

ISO 9001 certification lays 'solid foundation' for Labs' future

By Bill Murphy



LABS DIRECTOR TOM HUNTER (center right) talks with BSI-Americas VP Gene Morrison following presentation of the ISO 9001 certificate of registration. The certification was the result of several years of work by organizations across the Labs that culminated in an October 2009 ISO audit conducted by BSI-Americas. Pictured above are, from left, NNSA Sandia Site Office Manager Patty Wagner, Executive VP and Deputy Labs Director for National Security Technologies and Systems Joan Woodard, Executive VP and Chief Operating Officer Al Romig, Morrison, Tom, Executive VP and Deputy Director for Nuclear Weapons Paul Hommert, and Div. 9000 VP Joe Polito. (Photo by Randy Montoya)

Gene Morrison, VP for Strategic Accounts for BSI-Americas, in Albuquerque this week to present Sandia its certificate of registration for meeting ISO 9001:2008 standards, praised the Labs for its accomplishment.

The key factor in Sandia's certification, Morrison noted in a presentation to the Executive Office, is that "you've integrated the [ISO] requirements into your business system rather than, as some companies do, change their business systems to meet the requirements. To us, your approach is a best practice. You live this system every day, so this [ISO certification process] wasn't a paper exercise for you."

"You live this system every day, so this [certification process] wasn't a paper exercise for you."

Gene Morrison, BSI

ISO 9000 is a family of standards for quality management systems. ISO 9001 is maintained by ISO, the International Organization for Standardization, and is administered by accreditation and certification bodies. (BSI-Americas is one such body.)

On Nov. 18, the Labs was formally notified it had met ISO 9001:2008 standards following a comprehensive ISO audit conducted by BSI-Americas. In late Octo-

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Resolution!



Sandia's ultra athletes are just regular folks — regular folks who run marathons for warmup. Ultra athletes are, as Ryan Wixom (2555) puts it, "a pretty gnarly group" that shares a common trait: a willingness to suffer. Read about these remarkable Sandians on pages 4-5.

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Sandia's new Corporate Policy System helps slay the complexity beast

By Chris Miller

Whether driving across town, filing your income tax, or even playing a round of golf, it's vital to know the rules to do it right. Equally important is being able to find and follow those rules.

At Sandia, the new Corporate Policy System is the repository for all the corporate-level rules on how to perform myriad work functions, whether it's filling out a timecard, ordering office supplies, ensuring your work area is safe, or protecting national security. And finding and understanding how to carry out those rules has become a whole lot easier.

"This is a rather significant step toward helping to reduce complexity at Sandia," says VP Joe Polito (9000), whose division spearheaded the four-year effort to rewrite and reorganize Sandia's business rules. "In addition to reducing complexity, the new system puts in place a new structure for continually improving the total user experience."

"In addition to reducing complexity, the new system puts in place a new structure for continually improving the total user experience."

— Div. 9000 VP Joe Polito

The new Corporate Policy System, first rolled out in April 2009, was further updated in October and again in December, and now stands ready to help make life easier for everyone who works at Sandia.

The system begins with the corporate policy statement and then follows a three-level document structure. At the top level are the policies — one for each of the nine ILMS corporate policy areas: Corporate Gover-

(Continued on page 6)

Lab News survey

It's a new year and time for readers to comment

Retirees also get a first-ever chance at survey

It's time again for those of us who produce the *Lab News*, *Lab News Interactive*, and the *Sandia Daily News* to query you, our readers, about how we're doing.

There are a number of new wrinkles for this survey versus the most recent one administered during the fall of 2006. (See *Lab News* story about results of that survey at www.sandia.gov/LabNews/In12-08-06/lab-news12-08-06.pdf, page 9.)

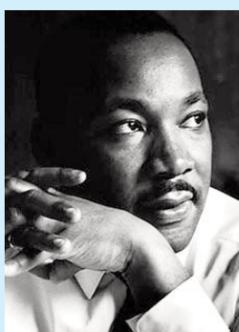
Past *Lab News* and *Daily News* readership surveys have been offered to a randomly selected sample of employees, generally ranging from 1,500 to 2,500 individuals. This year, we're offering every employee the chance to participate.

Lab News Interactive (<https://info.sandia.gov/news-center/interactive>) didn't exist back in 2006, so we've added a section about that newest Public Relations & Communications Center employee communications tool.

Also, we're offering a specially designed survey for

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Martin Luther King Day



When the Rev. Martin Luther King Jr. electrified a nation during the 1963 March on Washington with his "I have a dream" speech, he lit a fire in people's hearts that burns to this day. Anthony McDonald (1112) shares what those words and vision have meant in his life. Read the story on page 8.

Makes other changes of note

Annual M&O contract modification adds important 'trafficking in persons' clause

Each year Sandia and NNSA folks sit down and agree on a collection of what are critical "fee and scope" modifications to the M&O contract covering operation of Sandia National Laboratories.

It's an exercise that helps to update estimated cost of the contract to the government along with the fixed fee that Sandia Corp. can receive for operating the Labs and the maximum incentive fee Sandia Corp. could earn based on receiving a good grade on the annual Performance Evaluation Plan (PEP).

However, this year there are a number of modifications that all Sandians should be familiar with.

Government has zero-tolerance policy

In particular there is a new "trafficking in persons" clause that requires government contractors and subcontractors to notify their employees that the US government has a zero-tolerance policy regarding traffick-

ing in persons.

In accordance with the clause, government contractors, subcontractors, and their employees are prohibited from activities such as:

- Engaging in severe forms of trafficking in persons during the performance of the contract;
- Procuring commercial sex acts during the period of performance of the contract; or
- Using forced labor in the performance of the contract.

Violation of this clause by a Sandian or a contract worker could result in his/her removal from the contract and/or termination. Such an action also could result in termination of the contract itself.

Trafficking in persons, recent statistics show, is the third largest criminal activity in the world, following ille-

(Continued on page 7)

That's that

A couple of weeks back we ran a story in the *Lab News* about tiny photovoltaic cells – smaller in diameter than the thickness of a human hair – that could revolutionize the way solar energy is collected and used. That same story was also issued as a news release and has subsequently garnered an awful lot of interest in the news media.

The story described the tiny cells as “glitter-sized” but for one editor over at *Popular Science Online*, the cells evoked another image: sequins. The *PopSci* write-up about the new technology, developed by a team led by Greg Nielson (1749-2), includes rather prominently a photo of the incomparable showbiz legend Liberace. The extravagantly flamboyant entertainer is shown sitting at his sequin-covered piano, wearing his sequin-covered tuxedo, flashing his trademark smile, so brilliant it almost seems sequin-covered, too. The caption with the photo says, “Who Knew He Was So Eco-Friendly? We knew he was full of energy, but now we know where it came from.” The folks at *Popular Science* were obviously having a little fun, but the fact is, this technology could make flexible, solar-collecting garments a reality. If he were still around I can just imagine that Liberace would love to do a CRADA with us to develop a special jacket just for him. And if people laughed at him for wearing such a silly-looking coat, he'd smile and say, “They really hurt my feelings. I cried all the way to the bank.”

* * *

As a language buff, I've always been interested in phrases and usages. Along those lines, was thinking of a term not long ago: salad days. The term, which first appears in Shakespeare's *Antony and Cleopatra* (“my salad days/when I was green in judgment, cold in blood”) is associated with youth or a youthful period in one's life. But as I was tucking into my post-Christmas salad (sans dressing, of course) I thought, boy, did the Bard get it wrong on this one. I was far, far from young when I entered my salad days. A better term for my green and callow youth would be my “pizza days.”

* * *

Thinking about my green days has got me free-associating a bit, but whenever I think about green youth, I always recall a couple of lines from a favorite poet of mine, Dylan Thomas. He writes, “The force that through the green fuse drives the flower/drives my green age. . .” No other point here; I just consider it a powerful image.

