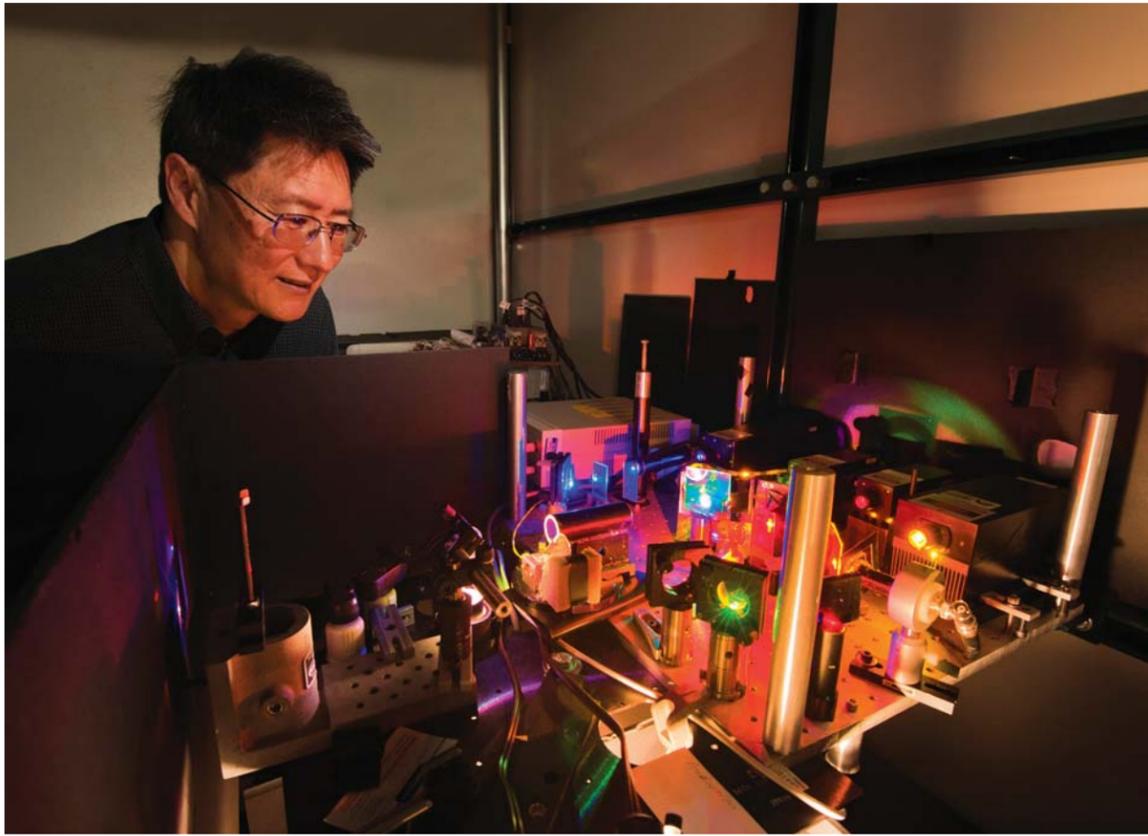


High-quality white light produced by four-color laser source

Tests show new kid on block – diode lasers – eventually could challenge LED technologies for home and industrial lighting supremacy



By Neal Singer

The human eye is as comfortable with white light generated by diode lasers as with that produced by increasingly popular light-emitting diodes (LEDs), according to the results of tests conceived at Sandia.

Both technologies pass electrical current through material to generate light, but the simpler LED emits lights only through spontaneous emission. Diode lasers bounce light back and forth internally before releasing it.

The finding is important because LEDs — widely accepted as more efficient and hardier replacements for century-old tungsten light bulb technology — show drops in efficiency at electrical currents above 0.5 amps. Meanwhile, the output of the sister technology — the diode laser — increases, providing even more light than LEDs at higher amperages.

“What we showed is that diode lasers are a worthy path to pursue for lighting,” says Jeff Tsao (1120), who proposed the comparative experiment. “Before these tests, our research in this direction was stopped before it could get started. The typical response was, ‘Are you kidding? The color rendering quality of white light produced by diode lasers would be terrible.’ So finally it seemed like, to go further, one really had to answer this very basic question first.”

(Continued on page 5)

A LIGHT TOUCH — Jeff Tsao examines initial setup used to test diode lasers as an alternative to LED lighting. Skeptics felt laser light would be too harsh to be acceptable. Research by Jeff and his colleagues suggests the skeptics are wrong. (Photo by Randy Montoya)

Listening to the voice of employees

Deputy Labs Director and Executive VP for Mission Support Kim Sawyer talks about LM Voice survey results, management response



Delivering on a commitment made by Labs Director Paul Hommert last summer, Sandia’s senior management team has been actively engaged in developing responses to feedback from the 2011 LM Voice Employee Survey.

The survey results, while largely positive (see July 1 *Lab News*), highlighted several issues seen by management as areas for improvement. There were three areas that scored in the 3.0 – 3.5 range, which is considered lukewarm, at best, but certainly not ice-cold. Those areas are career development, performance management, and pay and benefits.

Kim Sawyer, deputy Laboratories director and executive VP for Mission Support, says Sandia management is addressing all three concerns. In addressing them, she adds, Sandia is also advancing its strategic objectives and Kim is especially excited with the objective that states that Sandia “commits to a learning, inclusive, and engaging environment for our people.”

The survey results, says Kim, are not going to end up on a shelf somewhere. “From my perspective,” she says, “it’s all about the employees; it’s making sure we’re listening to them, and that we’re addressing the things that are of concern to them.”

Career development

In the area of career development, there is currently an enterprise-wide initiative for managers to have career development conversations with their employees. In support of that effort, Sandia’s HR professionals have developed a number of resources and tools for managers to facilitate those conversations.

“One of the things I’ve always been clear about,” says Kim, “is that career

(Continued on page 4)



KIM SAWYER

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Amid uncertainties, challenges, weapons program remains ‘an extraordinary component’ of nation’s security

Jerry McDowell, executive VP and deputy Labs director for national security programs, addresses Nuclear Weapons SMU all-hands meeting

By Nancy Salem

The thousands of people involved in Sandia’s Nuclear Weapons program faced challenges head-on in FY11 and overcame them, said Jerry McDowell, deputy Labs director and executive VP for national security programs, in a recent Nuclear Weapons Strategic Management Unit (NWSMU) all-hands meeting.

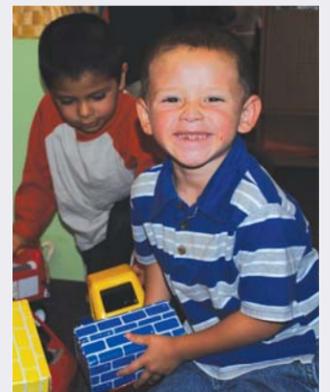
But the challenges, which included controlling costs and designing advanced components, could grow in coming years due to the unprecedented financial pressures the country is facing and the subsequent uncertainty over where the program is headed, he said.

Jerry’s remarks came during a Sept. 29 meeting that focused on FY11 accomplishments and the outlook for FY12, which began Sept. 23.

(Continued on page 4)

Annual ECP campaign begins . . . see pages 6-7

The Employee Caring Program provides Sandians a convenient way to reach out and help others in need. Sandia works through the United Way of Central New Mexico and this year’s campaign will run from Oct.17-Nov. 4.



Also inside . . .

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Open Enrollment is Oct. 24-Nov. 10

Retiree Open Enrollment period is Nov. 1-Nov. 23

See pages 9-10

That's that

A couple of issues back, I wrote here about Steve Jobs' announcement that he was stepping down as Apple CEO. Not long after that issue of the *Lab News* came out, Jobs passed away, succumbing to pancreatic cancer at the age of 56.

Much has been written about Jobs, and understandably so. He was a titan, the first and last of the great titans to emerge at the dawn of the personal computer age. Bill Gates is still around, of course, but he handed off day-to-day operation of Microsoft several years ago, and it's been a long time since the company and the man were seen as synonymous.

Apple, by contrast, was Steve Jobs, to the extent that when he left the company (unwillingly) for a period from the mid-1980s to the mid-1990s, it almost collapsed, and came back to life – roaring back to life – only when Jobs returned.

In the obituaries following his death, Jobs was almost universally called a genius. My daughter, Kate, nailed it in her own reflection on Jobs' passing. "People are saying that a great businessman has died too young," Kate wrote to us. "I partially agree. But 'businessman' is not enough to describe his impact. I think 'artist' is the word I would use. Artist, because he and his creations (I hesitate to say products) have inspired so many people to create, as well." Kate wrote her tribute to Jobs on her iPad (of course), just as she has used Jobs' creations to write many published poems, stories, and plays over the years.

