html>. Individuals can also contact their IPA or the Retirement and Insurance Services Office.

All Newsletters distributed to Agency facilities outside NSAW 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.

Action Line

Have a question or thought to express? Use Action Line! Opinions expressed in letters do not necessarily represent official viewpoints or the views of the Newsletter Staff.

THE MISSING LINK

Dear Action Line,

Would it be possible to have the LINK bus schedules posted at all the bus stops? Recently, I rode the bus to attend a meeting at FANX II. I planned to take the bus back to the main building. Unfortunately, when I arrived at the bus stop, the LINK's time schedule was not posted. Instead, there was a notice directing employees to check for new times, effective March 1998. I walked to the FANX III Customer Service Center only to learn that the bus was scheduled to leave right then—while I was in the building! Needless to say, I missed the bus and had a long wait until the next one was scheduled to make a run.

—Bus Rider

Dear Bus Rider,

The Commuter and Motor Fleet Services Organization did post the LINK schedule, along with all of the other shuttle schedules, at all of the bus shelters (FANX, APS 1, APS 20, GH-2, Light Rail, and MARK Station). However, the schedules tend to disappear, and need to be continuously replaced. We will see that they are replaced again.

—Patrick Sherwood
Commuter and Motor Fleet Services

UNLEADED, PLEASE

Dear Action Line,

Would the cafeterias (especially OPS 1) consider offering a selection of decaffeinated gourmet coffees? My doctor has advised me to avoid caffeine.

—Decaf Drinker

Dear Decaf Drinker,

Your request was submitted to the Wood Company management. They have agreed to offer additional decaffeinated selections in the OPS 1 Cafeteria. The Wood company has been successful in providing a larger selection of coffee at OPS 2B and plans to offer more varieties in other cafeterias in the future.

If the products do not sell after a reasonable trial period, and the Wood Company is forced to throw the coffee away, they will not be able to continue offering as many selections.

Coffee is a very delicate product with a limited shelf life to maintain high quality. The Wood Company will endeavor to offer as many selections as sales allow. Thanks for asking and enjoy the new selections.

—Bill Hesgard
NSA Restaurant Fund

Paul Derthick's Headline Puzzleby Larry Gray

The following are *not* headlines from recent daily newspapers. Each of the five is a different letter-for-letter substitution. All are derived from the same mixed alphabet at different settings against itself. For Paul Derthick's explanation of how to do the Headline Puzzle, visit the Newsletter HomePage at <http://ds8-websrv.2.fanx.s.nsa/newsletter/>.

1. AQUJU XJUMK UQF PVWQ JU AVCCG VX WVKZVF SANUQB PVAAGFVVM
2. RAMF VUDTY CJAID RAIK VFRZFWRFYV JD MFU VT CAD DGPPFDD
3. WCH YBXLCLNKXW PXB HXBDO PBXV MGLCBXKOG: YBCYMBMLKXW M
4. MGTUK WLIIMW LGYY WPXIIP GW HXIITWMTG DUKKBMW EBXUTH YBTKD
5. YGAGIHKZGA AMBBCY EHBB RM OGCRDYG HNCKG MO RGBGRDEEHGI

Answer will appear next month

Answer to March Puzzle:

1. TAYLOR, DICKERSON HEAD FIVE PLAYERS VOTED INTO HALL OF FAME
2. ARGENTINA DRAWING INTEREST WITH PLANS TO ADOPT DOLLAR
3. PROPOSED LEGISLATION WOULD SHUT DOWN RECYCLING COMPANY
4. FORD SAID TO BE NEGOTIATING DEAL FOR VOLVO'S CAR BUSINESS
5. COUNTY SCHOOLS PREPARE TO FACE CASH CRUNCH THIS YEAR

Setting: AMAZE Key: STUPEFY Hat: FLUMMOX

FISH OF THE CHESAPEAKE

Hidden below are the names of 15 fish found in the Chesapeake Bay. The words read in any direction and any letter may be used more than once.

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

In Memoriam

Andrew J. Arentz, an executive manager in the Technology and Systems Organization, who spent the majori-



ty of his career in the Information Systems Security Organization, died January 30 of cardiac arrhythmia. He was 52.

Mr. Arentz earned a bachelor's of science degree from Manhattan College and a master's degree in mathematics from the University of Maryland. He joined NSA in 1968. A native of New York City, NY, Mr. Arentz resided in Gambrills, MD. He was a member of Our Lady of the Fields Catholic Church and enjoyed sports.