* * *

One of the reasons lots of us came to work here – and certainly a very, very big reason why a lot of us stay – is the caliber of folks we work with. I think it's fair to say that we think – collectively, at least – highly of ourselves. It's nice to get some outside validation now and then. It's come to my attention that we now have at least three current professional association presidents here at Sandia: Tom Sanders is president of the American Nuclear Society; Nancy Jackson was just elected president of the American Chemical Society, and Gloria Zamora is president of the Special Libraries Association, an international organization of information/knowledge professionals.

* * *

Have you seen *Avatar*? A pretty good movie, all in all. I agree with the criticisms that the story's a bit thin and the script heavy-handed, but oh my, the technical production values are remarkable and memorable – especially in 3-D. It strikes me as ironic, though, that director James Cameron has created probably the most technologically sophisticated movie of all times . . . to tell a story that is, arguably, about the evils of a technological society.

I'll bet there are more than a few of us here who really got interested in technology as kids by watching science fiction movies and TV shows (*Star Trek*, *Star Wars*, *2001*) and just being blown away by the special effects. If you count yourself in that group – and I do – you'll definitely like *Avatar*.

See you next time.

– Bill Murphy, (505-845-0845, MS0165, wtmurph@sandia.gov)

Employee death

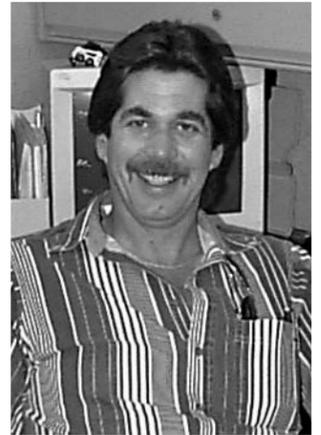
Moss Tallant was 'cool,' a natural leader

Moss Tallant (4827) died on Dec. 26. He was 55 years old and had been at Sandia 29 years. He was married to Joan Tallant (10656).

“He was a very dear, devoted, and loving husband,” says Joan.

“Moss excelled as building manager,” says his supervisor John Norwalk (4827).

“He made sure literally thousands of work requests were executed safely, securely, and in compliance with codes. He was well-respected by all contractors. Moss was very knowledgeable of requirements and always willing to team with contractors. He was a Sandia advocate and could be a tough but fair negotiator. Contractors appreciated his honesty and integrity.”



MOSS TALLANT

Moss and Rik Simmons (4827) came to Sandia at the same time and went through the mechanical apprenticeship together. “His depth and breadth of knowledge in the mechanical trades was something many of us were fortunate to tap into,” says Rik.

“While we were both mechanical inspectors, we went to various specialized training seminars, many of which were out of town. On a trip to Miami we had a little time during a lunch break and decided to check out South Beach. While strolling along the beach near the water in our steel-toed boots and jeans, we both looked up away from the water and came to realize that we had actually wandered onto the topless half of the beach. Moss turned to me and said, ‘So do you think we might be looking a little overdressed for this party?’ We both laughed like crazy as we rather embarrassedly made our way back to class.

“I also fondly remember Moss and Joan's wedding. While looking just a little bit uncharacteristically nervous, he had an unmistakable look on his face — he was the proudest and luckiest guy in the world to have such a sweet and beautiful lady on his arm for the rest of his life.”

Michael Pacheco (4826) says Moss was very soft spoken and never seemed to be in a hurry. “Although I was a rookie inspector he welcomed me into the group and treated me with respect,” says Michael. “From him I learned to slow down and enjoy life. I will always remember the advice he gave me.”

“Moss never turned away a work request,” says Gilbert Aldaz (4827). “He always knew how to get the resources to complete any assignment. He had a positive attitude and treated everyone with respect.”

For Dana Striker (9343), Moss was a genuine friend. “One year my husband and I both wrecked our trucks coming to work,” says Dana. “It was Moss who provided calming words as I was all shaken up and frazzled. He helped my husband at the wrecking yard and even came to our house that evening. I was still frazzled and being blonde made DiGiorno pizza and forgot to remove the cardboard. Moss and I laughed about that often.

“He was very intelligent and amazingly talented. He could answer any question and fix anything. He was an incredible welder, dabbled in airbrush paint, could play the harmonica, and had incredible computer skills.”

Marty Hrivnak (AECOM) met Moss when he worked for Sandia. “Moss was a ‘basement rat,’” says Marty. “That is what the maintenance men were called in the old days. We became great, inseparable friends. We fished, metal-detected, camped, prospected for gold, rode our ATVs, and shared stories. His laugh was contagious and his humor was great.

“We went to a seminar in Florida during spring break. Moss rented a convertible. It rained the whole week we were there, but we drove around with the top down anyway because we were in Florida and it was spring break.

“Moss and I had made our retirement plans. We were going treasure hunting, camping, and fishing. We were going to work on cars, and share stories and lies. He was the kind of friend most people never have.”

“Moss had a rare gift of professionalism, technical ability, warmth, humor, and a certain something that can only be described by saying ‘Moss was cool,’” says John. “By cool I mean a natural leader with a personal magnetism hard to describe. If Moss was in a room with 20 strangers, I would bet that he would know everyone in the room before anyone else without moving a foot.”

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LOCKHEED MARTIN

Retiree Deaths

Howard J. Perdue (age 84)	Oct. 22
Daniel H. Juckett (97)	Oct. 23
Robert E. Ripple (67)	Oct. 24
James H. McCutcheon (97)	Oct. 29
Eugene H. Cox (82)	Nov. 1
Basil Herrera (88)	Nov. 5
Gene R. Harty (74)	Nov. 7
Lloyd E. Barnes (80)	Nov. 12
Madelyn M. Sorrell (age 82)	Nov. 14
E. James Nowak (73)	Nov. 16
Lamberto Baca (92)	Nov. 17
Richard Joseph Sons (73)	Nov. 19
Dennis W. Floyd (67)	Nov. 25
Wesley E. Kimbrel (88)	Dec. 3
Dennis Lee Bolton (66)	Dec. 6
Albert Louis Ayotte (73)	Dec. 6
Ruth C. Lord (92)	Dec. 8
Robert J. Kindley (90)	Dec. 15

Lab News reader service

The *Sandia Lab News* is distributed in-house to all Sandia employees and on-site contractors and mailed to all Sandia retirees. It is also mailed to individuals in industry, government, academia, nonprofit organizations, media, and private life who request it.

Retirees (only):

To notify of changes in address, contact Benefits Dept. 3332, Customer Service, at 505-844-4237, or Mail Stop 1021, Sandia National Laboratories, Albuquerque, NM 87185-1021.

Advanced fuels and engines workshop brings together research, fuel, and engine communities

By Patti Koning

Sandia's Hub for Innovation in the Transportation Energy Community (HITEC) hosted its first workshop last November in San Ramon, Calif. The workshop, "Next-Generation Biofuels and Advanced Engines for Tomorrow's Transportation Needs," brought together representatives from the engine and fuels industries, academia, national laboratories, and other research organizations. The event was supported in part by Chevron Corp.

"What's really fascinating and exciting for me is the demographics in the room," said Div. 8000 VP Rick Stulen in his opening remarks. "Perhaps for the first time, we are seeing three communities represented that don't always spend a

lot of time together — the research community, the fuel community, and the engine community. It's the conversations that happen in these group settings that, in my experience, often lead to very exciting results."

Bob Carling, director of Transportation Energy Center 8300, noted the daunting challenges ahead for everyone in the room in terms of energy security and climate change.

"There are some strict and compelling regulations set for the 2050 timeframe. That probably seems like a long way off, but when you march back on how long it takes a set of vehicles to turn over, about 20 years, and take into account how long it takes new technology to become viable in large-scale production, we don't have much time," he said. "This workshop gives us a chance to look at engines and fuels as an entire system."

Kathryn Clay, director of research for the Auto Alliance, gave a keynote speech on new vehicle, engine,



JAY KEASLING, chief executive officer of the Joint BioEnergy Institute (JBEI) gave one of the keynote speeches at the advanced fuels and engines workshop.

(Photo by Dino Vourmas)

and fuel source trends in the transport industry. She cited President Obama's announcement of increased Corporate Average Fuel Economy (CAFE) standards last May as a sign that times have changed.

