

Boeing 727 added to Sandia's Airworthiness Center



ROLLIN' ON A JET PLANE — the main fuselage of a Boeing 727 makes its way via Interstate 40 to Albuquerque, en route from Kingman, Ariz., to its new home at Sandia's Airworthiness Assurance Center facility at the western end of the Albuquerque International Sunport. The aircraft will be used in the center's studies on aircraft safety. For more photos and a related story, see page 7. (Photo by Randy Montoya)

Electronic Watercooler provides forum for Div. 10000 employees Communication tool celebrates third anniversary

By Michael Padilla

I've got a complaint!
When those four words were uttered by a Sandian to Frank Figueroa, VP of Business Management and CFO, it got his attention.

Frank listened, and the two dealt with the issue. Even though it created some anxiety and took a lot of time, the process, and result, were much better than if that person had just kicked it around with his coworkers, let it fester, and given up any hope of a fair and equitable resolution.

This scenario was Frank's topic of discussion in the February 2003 issue of the *Watercooler*, Division 10000's electronic interactive communication tool.

In the article, Frank encourages Division employees to bring forward issues, to complain about things that do not seem right, to identify issues that may be damaging to the Labs and its people, and to bring forward items that are inconsistent with Sandia's values.

Frank stresses that the *Watercooler's* guest writer position is there exactly for that purpose.

"The purpose of the *Watercooler* is not to be a
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"The purpose of the Watercooler is not to be a help-line or a fix-it line, but rather a place to communicate."

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Labs helping to track potential raw materials for 'dirty bombs'

Sandia works with DOE on first steps in control of rad sources

By Will Keener

- A 2.7 millicurie yttrium-90 sealed source is left in a New York taxicab; it is later recovered.
- Radioactive cesium chloride removed from a sealed source finds its way into the hands of children in Brazil. At least four deaths and the

"After 9/11, people in government started asking 'where is this stuff in the country?' and nobody had a good answer."

destruction of part of a town result.

- Eight state-owned computers with details on all of the New Mexico companies that use radioactive materials are stolen.

These news items, taken from a collection by Joe Schelling, of Sandia's Program Development and Environmental Decisions Dept. 6874, sug-



gest the problem. The consistent loss, theft, or misplacement of radioactive sources, worldwide in scope, has long been an issue.

In the post-9/11 world, it has grown from issue to threat. One of a number of horrible, yet credible terrorist threats identified in the months following the World Trade Center attack is the

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Collaborative effort "may change the way chemistry is done"

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"Your thoughts, please" online forum addresses Labs culture

What's what

If you were in the celebratory queues streaming for the gates just before the actual holiday shutdown, you may have missed the *Sandia Daily News* announcement that Texas A&M was awarding its Geosciences and Earth Resources Medal of Distinguished Achievements to Stockpile Resource Center 2900 Director Les Shephard. Les earned his master's and doctorate in oceanography at A&M and currently chairs the university's Oceanography Development Council.

Let's see now – oceanography degrees from the middle of Texas then a job in New Mexico. Maybe somebody should've given Les a map and a compass.

* * *

If you've been reading this column for a few years, you may have decided that as a group, we – and journalists in general – lead the world in percentage of curmudgeons, cynics, and just plain sarcastic smart alecks. Bully for you.

One of our little tribe who has been cultivating his own standing within this subspecies recently exercised all three of those attributes on the issue of an internal web homepage teaser for the "2nd Annual Ethics Film Festival," dashing off the following:

"As I was sitting through the third flick in the triple feature at the ethics film festival, I was thinking to myself – 'Self, you should have injected caffeine directly into a vein.'"

I've been ethically trained, so I won't say who said that. If I did, he'd probably hit me with a chicken-fried steak the next time we went out for lunch.

* * *

A few days ago, columnist Paul Greenberg addressed "Texican" and noted that y'all is becoming more widely used than just in Texas and the South, and may be on the way to becoming an accepted vernacular pronoun. A couple of observations in this space about its use certainly tickled some fancies and prompted a few responses.

Among the latest is the following from former Sandian Margaret Tessler:

"I was born in Texas and lived there for about 25 years. I never knew anyone to use 'y'all' in the singular; it was only used in the plural. . . . You might mention that the plural of 'your' is 'y'all's' – as in: 'Hey, Sandians, we hope y'all's Christmas is merry!'"

Roger Woodrum (2333) wrote: "Without trying to make (a couple of earlier contributors) seem like misplaced northerners, I must correct them on their Southern grammar. Bein' from South Carolina (the true South) I know for a fact that 'y'all' is both singular and plural. 'All y'all' is used to gain additional attention by singling out each individual 'y'all' in a crowd of two or more at the same time. 'You all' is purely a northern term and could cause you trouble if used in certain areas."

Tracy Dunham (6870) cited no less an authority than North Carolina native and evangelist Franklin Graham (son of North Carolina native and evangelist Billy Graham), who said that in North Carolina 'y'all' is singular. Graham also noted that the plural form is 'you'uns,' which opens a whole new opportunity for expression.

And Nicholas Winowich (6955) jumped right in to assert West Virginia roots and the firm opinion that 'y'all' "is both singular and plural." But, he added – citing Rev. Graham's plural form – his wife is from Pittsburgh and there it's 'yuns.'

– Howard Kercheval (844-7842, MS 0165, hckerch@sandia.gov)

Bob Biefeld elected fellow of American Physical Society

Bob Biefeld, Manager of Chemical Processing Dept. 1126, has been elected a fellow of the American Physical Society. He is among 215 new APS fellows elected in 2003.

Biefeld was recognized by the APS Forum on Industrial and Applied Physics. The forum cited him "for pioneering and continued contributions to the metal-organic chemical vapor deposition of compound semiconductors, especially strained-layer superlattices and Bragg reflectors for use in optoelectronic devices for industrial applications."



BOB BIEFELD

Metal-organic chemical vapor deposition is a process for creating thin solid films by starting with organometallic precursors in the gas phase and reacting them to make the desired structure on a substrate. Strained-layer superlattices are semiconductors made of alternating layers of crystalline materials, placed by the metal-organic chemical vapor deposition process in layers so thin that the atoms align easily through elastic strain. The process has made it possible to tailor the properties of semiconductors to enable specialized functions.

Bob has been a member of the APS since 1996, and at Sandia since 1974. His research has resulted in more than 225 publications, six patents, and numerous invited and contributed presentations.

The APS Fellowship Program was created to recognize members who have made advances in knowledge through original research and publication or made significant and innovative contributions in the application of physics to science and technology. The APS Web site says "only one-half of 1 percent of the total APS membership is selected for fellowship in the society each year."

