Paul Hommert named Labs director; Tom Hunter announces retirement

Tom Hunter steps down after five years as director; formal leadership transition to occur July 9

By Heather Clark

With President and Labs Director Tom Hunter's retirement comes the end of a career that started with underground nuclear testing at the Nevada Test Site and eventually saw a more diversified national security mission at Sandia that includes much more than nuclear weapons work.

"He brings deep knowledge of the nuclear weapons program, as well as broad experience and insight on a range of national security issues."

NNSA Administrator Thomas D'Agostino, speaking about Paul Hommert

Tom announced his retirement May 13 after five years of leading Sandia and welcomed his successor, Paul Hommert, who currently leads Sandia's nuclear weapons program. Tom said he will step down July 9.

Paul Hommert was tapped as Labs director by the Sandia Corp. board of directors after an extensive succession planning process, said Sandia Corp. board of directors chair Marillyn Hewson in a memorandum announcing the transition.

"It has truly been a rewarding time for me and one that I think will be an era for our employees to be extremely proud of," Tom said of his tenure.

(Continued on page 4)

OUR NEW LEADER — Paul Hommert, right, answers questions from the media during a news conference on May 13 announcing Tom Hunter's retirement as Sandia president and Labs director and Paul Hommert's appointment to the position. Tom, at left, said the past five years mark an era of the Labs' history that employees "can be extremely proud of." (Photo by Randy Montoya)

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Sandia National Laboratories

Tribal power: Bringing alternative energy to remote areas of the Navajo Nation

THIS IS MY HOME — Sandra Begay-Campbell, head of Sandia's Tribal Energy Program, is working closely with the Navajo Nation to bring alternative energy to remote areas of the Navajo Nation. An estimated 18,000 Navajos live off the grid and could benefit from installation of solar and wind power systems. Story and photos on **pages 6-7**. (Photo by Randy Montoya)

HR job restructure project aims for June 2011 launch

By Darrick Hurst

In a recent Labs-wide memo, Human Resources and Communications Div. 3000 VP John Slipke announced changes to the ongoing corporate job restructure project and its planned implementation date.

During the past 18 months, Sandia's HR staff has been engaged in a project to develop a new system to replace the current Integrated Job Structure that has

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Inside

Thunderbird Award winner Brandy Beauchamp at a Sandia High School awards assembly. For more about this year's Thunderbird Award winners, see **page 12.**

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TAKECHARGE→

Sandia Total Health and Preventive Care. Story on **page 9**.

That's that

As I write this today, word has just come down that Tom Hunter, who has led Sandia since April 2005, is retiring in early July. While it can hardly be called a surprise – Tom's been at Sandia for more than 40 years, after all – his departure is still a bit of a jolt. A couple of issues back, we ran a story by my director, George Rhynedance, in which Tom talked about his philosophy of leadership development, and the value of exposing potential leaders to a wide range of experiences and management challenges. I thought about that article when I considered Tom's successor. If you set out 30-something years ago to start grooming an individual to eventually become director of Sandia National Laboratories, that individual would look a lot like Paul Hommert.

Over the course of my career at Sandia, I have interviewed Tom several times for *Lab News* stories and, although he doesn't know this, I feel a special kinship with him because he was the subject of one of my personal favorite stories. Back in December 2004, when Tom was a senior VP and head of the Labs' Nuclear Weapons Strategic Management Unit, I wrote a story for the *Lab News* about the Nevada Test Site. The story juxtaposed Tom's reminiscences of what NTS was like when he was a young field test engineer in the late 1960s and early 1970s and what it's like today. Here's one of Tom's quotes from the story: *"It was a time at Sandia when you were limited only by your imagination. It was a time in which you were able to dream big, and think of things thought to be impossible, and how one might do them . . . ."*

To my ear, that's good stuff. It's a sentiment that is, I think, still programmed into the very DNA of the Laboratories. How many young engineers at Sandia today, faced with daunting challenges – different challenges to be sure – still feel exactly the same way? And for all his very substantial accomplishments in the years since he left NTS, doesn't it sound to you like some part of Tom, some important part, has always been there in that vast and empty landscape, wrestling with and solving problems no one had ever had to think about before? It does to me.

At various times, I also interviewed Tom about MESA and about what was called the Global Nuclear Futures concept. Both were visionary. MESA, of course, is closely associated with Tom and is beginning to realize the vision that underpinned its foundation. (The *Lab News* will soon have a story, by the way, about notable MESA accomplishments in the two years since it was officially completed.)

It strikes me, too, that there couldn't have been a more perfect capstone to Tom's career than to spend the last day before he announced his retirement as part of a group assembled in Houston by Energy Secretary Steven Chu to identify possible solutions to the *Deepwater Horizon* oil spill. Being tapped by Secretary Chu to be part of that group was a distinct honor for Tom personally, of course, but it was also a recognition of Sandia and its ability and agility to tackle tough challenges when the stakes are just as high as they can be.

During the news conference announcing the leadership transition, Tom told several reporters that he has no particular plans for his retirement. "I don't know what I'll be doing on July 10," he said.

I think that's a terrific way to start a new phase of your life . . . with a clean slate and no agenda. But I expect, too, that Paul Hommert was right when he said at that same news conference that he is sure that in one way or another, Tom will find ways to continue to serve the nation.

Anyway, I know I express the sentiments of many, many Sandians when I say "Thanks, Tom, for everything. And enjoy your retirement."

See you next time.

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

Employee death

Marty Stevenson was an excellent engineer with a passion for sailing

Marty Stevenson (2626) died on May 1. He was 64 years old and had been at Sandia more than 20 years.

MARTY STEVENSON

"Marty was the firing set engineer for the W87 weapon," says his recently retired manager Jim Wilder. "He was very dedicated and dependable. Marty was always willing to mentor the younger staff. Marty was witty and had a good sense of humor. He would find humor even in major problems. He would just shrug them off as he set out to solve them. He did not get uptight. Marty was a great employee and a joy to have around."

His administrative assistant Kimberly Swartz (2626) says he was always very positive. "Marty was always willing to take time to explain things if you didn't understand. He was always very kind."

"Marty was a very dedicated and experienced staff member," says Todd Plichta (2625). "He was easy to chat with and always had a smile on his face."

"Marty kept his 34-foot sailboat, *Windependent*, on the buoy next to mine at Rock Canyon Marina at Elephant Butte Lake," says James Moore (5418). "He was always willing to help. He was often at the marina working on his boat or crewing on smaller boats."

Billy Carlen (2625) saw Marty as a quiet and patient person who was always willing to help you solve a problem. "He would always talk about his boat and going sailing," says Bill. "It was something he really enjoyed."

"He would always talk about his boat and going sailing. It was something he really enjoyed."
— Bill Carlen

"Marty was an exceptional mechanical engineer," says Bill Bonahoom (2625). "I worked with him when he was project leader on the W87 Firing Set Assembly for Stockpile Stewardship and Component Material Evaluation activities. Marty took on this job without much background in stewardship responsibilities and became quite good. His understanding of production issues came from his former life as a Bell Telephone engineer.

"He relished statistical problems and somehow could make sense out of what appeared to be totally random data. Marty was able to share academic and abstract areas of interest and teach those topics. I looked forward to working with him daily."

Sara Pecak (2625) says Marty had a good sense of humor with a bit of a Dilbert outlook on corporate life. "He had a pig with wings hanging from the ceiling of his office," she says.

Retiree deaths

Joseph W. McDowell (age 86) . . . . . .March 12
Helen L. Jamele (96) . . . . . .March 18
Joe E. M. Cuellar (86) . . . . . .March 23
David Terry Judd (83) . . . . . .April 1
Paul F. Mutschler (95) . . . . . .April 6
Marvin H. Brown (97) . . . . . .April 15
Lenard H. Wilhelmi (72) . . . . . .April 15
Lillian G. Hayes (95) . . . . . .April 24
Catherine Banks (81) . . . . . .April 25

Thunderbirds

Sandia Thunderbirds will hold their monthly meeting at the KAFB Mountain View Club on June 8. Lunch will be followed by a brief presentation on hearing aids. Testing by Sandia Hearing Aids will start at 12:15 p.m. For information on Thunderbirds membership call Genelia at 836-6977.

Sandia LabNews

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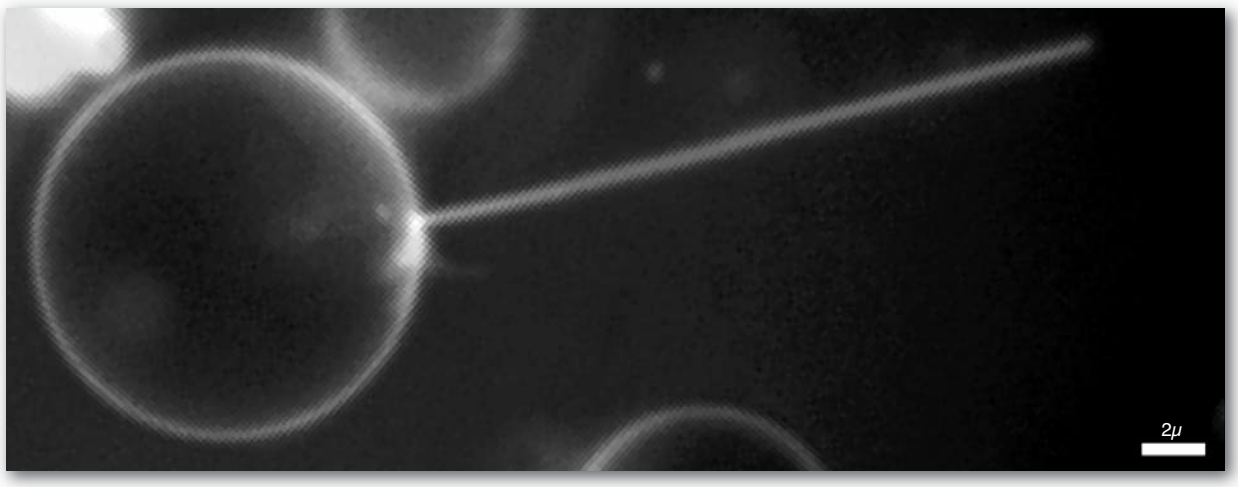
Researchers unlock mechanism for bending lipid membranes