* * *

It's a small world, and a strange and marvelous one, at that, in the way things sometimes work out. Years ago, my wife and I decided to move "out West," ending up in Albuquerque (from Maine) in 1983. One of the consequences of our move – both our families are all still back East – was that our kids, New Mexicans through and through, never had the chance to develop relationships with their cousins. Anyhow, fast-forward to the present. My son, Jim, is in New Zealand, in a doctoral program at Victoria University of Wellington. Now, if you look at a globe, you'll see that he is about as far away from here as it is possible to get, and obviously even farther away from family than he ever was. But the world takes funny turns sometimes. As it happens, Jim's cousin, Gillian – my niece – is a principal dancer with the American Ballet Theater in New York. And it further happens that her fiance, Ethan Stiefel, also a star dancer with ABT, was just hired to be the artistic director of the Royal New Zealand Ballet, which is based in – yep – Wellington. So when Gillian and Ethan showed up down there to report for work (Gillian will dance for both the New Zealand company and ABT), they met up with my son for a nice long visit over coffee and pizza. So Jim finally has family "in town," so to speak. As Jim wrote to us in a recent email: ". . . This is a very strange thing, because I've kind of gotten used to the fact that I'm essentially half a world away from anyone who is related to me . . ." Isn't it odd – it seems so to me – that two cousins, for totally independent reasons of their own, find themselves in a small town (Wellington is not even half the size of Albuquerque) on the other side of the planet at exactly the same time? But over the years, I've often seen these peculiar synchronicities. I could tell you stories about odd coincidences in my own life and I'm sure you all have stories of your own, some of which would strain credulity if they hadn't happened to you personally.

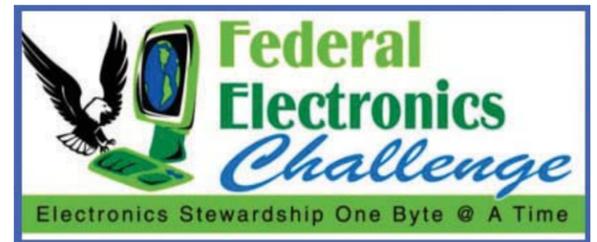
* * *

Sticking with the family theme, my wife and I made a quick weekend trip to Pagosa Springs, Colo., earlier this month. We drove up there to enjoy the fall foliage, only to wake up on a cold Saturday morning to be greeted by a winterscape you'd expect to see in December. This was no fluke – they're getting a ton of snow up there: Wolf Creek Ski Area opened, astonishingly, on Oct. 7, the first ski area in the nation (as one employee proudly told us) to open this year. My wife and I didn't ski – we weren't prepared equipment- and clothing-wise – but we drove up to the ski area. It was cool and a bit jarring to see people skiing in early October. Speaking of snow, I hope it does so early and often around these parts; the New Mexico snowpack could sure use a good recharge this winter. The last thing we need is another fire season like the one we endured in 2011.

See you next time.

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

Sandia receives award for electronics stewardship



By Stephanie Holinka

Sandia's FY10 electronics stewardship activities have received an award for reducing the environmental impacts of the computers, printers, and other office electronics it uses on a daily basis.

The US Environmental Protection Agency (EPA) and the Office of the Federal Environmental Executive, which jointly manage the Federal Electronics Challenge (FEC), gave Sandia a silver award for its progress in life-cycle electronics stewardship (purchasing, operations, and end-of-life management). Sandia was one of four DOE sites recognized at the silver level and was recognized at the bronze level in fiscal year 2008.

John Zepper, director of Sandia's Computing and Network Services Center (9300), accepted the award at a recent ceremony in Washington, D.C.

Sandia's Pollution Prevention program works on electronics stewardship with other Labs organizations, including procurement, computer support, and property management. Sandia's best practices in electronics stewardship include:

- Purchasing gold- or silver-certified computers. Ninety-five percent of computers purchased by Sandia in FY10 were certified as environmentally responsible through the IEEE Electronic Product Environmental Assessment Tool (EPEAT). Eighty-one percent of new computers met the gold standard for environmental responsibility.
 - Replacing some older copiers and printers with 105 networked multifunction devices that use half the energy of previous devices, and power down when not in use.
 - Implementing power management software on nearly 17,000 computers. The machines are monitored and controlled remotely, removing the need to leave computers on overnight for updates or remote access.
 - Redistributing more than \$55,000 worth of excess toner supplies, which otherwise would have been recycled.
 - Recycling all used electronic equipment through facilities certified through Responsible Recyclers, or R2, a third-party certification for electronics recyclers aimed at ensuring the responsible management of toxic and nontoxic materials in the recycling process.
- The FEC encourages federal facilities and agencies to purchase greener electronics, reduce the impact of electronics during use, and manage used electronics in an environmentally safe way.
- Sandia has participated in the FEC since 2006.



Sandia National Laboratories

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Recent Patents

Note: Patents listed here include the names of active and retired Sandians only; former Sandians and non-Sandia inventors are not included. Following the listing for each patent is a patent number, which is searchable at the US Patent and Trademark Office website (www.uspto.gov).

* * *

Jin Kim (1742) and Malcolm Carroll (1725): Lateral Conduction Infrared Photodetector. Patent No. 8,022,390.

Heather Pennington (6631), John Brockmann, and Daniel Lucero (both 1532): Powder Dispersion System. Patent No. 8,027,726.

Erik Skogen and Anna Tauke-Pedretti (both 1742): Optical Norgate. Patent No. 8.014,639.



Take Note

An article in the Oct. 7, 2011, issue of *Lab News* misstated the years during which a Sandia team, working on behalf of the FBI, examined samples of *bacillus anthracis* contained in letters posted through the US mail. The work, which involved analyzing more than 200 samples, was conducted from 2002 through 2008.

LM Voice follow-up

(Continued from page 1)

development is a personal responsibility. However, we all know that everyone sometimes needs tools to be able to figure out what you're going to do with your career." Meaningful career discussions with a manager can play a major role in helping an employee decide on career options, Kim says, adding, "Our goal is to help managers help their people contribute at the level they aspire to achieve."

In a related area, Kim says another enterprise-level initiative — that will be in every director's action plan — will involve managers having meaningful dialogue with employees about Sandia's mission and vision. The idea here is to ensure that employees understand how their work connects to the mission and Sandia's strategic objectives. Knowing where you fit in and where Sandia is headed strategically can play a key role in career development decisions, Kim notes. Additionally, those discussions can bring clarity to the performance management process; when you understand the larger organization's goals, you have a better perspective on how your contributions connect to those goals.

Conversations regarding the mission and the employee's relationship to it should occur between managers and their direct reports before the end of the calendar year, Kim says. More specific career development discussions will occur over the course of FY12.

"What's going to happen then," she says, "is that the results of those discussions will be incorporated into the employee's performance feedback."

In the area of career development, Kim says that Sandia is bolstering the mentoring program, noting that another set of tools has been developed to connect employees with mentors. The Focus on Leadership website (leadership.sandia.gov) rolled out those tools late last month.

"This isn't something that's mandatory; it's voluntary," Kim says, adding, "It's a great concept allowing employees to share their wealth of knowledge and experience. I encourage anyone interested in mentoring to complete the mentor profile on the Become a Mentor web page (http://tiny.sandia.gov/become_a_mentor). It becomes most effective when you reach a critical mass of participants. Once we have enough people in the system, it will be powerful."

Also in the area of career development, Kim encourages employees to consider their HR Business Partner as a resource who can help design a viable career development plan.

The tools and resources available for career development are not random. "We're not just talking about throwing out a bunch of tools that you can use at your leisure," Kim says. "We're talking about a concerted effort where managers engage with their employees."

Pay and benefits

Last summer, Paul noted that the issue of pay and bene-

Online resources for managers, employees

Sandia's Focus on Leadership website (<http://leadership.sandia.gov>) offers a wide range of tools and resources for both managers and employees addressing various aspects of leadership, employee engagement, and career development. Areas addressed on the website include mentoring, coaching, career development, talent management, and many others.

On the subject of career development, for example, resources include tips and sample questions a manager might ask an employee or an employee might ask a manager during a career conversation. Here are some examples of questions an employee might ask:

- What are my strengths? How can I build on them?
- In what ways could I increase my contribution at work?
- If there were one thing I could be better at, what would

fits was identified in the LM Voice Survey as one of those "areas of concern." At the time, he cited 1) budget pressures; 2) uncertainties about the economy; and 3) the two-year salary freeze mandated by DOE, as factors that made the pay and benefits issue a particularly problematic one to address.