Sympathy

To L. Mason Blaich (5702) on the death of his father, Mason C. Blaich, a Pearl Harbor survivor, in New Jersey, Dec. 7, Pearl Harbor Day.

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Employee State of the Labs presentations set for Feb. 2 in Livermore and Feb. 4 in Albuquerque

Sandians are invited to hear President Paul Robinson and Executive VP Joan Woodard give their annual State of the Labs presentation early next month.

The Livermore session will be 2-3 p.m. Monday, Feb. 2, in the 904 Auditorium. The Albuquerque session is 9-10 a.m. Wednesday, Feb. 4, in the Schiff Auditorium. Seating is on a first-come basis.

The Feb. 4 Albuquerque session will be video-linked live to Sandia's Carlsbad, N.M.; Washington, D.C.; and Nevada offices. Employees there will receive specific information closer to the event.

Paul and Joan will discuss exciting technologies Sandia is developing, major achievements, special projects for the military, hiring and budget plans, future directions for the Labs, and community involvement efforts. They will also answer employee questions after their presentations. The sessions are scheduled for one hour.

An added attraction at both sessions this year will be a status report by MESA Program Office Director Don Cook (1900) about the project and what it will mean to the Labs' future.

MESA (Microsystems and Engineering Sciences Applications) will comprise three new facilities and provide the equipment required to design and prototype microsystem-based components for nuclear weapons and other applications. MESA is the largest capital construction project ever at Sandia.

The State of the Labs presentation will also be given to Albuquerque-area community leaders the evening of Feb. 5.

Retiree deaths

Martha Williams Parker (age 86)	Sept. 28
Allen E. Danielson (84)	Oct. 1
Wayne C. McCrory (84)	Oct. 3
Russell J. Hutchison (87)	Oct. 4
Juan F. Zuni (71)	Oct. 6
Harold Roy Vaughn (79)	Oct. 7
Ruth Birdseye (85)	Oct. 8
Vivian Louise Lenz (87)	Oct. 11
Karl O. McGinnis (91)	Oct. 15
Mary H. Hall (82)	Oct. 17
Lloyd L. Alpaugh (75)	Oct. 20
John R. Martin (83)	Oct. 27
Neith Pollard (80)	Oct. 29
Earl W. Scott (81)	Oct. 31
William E. Andrews (80)	Nov. 4
Vernon Edds Arnold (90)	Nov. 6
Juan B. Pacheco (94)	Nov. 9
Eldon B. Frame (81)	Nov. 9
Leon Dale Moritz (80)	Nov. 11
James J. Reck (88)	Nov. 18
Charles E. Jenkins (81)	Nov. 23
David M. Darsey (60)	Nov. 29
Percy R. Palmer (94)	Nov. 29

Collaboratory for Multi-scale Chemical Science introduces new data-sharing Web portal

Online data-sharing capabilities may change the way chemical science is done

By Mike Janes

Sandia and an interdisciplinary team of scientists representing seven other institutions are developing a new online data-sharing Web portal that may eventually change the way chemical science is done.

According to senior scientist Larry Rahn (8350), director of the project, the Collaboratory for Multi-scale Chemical Science (CMCS) is designed to break down existing barriers to rapid sharing of validated chemical science information and open new paradigms for collaborative science. Showcased in the fall at the SC2003 conference in Phoenix, CMCS presentations showed how the emerging technology will make

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the work of chemical scientists more efficient and effective.

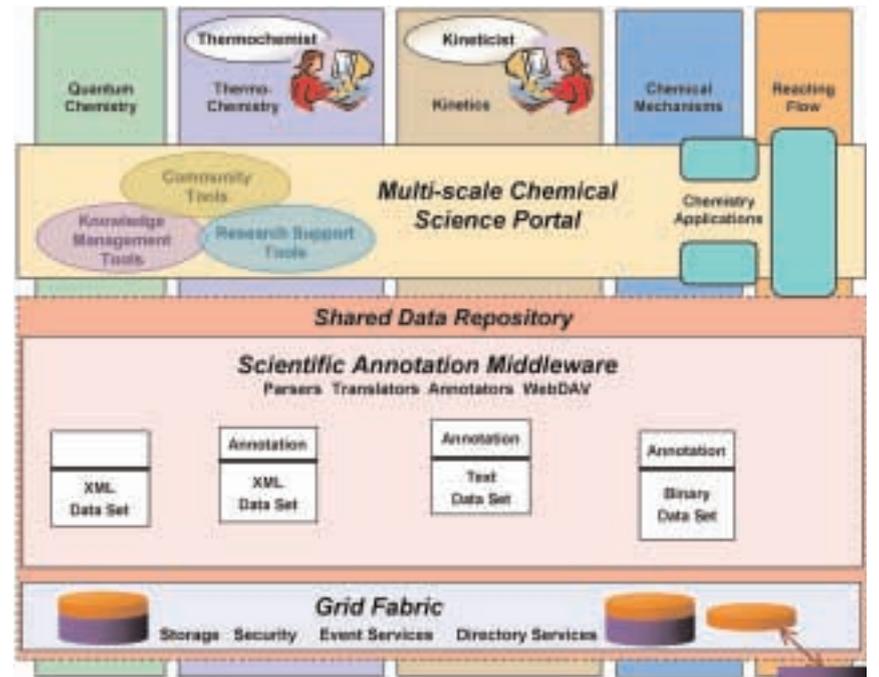
The genesis of the CMCS project in July 2001 was a call by DOE's Scientific Discovery through Advanced Computing (SciDAC) program to develop more collaborative, team-based approaches to science. "Collaboratories," as defined by SciDAC, link geographically dispersed researchers, data, and tools via high-performance networks to enable remote access to facilities, access to large datasets, shared environments, and ease of collaboration.

The CMCS data-sharing portal is a set of collaborative tools and a flexible user interface built on a variety of standards and open-source information technologies that can easily be enhanced or customized through the inclusion of new

"portlets." The portal enables scientists to rapidly form collaborative teams around complex problems, share and evaluate data regardless of format, discover and use data across physical scales, track the "pedigree" of data and annotate entries, share analysis tools, and make their results available to the broader scientific and industrial community.