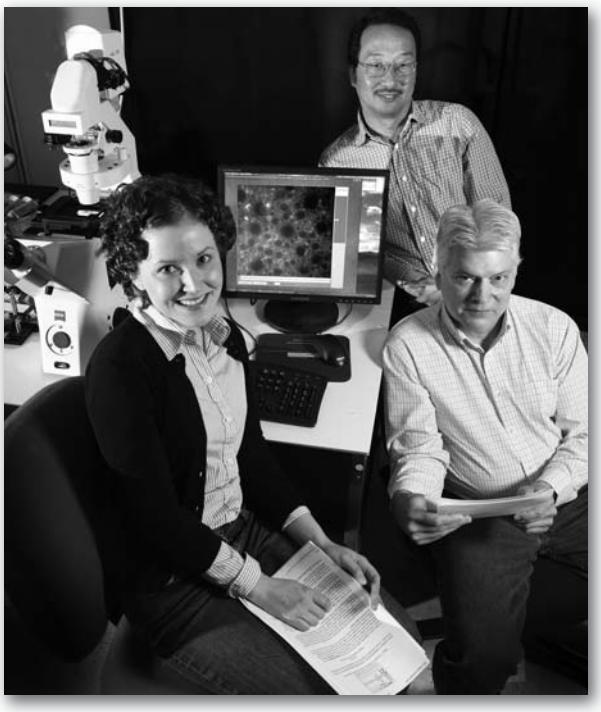
By Patti Koning

In the world of cellular biology, the fact that lipid membranes sometimes spontaneously bend is an accepted phenomenon, but no one has ever conclusively explained the mechanisms driving the curvature. In a research project that brings together synthetic chemistry, bioengineering, and advanced microscopy, Jeanne Stachowiak (8125), Carl Hayden (8353), and Darryl Sasaki (8621) think they may have come across a piece of the answer.

"We discovered that certain confining structures can amplify membrane bending by concentrating the steric interactions between bound proteins," explains Jeanne. "We took a step back and looked at longer length scales, rather than thinking about a single protein interacting with a single lipid. What we found indicates that when proteins crowd into a small area of the membrane they may be able to cause it to bend."



AS SEEN IN THIS FLUORESCENT IMAGE, protein binding to confined regions on lipid vesicle surfaces causes lipid tubules to form. This finding reveals a previously undescribed mechanism that may help explain how cellular membranes take on curved morphologies.



MERGING THEIR INDIVIDUAL AREAS of expertise, Carl Hayden (seated), Jeanne Stachowiak, and Darryl Sasaki discovered that creating domains bound by proteins on vesicles caused the formation of tubules. (Photo by Dino Vournas)

Their work was published in a paper, "Steric confinement of proteins on lipid membranes can drive curvature and tubulation," that appeared in the April 27 issue of the prestigious journal *PNAS*, the *Proceedings of the National Academy of Science*.

This insight provides a new way to think about the membrane bending that occurs during basic cellular functions such as endocytosis, the process in which cells absorb external molecules by engulfing them in the cell membrane. Understanding such processes could someday enable programmable biological materials that could be used in far-ranging applications like drug delivery or nanomedicine.

Like so many scientific discoveries, Jeanne, Carl, and Darryl's breakthrough came when they were looking for something else. Darryl has been working on lipids with a tunable affinity for proteins for 15 years, since his days as a postdoc at Caltech. He and Carl have collaborated on several projects studying ways to bind proteins to a molecular surface, including a Laboratory Directed Research and Development project called "Biomolecular Transport and Separation in Nanotubular Networks" (*Lab News*, Sept. 11, 2009).

Jeanne returned to Sandia in August 2008 after finishing her PhD at the University of California, Berkeley, in Dan Fletcher's lab, where her research focused on "giant," that is, cell-sized, vesicles with a single lipid layer.

"Cell-sized vesicles are useful for imaging," explains Jeanne. "For fun, Darryl wanted to study his protein-binding lipids in a cell-sized vesicle."

When Darryl and Carl previously imaged those membranes on glass surfaces, the protein-rich domains that formed were stable micrometer-sized structures. Why they did not coalesce into larger structures was hypothesized to be due to interaction with the substrate. Sure enough, on a giant vesicle the protein-rich areas joined together to form one large domain.

"We wanted an image of protein localized to that domain. Surprisingly, when we added protein we saw these long tubes forming," says Jeanne.

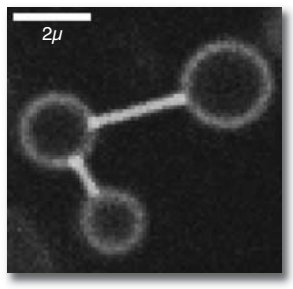
Initially the researchers thought they had stumbled on an interesting self-assembly concept. For further study, Jeanne went back to Fletcher's lab at Berkeley to use the fast-imaging confocal microscope. By talking with postdocs in the lab, Jeanne realized that they could be looking at a previously undescribed mechanism.

"It was really one of those situations of getting the right group of people together. One of my colleagues at Berkeley who studies endocytosis gave me some papers to read and we suddenly realized that the mechanism we observed could be relevant to cellular processes," she says. "To us it seemed like a materials phenomenon because we had engineered a synthetic interaction between the protein and the lipid. I wasn't aware of the significance of membrane bending. It was exciting to learn that these confining structures exist in cells and, in the areas where they may be important, there is not a full explanation for the extreme membrane curvature."

Jeanne, Darryl, and Carl presented their work at several conferences this spring and were pleased with the positive response. They were also pleased when they learned that Harvard professor George Whitesides, founder of 12 companies including Genzyme and one of the founders of the self-assembly field, served as the editor of their paper.

The work is funded in part by DOE's Basic Energy Sciences Program in materials science and chemical sciences, which supports the development of biological concepts to create next-generation materials and new approaches to imaging molecular/nanoscale assemblies and fast chemical processes. Jeanne explains that the kind of dramatic reorganization they demonstrated in their paper could be useful as a basic concept for building soft programmable materials.

Now, the researchers are employing microfluidic methods to control the networks of tubules and vesicles that randomly form with the high-affinity protein sites. Such control would represent a significant step toward creating programmable biological materials that could be used in applications like picoliter-scale fluidic transport systems, drug delivery systems, and reconfigurable nanocomposite architectures for sensing, separations, catalysis, and optics.



THE RESEARCHERS are now working to control networks of tubules and vesicles, shown in this fluorescent micrograph, that randomly form with high-affinity protein sites.

Sandia CaliforniaNews

Biofuel combustion chemistry more complex than petroleum-based fuels

By Mike Janes and Anne Stark (LLNL)

Researchers at Sandia and Lawrence Livermore national laboratories are using their scientific expertise to understand the key elements of biofuel combustion, an important step toward insightful selection of next-generation alternative fuels. The journal *Angewandte Chemie*, a weekly peer-reviewed scientific journal of the American Chemical Society, devoted its May 10 cover to a paper coauthored by Nils Hansen (8353) and Lawrence Livermore's Charles Westbrook, which examines the essential elements of biofuel combustion. The paper, "Biofuel combustion chemistry: from ethanol to biodiesel," examines the combustion chemistry of compounds that constitute typical biofuels, including alcohols, ethers, and esters.

Biofuels such as ethanol, biobutanol, and biodiesel are of increasing interest as alternatives to petroleum-based transportation fuels. According to Nils and Westbrook, however, little research has been done on the vastly diverse and complex chemical reaction networks of biofuel combustion.

In general, the term biofuel is associated with only a few select chemical compounds, especially ethanol (used exclusively as a gasoline replacement in spark-ignition engines) and very large methyl esters in biodiesel (used as a diesel fuel replacement in diesel engines). The biofuels are oxygenated fuels, which distinguishes them from hydrocarbons in conventional petroleum-based fuels.

While discussion surrounding biofuels has been focused on the process to make these alternative fuels and fuel additives, Nils and Westbrook are the first to examine the characteristic aspects of the chemical pathways in the combustion of potential biofuels.

In collaboration with an international research team representing Germany, China, and the US, Westbrook, Hansen, and former Sandia postdoctoral student Tina Kasper used a combination of laser spectroscopy, mass spectrometry, and flame chemistry modeling to explore the decomposition and oxidation mechanisms of certain biofuels and the formation of harmful or toxic emissions. Hansen's experiments were conducted in part at the Chemical Dynamics Beamline of the Advanced Light Source at Lawrence Berkeley National Laboratory.

To understand the associated combustion reactions and to identify recurring reaction patterns, Nils and Westbrook agreed, it is important to study prototypical variants of potential biofuels.

Their study was funded in part by DOE's Office of Science, which supports fundamental research, including research aimed at understanding, predicting, and ultimately controlling matter and energy at the electronic, atomic, and molecular levels to provide the foundations for new energy technologies and to support DOE missions in energy, environment, and national security.

Transition

(Continued from page 1)

"[W]hile we'll continue to become a better and improved place, I'm intensely proud of what the employees at this laboratory have done. I anticipate those contributions will continue and get even better under Paul's leadership."

— Tom Hunter

Tom didn't forget those he worked with along the way during the announcement.

"I'd like to thank all the employees for their proud contributions here at the laboratory," he said. "If I look at the laboratory management team, none at any place are more capable, none are more committed, and, while we'll continue to become a better and improved place, I'm intensely proud of what the employees at this laboratory have done. I anticipate those contributions will continue and get even better under Paul's leadership."

Diversification and stability

Tom said the biggest change during his 43-year career was the diversification of Sandia's mission. The mission expanded from mainly nuclear weapons work to a diversity of missions focusing on developing technological solutions and systems for a broad range of national security challenges.