"The process that led to that May 19 announcement was not confrontational but collaborative and inclusive and included automakers, environmental advocacy organizations, states, and several federal agencies. This was a landmark achievement across many interest groups," she said. "But the agreement is very daunting and challenging for automakers. We are going to need every tool in our arsenal to come at the problem."

One tool might be a gasoline price floor, set at a level sufficient to motivate consumer behavior. The key to such a policy, she explained, is that it would remove volatility for both consumers in recouping the cost of advanced technology and the investment community in funding the development of those technologies. "This is more than energy policy — it's innovation policy," she said.

In his keynote address, Jay Keasling, chief executive officer of the Joint BioEnergy Institute (JBEI) and a University of California, Berkeley, professor, delved into the technical details of engineering microorganisms for the production of advanced biofuels.

"The technology we are developing at JBEI has tremendous power and potential for biofuel production and the kinds of molecules we can make," he said. "We are developing metabolic pathways that are tailor-made to make fuels that are identical to the petroleum-based fuels in use in our automobiles and airplanes today."

Participants then got into the heart of the workshop: panel discussions on topics like capitalizing on opportunities for biofuels in the transportation sector; the



JOHN DEC (8362) leads the discussion at a breakout session during the advanced fuels and engine workshop.

(Photo by Dino Vourmas)

role of regulations, specifications, and standards in research and product development; and the interface between next-generation biofuels and advanced engines, followed by breakout discussions.

"As we had hoped, this workshop brought out divergent points of view on alternative fuels, the structure of the biofuel industry, and the interface between future fuels and engine development," says Ron Stoltz (8302), manager of the Advanced Energy Initiative. "There were differences of opinion, but I

think one theme that emerged is that the future is not going to be biofuels *or* oil, but biofuels *and* oil."

Ron says a number of interesting questions came out of the workshop, like the definition of fungible fuels: Are they drop-in replacements for gasoline that you would get straight from the biofuels producer? Are they compatible with the existing fuel blending and distribution infrastructure or also with the refinery process? And what is the relationship between alternative biofuels development and traditional petroleum refiners?

"On the technical side, we found agreement that current specifications for alternative fuels are not sufficiently precise to cover all potential problems and opportunities. We need a more modern approach to fuel specifications," says Ron. "On a higher level, the structure of how research is organized at the federal level could stand some review," he says. "A more integrated approach to funding fuels and engine research might prove fruitful in the future."

A report from the workshop will be published in the spring. The next HITEC workshop, scheduled for March, will focus on systems analysis.

Sandia California News

California site commemorates Sandia's 60th anniversary

By Patti Koning

Sandia/California closed out 2009 with a commemoration of Sandia's 60th anniversary on Dec. 17. Sandia President and Labs Director Tom Hunter came to the California site for the occasion. He shared with an audience that included representatives from local, state, and federal government a brief overview of Sandia's history and accomplishments and his insights for the years ahead.



STEVE ORTH explains the RDCDS sniffer detection system to Livermore City Councillor Jeff Williams. (Photos by Dino Vourmas)

Before the speeches and accolades, guests learned about Sandia's historic and current work through displays on warfighter support, energy research, nuclear security assurance, and homeland security.

Heidi Ammerlahn (8962), Jim Costa (8966), Neal Fornaciari (8365), Ming Lau (8230), Dawn Manley (8114), Chuck Oien (8940), Steve Orth (8125), and Ron Stoltz (8302) answered questions about each topic area.

Tom started his talk by showing a copy of the historic letter written by President Harry Truman to AT&T President Leroy Wilson, asking his corporation to assume management of a small nuclear research and development complex in New Mexico.

"That letter has in it a phrase that has captured our attention and our value system from that day: 'This is

an opportunity to render exceptional service in the national interest,'" said Tom. "That is the ethos statement of this institution."

He also touched on the founding of the California site on March 8, 1956, to provide engineering oversight for nuclear weapons development happening at the newly formed Lawrence Livermore National Laboratory, just four years old at the time.

"I spent a number of years here in the late 1990s as head of this site and learned to love Northern California. This site plays an important role in what happens in the region," said Tom. "There are about 1,100 members of the workforce who, like everyone at Sandia, are committed to exceptional service."

Tom and Rick Stulen, VP of Sandia's Livermore site, received recognition from representatives of California Gov. Arnold Schwarzenegger, US Sen. Dianne Feinstein, and US Reps. Nancy Pelosi, John Garamendi, Jerry McNerney, Dennis Cardoza, and George Miller, along with members of the California Senate and Assembly.

Recognition also came from Vic Reis of NNSA, Steve Liedle of Lawrence Livermore National Laboratory (LLNL), Livermore Mayor Marshall Kamena, California State University East Bay President Mohammad Qayoumi, Las Positas Community College President DeRionne Pollard, and Livermore Chamber of Commerce President Dale Kaye.

"I think this event was an example of the broad support Sandia has in the Tri-Valley and throughout Northern California," said Karen Scott (12122). "It was

also a great opportunity to further educate our elected officials on the multifaceted national security work we do here. Many of the attendees commented that they were awed by the breadth of our work in nuclear, homeland, and energy security."

Congressman Garamendi's office presented a copy of remarks that were entered into the Congressional Record and co-authored by Reps. Eshoo, Honda, Lee, Lofgren, McNerney, Miller, Speier, Thompson, and Woolsey. The Congressional Record highlighted unique moments in Sandia's history and stated "these are just a handful of examples of the innovation and 'flashes of genius' that occur at Sandia on a regular basis."

Besides honoring Sandia for its years of service to the nation, a common thread among the speakers was connections to Livermore and the national laboratories. Kamena described his first job working in Sandia's Environmental Safety and Health Department at the California site.

"Both my parents work across the street [LLNL] and I grew up here on East Avenue, so it's really a pleasure for me to be here," said Cheri Clasen, from McNerney's office. "As you all know the Congressman first started at Sandia/New Mexico working on those windmills in the '80s."

In closing, Rick spoke about the Livermore Valley Open Campus, which will create shared space on the east end of both Sandia and LLNL to promote greater collaboration with partners in industry and academia.

"As I look to the future, I think the one hallmark that will be there in spades is partnerships," he said. "Quite frankly, some of the threats are such that we can only attack them through our public-private partnerships. Think of the computer industry and cyber threats."



MICHELE GAUNT from Rep. Garamendi's office talks with Tom Hunter, right, and Rick Stulen.



ELOISA KLEMENTICH, representing Gov. Arnold Schwarzenegger, talks with Ming Lau on Sandia's nuclear weapons heritage.

Resolution

Can movement and methodical physical exercise save and preserve the human condition?

Story by Iris Aboytes • Photos courtesy of featured Sandians

Christmas trees and decorations are back in storage. The hustle and bustle of the holidays is gone and the fruitcake is back in the freezer. For many of us, the only reminder of Christmas is the little souvenir around our middle.

How to get rid of it? Four Sandians share how they keep in shape, how they get there, and what they get out of it. Simply put, they enjoy what they do. For them exercise is just an extension of breathing. They are ultra athletes.

An article in *City Sports* says that Planet Ultra is an attitude. The article talks about the difference in attitude between ultra athletes and other athletes. The article describes these athletes as having a shift of perspective that catapults the traditional, limit-setting athletes into the realm of Planet Ultra, a place where absolutely nothing is insurmountable.

"You might not believe me, but the average ultra runner is not a specimen of physical fitness," says Ryan Wixom (2555). "Ultra athletes are typically older, hairy, and some have beer bellies. They are a pretty gnarly group, which sets them apart from triathletes and hard-core marathoners. It is a strange sport that doesn't really require incredible talent or physical gifts to participate, just determination and a willingness to suffer."

Ryan started running about 12 years ago. At 23, he was 50 pounds overweight. He had been overweight throughout high school and college.

"I decided I had finally had enough. I was going to become a distance runner," he says. "I bought the most expensive pair of running shoes in the store, figuring that it would guilt me into using them. It worked. I quickly became addicted and over the next couple of years I lost more than 50 pounds."

Marc Basiliere (2552) grew up in New Hampshire. Thousands of acres of woods around his home were crisscrossed with old logging roads littered with small granite quarries.