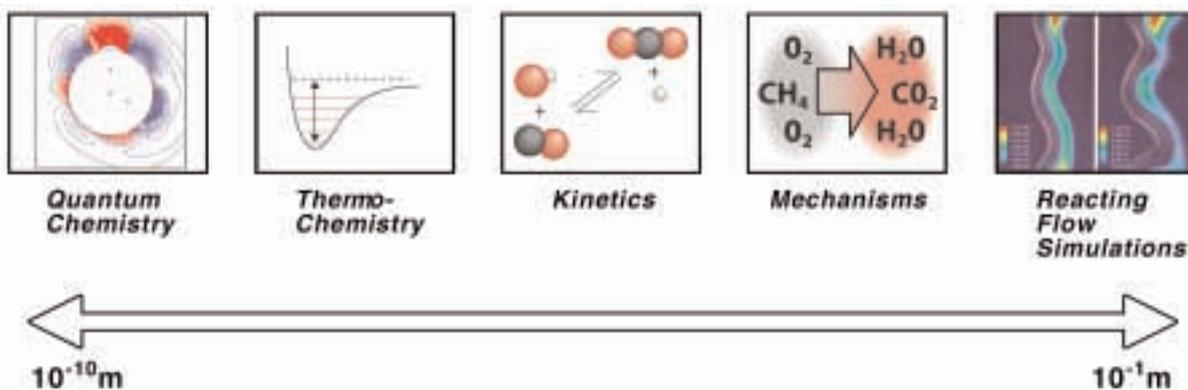
The ultimate objective is to convert today's data and metadata (information about data that facilitates its use by others) into tomorrow's scientific knowledge environments using state-of-the-art information technologies.

Interdisciplinary teams of scientists that span the sub-disciplines of combustion science are already working to take advantage of the CMCS data portal and are providing feedback to guide more advanced development. Motivated by a "systems-science approach" to knowledge creation, these teams are integrating information across physical scales of combustion science that range from the electronic structure of atoms and molecules to direct simulations of turbulent combustion phenomena



THIS DIAGRAM represents the major conceptual elements of CMCS informatics infrastructure.

The ultimate objective is to convert today's data and metadata (information about data that facilitates its use by others) into tomorrow's scientific knowledge environments using state-of-the-art information technologies.



COMPLEX CHEMICAL PROCESSES like combustion involve many phenomena at different physical scales and scientists in multiple disciplines and locations.

Feedback

Q: Back in February 1999 there was a Feedback question submitted about the practice of how vacation balances are reported. The answer to that question said that the Benefits/Payroll team was going to seek opinions from Sandians on the practice. My question is what has become of that effort? No changes to the vacation balance reporting practice have ensued. I cannot believe that if the opinion seeking really did occur that the results supported the practice. Every time I try to reconcile my records with those reported in the vacation balance application I get angry. If you want to report vacation accrual in arrears then report the vacation usage the same way. At least give us the option of picking a date for reporting all balances.

A: The current "Leave Balance Information" page was designed with considerable customer input. We realize that many employees would prefer a "real-time" vacation balance display; however, because of Payroll's bi-weekly processing cycle, that is not possible.

Posting vacation one month in arrears allows those employees who are at or near the 240-hour

vacation maximum to better manage their vacation balances so that they can avoid getting into a situation of "losing" their vacation accrual.

We are currently looking into changing the format used on the pay statements for reporting vacation balances to provide further clarification.

— Larry Clevenger (3300)

Q: Why has Eckerd made its online member services virtually unusable during normal business hours? Eckerd changed its Web site to require that after you register and sign in with a user ID and password, you need to provide a prescription number in order to access your claims history and family EOB. That makes the site unusable during normal business hours, since most of us do not carry our prescription numbers around with us — that would be at home. Why, after you have signed in with a password, do you need another number to access your account information, especially one that means nothing to the employee or member? Based on past experiences, I have found that the best time to contact Eckerd to get a question answered or solve any

problem is during normal business hours, not in the evenings. Yet with their new online member services Web page RX number requirement they have made access during business hours unusable. I have asked Eckerd, but the answer did not address my question — it explained how to log on (not my question), instead of the problem of not being able to obtain any claim or EOB information without a prescription number.

Teams include chemical science programs led by the national labs, as well as other collaborations such as the International Union of Pure and Applied Chemistry Task Force, which focuses on providing IUPAC-recommended thermodynamic properties for selected free radical and other critical intermediate molecules. Another, PrIME (Process Informatics Model), is focused on validated chemical kinetic models. A multi-university consortium led by the University of Michigan is also working with CMCS to solve the challenge of Homogenous Charge Compression Ignition (HCCI) Engines.

The CMCS project's collaborative team includes researchers from Sandia, Pacific Northwest, Argonne, Lawrence Livermore, and Los Alamos national laboratories, the National Institute of Standards and Technology, Massachusetts Institute of Technology, and the University of California Berkeley.

A: In 2003, some privacy regulations under the Health Insurance Portability and Accountability Act (HIPAA) went into effect. In response to some of these legal requirements Eckerd has implemented the need to enter a prescription number when accessing your claim information, EOB information and prescription refill on the Web as a measure to ensure the privacy of the data being accessed. I apologize for the inconvenience this is causing you. Unfortunately the new privacy regulations have caused additional steps to be taken by everyone who either holds or accesses Private Health Information.

— Larry Clevenger (3300)

Dirty bomb

(Continued from page 1)

radioactive dispersal device (RDD), or so-called "dirty bomb." Such a bomb detonates conventional explosives to scatter radioactive material across a target area. Dirty bombs, experts acknowledge, are likely to cause as much or more damage from fear and reaction to fear as from



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**RADIATION AREA
RADIOACTIVE MATERIALS
AUTHORIZED PERSONS ONLY**

the dangers of the explosives or the radioactive materials themselves.

Two million US sealed sources

"After 9/11, people in government started asking 'where is this stuff in the country?' and nobody had a good answer," says Joe. "We definitely started paying attention to missing radioactive sources because of the RDD potential," says Lori Dotson (also 6874). There are more than two million government and commercial sealed radioactive sources in the US. Lori is managing a project to better track all DOE sealed radioactive sources and to provide decision makers with some estimation of the potential threat they may pose. "We've moved far beyond the public health threat posed by these devices," she says.

Following reports from an International Conference on Security of Radioactive Sources in Vienna, Austria, in March 2003 and from the DOE/NRC Interagency Working Group on Radiological Dispersal Devices in May 2003, the Secretary of Energy chartered DOE's Office of Plutonium, Uranium, and Special Materials

"Our first key decision was to get a clean set of data under control at a low enough level. It's way below what you have to worry about for dirty bombs."

Inventory (SO 62) to create a database for tracking sealed sources.

The Sandia team's effort has resulted in a registry and tracking system well ahead of schedule, notes Gary "G.D." Roberson, DOE project manager. With anticipated increases in funding over the next few years, he expects the system to make a significant contribution. "It is already significant in the sense that the DOE has a database that is a direct commitment to the Secretary of Energy and is up and running."