Paul said his greatest challenge as director would be "to bring stability in a long-term sense to this now very diversified institution. There are increasing demands on us that will be necessary to support the nuclear deterrent going forward, but again because of the diversity of our security partners, we have to bring a long-term focus and stability that constitutes a maturity of this now diversified laboratory."

In her May 13 memo, Hewson said of Paul: "He has an exceptional record of leadership and achievement over a 34-year career, and is uniquely qualified to lead the Labs into the future."

Hewson also thanked Tom for his service, noting that he "has led the Labs with distinction and with exceptional dedication to our nation and its security. His career has been marked by an overriding commitment to national service."

Paul, who began working at Sandia in 1976, served as vice president of Sandia's California site and led Sandia's homeland security and defense strategic management unit. He has extensive nuclear weapons and national security experience, including homeland security and energy research.

Paul also led Los Alamos National Laboratory's Applied Physics Division, known as "X" division, from 2003 to 2006. And, he worked for three years as director of research and applied science at the United Kingdom's Atomic Weapons Establishment.

Paul said the nuclear weapons program remains at the core of Sandia's mission to ensure the stockpile is safe, secure, and reliable and can fully support the nation's deterrence policy.

"But Sandia has a significant additional role as a multimission national security laboratory to develop solutions for a wide range of national security challenges and we will also remain committed to those strategic customers," he said.

A high bar

Paul said the Labs will miss Tom's leadership, depth of understanding, experience, and the overall excellence he brought to a wide range of national security issues.

"He has set a high bar when it comes to the things that make his legacy important to Sandia: our workforce, our values, good corporate citizenship, especially in our local communities, and our enduring strategic partnerships. I look forward to building on that legacy," Paul said. "Tom, thanks for everything that you've done for the laboratory and national security."

'Broad experience and insight'

NNSA Administrator Thomas D'Agostino called Paul an "excellent choice" to lead Sandia.

"He brings deep knowledge of the nuclear weapons program, as well as broad experience and insight on a range of national security issues," he said.

D'Agostino also had good things to say about Sandia's departing director. "As the director of one of the three crown jewels of the scientific infrastructure that supports our national security, Tom was a tremendous partner to me and a true servant of his country. While I will miss his counsel, Tom is leaving Sandia in good hands and well-positioned to build on its 60 years of service to our country," D'Agostino said.

Tom began his career at Sandia in 1967 as a member of the technical staff working on advanced weapons systems concepts. As a young engineer right out of school, he became a member of the Labs' Field Test group working at the Nevada Test Site and had to figure out how to recover samples from very close to the nuclear devices being tested.

Before becoming president and Labs director, Tom was in charge of nuclear weapons-related work that accounted for about 60 percent of the Labs' budget as senior VP and head of the Nuclear Weapons Strategic Management Unit.

Tom served as VP at Sandia's California site from 1995-1999. Earlier, he served as director of the Energy and Environment Program Center, director of Nuclear Waste Management and Transportation, manager of the Yucca Mountain Project, and leader of the R&D Program for the Waste Isolation Pilot Plant. He was responsible for developing advanced technology for underground nuclear weapons testing, reactor safety programs, and fusion engineering.

Tom said he has no particular plans for his future, but he wants to maintain close ties to the national security community and his colleagues at universities and laboratories.

Recalling his early days working on nuclear testing at Sandia for a 2004 *Lab News* article, Tom said: "It was a time at Sandia when you were limited only by your imagination. It was a time in which you were able to dream big and think of things thought to be impossible and how one might do them … ." He certainly did them.

"As the director of one of the three crown jewels of the scientific infrastructure that supports our national security, Tom was a tremendous partner to me and a true servant of his country. While I will miss his counsel, Tom is leaving Sandia in good hands and well positioned to build on its 60 years of service to our country."

— NNSA Administrator Thomas D'Agostino, speaking about Tom Hunter

"[Tom] has set a high bar when it comes to the things that make his legacy important to Sandia: our workforce, our values, good corporate citizenship, especially in our local communities, and our enduring strategic partnerships."

— Paul Hommert

Job restructure

(Continued from page 1)

been in place since 1997. While Sandia's commitment to developing a job structure and compensation system that is equitable, market-based, flexible, and consistently applied across the Labs has not changed, the intended implementation date for the system has been moved to June 2011.

"It's important to understand that we are not stopping work on this project," project lead Jessica Pascual (3510) says. "The work continues — what we are doing now is taking a step back and analyzing the project in terms of the feedback data and our approach."

The restructure project was originally planned to take effect in April 2010, launching in conjunction with the PeopleSoft 9.0 upgrade and in place for the FY10 compensation review. However, important concerns about risks in the new system, communications, and change management arose when an independent assessment of the job restructure project was performed last year. The project team has since expanded the project schedule in an effort to fully address these issues.

"The expanded project will also allow for additional engagement in the implementation of a new job structure and compensation system — a total compensation system," John said his memo. "The project will leverage all prior work, and its success ultimately depends on the continued engagement of each division."

"The job structure project team concluded that a more comprehensive, systems-based review was needed," Jessica says. "We have since expanded the scope of the job structure project to include the entire compensation system, of which the job structure is just one component. We are looking holistically at the lifecycle of the system — how we attract people, how we reward them, retain them, and motivate them."

Sandia TotalComp

The project, rebranded "Sandia TotalComp" will address the entire spectrum of the system, including start rates, performance management, and compensation review. The broader scope will provide Sandia with the opportunity to accurately identify the fundamental issues with the current compensation system and to design a structure that fully addresses these issues.

In an effort to engage and inform the laboratory about Sandia TotalComp, the project team is currently scheduling "road show" presentations to VPs and directors. These road shows provide an overview of the newly broadened project scope and describe the refinement of job descriptions that will be taking place in late May.

Jessica joined Sandia last July, having successfully completed similar compensation projects at McAfee, RCG IT, Kemtah, and Los Alamos National Laboratory. Sandia's restructure project is sponsored by John and Executive VP and Chief Operating Officer Al Romig. It is intended to improve the compensation system design; benchmarking of best practices; current compensation practices; the variable compensation review practices used by the line organizations; laws, rules, and regulations impacting compensation policies and practices; and the effects of change in compensation practices on the staffing organization.

"This implementation represents a major cultural change for Sandia," Jessica says. "The workforce can expect clear, forthright, detailed communications to ensure a smooth transition to the new system. Ultimately, our success depends on the continued engagement of each division."

The project team will be announcing the launch of a TotalComp website in the coming weeks, which will provide comprehensive information about the project and its impacts on employees. The site will serve as a resource, sharing with employees the most up-to-date news about the project. More information will continue to be communicated on the Change@Sandia website as it becomes available.

Thwarting bio threats

Securing the world's dangerous biological agents

By Stephanie Hobby

GOT OUR BACKS — Jen Gaudioso, left, and Ren Salerno are working with scientists around the world through Sandia's International Biological Threat Reduction program to raise awareness about safety and security issues around biological pathogens. (Photo by Randy Montoya)

The anthrax attacks on the US, coming close on the heels of the 9/11 terror attacks, came as a rude awakening for many Americans. While many perhaps hadn't given much thought to the nation's vulnerability to a bio attack, more than a year before 9/11 Sandia scientists had formed a small team to look at ways to prevent and contain such threats. In facing the new and developing danger, the nation's leaders turned to Sandia for expertise in the days and weeks following the anthrax attacks.

Nearly a decade later, Sandia's team continues to maintain its status as a leader in the fight against accidental and intentional misuse of infectious diseases, reaching into nearly every country worldwide with prevention and outreach efforts.

On Dec. 9, 2009, President Obama released the National Strategy for Countering Biological Threats. That document, coming from the highest levels of government, confirmed the importance of Sandia's role. The Labs' International Biological Threat Reduction (IBTR) program works across all of the strategy's seven objectives: promote global health security; reinforce norms of safe and responsible conduct; obtain timely and accurate insight on current and emerging risks; take reasonable steps to reduce the potential for exploitation; expand capabilities to prevent, attribute, and apprehend; communicate effectively with all stakeholders; and transform the international dialogue on biological threats. Four of those objectives are within IBTR's core mission.

"This program engages scientists worldwide who handle dangerous pathogens and helps them meet international best practices of safety and security," says the program's acting manager, Jen Gaudioso (6724). "To meet that objective, we also work on disease surveillance, molecular diagnostics, and do some analytical work for the US government to inform policy."

IBTR got its start when Ren Salerno (6720) left peacekeeping operations at the United Nations to join Sandia in the late 1990s. At the time, the UN was conducting inspections in Iraq, and Ren took an interest in the intersection of infectious disease and nonproliferation. After joining the Labs, he quickly leveraged Sandia's capabilities in safeguarding dangerous materials to biological agents, and learned as much as he could about physical security and biosafety. His efforts attracted the interest of a number of government organizations and the program grew steadily.

"By 2006, the Department of State, primarily with support from us, created an entirely new program called the Biosecurity Engagement Program specifically to reach out globally, not just in biosecurity, but in biosafety, disease surveillance, and to reduce biological threats at a global scale," says Ren, who is now leading a cross-lab strategic working group for countering biological threats.

Raising awareness, engaging scientists, and providing educational outreach and technical support for foreign laboratories are critical to advancing US national security interests. To meet that need, Sandia's IBTR program executes laboratory risk assessments, implements risk management programs, and conducts many different technical training programs both at home and abroad.

Learning the basics of biosecurity, biosafety

This summer, program members plan to work with countries in the Middle East, Africa, Europe, Asia, and North and South America to ensure that their labs have the appropriate education and tools to safeguard potentially deadly biological agents. Some of the training actually takes place in a mock lab at Sandia's International Programs Building. Trainees spend a week or more learning the basics of biosecurity and biosafety, and courses are tailored to meet the needs of the participants. This year, IBTR has codeveloped the World Health Organization's (WHO) advanced training course for biorisk management and is helping to deliver this course in each of the WHO's six regions over the next eight months.