His wife, Donna; a daughter, Denise Miller; and a son, Michael, survive Mr. Arentz.

Kenneth L. Joseph, a former electronic engineer in the Support Services Organization, died January 23. He was 87.

Prior to joining the Agency, Mr. Joseph served with the U.S. Navy during WWII. He retired in 1971 with 28 years of Federal service. Mr. Joseph earned a bachelor's degree in education from Miami University, Oxford and a bachelor's degree in electronic engineering from Case Western Reserve University.

A longtime resident of Fairfax, VA, Mr. Joseph most recently resided in Fremont, OH. He was an amateur radio operator and a member of many community organizations and clubs.

Mr. Joseph is survived by his wife, Margaret; a daughter, Claudia; two grandchildren, and six great-grandchildren.

Edwin C. Fishel, a former head of the National Cryptologic School Press, died February 11. He was 84.

A graduate of Mount Union College, Mr. Fishel was a correspondent for the Cleveland Press prior to serving with the U.S. Army during WWII. His last military assignment was with the Armed Forces Security Agency, a predecessor of NSA. He retired in 1972 with 31 years of Federal service.

A native of Alliance, OH, Mr. Fishel resided in Arlington, VA. An avid intelligence historian, Mr. Fishel's book, "The Secret War for the Union," is regarded as the standard on the use of intelligence during the Civil War. He was also a prominent jazz musician and arranger.

His wife, Gladys; a son, Reverdy; a daughter, Katherine Horan; and two grandchildren survive Mr. Fishel.

William H. Gossard, a former engineer in the Research and Technology Organization, died February 8 of a stroke. He was 76.

Prior to joining the Agency, Mr. Gossard served with the U.S. Navy during WWII. He retired in 1980 with 27 years of Federal service.

After retiring from NSA, Mr. Gossard worked at Westinghouse Electric Corporation and lectured regularly at George Washington University. He was an elder and deacon at Woods Memorial Presbyterian Church and enjoyed sports.

His wife, Zelma; 3 sons, William, Jr., James, and David; 3 daughters, Rebecca Kuligowski, Mary Moyer, and Jean Zemo; 13 grandchildren; and a great-grandson survive Mr. Gossard.

Eugene K. Hinkle, a former model maker in the Information Systems Security Organization, died January 30 of cancer. He was 87.

Born in York, PA, Mr. Hinkle was a longtime resident of Linthicum, MD. He retired in 1969 with 30 years of Federal service. Mr. Hinkle was a member of St. John Evangelical Lutheran Church. He enjoyed woodworking and computers.

Two sons, Robert and Donald; five grandchildren; and three great-grandchildren survive Mr. Hinkle.

Robert J. Lindsey, a senior voice language analyst in the Operations Organization, died December 11, 1998, of cancer. He was 57.



Prior to joining the Agency in 1994, Mr. Lindsey served with the U.S. Air Force. He retired from the U.S. Air Force after a distinguished career marked by awards including the Defense Meritorious Service Medal, the Meritorious Service Medal, and the Air Force Commendation Medal. Mr. Lindsey was also a recipient of the Director's Coin. He earned a bachelor's degree from St. Leo's College, Florida.

A native of Harlan, KY, Mr. Lindsey resided in Temple Terrace, FL. He was a member of the First Baptist Church of Savage, MD.

His wife, Joyce; and a daughter, Lara, survive Mr. Lindsey.

Raymond B. Potts, a former electronic engineer and cryptologist in the Operations Organization, died February 7 of heart disease. He was 67.

Prior to joining the Agency, Mr. Potts served with the U.S. Air Force. He retired in 1987 with 32 years of Federal Service.

A native of Wellsburg, WV, Mr. Potts earned a bachelor's degree from West Virginia University. He

resided in Crofton, MD. Mr. Potts enjoyed music, photography, bowling and fishing.

His wife, Betty; a son, Stephen; a daughter Theresa Miedzinski; and five grandchildren survive Mr. Potts.

Dennis V. Shea, a former security officer in the Support Services Organization, died February 17 of heart failure. He was 82.

A native of New York City, NY, Mr. Shea graduated from St. John's University and attended St. John's Law School. Prior to joining the Agency, Mr. Shea served with the U.S. Army as a counterintelligence officer during WWII. Recalled to active duty after the war, he served with the U.S. Air Force. He retired in 1973 with 32 years of Federal service.

Mr. Shea resided in Annapolis, MD. He enjoyed travel.