RSRT unveiled

By the time of the May charter from Secre-

UNM seeks retired Sandia scientists/engineers

People at the University of New Mexico have expressed interest in part-time participation of retired scientists and engineers in various activities. As a result Sandia scientists and engineers interested in teaching, tutoring, mentoring, participating in seminars, or research collaborations at UNM are asked to contact Paul Schwoebel at 277-8487 or pauls@chtm.unm.edu or David Emin (at 277-2210 or Emin@UNM.edu).

tary Spencer Abraham, Lori and Joe and their department colleague Joe Jones were well on their way to at least part of the solution demanded by this international threat. The Sandia team developed a system, called the Radiological Source Registry and Tracking System, or RSRT. Members built the system by using existing data and databases and adding other sealed source data from throughout the DOE complex.

"Sandia had an operational database called the National Inventory of Sealed Sources, which contained select nuclear materials, actinide isotopes, and sealed sources," explains Joe Schelling. That database was designed and implemented by Cathy Farnum of the Labs' Modeling and Analysis Dept. 6863 and contained more than 55,000 records. (Cathy continues to help the team transition to a new database management system.)

The Sandia team, along with the DOE/AL project manager and Idaho National Engineering and Environmental Laboratory (INEEL) team member Dave Parks, went to SO 62 and explained the system. The team set aggressive milestones to demonstrate that Sandia could deliver an online system to meet the immediate needs of the new SO 62 Charter. DOE agreed and the Sandia team met the first milestone in November, six weeks ahead of schedule by placing the interim RSRT online.

Federal regulations set limits on the types of radioactive material that must be controlled. DOE and Sandia agreed to use those limits as a baseline. "Our first key decision was to get a clean set of data under control at a low enough level. It's way below what you have to worry about for dirty bombs. We actually have more data than we need, but it didn't cost us, because we already had it," says Joe Schelling. Acquiring data is important to the success of the RSRT program, and INEEL supports the team by leading the data acquisition effort.

DHS, FBI, EPA

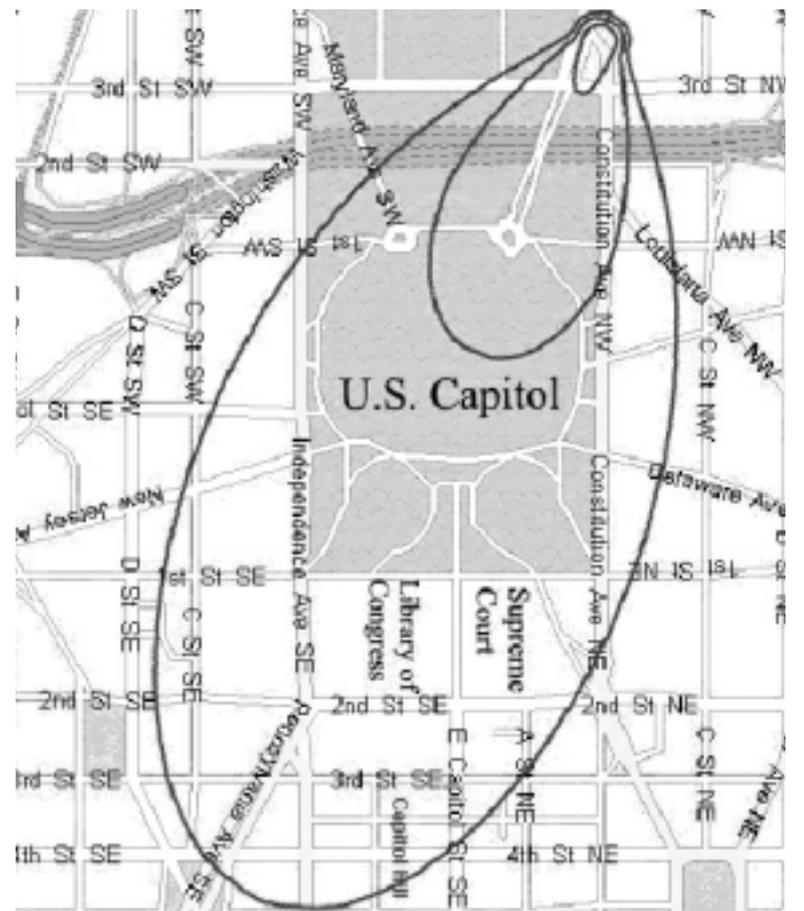
The team's idea is to track all DOE sealed sources in the system by March 31. Currently, DOE is the primary user of the system, but DOE has also offered it to the Department of Homeland Security, the Federal Bureau of Investigation, and the Environmental Protection Agency for use as a tool to support tracking, assessment, and recovery of sealed sources.

One obstacle the NRC is working to overcome is a commercial system, where general licenses are issued to a company to maintain sources. In this case, licenses are not linked to individual sources, making the accounting more difficult. Commercial firms are required to maintain records by the NRC or by one of the 33 "Agreement States" with NRC regulatory authority.

At the system level, the Sandia team worked to determine information needed and develop a structure that would permit common queries. Experience in support of a DOE/NRC interagency group on sealed sources and the NRC's Safe-Source program helped the Sandia team develop a functional DOE national tracking system.

Editor's note: See the next issue of the Lab News for an article about a Sandia project to secure dirty bomb ingredients overseas.

What if . . . ?



This map illustrates the problem with uncontrolled radioactive sources and the potential impact from their use in a radioactive dispersal device, or "dirty bomb." The three rings imposed over the map of Washington, D.C., show potential contamination plume areas that would vary depending on the size and efficiency of the RDD and are based on one of many risk assessment modeling tools. (Image source: www.fas.org)

Making RSRT better: Some next steps

At his computer, Joe Schelling (6874) demonstrates potential expanded applications for the Radiological Source Registry and Tracking (RSRT) System by linking the data to a geographic information system. He begins by showing DOE sites on a map of the US. Next he clicks on the Argonne National Laboratory site, near Chicago, to show more detailed information on sealed source inventories at that site. "You can drill down through the data to get detailed information on a specific source in a specific building," he says.

In addition, the system could link to manufacturers' data product specifications, and other information that could be valuable to first responders on the scene of an incident. "Emergency responders want to know where the sources are, but they also need to know how to use the data in a given event," says Joe, "How big? What kind of radioactive materials are used?"

To make the system more valuable to high-level planners, the Sandia team is looking at off-the-shelf and Sandia-developed risk tools that would allow online assessment of terrorist threats in a given set of circumstances.

Of Sandia's 1,000 sealed sources, only 345 meet the threshold level to be tracked in RSRT. These "accountable" sealed sources will also demonstrate a prototype application for a bar-coding system that would directly update the RSRT database, says Lori Dotson (also 6874). "You could update the inventory directly by scanning source barcodes. We plan to use it first for in-house inventories, but it could be broadened to the entire complex."

The team has come a long way since Lori's original LDRD-funded study on the feasibility of Sandia support for RDD related programs. The database is now becoming a functional system that may well prove its value in the national interest.