Kim says, "We have, however, worked to make sure we're doing the best we can for our employees [regarding pay] in the current environment, and we have also been looking at our benefits."

As such, she adds, Sandia launched the Total Health plan a year ago. "That was new for our employees," Kim says, "but it was something we needed to do to pave the way for our future." And even as the new plan was rolled out, Kim says, the Benefits team focused on continuous improvement, looking for ways to make the new Total Health offering better and more effective for employees.

As a result "this year we will offer Albuquerque employees — we don't have it in California at this point — a choice to go into a network plan that will allow employees to have a lower deductible and lower total cost if they use the doctors and the resources within a preferred network."

Performance management

As noted above, the enterprise-level manager/employee discussions about the Sandia mission and strategic objectives will help employees approach the performance management process with a better understanding of how their work fits in with the organization's vision.

Another area that has implications for the performance management process is the TotalComp initiative, which is expected to roll out next spring.

"TotalComp will help us in many ways," Kim says, "but one in particular is around performance management. The change we will see in that area, especially in the functional areas that

it be? How would this help our organization?

- How do others see me both in and outside of work? How can I find out?
- What additional skills/knowledge do I require to meet future organizational needs?
- What opportunities does my current role provide for development?
- How can I develop myself?
- Who /what is available to support my development?
- Can you recommend a mentor to help with my career development?

Check out the Focus on Leadership website for more resources that help advance Sandia's strategic objectives, especially objective No. 5: "Commit to a learning, inclusive, and engaging environment for our people."

support the mission, is that we will be evaluating employees in their peer groups: HR people will be compared to other HR people; IT people will be compared to IT people; and so on."

Kim says she thinks the TotalComp transition "will help bring a lot of clarity for our employees and their managers relative to the entire performance management process." She adds, "Taking a continuous improvement approach, TotalComp will be evaluated and refined on an ongoing basis."

Mission first and foremost

Although employee retention was not identified in the LM Voice survey as an area of concern, Kim says it's a subject that senior management is watching closely.

"Our feedback tells us we are doing great in that area; however, we recognize that's not something you can take for granted. . . . As a Laboratory, we have experienced a very low voluntary attrition rate (independent of retirement). We also hired many new employees over the past few years that have not grown up in the Laboratory. Thus, we need to ensure that we maintain a balance in order to continue the legacy that we're so proud of today."

Kim notes that while the areas of concern identified in the survey appropriately command the largest amount of management attention, "We need to keep in mind — as several commented in the survey — Sandia's greatest strengths are the caliber and character of its workforce, as well as the content, challenge, and importance of its work."

It is also important, Kim says, to recognize that "much of the feedback we received from our employees is positive. The results reflect that Sandia is still a wonderful place to work and that we have challenging, stimulating work that satisfies people. We must also recognize that what Sandians really care about, first and foremost, is delivering on our mission."

NWSMU all-hands

(Continued from page 1)

"At a time of confusion and anxiety . . . I want to speak from the heart about what I know," Jerry said.

Uncertainty over Sandia's federal funding prevails across the board, Jerry said, not just in Nuclear Weapons, the Labs' largest program. "There are decisions we hoped would have been made by now that have not been made," he said.

But there is a foundation that will help clear the fog and let people move forward, rooted in what Jerry called a strongly held belief that nuclear weapons are an extraordinary component of the US national security posture.

Jerry said he believes the nation's leadership will "do the right thing — making sure we are taking care of the stockpile we have and are properly positioned for the stockpile of the future; making sure the capabilities we have, that we should be proud of, are robust and in good working order: the tools, the facilities, the people."

It is important, Jerry said, to remember the Labs' No. 1 strategic objective as outlined by Sandia President and Labs Director Paul Hommert: Deliver with excellence on our commitments to the unique nuclear weapons mission. "It is assigned to us [in the NWSMU]. It is our responsibility. It is important we position ourselves to succeed," Jerry said.

'You did an outstanding job'

He said two major assessments recently wrapped up. Paul submitted to the secretaries of Defense and Energy, and ultimately President Obama, his annual letter, required by law, assessing the safety and reliability of the stockpile. And Jerry submitted a self-evaluation of all the Labs' nuclear weapons programs as required by contract with the NNSA Sandia Site Office. He said he could not yet reveal details, but that he gave everyone in Nuclear Weapons the highest possible score.

"My assessment was you did an outstanding job," he said.

The site office will make its own assessment of the Nuclear Weapons program performance. "There are areas of contention," Jerry said. "It's a \$1.2 billion program, touches the lives of 5,000 to 6,000 people, and reaches across the US and beyond. It is a large undertaking. We will be really, really, really good in some areas and not so good in others."

He said a measure of his program's success is the ability to recognize shortcomings, redeploy resources to solve the problems, and deliver a plan. "That's what matters," he said. "We don't count the problems, but did the team rise above the problems?"

Jerry said that in addition to the self assessment, he wrote a letter to the site office with his view of the Nuclear Weapons program. He said the scope and volatility of the program make the assessment process challenging.

"Life extension is the star of the program, but the real star is the weapons deployed and the team that makes sure they are safe, secure, and effective. . . . I personally have the desire



JERRY McDOWELL

and objective that, nationally, we don't forget that. We take care of the ones we've got."

He said his team also designs and qualifies systems and components for the future.

"Nuclear weapons are machines that get old. . . . Engineers, scientists, administrators, business support people, congressional affairs folks. Everybody has a hand in thinking our way through how we imagine and make real the future stockpile."

FY11 accomplishments

Jerry said FY11 accomplishments include:

- Revenue, costs, and full-time employees were managed to within 1 percent of the plan, a feat he called "nothing short of miraculous."
- Significant progress was made in advanced simulation and predictive engineering, from computational capability to codes and model simulations. "We [often] talk about nano, little things. We [also] have a macro thing out there in Area 4, the Z machine, doing pioneering research in looking at properties for that interesting material, uniquely part of the nuclear enterprise, called plutonium," he said.
- Nuclear Weapons delivered on a broad array of surveillance requirements and the component maturation framework.
- The program had hundreds of people engaged throughout the year studying design options for the B61 and doing detailed cost estimates.
- Sandia collaborated with partners across the nuclear weapons enterprise on multisite milestones.

Jerry said that, looking ahead to FY12, he doesn't have all the answers. He said the Nuclear Weapons SMU is steering a course that positions it to respond to a variety of potential scenarios.

"What are they?" he said. "It takes funding to run a lab and a nuclear weapons program. . . . Our funding has not been determined. Congress is going through deliberations of what our budget ought to be for FY12."

He said NNSA has developed a funding plan for Sandia based on what it assumes Congress will appropriate. "We don't fully agree with the numbers they've given us," Jerry said. "There is a disconnect between the work they want us to do in some areas and the funding provided. That dialog never ends."

He said another issue is that Sandia does not yet have clear guidance from the administration, NNSA, and DoD on the requirements and priorities for many of the stockpile modernization programs, including those of the B61, W88, and W78. "Everything is still on the table," he said.