"The summer of my 10th birthday, I worked and saved to pay for half of an inexpensive, department-store mountain bike," says Marc. "From then on, my friends and I spent years exploring. That was really the attraction, I think, getting out there, finding new places, coming home tired and dirty, often with a story to tell."

Barry Ritchey (2555) got into running as a result of a motocross accident when he was a teenager.

"My last big motocross was in the

Astrodome," says Barry. "At the end of a qualifying heat, I got run into by a fellow competitor and didn't even make the main event. Up until that foot-crushing accident, I had considered running a form of punishment, something physical education coaches used to torture students with. After my cast came off, I bought my first pair of real running shoes and slowly started running."

The foot doctor told Barry that he would have to heal without surgery. There were too many small, broken bone pieces to screw back together. He told him he should probably expect a "bit of a limp" the rest of his life. "I ran, more like hobbled at first, in a state of denial and motivated to prove the doctor wrong," says Barry. "I stuck with it, even though it was about eight months before I could run on any surface that wasn't perfectly flat."

"I love to run on trails," says Susan Gardner (2553). "I've been running ultras since 1997. It is not as complicated and unattainable as people think. You have to train, but beyond solid training, some organizational skills, and a genuine desire to finish, there is nothing special required. I think it is much easier to pick the average marathoner or triathlete out of a line-up than an ultra runner. There may be more of a mind-body blend to ultra running than you find in shorter sports, so the manifestation isn't predominantly physical. I am just thinking out loud here."

Now back to Barry: Barry stuck with it and began running in marathons. After about 30 years of being told that he would limp the rest of his life, he was in the Leadville Trail 100 Mountain Bike Race.

"Knee injuries have caused me to seek out knee-friendly sports. For a few years I trained long and hard enough to work myself into a top-tier, 'animal-class' runner/athlete," says Barry. "I say this modestly because there is an entirely different breed of endurance athletes way above my level of conditioning, which I call 'alien-class.' I have no illusion of becoming, or even have the genetics to enable becoming an alien."

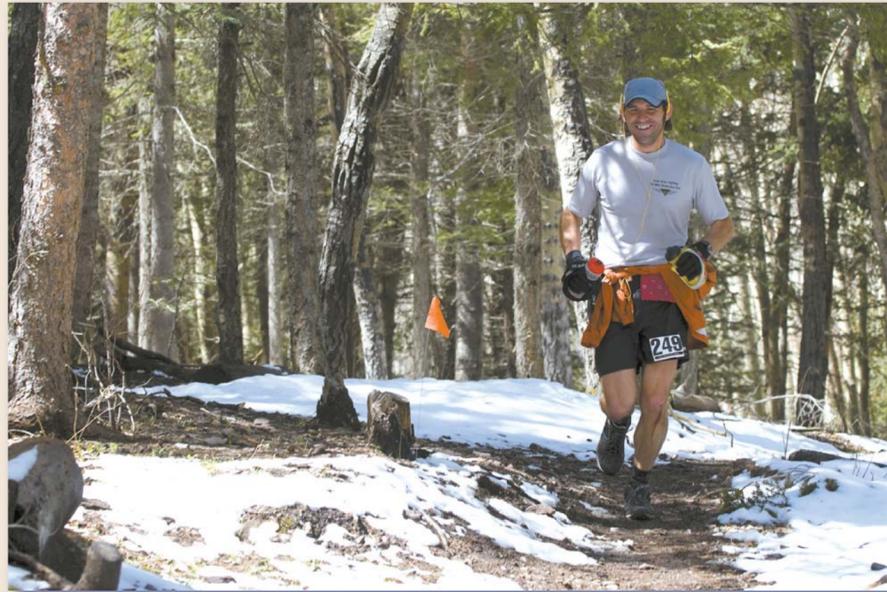
"One day I read about the Badwater ultra marathon [135-mile race in Death Valley] in *Trail Runner* magazine," says Ryan. "It seemed ridiculous. I thought these people were super-human. Not long after, I learned about a few ultra marathons that were near my home in Salt Lake City. The Wasatch 100-Mile Endurance Run was essentially right out my back door. I decided that someday I was going to run it and kept that thought at the back of my mind for a couple of years. In my last year of graduate school, I signed up. The \$225 entry fee was a big commitment. Keep in mind that up until this point I had never even run a



GEARING UP — Marc is squeaky clean and smiling as he prepares himself and his gear prior to the start of a race. Marc grew up riding his bike on old logging roads in New Hampshire.



DAWN 'TIL DUSK is a 12-hour mountain bike race outside of Gallup, N.M. In 2007, Barry was seventh-place Men's Master Soloist, one position ahead of then-Gov. Gary Johnson.



JEMEZ MOUNTAIN — Ryan is nearing mile 22 of the Jemez 50-kilometer and 50-mile option marathon held in Los Alamos, N.M. (Photo courtesy of James E. Rickman)



FIRST 100 — Susan in the Rocky Raccoon Trail 100, her first 100-mile run, outside Houston, Texas.



AIRBORNE — Even if it is a race, Marc believes it is important to have fun.



GRAND CANYON — Ryan runs down the North Kaibab trail after turning around at the North Rim. "Running down this section of trail, with its sheer drops and tight switchbacks is a blast," says Ryan, but it is still a long way back to the South Rim.

marathon, let alone four of them back to back across the Wasatch mountain range [26,000 feet of accumulative elevation gain during the race]."

"Really, I just didn't know what I was getting into. In training, I did run two 50-kilometer races, and lots of 25-mile training runs. Still, I think I showed up to the starting line very underprepared. Somehow I managed to get it done. I remember being at 35 miles — longer than I'd ever gone before — and marveling that I still had 65 miles to go, and I would still be doing this when the sun came up the next day. It hurt a lot. But I finished my first attempt at a 100-mile trail race. It took me a couple of months to recover. That was six years ago. Recovery happens more quickly now. I run two to five ultra marathons a year. I've run the Grand Canyon double crossing two times [rim to rim is about 47 miles]. Running across the Grand Canyon twice in 12 hours is very surreal."

Marc's first 24-hour race was Sleepless in the Saddle. "Unlike most first-timers who join four- or five-person teams," says Marc, "I decided to jump in with both feet as a solo racer. While I remember stopping at some point to shower and crawl into my tent to sleep for an hour, my most memorable moment was during the dawn lap, when I remember seeing several swans, which in reality were probably ducks, taking flight from a foggy pond. Though I still had six hours of riding left, it was then that I felt strongest and knew that I could finish the race."

"There is something magical about cycling's combination of speed, quiet, exploration, and personal challenge that I haven't found anywhere else," says Marc. "If I didn't love it, I wouldn't go out for another race lap or pull on my gear on 25-degree mornings to ride to work with a perfectly good car sitting in the garage. As soon as I'm out on

the road or trail, any doubts about the cold or desire to sleep in disappear, and I realize that there is no other way I would rather have started my day."

"On race day, organizational skills, pacing, attitude, and luck are what matter," says Susan. "And patience. In the end, I think you have to love the process or you won't stick with it."

Susan would like to participate in the Hardrock Hundred Endurance Run, as it's formally known, in the San Juan Mountains in southern Colorado.

"It's a loop on trails that runs through Silverton, Ouray, and Telluride," she says. "The average elevation is 11,186 feet, the low point is 7,680 feet at Ouray, and the high point is 14,048 feet at Handies Peak. The total elevation gain is 33,000 feet, roughly equivalent to climbing Mt. Everest from sea level (and coming back down, since the start and finish are at the same point). It's a wicked hard run. I finished it once, and one of my goals is to finish one more time to prove to myself it wasn't a fluke."

"The training and racing are meditative for me and a great stress relief," says Susan. "I solve many problems while on runs. There's plenty of time for the ideas and problems to jostle around until a solution coalesces. I can eat pretty much anything I want, and it makes for easy party conversation. I just love to run. I'm a calmer and happier person when I'm training consistently."

So back to the souvenir around the middle. All of a sudden walking a few miles a day or going to the gym on alternate days does not seem so bad. I want to get hooked.

Do you agree with Plato when he said that lack of activity destroys the good condition of every human being, while movement and methodical physical exercise save and preserve it? Our four Sandians do.