Sandia Labs inventors and authors earn nearly \$660,000 in annual royalty awards for FY03

Two hundred sixty-one Sandia inventors and authors earned almost \$660,000 in royalty award distributions during FY03, ending Sept. 30. The award average was \$795, and the highest award was \$84,124.

In addition, more than \$2.1 million in royalty revenue was awarded to Sandia line organizations. The royalty revenue was generated from 159 commercial- and fee-bearing licenses.

Sandia's Royalty Sharing Program provides inventors, authors, contributors, and technical organizations throughout the Labs the opportunity to receive royalties from technology licensing. Sandia has distributed nearly \$3.2 million in royalty incentives to qualifying employees since the program's inception in 1992.

A highlight of the year

Sandia's Corporate Business Development and Partnerships Center recently hosted an annual ceremony to honor inventors and authors who received royalty awards in FY03.

"A highlight of my year as well as that of the Corporate Business Development and Partnerships Center is hosting our annual Royalty Awards banquet," said David Goldheim (1300). "Few events could be more energizing than recognizing Sandia's technical accomplishments by honoring the dedication and creativity of the authors and inventors who form the foundation of our intellectual property management and licensing program. And, if that isn't sufficient gratification, it is also rewarding to realize that many products incorporating our inventions directly benefit our DOE and NNSA sponsors as well as protect our military forces and the security of our nation."

Technologies receiving royalty awards were wide-ranging. They included intelligent software programs that provide reasoning capabilities, a software tool to aid in the incorporation of complex gas phase chemical reaction mechanisms into numerical simulations, a laboratory chemical detection technique for identifying traces of gunpowder residue left

Get info

For information about licensing intellectual property, contact Licensing and IP Management Dept. 1304 Manager Kevin McMahon at 844-5148.



THE INSTANT SHOOTER ID KIT technology, licensed by Sandia to Law Enforcement Technologies, Inc., and used by law enforcement officers and military personnel to do on-the-scene analysis of firearms use, is one of many examples of Sandia intellectual property that brings in annual royalty awards. In the photo above Pam Walker (2552) demonstrates the portability of the military version of the kit to Mike Tachias (4211). (Photo by Randy Montoya)

whenever someone fires a gun, development of a valve for fluid control, a passive injection control for microfluidic systems, polymer formulations for getting hydrogen, and a method to eliminate gas blocking in electrokinetic pumping systems.

Software, VCSELS, and more

Technologies associated with the top five Royalty Sharing Program awards for FY03, based on dollar amounts (in alphabetical order) are: electrokinetic pumping technologies, electromagnetic modeling software, Jess software, quartz crystal microbalance, and vertical cavity surface emitting laser (VCSEL) technologies.

Sandia established the Royalty Sharing Program to encourage staff and management to

identify, protect, and deploy the Labs' intellectual property assets. Intellectual property includes patents, copyrighted software, and trademarks. Royalty income is generated through commercial licenses negotiated by Sandia's Intellectual Property Management Team.

Of the licensing revenue, 20 percent is distributed to inventors and authors of the licensed intellectual property; 10 percent goes to employees who qualify for awards as classified inventors or significant contributors, and to employees identified as inventors on patent filing applications; 65 percent is distributed to technical organizations within Sandia for discretionary research and development and technology maturation; and 5 percent is used for intellectual property management. — Chris Miller

Watercooler

(Continued from page 1)

help-line or a fix-it line, but rather a place to communicate," says Frank. "An intention of the *Watercooler* is to discuss early the issues and topics that have an impact on 10000 and the Labs in general."

Frank's Booklist gives reviews on various books he has been reading related to thinking strategically about Division 10000 and the Labs.

The *Watercooler*, established three years ago as a result of a discussion among Frank, Jane Tardiff (7001), and Curtis Johnson (16001), provides an opportunity for employees to e-talk about present and future issues in the division, or see what strategic plans are in formation, and share opinions. Members of 10000 can read, reply, and enter into discussion with other contributors.

Interactive participation

The *Watercooler* is designed in an easy to use

format, says Jane, past *Watercooler* editor. The page consists of three columns and other features. The first column contains a monthly message written by Frank. The second column focuses on strategic planning that fits into the goals of Integrated Enabling Services (IES), and the third column is a wild-card section written by a guest writer.

The goal of Frank's message is to inspire, challenge, and clarify issues and the vision of 10000. Column two is about topics of exploratory nature such as what does the future look like, what issues are being discussed, and what solutions are being posed. Column three is open to any topic on any work-related issue.

Other features of the *Watercooler* include Frank's Booklist, which gives reviews on various books Frank has been reading related to thinking strategically about Division 10000 and the Labs. There is also a link to past issues, and a place to enter the interactive discussions.

Be heard (or be read)

Current *Watercooler* editor Gary Hoe (10864) encourages everyone to participate in the process. He says he has spent enough time at Sandia to realize that there are brilliant folks who have interesting things to say and to mull over.

"One of the nice features of the *Watercooler* is that you are able to remain anonymous,"

Gary says.

He recalls that one of the *Watercooler* articles had a running discussion about anonymity in corporate communications. He says what was interesting was that most of the replies to that article were signed. But in some months, about 80 percent of the replies to an article were anonymous.

A look at the numbers

There are more than 700 hits a month and an average of 15 posted responses per month. Some of the more response-provoking topics in the past issues of the *Watercooler* include: January 2001: Two New Strategies by Johnson re: governance; March 2001: Inspiring a Shared Vision by Leadership Academy re: integration; Employer of Choice? Jojola/Putelli; Forum: Understanding the Enemy; Understanding Ourselves (post 9/11); 2002, Ready Set Go! by Frank.

Check out the *Watercooler* at <http://cfo.sandia.gov/watercooler/watercooler.htm> or by going to the 10000 Web site then clicking on the watercooler image under Frank's picture.

Sandians go above and beyond the call of duty

By Iris Aboytes

Here are just a few examples of Sandians and family members engaged in active military service around the world. — Editor

"Ask not what your country can do for you; ask what you can do for your country." These words were recited by President John F. Kennedy in his inaugural speech in 1961. Since September 11 many Sandians have done just that in one way or another.

Master Sgt. Robert Pierce (2346) has served in the Middle East on two separate occasions within the last 18 months. He is a member of the New Mexico Air National Guard, Civil Engineering Squadron, Power Production Shop. Two people from his squadron were deployed to set up and maintain a large bare base (a temporary base set up from scratch). Usually his squadron is the first to land and the last to leave. "My specific job as Power Production Superintendent was to set up and operate the main power plant providing electricity so everyone else could perform their jobs – getting the planes in the air," says Robert. He supervised 26 personnel. They maintained ancillary generators providing electricity to remote areas on base.