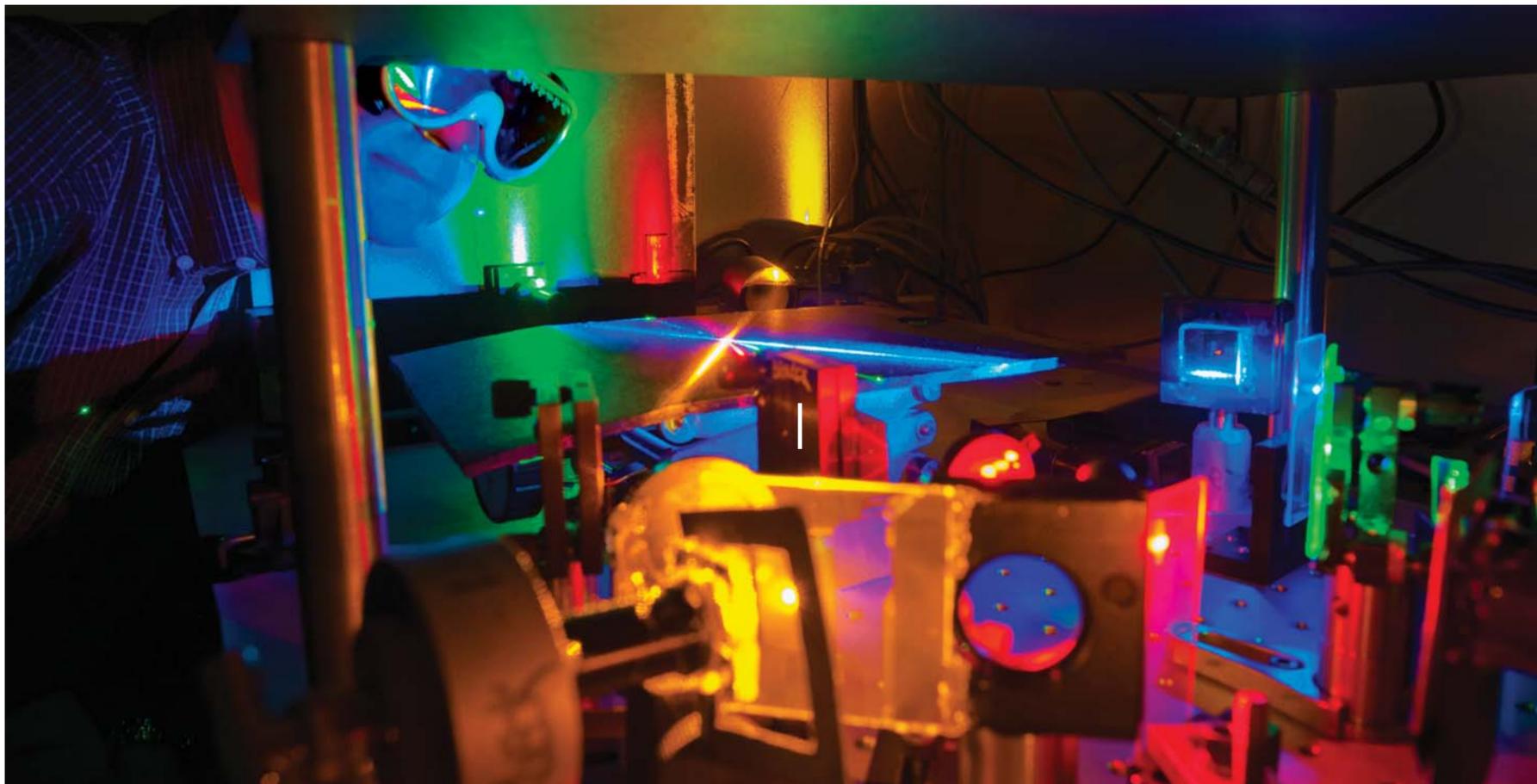
"There's this incredible exercise going on. How do I take all the required workscope and prioritize it to fit within the budget that I have?"

Jerry said milestones ahead include a Nuclear Weapons Council meeting in November, where a decision could be made on the final B61 LEP design option.

Depending on the outcome, Sandia's Nuclear Weapons program will be poised to put a plan in place and execute it, Jerry said. He said that while weapons themselves are front-page news, it's Sandia and its people, capabilities, and tools that are critical.

"When I interact with members of DoD and NNSA, they say the same things," he said. "It's more than machines. It's the institution and the people who stand behind those machines."

Shedding new light on an old challenge



THE LIGHT FANTASTIC — Jonathan Wierer (1123) calibrates a configuration used to test the perception of the human eye to laser lighting. The experiment proceeded like an optometrist's exam: Test subjects were repeatedly asked, Do you prefer the left picture or the right (see

below)? One picture would be illuminated with laser lighting, the other with incandescent or LED lighting. Neither researchers nor test subjects knew which were which until the results were evaluated. The laser lighting was well-received by the test subjects. (Photo by Randy Montoya)

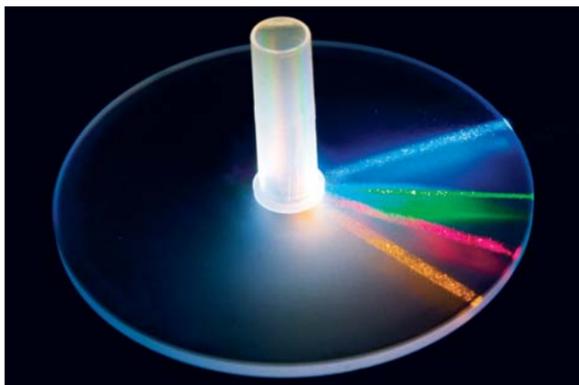
(Continued from page 1)

Little work had been done to research (much less commercialize) diode lasers for lighting because of a widespread assumption that human eyes would find laser-based white light unpleasant. It would be composed of four extremely narrow-band wavelengths — blue, red, green, and yellow — and would be very different from sunlight, for example, which blends a wide spectrum of wavelengths with no gaps in between. Diode laser light is an order of magnitude narrower than that emitted by LEDs.

The tests — a kind of high-tech market research — took place at the University of New Mexico's Center for High Technology Materials. Forty volunteers were seated, one by one, before two near-identical scenes of fruit in bowls, housed in adjacent chambers. Each bowl was randomly illuminated by warm, cool, or neutral white LEDs, by a tungsten-filament incandescent light bulb, or by a combination of four lasers (blue, red, green, yellow) tuned so that their combination produced a white light.

The experiment proceeded like an optometrist's exam: The subjects were asked, Do you prefer the left picture or the right? All right, how about now?

The viewers were not told which source provided the illumination. They were instructed merely to choose the lit scene with which they felt most comfortable. The pairs were presented in random order to ensure that neither sequence nor tester preconceptions played roles in subject choices, but only the lighting itself. Alexander Neumann, a UNM doctoral student of professor Steve Brueck, wrote the computer program



THE WHITE GLOW from the convergence of four colored lasers suggests the viability of diode-laser based lighting. (Photo by Randy Montoya)



IN THE TEST SETUP, similar bowls of fruit were placed in a lightbox with a divider in the middle. The bowl on one side was illuminated with a diode laser light, the other was lit by a standard incandescent bulb. This photograph shows that the aesthetic quality of diode laser lighting (left bowl) compares favorably with standard incandescent lighting (right). (Photo by Randy Montoya)

and created the set.

Each participant, selected from a variety of age groups, was asked to choose 80 times between the two changing alternatives, a procedure that took from 10 to 20 minutes, says Sandia scientist Jonathan Wierer (1123), who helped plan, calibrate, and execute the experiments. Five results were excluded when the participants proved to be color blind. The result was that there was a statistically significant preference for the diode-laser-based white light over the 'warm' and 'cool' LED-based white light, Jon says, but no statistically significant preference between the diode-laser-based and either the neutral LED-based or incandescent white light.

Results were not expected to start a kind of California gold rush of lighting fabricators into diode lasers, says Jeff, but merely to open a possible, formerly ignored, line of research. Diode lasers are slightly more expensive to fabricate than LEDs because their substrates must be made of lower-defect densities than those used for LEDs. Still, he says, such substrates are likely to become more available in the future, as they also improve LED performance.

Also, while blue diode lasers have good enough performance that the automaker BMW is planning

their use in its vehicles' next generation white headlights, performance of red diode lasers is not as good, and yellow and green have still further to go before they are efficient enough for commercial lighting opportunities.

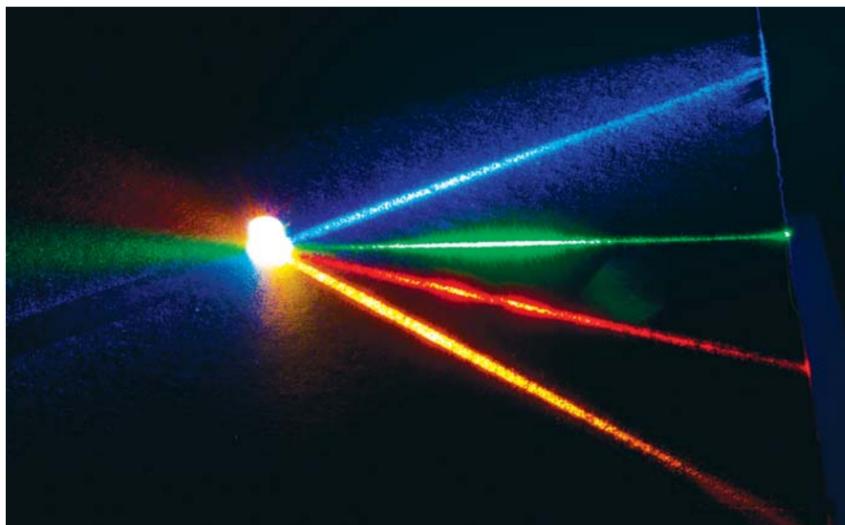
Still, says Jeff, a competition wouldn't have to be all or nothing. Instead, he says, a cooperative approach might use blue and red diode lasers with yellow and green LEDs. Or blue diode lasers could be used to illuminate phosphors — the technique currently used by fluorescent lights and the current generation of LED-based white light — to create desirable shades of light.