To accomplish its wide-ranging goals, IBTR has had to attract people with diverse backgrounds. Dan Lowe (6724) is a biosecurity expert with a background in physical security and electronic systems, and provides physical security to laboratories around the world. Much of IBTR's work is in developing nations, so Dan has to operate within a different context than US laboratories might be used to.

"We prefer to keep things as low tech as possible. Many of these countries don't have the resources or expertise to operate and maintain really sophisticated equipment," Dan says. "It can be a unique challenge to find security components that are effective, but low tech." Some solutions include installing access control systems and developing and training response personnel on new operating procedures.

Sue Caskey (6724), whose background is in computer science and biology, is wrapping up a three-year Laboratory Directed Research and Development project to build a biosafety risk-assessment methodology and model.

"You can't compare risks between labs because everyone does things differently," Sue says. "So we spent the last two and a half years meeting with experts in safety and infectious disease from all over the world. We took those lessons and built a model for biosafety risks that could be applied to all laboratories." Impressively, the WHO has shown interest in the model and its broad applications.

Prioritizing overseas work

The team also includes Melissa Finley (6724), a veterinarian with a PhD in physiology. Her expertise in livestock medicine allows the group to work with agents with animal origins. "I've been able to contribute by looking at ways to control diseases and think of them differently in terms of acquisition of materials," Melissa says. Melissa has had a leadership role on IBTR's projects in Iraq and Afghanistan, and has had to travel to those countries frequently.

Cecelia Williams (6724), a microbiologist and chemist with IBTR, leads a project designed to evaluate biological risks at a global level, and to help prioritize the US government's overseas work in this area.

"If we raise laboratories' awareness about the need for biosafety and security, and assist them with that, then they're less likely to accidentally release organisms or become a source for terrorists who want to acquire dangerous biological materials," Cecelia says.

Installing and maintaining biorisk management systems, assessing potential risks to laboratory staff and the public, and engaging and educating foreign scientists are all crucial components to safeguarding deadly biological agents and reducing the risk or accidental or intentional misuse.

"This is a really exciting time. The WHO has recognized our work, and the National Strategy for Countering Biological Threats has confirmed the importance of what we do," Ren says. "Internally, at Sandia, our work is still a bit esoteric, but it has been, and continues to be, a critical aspect to Sandia's exceptional service in the national interest."

DOE technology transfer coordinator visits Sandia

Sandia's technology transfer professionals discussed their efforts to bring scientific ideas to the marketplace with Karina Edmonds, DOE's new technology transfer coordinator, during her recent day-long visit to the Labs.

Energy Secretary Steven Chu announced Edmonds' appointment in February. The position was created by the Energy Policy Board Act of 2005, but this is the first time the role has been filled with a full-time person.

Edmonds is working with the national laboratories to accelerate the process of moving discoveries from the labs to the private sector to create high-paying jobs.

Edmonds met Sandia President and Labs Director Tom Hunter and talked with VP Steve Rottler and a group of technology transfer professionals during her April 30 visit. Sandians shared their knowledge of intellectual property strategy, licensing, business development, technology-based economic development, and other technology transfer issues.

HONG HOU (left), Emcore Corp. president and CEO, shows Karina Edmonds (right), DOE's new technology transfer coordinator, the company's Albuquerque facility in Sandia Science & Technology Park. Div. 1000 VP Steve Rottler, center left, and Margie Tatro (6200), director of Energy Systems, joined the tour April 30. (Photo by Dick Fairbanks)

Edmonds also took a tour of Sandia Science & Technology Park (SSTP) and visited with Hong Hou, CEO and president of Emcore Corp., which is located in SSTP adjacent to the Labs.

The trip this spring wasn't Edmonds' first visit to Sandia. She says in an email that she visited the Labs to do graduate work about 18 years ago.

— Heather Clark

Tribal power

Sandia supplies options for electricity

Story by Stephanie Hobby • Photos by Randy Montoya

The Navajo Nation, a stunningly beautiful expanse of land covering 26,000 square miles in northwest New Mexico, northeast Arizona, and southeast Utah, is home to more than a quarter of a million people. The area hosts some of the richest history and culture in the nation, but thousands of citizens there lack one thing most Americans consider a basic necessity: electricity. The Navajo Tribal Utility Authority (NTUA) estimates than 18,000 people there live too far from power lines to make access feasible. Although the issue has attracted the attention of powerful US officials and Congress, many of the solutions are coming from one of the Navajo Nation's own members.

Sandra Begay-Campbell (6364) was born and raised in Gallup, N.M., a town bordering the eastern part of the Navajo Nation. For the past nine years, she has served as the leader of Sandia's Tribal Renewable Energy Program and has worked with DOE to implement renewable energy sources too remote for the grid to reach.

Providing a choice

"The goal is to provide Navajo people a choice: Whether they want electricity from renewables or a line extension; I want it to be a choice," Sandra says. "I never want it to be that they never had the opportunity to have electricity."

The idea that people live without power is almost a foreign concept to many in modern-day America. But in some remote and isolated areas of the Navajo Nation, it is a way of life, but not always by choice. Installing a grid connection is not cheap: it costs roughly $35,000 per mile, and the majority of that burden falls on the customers who request the line.

One way to get around cost-prohibitive line extensions is to provide people in outlying areas with "drag and drop, plug and play" solar/wind hybrid units. Through a partnership with NTUA, Sandia provided technical assistance. The units, which use photovoltaic panels and three-foot wind turbines, rent for $75 per month and generate 880 watts, so residents who use them must still conserve electricity, but that's not typically an issue.

"Rural and elderly people know how to live a conservative lifestyle, which means they consume minimal power," says Sandra. "For this customer set, it's an easy and natural thing to do."

Taking care of the Earth and conserving resources is a central tenet in Native American life. Even as a young child, Sandra spent much of her time in the serenity of the outdoors, thinking of ways to solve problems and improve lives. By the time she reached sixth grade, Sandra had decided that the best way she could serve others was to design buildings to meet people's needs. Architecture seemed like the perfect fit, with one big problem: Sandra didn't have the artistic ability needed to pursue architecture as a career.

A life-changing move

Her teacher, in what would be a life-changing move, directed the disappointed preteen toward engineering, pointing out that engineers work with architects all the time. Adding that a career in that field would allow Sandra to use the math that she so dearly loved, she made a final decision to become an engineer.

Today, Sandra is fulfilling her dreams of using math and helping people. After graduating from the University of New Mexico and Stanford University with degrees in civil and structural engineering, she worked as a facilities engineer at Lawrence Livermore National Laboratory and Los Alamos National Laboratory before joining Sandia.

In December 2000, Sandra returned to the Labs after serving several years as executive director of American Indian Science and Engineering Society (AISES). Sandia and DOE had just signed a memorandum of understanding with the Navajo Nation to collaborate and share technology. The MOU emphasized energy, environment, education, economic development, and communication, but Sandia needed someone to lead the Tribal Energy Program.

Having grown up in the tribe, Sandra understood the culture and history, and because her father had served as a tribal leader and as a council delegate, she was well-versed in the Navajo Nation's government and politics. Her background in project management gave her the necessary technical understanding to be an ideal liaison between DOE and the Navajo Nation. Sandra used her unique background and work experience to quickly start tackling the incredible challenge of providing power to those who wanted it.

To date, about 400 homes are powered by the solar/wind hybrid units, and Sandra continues to work with the NTUA to expand the program. At a recent meeting, she and NTUA officials discussed adding refrigerators to the program.

"Refrigerators are the first things that people want to plug in, but the load is too great for our units. They're a huge energy hog," Sandra says. "If you want to put them on solar power, you have to have a special solar refrigerator, and you have to go online to buy it. Now, we can say that the utility has them, and if you want one, you can get in line to get a solar refrigerator."

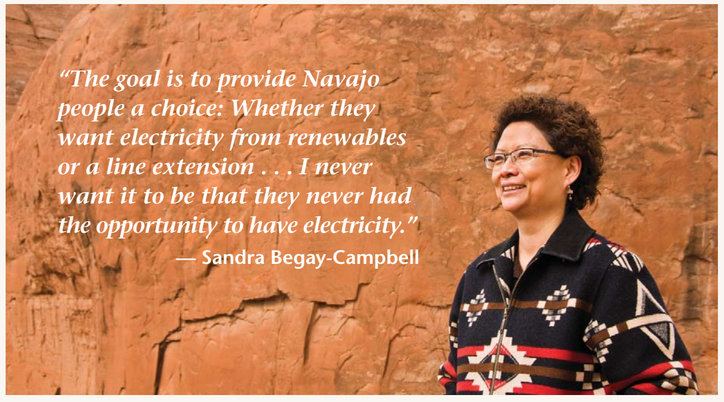
A big part of her job is educating both the technicians and the end customers about various aspects of using the solar/wind hybrid units. Sandia and the NTUA produced a video, in both Navajo and English, to introduce customers to solar and let them decide if they would be a good candidate for the technology. Once a customer decides to take advantage of the program, Sandra and the NTUA educate them about proper use and the importance of not draining the batteries.

Terry Battiest, renewables engineer with NTUA, is a graduate of the successful summer internship program Sandra founded, and continues to work closely with her. "Sandra has made significant contributions to American Indian tribes, including the Navajo Nation, in her work," Terry says. "Through her work at Sandia, she promotes the visibility of American Indian tribes and vice versa."

While Sandra's work started out with a focus on the Navajo Nation, she is reaching out to other American Indian tribes around the country to provide them with technical assistance for renewable energy development.

"We're trying to make inroads and develop the relationships," Sandra says. "Part of what I like bringing to the table is that I'm a relationship builder. The more I can understand the needs of the tribe, the easier it is to start the conversation. They get to know me and know of our capabilities, then the tribes come forward with requests for technical assistance. It's been a great partnership, and I look forward to building more in the future."

Photo captions (clockwise from top right): Sandra Begay-Campbell displays a small solar panel in front of Window Rock, Ariz., near the Navajo Nation headquarters; Norman Thompson and Dave Litso of the Navajo Tribal Utility Authority service the solar/wind hybrid unit batteries four times a year; Sandra near Church Rock, N.M.; a home powered entirely by a solar/wind hybrid unit; Sandra meets with NTUA Renewable engineer Terry Battiest, left, and general manager Walter Haase.