"Their job included installing and maintaining a Mobile Aircraft Arresting Barrier, an emergency braking system for jet aircraft that have lost their hydraulic system power — their ability to stop," says Robert. "This is similar to the cable on an aircraft carrier."

One of Robert's greatest concerns during his tours of duty was communicating with his family. It took a month after he left to talk with them. "I was also concerned about my job at Sandia and how other Sandians were working extra duty so that I could be away," says Robert. "The Power Production motto is 'without electricity we would just be camping' — that might not be such a bad idea."

"I am proud to serve," he adds.



MASTER SGT. TONY TEAGUE says, "I'm doing this for all the people who died in the World Trade Center, the Pentagon, and on the planes, and for the families they left behind."

"While we can all be very proud of Sandians who serve their country as reservists as well as work in the Laboratories, we should be especially grateful to them when they serve in active duty status in harm's way."

— Sandia President C. Paul Robinson

Master Sgt. Tony Teague (4222) was stationed on Kirtland Air Force Base as Security Forces Flight Chief and Security Forces Investigator, 377th Security Forces Squadron. Tony was in charge of day security forces for the base. His assignment was to ensure the base has as safe a working environment as possible. He was day shift flight sergeant for all security forces, canine patrol, base patrols, special post fire teams, and humvees. If it had to do with security, he owned it.

More than 140 personnel he supervised looked to him for guidance, support, and assur-

ance as increased hostilities brought them to a new level of alertness. His biggest supporter has been his wife Dora Lovato-Teague (3000). "I am most impressed with Tony's willingness to serve our country at any cost," says Dora. "He understands the huge impact it makes on our personal lives but understands it is something he signed up to do and does it without reservation or complaints. When he was activated after the 9-11 attacks and times were tough, he would say, 'I'm doing this for all the people who died in the World Trade Center, the Pentagon, and on the planes, and for the families they left behind.'"

Tony received the Air Force Commendation Medal in April 2003. "I am so proud of him," says Dora.

Sgt. Victor Chavez, son of Sandian Vic Chavez (1302), has been serving his country in a Nuclear Biological Chemical, NCO capacity. He arrived in the Middle East three weeks before the Iraq conflict began. The vehicle he was in broke down and he was left behind. Marines came upon him and helped him get to his destination. "It was a month before we heard from him," says Vic.

Once his family heard from him, they worried even more because over the phone they could hear the explosions. They also worried about him not being equipped with the clothing and food he needed to keep him safe and healthy.

"My wife and I wake up in the morning and turn on the TV to see if there is any overnight news on the Middle East. We do not want to do it, but we have to listen," says Vic. "In my heart I believe that it is an honor and a privilege to serve our country, but I am so scared for him. There is no way I can tell you how proud I am of him."

Sgt. Chavez came home for Thanksgiving. He will be in Baghdad three more months, then be sent to another base. He came home weighing 40 pounds less than when he left. "I took him shopping and we worked out," says Vic, "just him and me. My son says that one of the positive things that has happened to him is that now 'I understand who I am.'"

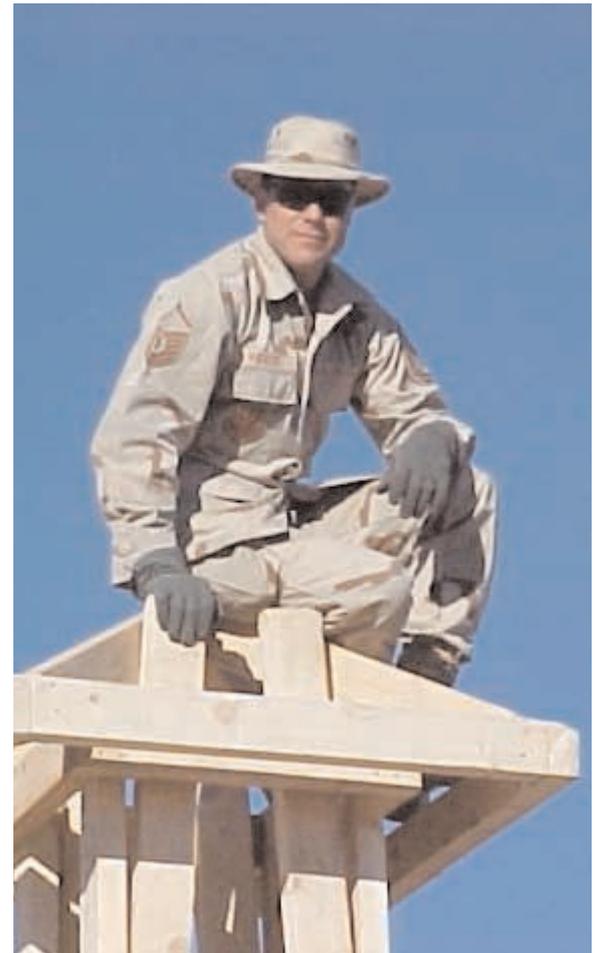
Maj. Mike Tachias, (4212) was part of the Stabilization Forces in Sarajevo — Bosnia and Herzegovina. Mike served as the Theatre Security Officer of the CJ2X Counter-Intelligence Section. Mike was both the Headquarters Commandant Senior Security Officer and the CJ2X Theater Security Officer.

As Theater Security Officer, he was responsible for the safety of all the bases in Yugoslavia. His job was to improve the protection and security, making it a safer place for all of the soldiers and civilians living and working there. He initially started by updating the security policy procedures. As a result of his modifications, many countless investigative hours were saved.

Mike was responsible for the Camp Butmire intelligence collection coordination cell for external and internal criminal and personnel security investigations. One of Mike's commenda-

tions says "He has greatly enhanced the coordination activities with counterintelligence cell operations, thereby highlighting critical case-work."

"When Republika soldiers taking part in Civil and Military Cooperation seminars in Sarajevo invited the Stabilization Forces troops to compete, Maj. Mike Tachias jumped at the idea," says a story in the *Stars and Stripes*. Mike says the competition was



MASTER SGT. ROBERT PIERCE says "the Power Production motto is 'without electricity we would just be camping' — that might not be such a bad idea."

One of Robert's greatest concerns during his tours of duty was communicating with his family. It took a month after he left to talk with them.

a way for peacekeepers to strengthen ties with the Bosnian military units. "I had to battle six generals to make this happen," says Mike. "In the end, everyone gave approval."

"The parachutists are what I called ambassadors of peace," says Mike. He received many commendations during his year-long stay and leaves again this month for another tour of duty.

"While we can all be very proud of Sandians who serve their country as reservists as well as work in the Laboratories, we should be especially grateful to them when they serve in active duty status — in harm's way," says Sandia President C. Paul Robinson. "The pressure's on the individuals and the sacrifices made by both them and their families are huge. In this era where our principal enemies are terrorists, the phrase has never seemed more appropriate than now that those folks truly are protecting us."