The result makes possible still further efficiencies for the multibillion dollar lighting industry. The so-called smart beams can be adjusted on site for personalized color renderings for health reasons and, because they are directional, also can provide light illumination where it's wanted.

Colorimetric and experimental guidance was provided by the National Institute of Standards and Technology.

The research was published in the July 1 *Optics Express*.

The work was conducted as part of the Solid-State Lighting Science Energy Frontier Research Center, funded by the DOE Office of Science.



FOUR LASER BEAMS — yellow, blue, red, and green — converge to produce a pleasant warm white light. The work by Sandia researchers suggests that diode laser-based lighting could be an attractive alternative to increasingly popular LED lights, themselves an alternative to compact-fluorescent lights. (Photo by Randy Montoya)

Feed, house, educate

ECP gives hope where there is none

A 2004 report by the Bernard van Leer Foundation submitted to the United Nations Committee on the Rights of the Child, states — *Survival and development are simultaneous. Development is not something that occurs after survival. Children are our future. What happens to children in their first days, months, and years of life affects their development, the development of our society, and the development of our world.*

Story by Iris Aboytes
Photos by Renee Baros (3652)

Cuidando Los Niños: Together we have the talents and the means to end homelessness

Most of us believe those words. Realizing that, it is alarming to learn that in 2010 Cuidando Los Niños (CLN) identified more than 2,000 homeless children under the age of 6 in Bernalillo County. Cuidando Los Niños, a United Way community fund agency, strives to provide high-quality development and therapeutic services to meet the needs of children experiencing homelessness. CLN provides support services to help their families become re-housed and stronger. They strive to break the cycle of homelessness, believing there should be a home for every child. CLN has a five-star national rating and their success rate is 74 percent.



Arriving at the CLN facility for an Employee Caring Program (ECP) tour, children's laughter could be heard coming from the playground. From the outside, it does not look any different from any of our neighborhood day-care centers. There is a difference, though — these children are homeless.

Shy babies turn away as they are rocked by volunteer grandmas. Curly-haired, blue-eyed girls and rambunctious, fun-loving boys are full of life as they run, play, and laugh. Each face is more precious than the first.

CLN's staff of 28 cares for 52 children a day. A 90-day evaluation enables the staff to assess each child's needs. Children 6 weeks to 5 years old participate in early childhood development and preschool programs.

The children are fed family-style for breakfast and lunch, and are given a snack before they leave to be with their families at 5 p.m. Some of the children are picked up, others are taken home on the CLN's bus. Many live with other relatives, in shelters, or in their family's car.

On Fridays CLN partners with Roadrunner Food Bank and each child is given a backpack with food to last through the weekend.

The CLN program is available for a year to each family. During the year, in addition to providing therapeutic help for the children, CLN works on family development with each family. Families are referred to a network of collaborators to ensure all their needs are being addressed.

CLN, in a partnership with Albuquerque Healthcare for the Homeless, examines each child, their siblings, and parents, and works on keeping them healthy.

Parents are required to attend weekly classes on life skills, health, job readiness, budgets, and other topics. Three computers at CLN are available for parents' use in getting jobs and becoming self-sufficient.



New this year:

Caring Thursdays: Participating United Way agencies will be at Sandia to answer your questions:

Oct. 20 – Steve Schiff Auditorium
All Faiths Receiving Home
Dismas House New Mexico Inc.
PB&J Family Services
St. Martin's Hospitality Center

Nov. 3 – Thunderbird Café
Meals on Wheels of Albuquerque
Metropolitan Homeless Project
Presbyterian Ear Institute

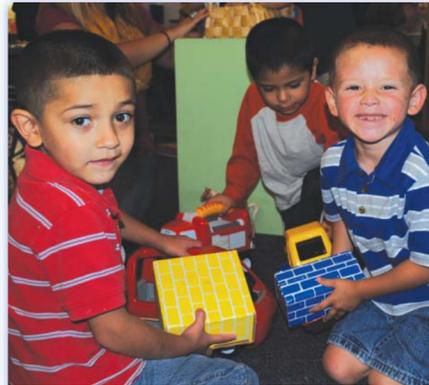
Oct. 27 – Thunderbird Café
Albuquerque Speech Language Center
Roadrunner Food Bank
S.A.F.E. House



Maria Grundy, Cuidando's Community Resources director, says 60 percent of their funding comes from the government. "We also receive state program money for food. The rest of our funding comes from private foundations. We could not do it without our community's charitable giving."

Gundy was especially happy that morning. CLN had just received 200 pairs of shoes from a manufacturer. She said one of the local churches keeps them stocked up on disposable diapers.

CLN believes that working together we have the talents and means to put an end to homelessness in our communities.



Christy's story

When I came to Cuidando Los Niños, my daughter and I were homeless. I was staying at a domestic violence shelter, and I had lost everything I owned. I was spending every minute trying to find out how I was going to get myself out of this mess. I did not want my daughter to grow up with so much turmoil.

The Mission Statement at Cuidando Los Niños is to provide quality child care and support services for homeless families. That statement says a lot, but I think there are not enough words to say everything that is in their mission. The staff at Cuidando Los Niños is amazing. They come and pick up my daughter on the bus, teach her many new things, provide us with health care and me with parenting classes.

Cuidando Los Niños changed my life. They helped me and my daughter find our happiness again. Many of us are not aware of the help that is available. Not only did they help me get back on my path of independence, they also gave my child a place to go while I went back to school.

Also Oct. 27 –

HBE Fun walk to support ECP:

Join ECP and HBE for a brisk lunchtime walk at 11 a.m. at Hardin Field on Thurs, Oct. 27. Earn 5 Virgin HealthMiles points for participating. Engage in a little friendly competition by getting as many active minutes as you can. Those with at least 15 active minutes (135 steps per minute) will be entered into a prize giveaway. Bring a friend, enjoy the outdoors, and improve your physical and mental health! Consider stopping by the Thunderbird Café to learn more about community-funded agencies related to health and have a healthy lunch.

Miracles happen when people care

Story by Iris Aboytes

Carol Eiffert (3600) saw the picture of Ada, a 3-year-old girl. "At first, I didn't know if we would be the best family for her," says Carol. "I cried when I saw the photo. I was a little apprehensive; Ada looked like she'd suffered so much. Would we be the right family for her?"

Ada had been burned all over her body when she was 18 months old and had spent more than a year in the hospital.



ADA WAS 3 YEARS OLD when she became a member of Carol's family. (Photo courtesy of Carol Eiffert)

Through Healing the Children, Ada was scheduled to come to the United States from Guatemala for medical care if a sponsor family could be found to take her.

Healing the Children brings children to the US from countries where needed medical treatment is not available, sends medical teams to Latin America, and helps local children in need. The international children are housed, fed, and comforted by volunteer host families. The children are seen and treated at no cost by volunteer doctors.

Carol and her family had been a host family on several occasions before, but this was the first time they would host a burn victim. Due to a horrible accident, Ada's home burned with Ada inside.

"Esta muerta (She is dead)," the firefighters said of Ada. But she wasn't dead. Her grandmother begged the firemen to take her to the hospital, where she remained for a year.

Medical teams in Guatemala recommended that Ada be brought to the US for more surgeries.

"Ada cried one entire day when she first got here," says Carol. "It was tough, but she was worth it. She had the cutest personality, and we immediately loved her."

During the initial visit, surgeries were done to release some of the worst burn scars on her hands and wrists. Making her hands functional was a priority.

"As I slept in the chair by her bed after her surgeries there was no question she was my daughter," says Carol. "She calls me mama or mamita de los Estados Unidos (mommy from the United States). She is a part of our family."

Ada came back for more surgeries when she was 6 years old and again when she was 11 years old. More burn scar releases and grafts were done.

"It was wonderful seeing her again," adds Carol. "With every visit, our hearts bond even deeper."

"Ada has been here since May. We've had such a wonderful time. Two local surgeons, Dr. William Loutfy and Dr. Tess Balcomb have operated on her to improve the scars on her face and release her fingers. It has been her dream. We are grateful to the surgeons and Albuquerque Surgical Center who are making this possible by donating their expertise."

The surgeons have also cared for her during Healing the Children trips to Guatemala on medical missions. Ada bonded with Carol's children, David and Holly, who were age 13 and 15 when Ada came the first time. She calls them hermano (brother) and hermana (sister). Today Ada is 19 years old and enjoys staying with her hermana, Holly, Holly's husband, A. J. Wehr (8944), and

their son, Evan, while she receives more treatment.

"Me gusta mucho estar aquí," says Ada. "Me gusta ir al parque con el hijo de mi hermana. (I like being here. I like to go to the park with my sister's son.)"