Sandia selects 8 New Mexico small businesses for construction contract agreements worth estimated $156M

GREAT PARTNERS — Gilbert Aldaz, center, project manager for the Ion Beam Laboratory (IBL), has worked with several of the companies recently selected to provide an estimated $156 million in Sandia general construction, mechanical, and electrical work. Gilbert has characterized the companies as "excellent partners." Seen here with Gilbert are Barney Doyle, manager of Radiation-Solid Interactions Dept. 1111, which is a primary user of the IBL, and Janelle Armijo-Sanchez, federal project engineer with the NNSA/Sandia Site Office. The three are standing in front of the IBL's 6MV Tandem Van de Graaff-Pelletron Accelerator. (Photo by Randy Montoya)

By Heather Clark

Of the 10 New Mexico companies selected to provide an estimated $156 million in Sandia general construction, mechanical, and electrical work, eight of them are small businesses. The agreements can be extended for up to six years.

The companies will be prime contractors for the Labs, and will compete on individual construction projects as they occur, says Camille Gibson, manager of Infrastructure Operations Procurement Dept. 10243.

"Sandia has successfully used construction partnerships for several years. They provide an ongoing exchange of ideas that has been and will continue to be beneficial to both Sandia and our contractors," Camille says.

"Having an established group of highly qualified prime contractors allows for competitive prices and a quick turnaround when individual construction projects arise. Construction partnerships also have improved Sandia's construction safety performance over the last decade."

The prime contractors selected for general construction projects are B&D Industries Inc., Engineering Constructors Inc., Summit Construction Inc., and T.E.F. Construction Inc. The mechanical contractors are BRYCON Construction, Cross Connection Inc., and JB Henderson Construction. The electrical contractors are Del Rio Enterprises Inc., Enterprise Electrical Services Inc., and U S Electrical Corp. All the companies are based in Albuquerque, except BRYCON, which has headquarters in Rio Rancho.

Don Devoti, manager of Small Business Utilization Dept. 10222, says Sandia's review team should be commended for setting aside 80 percent of the agreements for small businesses.

"Sandia is committed to discovering and using diverse, highly qualified, small business suppliers to assist the Labs in achieving our national security mission. These construction partnership agreements clearly demonstrate and reinforce our commitment to New Mexico's small business community," Don says.

Gilbert Aldaz, project manager for Sandia's Ion Beam Laboratory, says he's worked with four of the companies that were selected for the most recent agreements and is glad they'll be working at the Labs.

"They have been excellent partners. It's the way projects should be built," Gilbert says. "When you have issues or you have problems, they're the partners that you want with you."

Gilbert says when he needs top-quality construction to get a project done under budget, Sandia's partner companies "come up with the solutions to get problems resolved or determine the most cost-effective and safe method to perform the work."

Getting the word out

Don says Sandia did an "outstanding job" informing suppliers in the community about the construction partnership agreements. There were outreach efforts to announce the construction partnership agreements, including two town hall meetings in Albuquerque in 2008.

The companies were among 25 firms that submitted bids for the construction partnership agreements. More than 60 companies expressed interest in the agreements.

The bidders under went a competitive selection process that included meeting minimum mandatory requirements, providing information about their qualifications and technical skills, undergoing a review by a five-member technical and safety team at Sandia, and successfully completing multiple reviews by NNSA, says Christine Riddle, a contracting representative for Infrastructure Operations Procurement Dept. 10243.

The minimum requirements included being in business for at least three years, being licensed and bonded, and having a safety record that meets certain Occupational Safety and Health Administration requirements, Christine says.

While the vast majority of construction at Sandia will be covered by these partnership agreements, there are opportunities for other companies to obtain work from Sandia, says Mateo Aragon, who is also a contracting representative for 10243.

These projects include maintenance, demolition, subcontracting with the prime contractors, and other work, Mateo says. Companies interested in working at Sandia can find out more at http://supplier.sandia.gov/opportunities/selection.aspx.

Sandia-sponsored Academy team wins Department of Energy National Science Bowl Competition

FIRST LADY Michelle Obama, at left, joins Secretary of Energy Steven Chu and members of the winning Albuquerque Academy team during the awards ceremony for the DOE National Science Bowl competition.

By Iris Aboytes

What do you get when you have team of middle school students who are passionate about math and science and compete in the National Science Bowl competition? If you are the Albuquerque Academy, you get a winning team.

The competition was established by DOE in 1991 to encourage students to excel in science and math. The Science Bowl is the only science competition in the United States sponsored by a federal agency. The program is administered in New Mexico by Community Involvement Dept. 3652 and in California by Ray Ng (8248).

The competition tests students' knowledge in all areas of science. Students are quizzed in a fast-paced question-and-answer format similar to *Jeopardy*. Competing teams from diverse backgrounds are made up of four students, one alternate, and a teacher who serves as an advisor and coach.

Held in Washington, D.C., on May 3, some of the questions were asked by First Lady Michelle Obama and DOE Secretary Steven Chu. When it was all over, Albuquerque Academy, sponsored by Sandia/New Mexico, emerged as the winner. The second place team was sponsored by Sandia/California.

The Academy team is made up of seventh graders Jason Hou, Andy Chen, and Ben Zolyomi; eighth grader Eric Li; and alternate Raya Koreh. Their coach is Barbara Gilbert.

"These students are science lovers but also have other interests," says Gilbert. "Andy plays the violin and is a coin collector. Eric participates in Math Counts, writes for the school paper, and plays the piano and saxophone. Jason is on the swim relay team that broke two swimming records. Ben plays chess, goes downhill skiing, plays the viola and piano, and is in club swimming. Jason is an exceptional writer. A poem he wrote was selected and published in the *Young American Poetry Digest*.

"Raya as a mid schooler is on the Academy varsity swimming team. She writes for the school paper and plays the violin and viola. She sets aside time for weekly community service, and helps students with learning and developmental disabilities," Gilbert says.

"As many people have already said, we're determined to show the world and this country how cool science can really be," said Mrs. Obama. "We want young people energized in the way that you all are, because we know that American brainpower in science and math has always driven this country's prosperity, helping us make the discoveries and build the industries that have transformed the way we live and work.

MEETING OF THE MINDS — Members of the Albuquerque Academy team work out the answer to a tough science question during the National Science Bowl finals in Washington, D.C.

"That's why my husband and his administration want to ensure that every single child in this country gets a good education, particularly in math and science."

"It was exciting to be among 120 schools from throughout the United States when a school from New Mexico won," says Cheryl Garcia (6252), Sandia Science Bowl coordinator. "Seeing the participants' passion and knowledge of math and science, I feel confident about the future of our country."

Albuquerque Mayor R.J. Berry proclaimed May 7 Albuquerque Academy Day.

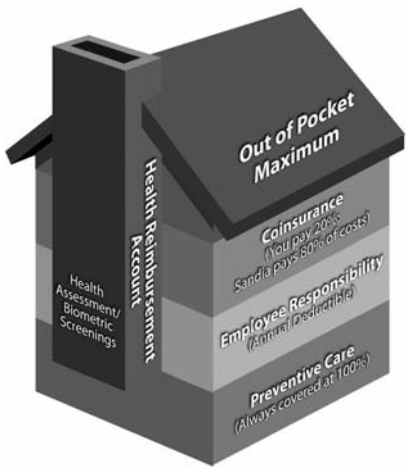
TAKECHARGE→ Take Charge Corner

Sandia Total Health and Preventive Care

Note: This information provided by Sandia's Benefits organization.

Preventive Care refers to measures taken in advance of symptoms to help prevent illnesses or injuries before they occur. This is exemplified by routine physical examinations and immunizations.

At Sandia, we understand that the healthier you are, the less money you spend on health care. That's why we offer it with all our current health plans, and why Sandia Total Health also covers many in-network preventive care services at 100 percent with no cost to you. For instance, you are eligible for one annual well-person exam regardless of whether you have any type of chronic illness or condition, such as high blood pressure or diabetes. Covered exams include routine preventive physicals, annual exams, and sports physicals. Much more information regarding the Sandia Total Health plan design can be found at www.SandiaTakeCharge.com.



Preventive care is not just about doctor visits — you have to do your part as well. Your part includes getting an annual physical, taking prescribed medications as directed, getting some exercise at least three times a week, eating nutritiously, washing your hands often during cold and flu season, and obtaining a flu shot each year.

Preventive care is the foundation of your healthcare and continues as such under Sandia Total Health. Under this plan, which will cover all nonrepresented employees and pre-Medicare retirees in 2011, Sandia pays 100 percent when you use in-network providers. Some examples of preventive services that are covered at 100 percent when you see an in-network provider include:

Benefit	Covered Frequency (for adults age 19 and over)
Well-person exam	Once a year
Blood pressure	Once a year
Bone density test	Once every three years (age 50 and older)
Cholesterol screen	Once a year complete lipoprotein profile, fasting
Colon cancer screen	Colorectal cancer screenings (age 50 and older): • Sigmoidoscopy once every 5 yrs, or • Colonoscopy once every 10 yrs, or • Sigmoidoscopy or colonoscopy every 5 yrs before age 50, or more frequently if you have an immediate family history of colorectal cancer; personal history of colonic polyps • Barium enema once every 5 yrs in lieu of a colonoscopy or sigmoidoscopy
Complete blood count, urinalysis, and metabolic profile	Once a year
Diabetes screen	Once a year
Immunizations (including those needed for personal travel)	As needed
Mammogram	Once a year (baseline between ages 35-39 and age 40 and older)
PSA	Once a year (men age 50 and older)
Pap test	Once a year
Thyroid screen	Once a year

Note: In order to receive the preventive care benefit, the service must be submitted with a preventive **ICD-9** diagnostic code. It is solely up to the provider as to whether the service is coded as preventive or diagnostic. Neither Sandia nor the claims administrator can direct the provider to bill a service in any particular way.