Maj. MIKE TACHIAS and fellow soldiers head out on a mission carrying AT4s, the Army's primary light anti-tank weapon.

Boeing 727 rolls into Albuquerque via I-40

Sandia to use retired airliner to develop non-destructive inspection techniques



Photos by Randy Montoya
Story by John German

With TV choppers overhead, news cameras rolling, and travelers gawking on Dec. 16, a 727 airliner rolled down Nine-Mile Hill along I-40 into Albuquerque, en route from Kingman, Ariz., to Sandia's Airworthiness Assurance Center (AANC).

The retired Boeing 727, with its wings and tail removed, arrived strapped to a modified flatbed trailer. The fuselage was then lifted off the truck by crane and placed on steel stands outside the AANC hangar west of the Albuquerque Sunport.

Sandia purchased the 727 as a test specimen for the AANC, managed and staffed by Sandia for the Federal Aviation Administration (FAA). The AANC's primary role is to develop improved inspection and maintenance techniques that ensure the continued safety of aging commercial airliners.

The 727 joins several other retired aircraft at the AANC, including a 747, a 737, a DC-9, and several smaller planes and helicopters.

With nearly 70,000 hours of accumulated flight time the 727, operated by Delta Airlines since 1978, is near the end of its design life, says Dick Perry, Manager of Airworthiness Assurance Dept. 6252.

It will be used to develop non-destructive inspection (NDI) techniques to find small cracks in the lap splice area of the fuselage, he says. While such cracks do not individually present a flight safety hazard, accumulations of them have led to catastrophes, such as the 1988 Aloha Airlines 737 accident.

NDI techniques increasingly are being used by the airline industry to verify the safety of aging commercial airliners and correct potential safety problems earlier.

Because much of the 727's wiring is still intact, the aircraft also will be used to develop inspection systems that evaluate the safety of aircraft wiring systems. Faults in the wiring system inside a fuel tank are suspected to have been a cause of the 1996 crash of TWA Flight 800.

The 727 was purchased by Sandia from Kingman Airline Services in July for \$15,000. It cost another \$15,000 to transport the aircraft, says Dick.

The wingless fuselage had to be turned on its side during transport to fit under the overpasses encountered during the trip, he says.



Management promotions

New Mexico

Douglas Dederman, from PMTS, Lethality & Threat Dept. 15417, to Manager, Warhead Systems & Penetrator Technology Dept. 15412.

Doug joined Sandia in January 1984, working initially as a shock and vibration test engineer. He first worked at the 18-inch Actuator and Ramp Shock Facilities and then the Area 3 Vibration Facilities.

In April 1987, Doug joined Sandia's Large Rocket Systems Department as a field test and project engineer, supporting the Strategic Targets Systems Program for more than 10 years and four successful launches from Sandia's Kauai Test Facility (KTF). His responsibilities included flight certification and field processing of Polaris A3 boosters and associated Thrust Vector Control components along with managing an Aging & Surveillance program for life extension of these assets.



DOUGLAS DEDERMAN

Doug then became the lead project engineer for the Red Crow Launch Vehicle (two-stage sounding rocket) flight experiment that was successfully rail-launched from KTF in April 1998. Since then, Doug has been the project manager for numerous systems engineering studies in the threat and countermeasures arena supporting development of US Ballistic Missile Defenses.

He received his BS in civil engineering in December 1981 followed by an MS in engineering mechanics in December 1983, both from the University of Nebraska-Lincoln.

Sylvia Saltzstein, from PMTS, Information Systems and Technology Dept. 3133, to Manager, Enabling Services Dept. 14403.

Sylvia joined Sandia in November 1993. She has been the industrial hygienist for Microsystems Science, Technology, & Components Center 1700, Materials & Process Sciences Center 1800, Information, Computation, & Engineering Science Div. 9000, and Manufacturing Systems, Science, & Technology Div. 14000. She has been Sandia's subject-matter expert for occupational exposure assessment, noise, and reproductive hazards. Sylvia was also the Sandia/New Mexico program

manager for the Chemical Information System for three years, and, for the last year has been the acting manager of the Integrated Safety and Security Information Management Systems Department.

She has a BS degree in molecular biology from the University of California, Santa Cruz, and an MS in Public Health from the University of California, Berkeley. She is a Certified Hazardous Materials Manager, a Certified Industrial Hygienist, and held a Teaching Credential for Secondary Science Education from the University of California, Santa Cruz.



SYLVIA SALTZSTEIN

Take Note

Retiring and not seen in *Lab News* pictures: **Walter Vandevender** (9311), 34 years; **Tara Allen** (2912), 20 years; and **Daniel Garber** (12105), 17 years.

Feedback

Q: *The last few weeks I have had appointments at Medical. Because I work in Area 3, I do not have the option of walking so far. I have yet to be able to park in a patient parking space because all of the spaces are full. When I go inside, there are relatively few people in the clinic. I wonder how many of the Medical patient spaces are taken by people who choose not to look for valid parking. After seeing regular vehicles parked in government spaces, I suspect all the patient spaces taken aren't by patients. Is there any way of regulating this and ticketing people who are wrongly parked in patient parking?*

A: Thanks for your inquiry on an issue with which we continue to wrestle. There are several options to address the problem of providing parking for special needs, such as car pool cards and handicap rear-view-mirror cards. For patient parking at our Medical facility, we have depended upon the honesty and integrity of Sandians to respect the needs of patients. Other approaches will require additional work and associated costs. We know that Sandians want to do the right thing and hope that your plea will remind them that there are those with a legitimate need to use those medical patient parking spaces (by the way, we do ticket private vehicles parked in government-only parking spaces).

— Dennis Miyoshi (4200)

Q: *If you need to walk to a meeting in the area around Research Park or the International Programs Building, what is the best route to take without getting killed? I got out through the contractor gate early in the morning with no problems but Pro Force would not let me back in that way at noon and I was then forced to cross Eubank to enter through the regular vehicle gate.*

A: I can understand the frustration of trying to do the right thing and have a series of obstacles placed in the way. Certainly, we are encouraging people to walk and consider alternative methods of travel to reduce parking congestion and vehicle pollution; however, in this case the Traffic Safety Committee could not identify a safe path for pedestrian traffic to the Research Park complex. The Eubank Contractor Gate is a limited-use, special-access gate and restricted to contractor and delivery vehicles only. Due to the large vehicles, no sidewalks, and use restrictions, this gate is unavailable and too dangerous as a pedestrian path to the International Programs Building or other Research Park sites. The new Eubank gate does have provisions for a pedestrian gate on the north side and the City's project to widen Eubank will have a pedestrian path on the west side of Eubank when the project is completed. But, once inside the gate, the main roads "G" Avenue and 20th Street have no sidewalks and the terrain is uneven, and full of rocks

and debris, raising the potential for slips, trips and falls. Crossing Eubank is another high-risk adventure unless one uses the crosswalk at Eubank and Gibson. The Traffic Committee's recommendation is to use a vehicle for travel to and from Research Park. If you travel frequently you may want to consider an environmentally friendly way such as a Neighborhood Electric vehicle (GEM) or a bicycle. The Air Force currently has plans to develop a bicycle path in this vicinity.