ALWAYS RUNNING — Susan runs on the Tesuque trail outside Santa Fe. "On race day, organizational skills, pacing, attitude, and luck are what matter," says Susan.



PHANTOM RANCH — Ryan leaves Phantom Ranch at the bottom of the Grand Canyon and starts a 14-mile climb up the North Kaibab trail to the North Rim.

Policy system

(Continued from page 1)

nance, Environment, Safety & Health, Facilities, Finance, Human Resources, Information Management, Integrated Safeguards & Security, Mission Execution, and Supply Chain Management. Each policy statement describes Sandia's principles and intent for that policy area. Below each policy are the processes, which define the activities to implement each policy. And finally, underlying each process are procedures that contain the information most commonly sought by users of the system. The procedures also contain the required step-by-step easy-to-understand actions to perform the activities. The uniform design of the procedures makes it much simpler to find necessary information without having to wade through guidance or nonessential information.

Joe recommends visiting the site by accessing it through ILMS (note the tab at the top of the ILMS homepage labeled "Corporate Policies.") You can also just click the "Corporate Policies" link on Techweb, or type the word "policy" in the URL field from anywhere on the SRN.

Once there, several features help you navigate the site, including frequently asked questions and an interactive tour, both of which explain how to use the search tool that provides results based on a newly developed controlled vocabulary. Another improvement was made to the corporate dictionary, which now provides common terminology and unique policy area terms. A future goal is to incorporate a few remaining dictionary terms that are currently scattered throughout Sandia's internal web. Joe and Phil Newman (9003) encourage users to use the "Contact Us!" link to provide feedback, not only if something is broken or could be improved, but also if there are features you find particularly useful.

Implementation of the new policy system represents the culmination of several years of research and benchmarking, planning, and development. Hundreds of Sandians throughout the Labs had their hands in its creation, particularly when it came to reassessing the existing business rules for usefulness and clarity and then rewriting them into the new processes and procedures. That complete reexamination prompted the elimination or combining of some rules and the cre-

ation of some whole new procedures, all with the intent of making the rules that govern how we do our work easier to understand and to carry out.

Sandia began the process in 2005 by benchmarking how other organizations such as Pacific Northwest National Laboratory, Nevada Test Site, Lockheed Martin, and IBM organized and implemented their numerous policies that govern their worksites. The study led to the conclusion that Sandia needed to better organize its business rules, integrate related requirements between policy areas, and streamline the procedures by reducing or relocating nonrequirement (guidance) information.

"We saw that we had too many tools that took you into a small part of the work, but people weren't seeing enough context to understand how and where their part fits into the whole," Joe says. "That affects not only efficiency and effectiveness, but morale and job satisfaction since it caused frustration."

Phil remembers well the April 20, 2009, debut of the new Corporate Policy System. His staff, along with a team of computer technicians, web designers, and administrators stayed all night tweaking the system

for a successful rollout by 6 a.m.

While the bulk of the work on the new policy system is done, the work to improve and update it will continue, Joe and Phil say. As Sandia's work and new risks evolve, so too will the need for new procedures and an occasional new process.

Sandia also will continue to seek IT solutions to the policy system to incorporate greater usability and value. Joe says he hopes Sandians will regularly use and explore the policy system to effectively and efficiently navigate the Labs' numerous business rules. He says he hopes the policy system website eventually will be able to recognize you and make recommendations based on your work responsibilities, much like Amazon.com does with a user's search history.

And the benchmarking will continue. Sandia will host the first-ever Business Rules Symposium March 17-18 with business rule leaders from the DOE complex, including Los Alamos National Laboratory, Pacific Northwest National Laboratory, and the Nevada Test Site. The agenda includes discussion of best practices, lessons learned, and budget requirements, all with the intent of making workplace policies even more accessible and understandable to the workforce.

"[P]eople weren't seeing enough context to understand how and where their part fits into the whole."

— Div. 9000 VP Joe Polito

ISO 9001

(Continued from page 1)

ber, BSI auditors visited Sandia to assess the system of policies, processes, procedures, tools, and roles and responsibilities used to manage the Labs.

Sandia's ISO 9001 scope of registration includes policy areas and mission activities. (For more information, see *Lab News*, Dec. 4, 2009, page 1)

Morrison congratulated Labs Director Tom Hunter, calling Tom's support "instrumental" in moving the ISO 9001 certification process forward. Tom has made attaining the certification a priority since becoming Labs director in 2005.

Morrison noted that ISO certification doesn't mean Sandia is perfect — "You probably know that better than I," he said — but does provide a solid foundation upon which to continuously improve over time.

BSI, Morrison said, is "not a rubber stamp" organization that issues ISO certifications and then walks away. "BSI is going to challenge you" to make sure the ISO standards remain a vital factor in the Labs' way of doing business and conducting its work.

Looking to the future, Morrison offered a suggestion that he said will keep the Labs on track in continuous improvement. "I would recommend that you always focus on the business metrics . . . Ask yourself, 'Are we meeting our planned results?' If not, why?"

Morrison singled out a number of Sandians in addition to Tom for their help in advancing the ISO certification process, including Chief Operating Officer Al Romig, Div. 9000 VP Joe Polito, Enterprise Systems 9001 Senior Manager Chuck Meyers, and staff member Tim Cohen (9001).

NNSA Sandia Site Office Manager Patty Wagner congratulated Sandia on its accomplishment, noting that NNSA is an advocate for third-party certification of an organization's business practices. Wagner said that Sandia's willingness to seek — and attain — ISO 9001 certification is a key reason why it has been asked by NNSA Administrator Tom D'Agostino to lead the complex toward a new business model. To that end, Sandia and the NNSA/SSO formed a Joint Reform Team tasked with changing the DOE/Sandia contract relationship. ISO 9001 registration is a key element in transitioning to industry standards.

No moss grows on Marvin: Retiree moves on to sunny tasks

Instrumental in getting sundials installed at Explora!, city park



SANDIA RETIREE Marvin Moss, right, joins with then-Mayor Martin Chavez, second from right, representatives from the Loma Del Rey Neighborhood Association and (far left) Taos sculptor Gino Schiavone and his wife Judith to celebrate the installation of a sundial at Loma Del Rey Park at the corner of Moon and Comanche NE in Albuquerque.

Physicist Marvin Moss is yet another former Sandian who found he could make significant contributions to society after leaving the Sandia campus.

A 30-year member and past president of the New Mexico Academy of Science, Marvin was one of the founding members of the Explora Science Center and Children's Museum, which borders Albuquerque's Old Town. As a founding member and board trustee of the adjacent New Mexico Museum of Natural History (as originally named), he also successfully urged adding the phrase "and Science" to encompass a broader scientific scope. The name became the "New Mexico Museum of Natural History and Science."

He also secured scientific expertise for sundials erected at the Explora museum and, most recently, Loma Del Rey Park at Comanche and Moon NE in Albuquerque. The park sundial was dedicated on Nov. 24.

"Sundials lend themselves to outside art," says Marvin, who retired in 1997. "They're aesthetically pleasing and instructional."

However, scientific expertise is needed because the position of the shadow of the sundial's gnomon alone isn't an acceptably accurate indicator of time, he says.

The gnomon is that part of the sundial that casts its shadow on the sundial's face, which is marked in hourly segments.

Two factors that distort the shadow's position are variations in Earth's speed in its elliptical orbit around the Sun, and Earth's orbital inclination, or tilt.

Positional corrections for the Loma Del Rey sundial's shadow through the year are provided by tables engraved in metal and attached to the sundial's base.

A city plaque mounted there acknowledges the inspiration and support of the Loma Del Rey Neighborhood Association, the New Mexico Academy of Science, and "Marvin Moss, PhD."

—Neal Singer

Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads

MISCELLANEOUS

TIMESHARE, wk. 19 or 20 (in May), Orange Lake Resort, Kissimmee FL, \$9,000. Loukota, 294-7353.

SKI WOLF CREEK, 1-bdr., kitchenette, sleeps 3, walk to downtown, Hot Springs, 2 night minimum, \$85/night. Chambers, 286-8367.