TAKECHARGE→

Sandia's on-site wellness programs

In addition to the preventive care you can receive at no charge to you from your Sandia Total Health in-network personal care physician, the HBE Preventive Health program provides awareness and opportunities to achieve and maintain physical and mental health through supportive work and community environments. The capable on-site staff includes health educators, exercise physiologists, nutritionists, and behavioral and disease management specialists.

In addition to online information resources available at hbe.sandia.gov, Sandia provides employees with on-site preventive programs that help preserve and improve your overall heath, such as:

Assessments and personal consultations — Sandians in New Mexico and California can meet one-on-one with a Preventive Health staff member to learn about and design personalized programs for nutrition, fitness, sleep, smoking cessation, self-care, blood pressure, and stress management.

Disease Management programs — The Disease Management clinics in New Mexico and California offer a variety of interventions, including case management, one-on-one assessments, and consultations with certified allied health professionals. The Disease Management Clinic in New Mexico regularly offers a variety of education classes (e.g., lipid and blood pressure improvement and weight management).

Organizational Programs — These programs are tailored to meet the specific needs within each department/organization at the Labs. Services commonly delivered to work groups include stress management, health education, and back care.

If you have any questions about preventive care services covered by Sandia Total Health or your current medical plan, or Sandia's onsite wellness programs, contact Sandia's Health, Benefits & Employee Services Customer Service at 505-844-HBES (4237). You can contact HBE in California at 925-294-2700.

Are you manager material?

By Neal Singer

In the cartoon strip "Dilbert," the manager is a troll who knows nothing specific and is continually "played" by his staff.

For an alternate perspective, consider these frank observations on moving into management from Duane Dimos, director of Engineering Sciences Center 1500, James Peery, director of Information Systems Analysis Center 5600, Sally Uebelacker (4030), senior manager in International Business Ops & Export Control, Jodi Maheras (10650), senior manager of Division Business Operations, and Kate Rivera (5551), manager of business development for the Space Mission Engineering Program Office.

The five discussed the difficulties of transitioning from line person to management, the challenges and perks that arrived with the new way of life, and — sometimes — the road from management back to worker, when management didn't hold the keys to happiness the worker had expected.

(The open discussion, focused on leadership at Sandia, was part of a three-day "Learning Expo 2010" sponsored by the Strategic Education Committee chaired by Div. 5000 VP Jerry McDowell).

Perhaps surprisingly, said Duane, the hardest transition is being promoted within your own organization: One day a buddy, the next a boss. You have the advantage of technical expertise but, he said, "It takes time to readjust expectations on both sides."

"You have to hit it right on," agreed Jodi. "An understanding has to occur that when you become the management figure, a different relationship has to occur."

Despite the obvious pitfalls of becoming a supervisor with no immediate expertise in the work at hand, Duane felt it was easier to spend time thinking through the bigger issues when promoted into an organization where he didn't know the nuts and bolts of the day-to-day work.

"It's very freeing to come in where I'm not a technical expert," said Duane, who has tried it both ways. "I don't need to know all the answers. Fortunately, everyone in your organization wants you to succeed. So reach out to them."

Jodi agreed. "It stretches you when you don't have technical expertise. It makes you a better manager to think, how do I work through my people to get the solution?"

Said Sally, "If you've built credibility and trust, you can turn to your staff and those folks will help you get to the right place. Of course, you have to know what you know and what you don't know, and not be afraid to ask about what you don't know."

James, never one to blink at a hard fact, said, "Some bad things are going to happen. It's Murphy's Law [if something can go wrong, it will]. But I've learned I'll survive."

One way to survive the transition as painlessly as possible is to pay attention to your staff, even when its members seem critical of your decisions.

"Feedback is important," said Kate. "It means your staff hasn't given up on you. But you need to decide ultimately whether to adjust, based on what works for you as an individual and as a leader."

"Keep your ear to the ground," said Duane. "Find ways to talk to the quieter people who may not speak up at meetings. Read body signals."

Cautioned Jodi, "Don't have the idea that because you're coming into a new organization, everything's broken and you're here to fix it. That doesn't build trust."

If you're moving up the management ladder, what can you expect from those higher than you?

"The most important thing the person to whom I report can do," said Sally, "is to make time for me. Pass me information, be available in a supportive way. Don't be afraid to sound out your ideas in front of your boss."

James qualified this. "It's important that your superiors have your back," he said. "But the Sandia culture is to be self-starting. Don't expect a lot of time."

DUANE DIMOS (with microphone) talks about the challenges and rewards of entering the managerial ranks. Also on the panel at the Learning Expo workshop are, from left, Kate Rivera, Jodi Maheras, James Peery, and Sally Uebelacker. (Photo by Randy Montoya)

So, pick the easiest managerial job you can find? To the contrary, James advised. "Don't take a job you feel comfortable with. Take a job that scares you. It'll help you grow."

But what if management simply doesn't work for you, and you choose to make the trek back from manager or team lead to staff?

"I didn't lament the loss of endless meetings, time cards, and having to deal with behavior issues," said Kate, who has made that trip from management to staff. "But I loved that I could still be a leader, help others grow, and help my organization get better.

"No one can take that managerial experience away from you. And what a gift that experience is, to managers who work with you. You can help mentor your peers in a way that others can't. It makes you more valuable."

And one can always return, as Kate has, to management.

Said Duane, "Once you serve even as acting manager, you'll never have the same perspective again."

Mileposts

New Mexico photos by Michelle Fleming
California photos by Randy Wong


Lucille Garcia
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Jaye Bullington
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Michi Wada
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Juan Espinoza
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Mark Geerts
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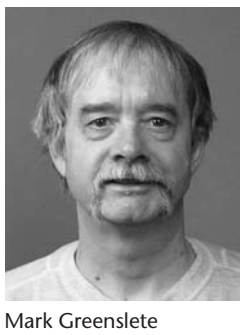
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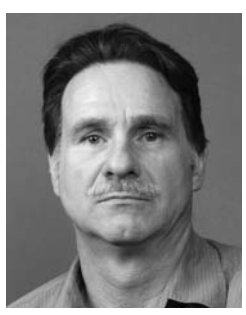
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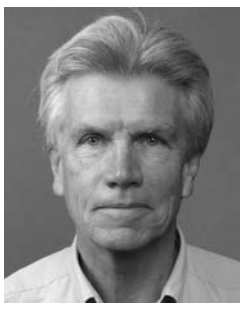
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Randy Cygan
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Steven Humphreys
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Karen Jefferson
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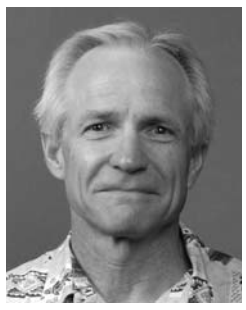
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Barbara Mills
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Kent Pfeifer
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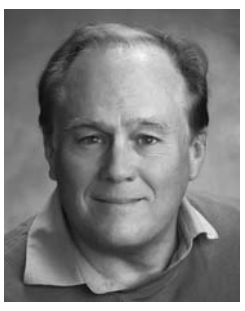
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Roger Smith
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William Tedeschi
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Jeffrey Anastasio
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Wallace Bow
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Troy Delano
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Mike Hagengruber
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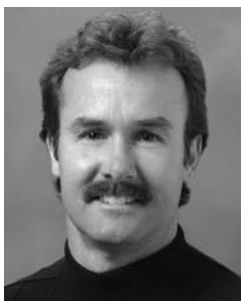
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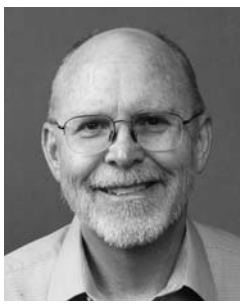
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Kyu Sik Paek
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Phil Pohl
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Walt Witkowski
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J. Mark Grazier
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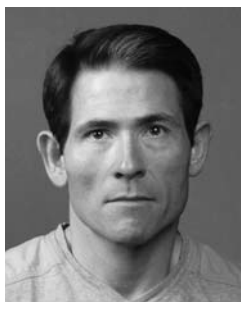
Gerald Hendrickson
15 12002


Marilyn Murray
15 1431


Arthur Shanks
15 6417


James Taglianetti
15 9513


Tricia Toya
15 5341


Yifeng Wang
15 6772

Recent Retirees


Deanna Sevier
25 5096


Susan Schear
18 10691

Retirements

Retiring and not seen in the *Lab News* pictures: Richard D. Parker (48432), 31 years, Robert Carlton (5343), 28 years, and Marcia Roybal Anderson (10626), 20 years.

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

SPECIAL NOTICE:
Due to the Memorial Day holiday, the deadline for classified ad submission for the JUNE 4 paper will be Thursday, May 27, at noon. This deadline change applies to the JUNE 4 paper only.

MISCELLANEOUS

JAPANESE WOOD BLOCK PRINTS, >60 yrs. old, many subjects, flowers, people, scenery, $100 & up. Stamm, 255-2640.

GOLF CLUBS: Titleist 907D2 driver UST V2 65g stiff, very good condition, $100; Ping Tour 56 wedge (good), $40. Kim, 217-493-6672.

OVEN, electric, freestanding, new, $300; used dishwasher, $100; large car top carrier, used once, $100. Cowen, 505-350-9179.

LAWNMOWER, push reel-type, $35. Aragon, 888-3473.

GRASS HAY, high quality, 2010 horseman's blend, big 38-in. bales, $7 ea. or $7.75 delivered. Rivers, 720-4701.

ARB SUPER 35, $500; Rock Krawler control arm, $150; Teraflex control, $100; Dana 35 axle housing, $100. Martin, 379-5683.

POWER WHEELS FOUR-WHEELER, perfect for ages 3-6, very good condition, $45; car seat, good condition, $12. Whitener, 892-2925.

SPOKE RIMS & TIRES, almost new, fit Subaru Impreza, $425 OBO. Lujan, 259-6291, ask for Eric.