One of the reasons Ada loves to come here is to practice her English, she says. The Eiffert family says she has gotten quite good. They teach her English and she teaches them Spanish. Together they have become a bilingual family that gets along marvelously.

life. We will always be her family.

"Miguel de Cervantes Saavedra, author of Don Quixote wrote "One man scorned and covered with scars still strove with his last ounce of courage to reach the unreachable stars; and the world will be better for this..." says Carol. "Our family's world is better because of Ada and we'll look forward to being together again."

For more information about Healing the Children, you may contact Carol at caeiffe@sandia.gov



FAMILY TIES — Ada on left, with her US family on an outing. Carol is on the right, holding the family dog. (Photo courtesy of Carol Eiffert)

"We laugh a lot and enjoy our time together," says Carol. "Ada enjoys listening to the Spanish translation at Believer's Center with us. The people love her."

Ada, with the Eiffert family, has enjoyed the State Fair, visits to grandparents in Colorado, and the Balloon Fiesta. She has developed a love for corn on the cob and ice cream sandwiches. She does not like chile. She says it is too hot.

When Ada returns to Guatemala, she hopes to enroll at Universidad de San Carlos de Guatemala and study to become an accountant. Her family and friends are anxiously awaiting her return.

Carol and her family were introduced to Healing the Children through a friend and neighbor. Carol's neighbor told her about a little girl named Heidi who would die if she did not come to the US to have emergency neurosurgery. Carol and her family offered to become her foster family. "Through her family's trust in us," says Carol, "Heidi, the little girl from the mountains of Guatemala, recovered and returned home safely."

Carol says God has blessed her with a wonderful family. "Ada has taught us more about love and compassion than we could have ever realized without her," says Carol. "The joyful and gentle young woman that she has become shines through her so you almost don't notice her scars. We will be sad when she goes home, but we are thankful for the surgeries that have improved her precious

2011 EMPLOYEE CARING PROGRAM

Book FAIR

October 18, 19, 20
Thunderbird Cafe - 10 am - 4 pm

October 24, 25, 26
Steve Schiff Lobby - 10 am - 2 pm

November 1, 2, 3
IPOC 2nd Floor Break Room
10 am - 2 pm

give.sandia.gov

One-time giving made easy

Now it is possible for one-timers to go to the website and just click away if you want to donate the same amount. Less time is involved.

give.sandia.gov

Path to Picasso decorates Sandia

By Patti Koning

As Sandians enter the Micro and Nano Technologies Laboratory (MANTL) each morning, they will soon be greeted by Hydrogen Man, as depicted in the mural “Hydrogen Man versus Carbo.”

Occupants of other buildings need not feel jealous, however — Hydrogen Man, along with four other clean energy-themed murals, will be rotated among the lobbies of MANTL (940), the Combustion Research Facility (904), the Combustion Research Computation and Visualization building (905), the Distributed Information Systems Laboratory (915), and Bldg. 911.

Local middle and high school students created the murals this summer through the Path to Picasso program, a partnership between Horizons Family Counseling, the city of Livermore, and the Livermore Police Department. The program, now in its fifth year, gives at-risk youth the opportunity to work with a local professional artist to create a large piece of art that is displayed publicly.

Horizons, a division of the Livermore Police Department, provides family counseling, case management, and parent training for Tri-Valley families. Last year Jacquie Reardon (8131) invited the organization to participate in a site SHARE (Sandia Helps and Reaches Everyone) event, which is where the idea for the Path to Picasso Sandia project first emerged.

Sandia California News

“I noticed some blank walls and started to imagine the possibilities,” says Horizons youth and family services manager Lynn Gardner. “Path to Picasso art has decorated City Hall, the Livermore Police Department, the Bankhead Theater Plaza, and the Wheels Transit Depot, so why not Sandia too? I knew that doing a project for a national laboratory would open the students’ eyes to new concepts and maybe even give them enough understanding to consider new career opportunities they hadn’t thought of before.”

To kick off the project, Mike Janes and Allison Doughty (both 8529) shared with the Path to Picasso students Sandia’s mission and many areas of work, including clean energy and transportation.

“The theme of clean energy was challenging, because there isn’t a lot of ‘clean energy’ art out there,” says Regina Levya, creative director of Path to Picasso. “They really had to be pioneers. When we first got started, many of these kids weren’t sure if they could do this. Finishing a project like this and seeing the reaction of Sandians is a huge boost to their self-esteem.”

When the murals were unveiled at a SHARE event Sept. 22, the artwork struck a chord with many Sandians. “I love this mural,” said Glenn Kubiak (8600), looking at Hydrogen Man vs. Carbo. “I’m a chemist and I see so many clever embedded messages.”

Artists Jazmin Vital and Carlos Hernandez Reyes



SENIOR MANAGER Bill Even (8650) discusses “Clean Energy versus Pollution” with artists Cianna Chavez and Brandon McCullough. (Photo by Randy Wong)

were inspired by Sandia’s research into hydrogen as a clean transportation fuel. They chose a comic book theme of good vs. evil, in this case “Carbo,” who is trying to stop Hydrogen Man from making renewable energy. In the painting, Hydrogen Man stands on top of the periodic table.



“HYDROGEN MAN VS. CARBO,” created by Jazmin Vital (on left) and Carlos Hernandez Reyes, caught the attention of many hydrogen researchers, including Tom Felter (8252), manager of hydrogen and metallurgy research. (Photo by Randy Wong)

In “Clues to Solutions,” Sandra Cortez, Grecia Arias, and Jessica Santiago created an abstract painting in Picasso’s cubist style depicting the world, solar panels, algae, and other areas of Sandia’s research. Look hard enough and you’ll find the botnet lurking near the

lower left-hand corner.

Best friends Cianna Chavez and Brandon McCullough worked together on “Clean Energy versus Pollution,” a painting that shows a street dividing two very different buildings. Jaidee Sandoval was inspired by Sandia’s research into creating fuel from natural things to paint “Biomass Transit.” Yvonne Nolasco used a tree as the unifying theme of her appropriately named painting, “Communi-tree.”

“We are delighted with the art created by the Path to Picasso students. Sandia is very proud to support such an important community program,” says Mike. “This is a great example of a community partnership that has been developed through SHARE.”

At the Sept. 22 SHARE event, host Jacquie told her personal story of the impact that Horizons had on her life. “Years ago, my teenage daughter began making some very grave choices and we were dealing with matters of life and death on a daily basis. I was ready to send her to a teen boot camp, when I took to the recommendation of a counselor at Horizons to try something different,” she explains. “Horizons gave me the ability to parent my child through it personally.”

Jacquie also shared the happy news that her daughter is now transferring to California State University East Bay with a 4.0 grade point average. She added that a family’s situation does not have to be as grave as hers was to benefit from Horizons.

“They are available for a myriad of challenges,” she says. “We don’t have to parent alone — it took an entire community to raise my daughter effectively.”

For more information on Horizons Family Counseling, visit <http://www.cityoflivermore.net/citygov/horizons/default.asp>.



THE CLEAN ENERGY MURALS came about through a creative collaboration between Sandia and Path to Picasso. Back row: Neola Crosby (Alameda County Juvenile Probation), Ileana Soto (Horizons Family Counseling), Adriana Sawczyn (Horizons Family Counseling), Mike Janes (8529), Jacquie Reardon (8131), Cianna Chavez (artist), Brandon McCullough (artist), Steve Sweeney

(Livermore Police Department). Front row: Jean Prasher (City of Livermore), Jazmin Vital (artist, seated on ground), Grecia Arias (artist), Sandra Cortez (artist), Lynn Gardener (Horizons Family Counseling), Regina Leyva (Path to Picasso art director).

(Photo by Randy Wong)

2012 Benefits Choices — Open Enrollment for Employees

Open Enrollment 2012 for all active employees (represented & nonrepresented) will be held Monday, Oct. 24 – Thursday, Nov. 10, 2011 (5 p.m. MT)

Sandia employees won't see any increase in their health insurance premiums next year due to the performance of the Labs' health plans over the past three years, says Mary Romero Hart, manager of Benefits Dept. 3332.

Sandia not only will keep premium rates flat, she says, a new provider network option, known as the Sandia Health Partner Network (HPN), will help employees reduce their out-of-pocket expenses while providing additional benefits.

"It's great news overall, especially in light of the average increase in health care costs nationally of 7 to 8 percent," Mary says. "We think we're having a great deal of success in meeting our goals of improving health care in the Sandia community and holding our providers more accountable."

Although Sandia has been able to hold rates steady, it's no guarantee of future performance, she says.