He is survived by his wife, Barbara; two sons, Dennis and Daniel; two daughters, Barbara Bispham and Margaret Shea; and four grandchildren

Laura P. Spratt, a former computer operator in the former COMSEC Organization, died February 3 of a heart attack. She was 76.

A native of Washington, DC, Mrs. Spratt worked at the Bureau of Engraving and Printing and the Civil Service Commission prior to joining NSA. She retired in 1974 with 27 years of Federal service.

A daughter, Alice Clair; son-in-law, Marshall; and a grandson, Anthony, survive Mrs. Spratt.

John W. Sturgeon, Jr., a former maintenance supervisor, died January 29. He was 79.

Prior to joining the Agency, Mr. Sturgeon served with the U.S. Army. He retired in 1973 with 20 years of Federal service.

Born in Baltimore, MD Mr. Sturgeon was a longtime resident of Glen Burnie, MD. He is survived by two daughters, Teresa LeGrand and June Powell; and six grandchildren.

Betty-Rogers Wanat, a former cryptologic staff officer in the Operations Organization, died January 30 of a stroke. She was 77.

Prior to joining the Agency, Mrs. Wanat served with the U.S. Navy. She retired in 1978 with 36 years of Federal service.

A resident of Columbia, MD, she enjoyed yachting, playing golf, bowling, and dancing.

In Appreciation

My family and I want to express our sincere appreciation to my coworkers and friends for the prayers, cards, flowers, phone calls, and their presence at the viewing of my dear sister, Donna Dudley. Your support has reminded me of how lucky I am to have you all in my life.

—Susan Shepke

My sister, brother, and I would like to thank you for your expressions of sympathy following the death of our mother. The cards, spiritual bouquets, and donations to the American Heart Association have been a great comfort during this very difficult time. Your thoughtfulness will be remembered.

—Bob Scrabut

My mother, sister, and I would like to express our sincere appreciation for the many expressions of sympathy that we received following the death of our husband and father, George Holter. It was a great source of comfort to our family during this difficult time.

—Sally Holter, Jacqueline Gillespie,
and Judy Pruitt

The prayers, cards, flowers, words of encouragement and support, visits, phone calls, and kindnesses sent and expressed were very much appreciated following the death of my mother, Laura P. Spratt. The thoughtfulness, warmth, and caring of my NSA friends and coworkers have been immeasurable, and will always be remembered.

—Alice Clair

I want to thank all my former coworkers and friends for the many cards and expressions of sympathy I received following the death of my father, Leo Feehely. I truly value your friendship and took great comfort in knowing you were all thinking of me during this difficult time. Thank you for your support and God bless.

—Lorraine Ebner and Family

I would like to thank my coworkers and friends for their expressions of sympathy and support to me and my family during my mother's illness and following her death. I am blessed to have you to get me through this very sad time. The flowers, cards, phone calls, and donations to Hospice were very much appreciated. Your thoughtfulness will always be remembered.

—Vickie Zentz

Thank you to all our friends and coworkers for the cards and prayers following the recent passing of our father, Yates McPherson. Your thoughtfulness and kindness will always be remembered.

—Harold and Kenny McPherson

On behalf of my family, I would like to express my sincere thanks to my friends and coworkers for their kind expressions of sympathy for the loss of my daughter, Karen Brackens. Your friendship and support during a diffi-

cult period were, and continue to be, much appreciated.

—Tom Hanna

Retirements

To my friends and coworkers who attended my retirement luncheon, thank you for a reception I will long remember. A special thanks to Kami and Debby for making the luncheon arrangements and to DeWayne, Sandy, and Natanya for their glowing speeches. It was a wonderful ending to a 39-year NSA career. I am thankful that my wife Sheila and daughter Staci were able to join me for this occasion.

—Saul D. Jacobs

I would like to express my sincere gratitude to those who took time out from their busy schedules to attend my retirement luncheon. I was pleasantly surprised. Special thanks to Lelia who spearheaded and planned an occasion to remember and to Valoria and the other program participants.

—Beverly A. Warren

After 31-plus years doing the most fascinating work available to a linguist and generalist, I say farewell. The professionals with whom I worked have been wonderful friends, always willing to rise to the "special" requirements of NSA's mission. A special thanks to JoAnne, Brenda, Eileen, and others for organizing the wonderful farewell luncheon. It was great that Kay and Chris, from my early years, could be there. Tom, thanks for the special tribute at the ceremony. Thank you for the marvelous NSA tote bag and for making the contribution to the American Red Cross in honor of my retirement. May NSA's mission continue to inspire you throughout your careers.

—Marion Hoekstra