TRAILER, Burley, for 2 children, US made, excellent condition, $150; Topeak bicycle child carrier w/rack, $10. Weber, 821-1504.

FREEZER, Frigidaire Frostless, 12.1-cu. ft., upright, 2 yrs. old, works fine, like new, $200. Hernandez, 228-6935.

BOOKSHELVES, 9 of 3 different styles/sizes, 7 fold for easy moving, very good condition, $475. Bono, 293-0878.

DRESSER, mirrored hutch, night stand, platform bed w/drawers beneath, $175; light oak dresser w/mirror, $70 OBO. Collier, 771-2125.

BOX SPRING & MATTRESS, queen, good condition, $200. Lee, 237-8303, ask for Julia.

PAINT SPRAYER, airless, Craftsman, model 165.155010, kit w/case, made by Wagner, like new, $40. Stevens, 293-5704.

CARGO LINER, WeatherTech, for BMW X3, custom cargo area protection, $50. Garcia, 459-7691.

ENTERTAINMENT CENTER, w/TV, DVD, VCR, converter box, $100 OBO; couch, comfy but worn, $50. Smith, 554-6080.

COLOR TV, Panasonic, 32-in., like new, $500; women's clothing, sizes 2X-4X, $3-$10 ea. Bergemann, 450-8446.

MULTI-FAMILY YARD SALE, 620 Sandler Dr. NE, Juan Tabo/Copper area, Fri. & Sat., May 21-22, 9 a.m.-3 p.m. Garner, 269-3350.

NEIGHBORHOOD GARAGE SALE, Four Hills, May 22, 8 a.m.-2 p.m., Four Hills Road south from Central, follow signs. Hartman, 296-7924.

WINDOW AC UNIT, 10,000-Btu, Kenmore, used 1 summer, installing central AC, $270 new, asking $150. Schumacher, 286-1143, ask for Shane.

METAL BED SET, classic w/head & footboards, double size, beautiful condition, $125. Barnaby, 255-5624, bbarnaby@juno.com.

COFFEE TABLE & 3 end tables, Henredon, high-quality, circa 1950's, $60 ea. or $200/all. Lunsford, 286-4850.

TRUNDLE BED, 2-tier, classic, w/mattresses, $399 OBO; matching 6-drawer dresser/mirror, end table, desk w/lighted hutch, $399 OBO. Moonka, 856-1110.

PRECIOUS MOMENTS, several, Mother porcelain figurines for Mother's Day, 1/2 price, $25 ea. Mayer, 286-1460.

EDGE SANDER, Powermatic, w/90-in. belt, $375. Bobbe, 505-899-8768.

POWER WHEELCHAIR, Jazzy Select, great condition, $650 OBO; large window air conditioner, used once, $175 OBO. Cook, 832-9485.

HDTV, LCD, 32-in., flat screen, $359 OBO. Horizon treadmill, hardly used, $499, OBO; 26-in. men's bike, $75 OBO. Moonka, 856-1110.

HOME GYM, weight bench w/leg extensions, free weights & lat-pull down stand, $100. Martin, 803-7590.

GARAGE SALE, Fri. & Sat., May 21-22, 985 County Line Road, near Sedillo Hill, call for directions. Cocain, 281-2282.

TRANSPORTATION

'96 MERCURY MYSTIC, new radiator & cooling system, rebuilt transmission, good brakes & tires, needs work. Azouz, 505-266-3512.

'03 GMC SIERRA, ext. cab, 4WD, 6.0L engine, 50K miles, equipped for towing 5th wheel trailer. Coppage, 281-0998.

'84 CHEVY K30, military pickup (CUCV-M1008), 53K hard miles, http://www.anentrain.com/vehicles-for-sale.html, $2,750. DeChant, 296-3226, ldechant@juno.com.

'07 BMW 328i, 4-dr., 6-spd. manual, silver, sport pkg., new tires, 41K miles, pristine, $25,500. Caskey, 463-4939.

'02 DODGE RAM 1500, 4x4, 4.7L V8, 4-dr., 6-in. lift, 108K miles, must see, $10,500. Mtz, 205-3336, ask for Erik.

'05 HYUNDAI ELANTRA, AT, PS, PW, PL, ~26,035 miles, bids accepted through 3:30 p.m. 6/2, right to refuse, sold as is. SLFCU, 293-0500.

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.

'66 CORVAIR 500, great condition, physically & mechanically, $6,000 OBO. Gallegos, 350-1831, ask for Tim.

'75 CHEVY MONZA, rolling chassis, original V8 engine & 4-spd. removed, excellent body, NM title, best offer. Snelling, 379-0997 or 294-5751.

'94 BMW 325i CONVERTIBLE, black/tan, M3 upgrades, custom paint, premium stereo w/amp & subwoofer, 144K miles, $5,300. Bonaguidi, 270-8565.

'09 HONDA CIVIC EX, moon roof, tinted windows, 9.7K miles, great condition, manufacture warranty, $18,600 firm. Hernandez, 505-239-0255.

'02 BUICK PARK AVENUE, leather seats, electric seats/windows, CD, 3 yr. extended warranty, 77K miles, $8,400. Dunham, 977-2425.

'90 TOYOTA 4RUNNER, AT, 4WD, $3,000. Strait, 480-4171, ask for Paul.

'05 HONDA CIVIC COUPE VP, 5-spd. manual, 4-cyl., red, 40K miles, new tires, garaged, $8,500 OBO. Griego, 730-4030.

'66 VW BUS, split windshield, strong 1776 cc engine, custom exhaust, runs/drives great, needs paint/interior, $4,500. Thornberg, 869-0421.

'05 INFINITY G35 COUPLE, 6MT, loaded, Bose stereo, 19-in. forged alloy wheels, leather, sunroof, 38K miles, beautiful condition, $19,500 OBO. Schaub, 821-7242.

'04 TOYOTA COROLLA, AT, 4-cyl., PL, black, cruise control, 114K miles, $4,500. Clark, 803-640-9928.

'02 SATURN SC2, AT, sunroof, original owner, cranberry, 78K miles, perfect for the graduate, $5,200 OBO. Reynolds, 299-7204.

'07 PRIUS, GPS, 42+-mpg, 1 owner, 22.8K miles, $17,000. Kirkel, 899-2770.

'89 MUSTANG GTC 302, BUP 375, new top, paint, RB transmission, 3,900 engine/miles, $15,000. Anderson, 232-2167 or 506-7297.

RECREATIONAL

'69 CHRYSLER PLEASURE/CABIN CRUISER, 24-ft., 160-hp in/outboard motor, aluminum hull, good condition, w/trailer, $1,000. Miller, 315-0858.

'08 HUSQVARNA TE610 MOTORCYCLE, dual sport, 1,750 miles, 50-mpg highway, street legal & plated, $5,500 OBO. Grimm, 281-7041.

SPORT CRUISER, Carver 3250, double cabin, slipped at Elephant Butte, sale or trade for motor home. French, 275-1071.

'08 HARLEY-DAVIDSON SPORTSTER, model XL883, blue, security system, ~2.4K miles, like new, $6,995 OBO. Sparks, 818-4085 or 823-6402.

'89 HONDA GOLDWING, 1500 cc, fully loaded, low miles, $4,200. Duran, 505-294-8260.

VESPA LX 150, blue, 150 cc, w/front rack & trunk, 7K miles, great condition, $2,900 OBO. Bueno, 505-977-3416.

WOMAN'S BIKE, Mongoose, great condition, $80. Willis, 304-5034.

'01 DUCATI 916 S4 MONSTER, $4,350; '98 KTM 300 EXC, 2 stroke, $1,450; excellent condition. Anderson, 554-3808.

'07 CANNONDALE F1'29er carbon lefty fork, new Schwalbe tires ($150), 26-lbs., new $3,400, asking $1,500 OBO. Ginn, 506-7680, wcriginn@q.com.

BOAT & TRAILER, almost new, Tracker V17 w/75-hp Mercury 4-stroke outboard, fully loaded for fishing, $13,900. Spence, 286-2036.

'05 HARLEY-DAVIDSON SPORTSTER 883, <1.5K miles, excellent shape & extras, $5,500 OBO. Norris, 869-2347.

REAL ESTATE

3-BDR. HOME, 1-3/4 baths, gas fireplace, 13' x 36' covered patio, brick, pitched roof, near VA/KAFB/SNL, new carpet (new hardwood underneath), offers considered. Valdez, 505-268-5375.

SINGLEWIDE TRAILER, permanent foundation, 3 storage sheds, 1 acre, corner lot, Edgewood, $45,000. Padilla, 505-804-8955

1 ACRE, Los Lunas, all utilities near by, REC an option, housing only, $90,000. Gallegos, 865-1647.

4/5-BDR. HOME, 3 baths, 2,865-sq. ft., in-law quarters w/private entrance, 2 patios, energy efficient, mature xeriscape, Lomas/Girard, $375,000. Pendall, 505-988-1669.

3-BDR. HOME, 2 baths, 1,437-sq. ft., refrigerated air, large backyard, Gibson/San Pedro, MLS# 681141, $139,900. Strader, 239-1054.

DUPLEX, located in Truth or Consequences, can live for free. Pimentel, 823-2934..

3-BDR. HOME, 2 baths, corner lot, detached garage, wood floors, adorable, UNM area, immaculate, FSBO, $210,000. Milliman, 288-2221.

3-BDR. HOME, 2-1/4 baths, 1,500-sq. ft., ready now, http://5705cochiti.blogspot.com, for photos & details. Mandeville, 505-553-5553.

4-BDR. HOME, 3 baths, located in Montana, pond, south Bozeman, near Gallatin National Forest, blue-ribbon trout streams, Yellowstone. Ivey, 266-1012.

2-BDR. TOWNHOUSE, 2 baths, 1,125-sq. ft., full remodel, large master, cul-de-sac, Tramway/Cloudview, $142,500. Campbell, 291-0899.

3-BDR. HOME, 2-1/2 baths, 2,423-sq. ft., 2 living areas, foothills w/views, 5 miles from KAFB, MLS#679847, $350,000. Sekerak, 563-0933.