DLP TV LAMP, for Mitsubishi LCD, fits 52-in. & 62-in. TV, \$100. Noriega, 505-850-2371, ask for Albert.

VACATION RENTAL, Maui, The Whaler, Kaanapali Beach, 1-bdr., 1-bath, full kitchen, sleeps 4, 2 wks., 5-17/10-5/24/10 & 5/24/10-5/31/10, \$1,150/wk. or \$2,000/both. Heaphy, 296-2812.

WOOD LATHE, DuraCraft, nice, on DuraCraft stand, 53"L w/36" stock length, \$100. Schneider, 934-9081 or 400-9143.

CROSS COUNTRY SKI OUTFIT, boots (42), bindings, skis & poles, like new, \$150. Franzak, 857-9718 or efranzak@msn.com.

HOME GYM, Weider Max, 75+ exercises, 240-lb. resistance, call for more details & photos, \$375. Davis, 610-1309.

WASHER & DRYER, Sears, ~5 yrs. old, front loading, \$400/pair. Miller, 891-1965.

DELL-1700N LaserJet w/Ethernet, monochrome, lightly used, \$50; HP-6127 color DeskJet w/Ethernet, auto-duplexing, 2nd paper tray, \$70. Cocain, 281-2282.

TV, Toshiba, 35-in., not flat screen, good shape, w/remotes & cables, \$50. Nichols, 275-5807.

DEEP FREEZER, 3-1/2' x 2-1/2' x 2', great condition, \$125 OBO. King, 503-3653 or 270-8800.

CAR COVERS, new, for Toyota 4-Runner or other SUV & for Toyota Corolla, \$50 ea. OBO. Douglas, 281-9843.

TIRES, 6, LT225/75R16, Courser Radial LT, great condition, \$100/all 6; Kenmore heavy-duty gas dryer, \$125; smoked glass square coffee table, \$50. Willis, 304-5034.

WATER HEATER, AO Smith, 8 mos. old, 6-yr. warranty on tank & parts, \$300. Jennings, 878-0828.

HOME GYM, Bowflex Revolution (top-of-the-line), w/extra weight stack, excellent condition, must see, \$1,900. de la Fe, 974-8670.

RIMS, 4, 20-in. image black chrome, 6-lug, w/31-in. Nitto Terra Grappler 305.50 R20 tires, \$900. Sinclair, 505-865-8281.

VACATION CONDO, Tahoe south shore, Pagosa Springs, Durango +others, 1-bdr. \$100/night, 2-bdr. \$150/night, call for availability. Fernandez, 505-238-4722.

CD PLAYER, w/iPod dock, \$30; electronic keyboard, \$100; electric scooter, adult-size, \$250; desktop computer & monitor. Brethauer, 505-504-5870.

TV, Sony, 36-in., w/matching stand, 6 yrs. old, works well, \$40. Whitham, 266-9313.

HDTV, Samsung DynaFlat, 32-in., w/Samsung digital TV tuner & remotes, like new condition, \$285. To, 514-9686.

SNOW TIRES, set of 4, Bridgestone Blizzaks, size 205/65R15, tread depth 9/32, \$125 OBO. George, 292-5368.

SEWING MACHINE, Singer 500A, accessories, sews leather, metal gears, direct drive, excellent condition, \$200. Vigil, 792-0180.

MOVING BOXES, free. Melton, 459-7032.

BUNK BED/STUDY CENTER, w/drawers, mini-closet, pull-out desk, solid wood, excellent condition, \$650 OBO. Bochev, 821-9202.

ALLOY WHEELS, 4, from '04 Subaru Legacy, tires w/~8K miles included free, \$200 OBO. Reeder, 505-867-4901.

CAMPER SHELL, \$250; bed liner, \$135; bug shield, \$35; all from Ford F150 all are OBO. Maestas, 304-6635.

PS2, w/games & accessories, \$90; Yamaha DD-55 digital drum set w/stand, \$80. Hietala, 610-1252.

COMPOUND BOW PKG., Hoyt Magnatec (weight 60-70-lb., 27"L), \$250. Maestas, 400-3222.

PUB TABLE & CHAIRS, oak w/granite top, beige cushioned fabric chairs, excellent condition, \$400. Edmund 881-7974.

DINING TABLE, w/leaf & chairs, ivory colored, great condition, \$75; queen bedspread, w/pillow shames, \$40. Greear, 294-5339.

HDTV, Mitsubishi WD-52525, 4 yrs. old, all paperwork, remote, \$300 OBO. Furry, 903-4471.

HOME THEATER SYSTEM, Sony, model HT-55360, 5-1 channel w/subwoofer & Blu-ray player, new-in-box, \$300. Roherty-Osmun, 797-2306.

ENTERTAINMENT CENTER, oak, cabinet for 27-in. TV, great condition, email for photos, \$200. Maestas, 604-7674, vmaestas@comcast.net.

DESK CHAIRS, 2, Windsor oak, w/arms, swivel, cane back, \$80 ea. or \$140/both. Bickel, 822-0951.

WEDDING DRESS, David's Bridal, w/tulle slip, beaded, sleeveless, long train, size 8/10, new condition, can email photos, paid \$750 for dress alone, asking \$450. Carroll, 250-6313, ask for Grace.

STORAGE BUILDING, Tuff Shed, 10' x 12', good shape, must sell, \$1,200 OBO. Clem, 505-281-1119.

CEDAR CHEST, 52" x 21", small drawer on bottom, 2 nightstands, headboard, 5-drawer dresser, \$100. Zamora, 505-890-1246.

PROFESSIONAL WAFFLE BAKER, Waring Pro, w/cookbook & instructions, used twice, originally \$80, asking \$30. Wells, 292-0179.

REFRIGERATOR/FREEZER, side-by-side, GE, 25-cu. ft., crushed & cubed icemaker w/water, \$700. Buck, 994-0280.

PINBALL MACHINE, Pirates of the Caribbean, by Stern, 1 yr. old, lightly used, \$4,300. Martinez, 294-4832.

FUEL TANK/TOOL BOX COMBO, 50-gal., fits in bed of truck, new \$700, asking \$550 OBO. Argo, 505-994-1875.

RECHARGEABLE DRILL, Bosch, 3/8, 14-V, 1 battery, charger, case, \$30; Black & Decker cordless 12-V rechargeable weed & grass trimmer, \$20. Olbin, 275-2681.

LARGE COUCH, great condition, \$500 OBO. Whitney, 884-3177.

NORDIC HOT TUB, 4-person, 2 yrs. old, good shape, \$1,800. Gourley, 301-2711.

How to submit classified ads DEADLINE: Friday noon before week of publication unless changed by holiday. Submit by one of these methods:

- EMAIL: Michelle Fleming (classads@sandia.gov)
- FAX: 844-0645
- MAIL: MS 0165 (Dept. 3651)
- DELIVER: Bldg. 811 Lobby
- INTERNAL WEB: On internal web homepage, click on News Center, then on Lab News link, and then on the very top of Lab News homepage "Submit a Classified Ad." If you have questions, call Michelle at 844-4902. Because of space constraints, ads will be printed on a first-come basis.

Ad rules

1. Limit 18 words, including last name and home phone (If you include a web or e-mail address, it will count as two or three words, depending on length of the address.)
2. Include organization and full name with the ad submission.
3. Submit ad in writing. No phone-ins.
4. Type or print ad legibly; use accepted abbreviations.
5. One ad per issue.
6. We will not run the same ad more than twice.
7. No "for rent" ads except for employees on temporary assignment.
8. No commercial ads.
9. For active Sandia members of the workforce, retired Sandians, and DOE employees.
10. Housing listed for sale is available without regard to race, creed, color, or national origin.
11. Work Wanted ads limited to student-aged children of employees.
12. We reserve the right not to publish any ad that may be considered offensive or in bad taste.

LOVESEAT, black, \$75; wood desk, \$75; 2-drawer file cabinets, oak, \$30; Dell printer, \$20. Pullen, 858-1500.

TRANSPORTATION

'92 OLDSMOBILE EIGHTY-EIGHT ROYALE, low mileage, excellent overall condition, solid, safe car, \$2,600. Dodge, 301-6172.