The new HPN partnership places Sandia in a direct relationship with the Lovelace Health System and a group of providers committed to improving the quality of care. Although Sandia will maintain the overall design of the Sandia Total Health medical plan, BlueCross BlueShield of New Mexico will offer the new network through Sandia's medical

plan design as an option during Open Enrollment, which begins Oct. 24.

Employees who choose the HPN option can reduce their total health care expenses, such as premiums, deductibles, coinsurance, and out-of-pocket maximums. They also can receive such additional benefits as the following:

- Easier access to physicians, including more frequent same-day appointments;
- An ambassador/concierge program to connect Sandia patients with Lovelace Health System hospitals and physicians;
- Programs that will bring community providers to Sandia's onsite clinic;
- A new pharmacy program to coach employees on proper use of medications; and
- An ongoing partnership with the Sandia Preventive Health team to further develop and complement existing wellness programs and services.

Later this year, Sandia will host a planning meeting with stakeholders to establish agreed 2012 goals/objectives along with metrics that will seek to improve the overall health of the Sandia population. Detailed information about the program will be available during Open Enrollment.

Open Enrollment elections

Just like last year, you will make your 2012 Open Enrollment elections online from PeopleSoft HR Self-Service. However, this year the link will be provided through hbe.sandia.gov beginning Monday, Oct. 24. hbe.sandia.gov is a public website available inside and outside the Sandia network. However, if you wish to make your elections from home, you must first log into Sandia using your Cryptocard and then go to hbe.sandia.gov.

During Open Enrollment you may:

- Enroll, disenroll, or make changes to your medical plan(s)
- Enroll, disenroll, or waive a dental and/or vision plan
- Enroll or disenroll a dependent in your medical, dental, or vision plans
- Enroll in a healthcare or daycare flexible spending account (even if you are currently enrolled)
- Enroll in the vacation buy plan (even if you are currently enrolled)

Important: If you are currently enrolled in the Healthcare FSA, Daycare FSA, and/or Vacation Buy plan, you must re-enroll if want this in 2012.

Detailed information on 2012 changes can be found in the 2012 Benefits Choices Open Enrollment Newsletter, available on hbe.sandia.gov.

Nonrepresented employees

Nonrepresented employees have the option of enrolling in Sandia Total Health administered by BlueCross BlueShield of New Mexico, Sandia Total Health administered by Kaiser Permanente (California only), or Sandia Total Health administered by UnitedHealthcare. All nonrepresented employees are encouraged to review the available selections for their 2012 medical plan in your 2012 Benefits Choices newsletters or the PeopleSoft HR Self-Service. Employees who take no action will continue with the same medical, dental, and vision coverage in 2012.

Represented employees

Represented Employees	
2011 MEDICAL PLAN	2012 MEDICAL PLAN
BlueCross BlueShield of New Mexico (BCBSNM) In-Network Plan	Sandia Total Health administered by BlueCross BlueShield of New Mexico (BCBSNM) (Note: BCBSNM provides access to National Networks)
UnitedHealthcare Premier PPO UnitedHealthcare Standard PPO	Sandia Total Health administered by UnitedHealthcare (UHC)

Effective January 1, 2012, Sandia Total Health administered by BlueCross BlueShield of New Mexico and Sandia Total Health administered by UnitedHealthcare will be the only plans available to represented employees. During open enrollment this year, all represented employees are encouraged to review the available selections for their 2012 medical plan in their 2012 Benefits Choices newsletters or the PeopleSoft HR Self-Service. Employees who take no action will be automatically transitioned into the following plans:

Sandia Health Partner Network (HPN)

Effective January 1, 2012, all employees enrolled in Sandia Total Health administered by BlueCross BlueShield of New Mexico (BCBSNM) will have access to the Sandia Health Partner Network (HPN). Sandia Total Health BCBSNM members who use the Sandia HPN providers will see increased benefits through lowered out-of-pocket costs. The Sandia Total Health plan design will essentially remain the same; however the employee premiums for this plan have been lowered, and the deductible, coinsurance, and out-of-pocket maximum costs will be reduced for participants who access Sandia HPN providers. See the Sandia Total Health BCBSNM pages on hbe.sandia.gov for details.

EMPLOYEES CONSIDERING RETIREMENT

Considering retirement in 2011? If so, you may want to attend a Retiree Open Enrollment presentation to learn about the medical plans offered to our retirees. For details, see the companion article on the next page titled *Benefits Choices 2012 — Open Enrollment for Retirees and Surviving Spouses*.

Open Enrollment for employees

Oct. 24-Nov 10
5 p.m. MT



More Open Enrollment information

Open Enrollment website: hbe.sandia.gov

Sandia Laboratories Customer Service

HBE Customer Service: hbe.sandia.gov
505-844-HBES (4237) or 1-800-417-2634 ext. 844-HBES (4237)
Hours: Monday - Friday, 8 a.m.-5 p.m. MT

Employee benefits fairs

This year, the Health, Benefits, and Employee Services Center will be hosting several benefits fairs for employees. Come and ask your benefit questions of the Sandia health plan vendors and/or the benefits staff.

Albuquerque, New Mexico

	Thursday, Oct. 20	Thursday, Oct. 27 ¹	Wednesday, Nov. 2
Location	UNM Continuing Education Conference Center	Steve Schiff Auditorium	Steve Schiff Auditorium
Audience	Employees and Spouses	Employees	Employees
9-10 a.m.	BCBSNM w/ Sandia HPN for Represented Employees	UnitedHealthcare for Non-Represented Employees	UnitedHealthcare for Represented Employees
10:30 -11:30 a.m.	UnitedHealthcare for Represented Employees	BCBSNM w/ Sandia HPN for Non-Represented Employees	BCBSNM w/ Sandia HPN for Represented Employees
12:30-1:30 p.m.	BCBSNM w/ Sandia HPN for Non-Represented Employees	UnitedHealthcare for Represented Employees	BCBSNM w/ Sandia HPN for Non-Represented Employees
2-3 p.m.	UnitedHealthcare for Non-Represented Employees	BCBSNM w/ Sandia HPN for Represented Employees	UnitedHealthcare for Non-Represented Employees

¹ Remote locations (NTS, Tonopah, Amarillo, Carlsbad, Minnesota, and Washington, D.C.) will be connected via video link.
Can't attend a fair? Beginning Monday, October 31, a recorded video presentation will be posted on hbe.sandia.gov.

All New Mexico Open Enrollment Fairs will run from 8 a.m. through 4 p.m. All employees are welcome to arrive before the presentations begin or stay after they end to speak with representatives from:

- Sandia Health Plans Team
- Sandia Retirement Processing Team
- BlueCross BlueShield of New Mexico
- ABQ Health Partners
- Delta Dental
- Catalyst Rx
- HBE Preventive Health
- UnitedHealthcare
- Lovelace Health Systems
- PayFlex
- Davis Vision

Livermore, California

Tuesday, Oct. 25				
Time	10:30-11:30 a.m.	12:30-1 p.m.	1-1:30 pm	2-3 p.m.
Presentation	UnitedHealthcare	Kaiser Permanente	PayFlex for Kaiser enrollees	BCBSNM

This event will be held at the Bldg. 904 auditorium. All employees and their spouses are welcome to arrive anytime between 10 a.m. and 3 p.m. to speak with representatives from:

- Sandia Health Plans Team
- BlueCross BlueShield of New Mexico
- UnitedHealthcare
- Delta Dental
- Catalyst Rx
- HBE Preventive Health
- Kaiser Permanente
- PayFlex
- Davis Vision

Retiring in 2011?

If you are retiring in 2011 you do not need to enroll for 2012 benefits through the Sandia HR Self Service application. Contact Extend Health at 1-888-598-7809 to discuss your benefits options for 2012.

- **See retiree Open Enrollment info on next page •**

2012 Benefits Choices — Open Enrollment for Retirees and Surviving Spouses

Open Enrollment 2012 for Sandia retirees and surviving spouses will be held Tuesday, Nov. 1 – Wednesday, Nov. 23, 2011 (5 p.m. MT)

Extend Health will manage the Open Enrollment for Sandia for Sandia's retirees, surviving spouses, and long-term disability termines.

Detailed information on 2012 benefits changes will be published in the 2012 *Benefit Choices and Enrollment Guide* sent from Extend Health to all participants' home addresses starting Oct. 18. Please review your Benefits Guide for information on your 2012 premiums rates and (Medicare) Your Spending Account (YSA) credits. If you have changed your mailing address since last year's Open Enrollment, please contact Extend Health.