3-BDR. HOME, 2-1/2 baths, 2,029-sq. ft., landscaped, Willowwood, 5 mins. to Eubank gate, MLS# 674446, $279,000. Dinge, 505-818-8933.

WANTED

CAB-OVER CAMPER, >9-ft. to fit 8-ft. bed F250. Ashby, 281-1573.

GOLFERS, UA Scholarship Golf Classic NM, June 19th, Isleta, makes a perfect Father's Day gift. Lininger, 856-0422.

ROOMMATE, large room w/private bath, close to Juan Tabo & Southern, $450/mo. included utilities. Delgado, 440-8599.

LOVING HOME, Lynx point Siamese cat, 1-1/2 yrs. old, male, neutered. Woodstra, 266-4132.

COINS & CURRENCY COLLECTIONS, US or foreign. Borders, 271-8107, ask for Rex.

LOVING HOME, cat, male, neutered, ~3 yrs. old, beautiful, friendly/snuggly, loves dogs, good w/kids, allergies. George, 505-440-0606.

WORK WANTED

CLARINET LESSONS, experienced instructor, UNM clarinet performance senior, beginning/intermediate levels, $25/hour ($15/half). Gruetzner, 615-2592.

Labs' new Talent Acquisition Center opens at IPOC Building

SUPER CUTS — Executive VP Al Romig and HR Director Karen Gardner wield scissors for the ribbon cutting at the Talent Acquisition Center. They are joined by Dept. 3554 manager Chuck Maheras, left, NNSA/SSO representative JoAnn Wright, Org. 3550 senior manager Karen Gillings, and Dept. 3555 manager Kim Maxwell. (Photo by Randy Montoya)

This is the day we've all been working toward for a long time," said Karen Gillings, senior manager in Talent Life Cycle Org. 3550 at the grand opening and ribbon-cutting for the Labs' new Talent Acquisition Center (TAC).

Karen was joined by Executive VP and Chief Operating Officer Al Romig, Human Resources Director Karen Gardner, representatives from the NNSA Sandia Site Office, and members of the Talent Life Cycle team from Staff Planning, Hiring & Relocation Dept. 3554 and Student Interns, Recruiting, and Represented Hiring Dept. 3555 to mark the launch of the new facility in the Innovation Parkway Office Center (IPOC) building.

The TAC, Karen Gardner noted in her remarks, is intended to "bring the entire staffing lifecycle team together in one place." With its interview rooms, conference rooms, and resources for hiring managers and teams, she said, the new center will facilitate the Labs' hiring process, helping ensure Sandia is perceived as the "employer of choice for the employee of choice."

In his remarks, Al noted that the Labs is facing challenging times for its talent mix, observing that with a recovering economy there will be increased competition for the best new hires. Al commended the Talent Life Cycle team for its dedication and for the valued role it plays in bringing to the Labs its most priceless resource: its diverse and talented workforce.

Karen Gillings concluded the formal ceremony by praising the hard work of her entire team and thanking various Sandia organizations — including Facilities, Computing, and Graphic Arts — that helped bring the Talent Acquisition Center vision to life.

In keeping with the festive spirit of the day, Karen noted that visitors, impressed by the layout and resources of the TAC, have looked around and commented, "Wow. This is kind of a flagship, isn't it?" Karen paused a beat, then said, with verve, "Darned right!"

Homelessness and illness conquered by Thunderbird Award winners

By Iris Aboytes

When students are graduating in their early 20s, it is usually from college. One of this year's Thunderbird Award winners, Yvette, is graduating from high school at age 21.

Thunderbird Awards are given by Sandia yearly to graduating seniors from 11 Albuquerque public high schools, five alternative schools, and five outlying schools (Bernalillo, Rio Rancho, Los Lunas, Belen, and Moriarty). The awards were created in 1994 by Sandia and Lockheed Martin to recognize students who have demonstrated a desire to make a difference in their lives despite difficult circumstances. The award carries with it a $1,500 cash prize.

Yvette was born in a neighborhood where gang activity was prevalent. Her home was filled with drug abuse and dysfunction. At the age of 2 ½, Yvette's mother was violently killed at home. She was there when it happened. At six, her father was killed. When she was 12 years old, she went to live with her aunt and uncle. Because of numerous problems there, Yvette ran away at 14. During this time she started high school and would take a bus downtown, then transfer to another bus to get to school. After school, the shelter bus would pick her up from school.

When Yvette was 18, she got a full-time job at a dental office and dropped out of school, needing only 1 $^{1}/_{2}$ credits to graduate. She returned to school and will graduate this month. Yvette will continue working at a dental office and attend CNM full time.

A WISH COME TRUE — Brandy Beauchamp, Thunderbird Award winner from Sandia High School, receives her scholarship in front of her class during an awards assembly Friday, May 14. With the help of tutors, Brandy was able to bounce back from an illness and graduate on time with the rest of her class. (Photo by Randy Montoya)

Sarah was diagnosed with acute lymphoblastic leukemia when she was a sophomore. Treatment required three years of intensive chemotherapy. Sarah was determined and stayed in school. She lost her hair and became bloated. She was, in her own words, "bald and bloated." Sarah has a 4.095 GPA and plans to attend college and major in communications and public speaking.

At the end of 2008, Jennifer's mother was diagnosed with cancer, which she battled for one year before she died. She and her family relocated and she dealt with fear and depression. Jennifer has taken on her mom's responsibilities at home. She counsels her younger siblings and is there for her father and grandmother. Jennifer is in the top 10 percent of her class. She has been accepted at UNM and will continue working part time.

As a freshman, Joslyn hung out with the wrong crowd and experimented with drugs. She was sent to live in Colorado and eventually became homeless. At her lowest point, she was sleeping in a park in the dead of winter in Denver. Joslyn mentors students who are lost without direction. She plans to attend CNM after graduation.

"The late actor Christopher Reeve said, 'I think a hero is an ordinary individual who finds strength to persevere and endure in spite of overwhelming obstacles,'" says Thunderbird Awards program manager Darline Polonis (3652). "This year's Thunderbird winners are all heroes because of their outstanding accomplishments despite major obstacles in their quest to earn a high school diploma."

A stranger's gift makes kidney transplant possible for Ella Hafenrichter

By Iris Aboytes

Five-year-old Ella, daughter of Everett Hafenrichter (2552), got home a couple of weeks ago. She is happy riding her bike and going to her old park.

Ella had been in Chicago from Dec. 4 to May 10. She went there for a consultation at Children's Memorial Hospital (CMH) and doctors advised parents Everett and Michelle that Ella should remain there. Ella was in the early stages of renal failure and remained in the hospital until her recent kidney transplant.

"When she was three years old," says Everett, "we took her to her pediatrician for a well child visit. A standard urinalysis indicated that she had protein in her urine, and we were referred to a pediatric kidney doctor."

The initial diagnosis was nephritic syndrome, a general kidney disorder. That diagnosis was changed to minimal change disease when a biopsy showed there was no scarring of the kidney. "At the time, we were very hopeful that her disease was treatable, if not curable," says Everett.

After a year of treatment, Ella's symptoms did not improve. A second biopsy revealed scarring, and the diagnosis was changed to a much more serious kidney condition, an aggressive kidney disease that often leads to kidney failure.

THAT'S MY GIRL — Michelle and Everett Hafenrichter hold daughter Ella and are joined by aunt and uncle Tracy and Kevin and members of the surgical team at Children's Memorial Hospital in Chicago.

"Ella endured a summer of multiple infusions of chemotherapy drugs," says Everett. "This too, failed. In the fall, we prepared for end-stage renal disease, dialysis, removal of both kidneys, and transplant."

Ella, her mother and father, brother Ethan (now 3 ½), and sister Ava (now 15 months), went to Chicago for a transplant consultation at CMH.

She began three-times-a-week dialysis treatments and had her kidneys removed. After six weeks, Ella was healthy enough for a transplant.

Michelle and Everett were not a donor match for Ella. "That was very disappointing," he says, "but we were blessed to have friends and family members who volunteered as donors."

The first two donors were disqualified after testing. By now, Ella was struggling through four-times-a-week dialysis.

"It was while a third donor was being evaluated that we learned God had a different plan for Ella," says Everett.

A call from United Network for Organ Sharing on March 24 informed the parents that a kidney from a deceased donor was available for Ella. A blood test indicated it was a match, and Ella received her new kidney later that day.

Some time after the transplant Ella began to have abdominal pain and had exploratory surgery on Easter Sunday. An obstruction was found in her small intestine and was removed. She was discharged three weeks later.

"I didn't think that my tummy would hurt so much when I got my new kidney," says Ella. "I had to have more surgeries."

"Children's Hospital in Chicago has a great pediatric transplant program," says Michelle, "and Everett and I are from the Chicago area. We stayed with my sister and her family for a few weeks, then at my great aunt and uncle's home while they wintered in Arizona."

Everett was able to telecommute."I'm very appreciative of how Sandia values a work and family balance," says Everett. "My managers and internal customers were very supportive. Several coworkers offered to help cover my programs while I was out of the office, and others donated Southwest Rapid Rewards coupons to help with my travel to and from Chicago."

"Our faith and trust in Christ sustained us through this journey," says Michelle.

"Ella was amazing," says Everett. "Late one night in the hospital, I woke up when Ella cried out from pain. She began to pray, asking God for comfort so she could rest, and she prayed for a baby that was crying in a nearby room. I was so proud of her for thinking of others even in her time of pain."

"Ella's growth has been restricted by her disease," says Michelle. "I'm excited to see her getting stronger and growing. I can't wait to see her go to kindergarten. My dream is to see her be a regular kid."

Ella is well on her way to being a normal, healthy little girl. She's able to eat all of her favorite foods — spaghetti, tacos, and, of course, pizza. She's back to dressing up like her favorite Disney princesses.

And best of all, says Ella, "Because of my new kidney I can ride my bike faster now."

ELLA HAFENRICHTER with baby sister Ava and brother Ethan.