'07 BMW X5, 4.8L, 32K miles, end of lease, ext. warranties available, excellent condition, \$46,000. Saad, 856-0840.

'99 LEXUS RX300, AWD, leather, heated seats, towing, moon roof, new tires, ~104K miles, runs well, good condition, \$9,000. Jones, 235-5110.

'04 BMW 325i, 4-dr., 6-cyl., AT, black, black leather, after market in-dash DVD, 95K miles, \$15,000. Falconi, 977-2932.

'96 VW JETTA FAC, 5-sp., 160K miles, good work/school car, good condition, \$1,696 OBO. Martin, 980-0456.

'85 CRX ZC, project car, unfinished, has transmission, ECU, wiring, engine in place, performance clutch, \$1,000. Mora, 307-3305, vince.mora@gmail.com.

'02 TOYOTA PRIUS SEDAN, 4-dr., grey, 55K miles, excellent condition, \$9,695 OBO. Corey, 509-222-9850.

'94 FORD F250, diesel, w/hydraulic dump bed, ladder rack, \$4,900 OBO; will sell dump bed separately, \$2,000. Garcia, 280-5815.

'04 JEEP WRANGLER SPORT, hard top, CD, cruise, hitch, running boards, 13K miles, excellent condition, \$16,000. Howell, 877-3152.

'03 TOYOTA TUNDRA limited access cab, V8, 2WD, bed liner, hitch, new tires, black, clean, loaded, 119K miles, \$9,500 OBO. Boozer, 856-1990.

'88 MERCEDES 300 TE station wagon, 3rd seat, recent brakes, PS, bearings, good condition, \$2,000. Cazzola, 884-7106.

'00 SUBARU IMPREZA, 4-cyl., AT, 78K miles, mechanically sound, great for student, \$3,500. Perreault, 228-8819.

'95 FORD MUSTANG GT coupe, 2-dr., V8, 5.0L, manual, 285K miles, good running condition, \$2,300 OBO. O'Brien, 400-1564.

'99 528 BMW, rebuilt AT, dark blue, premium sound, new tires, 160K miles, great condition, \$6,000. Witkowski, 271-1691.

'97 FORD F250 XLT, 4x4, supercab, 5.4 EFI V8, AT, green, \$6,500 OBO; '99 Buick LeSabre custom, 3.8L V6, AT, new tires, \$3,700 OBO. Niese, 659-6227.

'04 BMW M3, black on black, 43K miles, sun roof, loaded, \$25,000 OBO. Morales, 505-363-6707.

'79 280 ZX, 5-sp., sport coupe, \$1,200 OBO. Barber, 604-6679.

'04 GMC SIERRA 1500 SLE, 4-dr., extended cab, w/6-in. RCD lift, 36-in. tires, 74K miles, \$16,000. Moser, 980-2232.

RECREATIONAL

'07 HARLEY-DAVIDSON, Dyna Lowrider, hardly driven, bought brand new, 283 miles, excellent condition, \$14,500. Pope, 831-1227.

'07 NEWMAR KOUNTRY STAR, 39-ft., Cummins 350-hp, 4 slides, auto jacks, satellite dish, power awnings, washer & dryer, much more, 27K miles, \$144,500. Ward, 296-2207, ask for Ron.

REAL ESTATE

1-BDR. CONDO, new paint, stove, newer tile/carpet/refrigerator, move-in condition, storage room, NE Heights, \$89,900. Murray, 220-2225.

3-BDR. HOME, 1 bath, 1,100-sq. ft., Menaul/Eubank, large 0.25-acre lot, NE Heights, Eldorado School District, \$138,900 OBO. Natha, 453-6345.

LAND, ~1/2-acre, Sierra Vista Hills, Cedar Crest, beautiful mountain views, \$49,000 OBO. Thatcher, 730-3005.

3-BDR. HOME, 1,850-sq. ft., w/pool, <15 min. to base, Eldorado district, \$254,900. Delgado, 294-2037.

3-BDR. HOME, 1-3/4 baths, 1,700-sq. ft., recently updated, short commute, 13406 Canyonview Pl. NE, \$179,900. Magee, 505-332-9494.

WANTED

FEMALE ROOMMATE, small furnished room, 4 blocks from UNM, cable, WiFi, washer, dryer, dishwasher, \$350/mo. utilities included. Walker, 505-263-3194.

5 PEOPLE interested in pottery classes, will give details when 5 are accounted for participation. Lawson, 505-244-3537.

TO JOIN VARIETY BAND, lead singer, I sing classic country, Rock n' Roll & Tex-Mex. Ortiz, 877-2735.

COINS & COIN COLLECTIONS, US or Foreign, also currency, fair appraisals, immediate payment. Borders, 271-8107.

WOOD BURNING STOVE, prefer an Ashley, good condition. Urquidez, 286-8945, ask for Alex.

BEGINNER DANCERS, for folkdance class, forming 1/23/2010, no experience or partner required. Diggs, 299-0332.

BUNK BEDS, safe, inexpensive, for 5 & 2 yr. olds, making room for new baby. Lopez, 681-7686.

ROOMMATE, 4-bdr. new house, bdr. & private bath, 2 mins. to Eubank gate/CINT, \$375/mo. includes utilities. Morath, 781-330-1253.

4 POPEJOY TICKETS for Feb. 13 afternoon (3:30) performance of ZooZoo, Orchestra center section, first 8 rows, or closest. Kercheval, 266-5833.

WORK WANTED

CLARINET/FLUTE LESSONS, experienced student teachers, beginner/intermediate levels, clarinet (\$25/hr. or \$15/half.) 615-2592, flute (\$20/hr. or \$10/half) 702-6435. Gruetzner, 702-6435.

Log your volunteer hours

During 2009, Sandia employees, contractors, and family members gave many volunteer hours to corporate-sponsored events or to their favorite nonprofit organizations and charities. If that is something you did, please take a moment to enter your volunteer hours on the "Sandia Serves" website at <http://tiny.sandia.gov/w6rkk>.



SANDIA SERVES
CORPORATE SERVICE TO OUR COMMUNITY

Sandia is a well-recognized and regular sponsor of many nonprofit and charitable organizations. The Labs' legacy is valuable to the quality of life in the community. Questions about the volunteer program can be addressed to Patty Zamora at 844-2146 or pgzamora@sandia.gov.

Contract

(Continued from page 1)

gal drug and arms sales.

Speaking before Congress on June 16, Secretary of State Hillary Clinton said, "The ninth annual Trafficking in Persons Report sheds light on the faces of modern-day slavery and on new facets of this global problem. The human trafficking phenomenon affects virtually every country, including the United States. In acknowledging America's own struggle with modern-day slavery and slavery-related practices, we offer partnership. We call on every government to join us in working to build consensus and leverage resources to eliminate all

forms of human trafficking."

Addition of this clause to the M&O contract does not suggest by any means that there's a trafficking concern with members of the workforce at Sandia. It does mean that addition of the clause is now required per Federal Acquisition Regulation (FAR) 52.222-50. In addition to this clause in the M&O contract, the Labs will include an additional training module on trafficking in persons — a DOE-mandated requirement — following the Lockheed Martin Annual Awareness training.

Some of the other modifications new for FY2010:

- **Security** — Changes to passages about security, which include adjustments to definitions for items such as restricted data, formerly restricted data, and national security information. Addition of clarifying passages about access authorizations, e.g., DOE secu-

city clearances, and the path for uncleared individuals to receive their government credential. Additional details about necessary information to be included in placement of announcements seeking applicants requiring access authorizations, e.g., required drug testing and background investigations.

- **Ethics** — Recognition that Sandia is subject to — although it already is in compliance with — the terms of Federal Acquisition Regulation titled "Contractor Code of Business Ethics and Conduct."