Sandia Health Partner Network

(for PreMedicare Retirees only)

Effective Jan. 1, 2012, all retirees enrolled in Sandia Total Health administered by BlueCross BlueShield of New Mexico (BCBSNM) will have access to the Sandia Health Partner Network (HPN). Sandia Total Health BCBSNM members who use the Sandia HPN providers will see increased benefits through lowered out-of-pocket costs. The Sandia Total Health plan design will essentially remain the same; however the deductible, coinsurance, and out-of-pocket maximum costs will be reduced for participants who access Sandia HPN providers. See the Sandia Total Health BCBSNM pages on hbe.sandia.gov for details.

Open Enrollment Sessions

Extend Health will host several Open Enrollment sessions in Albuquerque and Livermore for PreMedicare and Medicare retirees to provide information on open enrollment choices. Representatives from Extend Health, Sandia Benefits, and the health insurance carriers will be available during these sessions to answer your questions. These are the only sessions being held to provide 2012 health plan information.

Albuquerque, New Mexico

All presentations will be held at the UNM Continuing Education Conference Center, 1634 University Blvd. NE.

Albuquerque PreMedicare presentations

Tuesday, Nov. 1		
Presentation	Time	Audience
Extend Health / UnitedHealthcare	11 a.m.-noon	Open to all PreMedicare Retirees
Extend Health / BCBSNM w/ HPN	1 pm-2:30 pm	Open to all PreMedicare Retirees
Monday, Nov. 7		
Extend Health / BCBSNM w/ HPN	9 am-10:30 am	Open to all PreMedicare Retirees
Extend Health / UnitedHealthcare	11 a.m.-noon	Open to all PreMedicare Retirees

All retirees are welcome to arrive before the presentations begin or stay after they end to speak with representatives from:

- Extend Health/Marsh
- BlueCross BlueShield of New Mexico
- UnitedHealthcare
- Catalyst Rx
- Davis Vision
- Delta Dental

Albuquerque Medicare presentations

Tuesday, Nov. 1		
Presentation	Time	Audience
Extend Health//Presbyterian/Lovelace	9 am-10:30 am	Medicare Last name begins A-E
Monday, Nov. 7		
Extend Health//Presbyterian/Lovelace	1:30 pm-3 pm	Medicare Last name begins F-L
Tuesday, Nov. 8		
Extend Health//Presbyterian/Lovelace	9 am-10:30 am	Medicare Last name begins M-R
Extend Health//Presbyterian/Lovelace	1 pm-2:30 pm	Medicare Last name begins S-Z
Tuesday, Nov. 15		
Extend Health//Presbyterian/Lovelace	9 am-10:30 am	Open to all Medicare Retirees
Extend Health//Presbyterian/Lovelace	1 pm-2:30 pm	Open to all Medicare Retirees

All presentation will be held at the UNM Continuing Education Conference Center.

All retirees are welcome to arrive before the presentations begin or stay after they end to speak with representatives from:

- Extend Health
- Lovelace
- Delta Dental
- Presbyterian
- Davis Vision

More retiree Open Enrollment information

For more information regarding Retiree Open Enrollment, contact Extend Health customer service at 888-598-7809 from 7 a.m.-7 p.m. MT.



Open Enrollment for retirees Nov. 1-Nov 23 5 p.m. MT

Livermore, Calif.

All presentations will be held at the Robert Livermore Community Center, Cresta Blanca Ballroom, 4444 East Ave, Livermore, Calif. 94550

Livermore PreMedicare presentations

Thursday, Nov. 10		
Presentation	Time	Audience
Extend Health / Kaiser	11:30 a.m.-12:30 p.m.	Open to all PreMedicare Retirees
Extend Health / UnitedHealthcare	1 p.m.-2 p.m.	Open to all PreMedicare Retirees
Extend Health / BCBSNM	2:30 p.m.-3:30 p.m.	Open to all PreMedicare Retirees

All retirees are welcome to arrive before the presentations begin or stay after they end to speak with representatives from:

- Extend Health/Marsh
- UnitedHealthcare
- PayFlex
- Davis Vision
- BlueCross BlueShield of New Mexico
- Kaiser Permanente
- Catalyst Rx
- Delta Dental

Livermore Medicare presentations

Thursday, Nov. 10		
Presentation	Time	Audience
Extend Health / Kaiser Senior Advantage	9:30 a.m.-11 a.m.	Open to all Medicare Retirees

All retirees are welcome to arrive before the presentations begin or stay after they end to speak with representatives from:

- Extend Health
- Davis Vision
- Kaiser Permanente
- Delta Dental



SANDIA RETIREES, spouses, and friends gathered earlier this year for the annual Sandia Retiree Social. During Open Enrollment 2012, retirees will have the opportunity to review and revise their health insurance options to best suit their individual needs. Open Enrollment for retirees runs this year Nov. 1-Nov. 23 (5 p.m. MST). (Photo by Lloyd Wilson)

Thunderbirds roll

Photos by Randy Montoya



OFF THEY GO — Members of the US Air Force elite precision flying team, the Thunderbirds, dazzled the more than 50,000 attendees at the 2011 Kirtland Air Force Base Open House on Oct. 7. The event marked the 70th anniversary of military aviation in Albuquerque and 40 years since the merger of three facilities into what is now KAFB. While the Thunderbirds

were the main attraction of the day, other highlights included flyovers by a B-1 and B-2 bomber, a performance by the US Air Force Academy Wings of Blue parachute team, static displays of many of the aircraft in the Air Force inventory, and booths and displays by community organizations, including Sandia.

Annie and Sam really are man's best friends

By Iris Aboytes

Retiree Gary Shepherd didn't have to read articles on animals being the ideal therapeutic visitors for patients in hospitals and other medical facilities, to know that indeed they are. Gary takes Annie and Sam, both Cocker Spaniels to visit the patients at Paloma Blanca Health and Rehab Center every Saturday afternoon.

"One day more than 20 years ago, Bo, Penelope, and I went to visit a sick friend," says Gary. "Bo and Penelope were our first cocker spaniels. The patients were very receptive to them, so we kept on going back.

Now Gary takes eight year old Annie and two and a

half year old Sam. "Annie is the driving force," says Gary. "She knows what to do. We go to the common areas. The workers there already know Annie and Sam and talk to them by name. Then we go from room to room. We ask the patients if they like dogs. If they do, we go in. If they don't, we move on."

Some of the patients don't get very many visitors so they are especially happy to see Annie and Sam. Sometimes Annie jumps on patient's beds. Usually these are the patients who can't reach down or who want closer contact. She seems to sense the right thing to do. Sometimes even shy Sam joins her.

Annie and Sam know it's their job to visit the patients.

"It is amazing to see them," Gary says. "Once we're finished visiting, we go home and they pile up on the couch for a nap."

Gary was at Sandia for almost 40 years in computer consulting and telecommunications. In some respects Gary is still at Sandia. He is involved in Sandia's annual Employee Recognition Awards ceremony and other Sandia awards events. He acts as production and lighting designer and handles all of the show's technical logistics. Besides his background in math and computer science, Gary also studied technical theatre while in college.

"When events started happening after Lockheed Martin came in, I was sought to help with the technical theater aspects and have continued doing this."

In the 1970s Gary and Shelly, his wife, founded and directed a children's theater project on south Edith. "We took kids off the streets, trained them in musical theater, and put up full productions for the neighborhood," says Gary. "I still occasionally run into our 'kids' (now in their 40s), who remember that they learned to read better by studying scripts and music.



DOGGONE IT — Sandia retiree Gary Shepherd and his wife, Shelly, and their dogs, Annie and Sam. (Photo courtesy of Gary Shepherd)



A PATIENT at an Albuquerque rehab facility gets an emotional boost during a visit by cocker spaniels Annie and Sam. (Photo courtesy of Gary Shepherd)

"Because of the limited musical range of the children, I wrote 12 children's musicals during those years with titles such as *Snore Trek* and *Franklin's Shocking Mouse Tale*. We had a lot of fun for a lot of years. The kids appear to have derived lasting value from our work. I have also done lighting design in community theatre and for the Expose Dance Company.

Gary and Shelly, who was a district court counselor and custody evaluator, are very artistic; among their pursuits they have their own custom design stained glass business. "Our goal is to take the client's design and realize it for them in stained glass."

"Sometimes, people bring us pictures of their pets," smiles Gary. "We create a piece incorporating a painting of the pet plus stained glass that becomes a keepsake."

"Working at Sandia was wonderful," says Gary, "because of Sandia, I got to pursue a technical computing career and was able to pursue my artistic endeavors and do my volunteer work. Now as a retiree, there is more time. There is never a dull moment."

Annie and Sam bark in agreement as Sam chases after one of his 14 tennis balls. Life is good.