- **Employment eligibility verification** — Recognition that Sandia is subject to the terms of the Federal Acquisition Regulation that requires use of E-Verify, an Internet-based system operated by US Citizenship and Immigration Services (USCIS) and used by employers to verify employment eligibility of new hires. (See *Sandia Daily News*, Nov. 11, 2009)

'I have a dream . . . It is a dream deeply rooted in the American dream'

By Iris Aboytes

Anthony McDonald (1112) was about 8 years old when he first became aware of Martin Luther King Jr. He says he remembers "in kind of a dream" a commotion and uproar when he was about two. "That was when it all happened, in 1968," says Anthony.

"Dr. King was a great man of integrity who was instrumental in helping America to rectify the great atrocities and misdeeds that tarnished this great country of ours. His pushing a pacifism agenda as opposed to one of violence to achieve equality and other rights for the disenfranchised has always impressed me."

Anthony attended a predominately black high school in Memphis where Martin Luther King's birthday was always celebrated.

"We had many speakers," says Anthony. "I have heard Jesse Jackson several times. Before it was a national holiday, we treated it as a holiday."

Speech opened doors

"Dr. King's 'I Have a Dream' speech opened doors that had not been opened before," says Anthony.

"Without that speech, I would not be at Sandia. I would not be living the American Dream that King talked about. That speech brought down barriers and opportunities emerged."

Anthony grew up in Mississippi. His dad was a truck driver. His mom Selma was a maid. They were a hand-to-mouth family with many hardships and poverty.

"My dad's parents withdrew him from school after completing second grade. They needed him on the farm. My mom dropped out of school after completing her junior year in high school."

It was in the eighth grade that Anthony began to define himself. With the help of his teachers, he began to study seriously. He began to see his potential and was determined to make it happen. He saw firsthand what his parents went through. He wanted a better life. With an education he saw opportunities and took advantage of them.

Anthony and his family do not do anything special on Martin Luther King Day. They just stop and reflect.

"We continue to realize that Dr. King's dream was and is for all people in the world," says Anthony.

"I have been at Sandia 27 years," he says. "I work and continually learn here. I am very fortunate not to have the hardships my parents did. I believe I am where I am because of God, desire, discipline, determination, and the continued unfolding of Martin Luther King's speech — I have a dream."

I say to you today, my friends, so even though we face the difficulties of today and tomorrow, I still have a dream. It is deeply rooted in the American dream.



ANTHONY McDONALD

Photo by Randy Montoya

Albuquerque's new fire chief has close ties to Sandia

By Anita Romero

On Nov. 24, newly elected Albuquerque Mayor Richard Berry appointed Albuquerque Fire Department Battalion Commander James Breen as the city's new fire chief.

Jim is a 19-year veteran of the fire department. Jim also has close ties to Sandia, having worked part-time for Emergency Operations (4136) as a technical rescue instructor for the past two years. Jim's primary duties at Sandia included training Sandia's emergency responders, working on drill and exercise development, and acting as Sandia's subject-matter expert for technical rescue response.

Jim's new position required him to leave Sandia, but he says he intends to remain in close contact, ensuring that Sandia and the city of Albuquerque continue their partnership to ensure the safety of city residents.

"We look forward to a productive working relationship with Chief Breen and the Albuquerque Fire Department," says Michael Knazovich, manager of Emergency Plans and Support Dept. 4137. "His previous work experience at Sandia provides a strong foundation for a continuing partnership that will benefit the city of Albuquerque as well as Sandia."

During his career as a firefighter, Jim served as the rescue squad manager deployed to the Pentagon following the terrorist attacks on 9/11, where he supervised four rescue squad teams and a heavy equipment task force. Jim also served as a member of the New Mexico Urban Search and Rescue team under the Federal Emergency Management Agency (FEMA). In that role he was deployed to New Orleans after Hurricane Katrina. Jim was responsible for ensuring evacuation, rescue, and medical treatment for hundreds of flood victims.

Prior to joining the Albuquerque Fire Department in 1990, Jim served in the US Air Force from 1981-1990 as a law enforcement specialist/narcotics canine handler and a pararescue technician.



JAMES BREEN

A dream that awoke a nation

Excerpts from Dr. Martin Luther King's "I Have a Dream" speech, delivered at the March on Washington in August 1963.

I say to you today, my friends, so even though we face the difficulties of today and tomorrow, I still have a dream. It is a dream deeply rooted in the American dream.



I have a dream that one day this nation will rise up and live out the true meaning of its creed: "We hold these truths to be self-evident: that all men are created equal . . ."

I have a dream that my four little children will one day live in a nation where they will not be

judged by the color of their skin but by the content of their character.

. . . When we allow freedom to ring, when we let it ring from every village and every hamlet, from every state and every city, we will be able to speed up that day when all of God's children, black men and white men, Jews and Gentiles, Protestants and Catholics, will be able to join hands and sing in the words of the old Negro spiritual, "Free at last! Free at last! Thank God Almighty, we are free at last!"

Martin Luther King Day is observed this year on January 18.

Nominations sought for the 17th Annual Employee Recognition Awards

The Employee Recognition Awards program is a way for Sandians to recognize individuals and teams whose work or contributions in support of Sandia's mission and values have been exceptional. Nominations for this year's awards are being accepted through Feb. 1.



The ERA program recognizes excellence in four categories: three for individual nominees and one for teams. The individual categories are: **technical excellence**, which recognizes individuals whose innovative science and predictive, science-based engineering capabilities contribute to the transformation of Sandia's business practices and provide solutions

to national security problems; **exceptional service**, which recognizes those who are distinguished by their commitment and efforts to enable others to succeed; and **leadership**, which recognizes those who demonstrate exceptional creativity, courage, and integrity in leading others to the successful accomplishment of Sandia's works.

The **team category** recognizes teams whose exceptional achievements are critically enabled by teamwork and model the value of people working together toward a common goal.

Nomination forms with detailed instructions will be available from Sandia's Techweb homepage or at <http://info.sandia.gov/era/10era.htm>.

Each division has an ERA coordinator who is also listed via the link above. Any current, regular Sandia employee may nominate individuals or teams. A separate nomination form must be submitted for each individual and team nomination. A combined total of 122 individuals and teams will receive corporate Employee Recognition Awards.

ERA individual winners and designated representatives from winning teams will be recognized at the Employee Recognition Night Banquet Saturday, July 10.

Lab News survey

(Continued from page 1)

retirees to comment about *Lab News*. This is probably a bit overdue because nearly 5,000 retirees, as part of their retiree benefits, receive a mailed copy of the paper no matter where in the world they live. That's a significant target audience.

Like a performance review

"A survey is like a performance review for our team," says *Lab News* editor Bill Murphy. "Knowing where our products stand with employees enables us to identify areas for improvement. Surveys pinpoint reader priorities and help us to focus our efforts."

Bill notes that in the 2006 survey, readers were pretty vocal about keeping a printed version of the *Lab News*. In the three years since that survey was conducted, though, electronic media have come to play an increasingly important role in how we communicate with each other — at work and at home. So again this year, the survey asks whether the Labs should continue to support a printed newspaper.

That most recent survey also provided some new understanding in other areas. Some quick examples:

- Employees with at least 20 years at the Labs tend to read the printed *Lab News* more completely than employees of five or fewer years.
- Readers of the *Lab News* and *Daily News* had notably different opinions about these products depending on their work location, jobs, etc.
- The most appreciated trait of the *Daily News* was its dedication to keeping individual items short.

Here's how to take the survey

Both surveys — the one for employees and the one for retirees — are open right now and ready for you to answer questions and offer your comments. They're being hosted on a widely used web-based survey site called Survey Monkey. You have until close of business Jan. 29 to complete the survey.

Employees

If you are an employee point your web browser to www.surveymonkey.com/s/6ZZFZ6X and simply answer the questions.

There are sections about *Lab News*, the printed edition, *Lab News Interactive*, and the *Daily News*, which employees receive Monday-Thursday via email or can view online at <http://info.sandia.gov/newscenter/sdn>.

Retirees

For retirees go to www.surveymonkey.com/s/6ZXVXD8. Items in this survey focus just on the printed *Lab News*. If you are a retiree who doesn't use the Internet but still would like to participate, simply call us at 505-845-0845 and provide your name and address. We will provide a hard copy for you to return to us.

All web-based responses for either survey are confidential.

For questions write to Rod Geer at wrgier@sandia.gov.