— Ed Williams (10864)

Q: *Why do we have benefits open enrollment only via telephone? All of that information ends up in databases here at Sandia and with the coverage providers anyway, so why aren't we capable of changing our enrollments on-line?*

A: We are considering the feasibility and cost-benefit of a Web-based open enrollment option. However, many of our employees do not have Web access and many of our retirees, who also participate in our benefits and open enrollment, do not have Web access. In addition, frequently it is the non-employee spouse who takes care of benefits enrollment and he/she also does not have access to Sandia's internal Web. Therefore, we will need to continue with a phone system to serve their needs. To date we have not had the resources to develop and maintain both a phone system and a Web-based system.

— Larry Clevenger (3300)

Q: *I have one question to ask and one suggestion to make, both concerning our Health Care/Reimbursement Spending Accounts.*

Question: *Who sets the \$4,000 limit on the HC/RSA? If it is the IRS, Congress, or any other government agency, then I suppose that there is nothing that can be done. But if Sandia has any influence on the dollar limit at all, I submit that it is unfair to large families to be limited to the same amount that a single employee is limited to. I have a family of five, and I put the maximum of \$4,000 into the plan during 2003. I ran out of RSA funds in mid October, and I project that I will spend an additional \$1,000 in medical expenses before the end of the CY. Therefore, I could have used a total of \$5,000 during CY2003. In CY2004, my wife will need hearing aids costing \$5,000 for a pair. Therefore, I would put \$10,000 into the plan for 2004 if it were allowed. If a single employee is limited to \$4,000, then a family of five should be limited to \$20,000.*

Suggestion: *Please, please, please return the prescription drug co-pays to fixed, whole dollar amounts, like they were two years ago. This percentage with minimums and maximums is annoying at least, and a true hardship at most. After a year's worth of purchases, the total averages out anyway. It is annoying when I cannot predict what my co-pay will be for a particular purchase. The hardship exists for those of us who participate in the HC/RSA and*

also take advantage of the otherwise wonderful Flex Convenience® debit card. Indeed we were informed that we might be occasionally asked to provide a receipt for purchases placed on the card. However, my experience this past year has been a terrible one. I have been required to verify literally dozens of qualifying prescription drug purchases during 2003. Apparently, these are two things that will trigger a requirement for expense verification. The first is understandable — a large dollar amount purchase. I don't know the dollar threshold, but I once had to verify a \$250+ order to Sandia's mail-order prescription service (Eckerd Health Services). I, of course, complied, grumbling only that expense verification should not be required when the purchase is with Sandia's only Top mail order contracted provider, who sells exclusively prescription medications. The second trigger is any amount that is not a whole dollar amount (\$12.34 versus \$12). This happens a lot when my co-pay is a percentage of the retail price. I used to consider it a burden when I had to file paper claims for medical co-pays, and was overjoyed at the prospect of using the debit card instead. But rather than decrease my paperwork, I have actually experienced an increase. I have had to fax receipts to PayFlex a dozen times this year, each fax containing one to five receipts. If the rules that trigger expense verification cannot be changed, then at least return the prescription drug co-pays to fixed, whole dollar amounts. I know that Sandia has control over this.

A: Sandia Benefits continues to benchmark our Health Care RSA with industry standards. As a result of a benchmark study, the maximum annual election amount was raised to \$4,000 in 2002. Other factors that Sandia takes in consideration are the risk of loss (claims greater than deposits increased by 71 percent in 2001) from terminating employees and Sandia's ability to pass the IRS Code 105 (h) nondiscrimination testing. The Code dictates that a plan may not discriminate in favor of highly compensated individuals as to eligibility for participation and in benefits provided. If a plan is found discriminatory then highly compensated individuals will be taxed on all or a portion of benefits received under the plan.

Thank you for your suggestion to make the prescription drug co-pays fixed whole numbers. Unfortunately, most companies are moving to coinsurance rather than fixed co-pays because of the rising cost of prescription drugs. PayFlex has set up its computer system to perform receipt audits in accordance with the IRS regulations and therefore will not change in the near future. The threshold for auditing large orders is \$100 regardless of where the purchase is made; once again that is how their computer system is set up. If you are finding the use of the debit card burdensome due to the request for receipt you may want to consider collecting your receipts and submitting them for payment periodically.

— Larry Clevenger (3300)

'The Sandia Culture' — Sandians have some thoughts

In responding to the recent "Your Thoughts, Please" question that urged comments about the ups and downs, pros and cons of "The Sandia Culture" one person wrote into this web-based employee comment page that the Labs' appreciates diversity. Diversity certainly exists, particularly when it comes to expressing views about Sandia's diversity because another person who responded to this question doubts that Sandia appreciates diversity.

Another argues that Sandia doesn't have just one culture, but many, and then goes on to describe and title those cultures much like computer software programs – TSC [The Sandia Culture] v. 1.2, which was released in the early 1990s. And that version, the writer suggests, has some subsets: 1.2.1 weapons stockpile engineering, 1.2.2 basic R&D, 1.2.5 California.

Another Sandian described a David Letterman-like "Top 10" list, which includes characteristics such as Dreaded Decision Delay, Analysis Paralysis and Reaction Ready, which form the culture.

Some additional Sandia employee thoughts about the culture of the place they spend most of their days.

"One of the best aspects of Sandia Culture is the general willingness to do ad-hoc mentoring."

"One of the worst aspects of Sandia Culture is Not-Invented-Here syndrome."

"The Sandia culture affords me the opportunity

Find "Your Thoughts, Please" at NewsCenter – <http://www-irn.sandia.gov/newscenter/news-frames.html>. From there simply click on its link located near the top left of the page.

nity to be seen as intelligent; everyday society frequently makes fun of smart people and I sometimes have to hold back to spare peoples' feelings."

"The most impressive aspect of our culture...is the hard-driving inquisitive, and analytic nature of Sandia people."

"We too often seem to others as cold and aloof, and some Sandia people seem too driven to have any fun at all."

"Sandia maintains a good old boy and good old girl 'culture.'"

"One of the most positive aspects of Sandia's culture is the level of quality at which we operate. . . . However, this leads to a certain amount of snobbery. . . ."

Now 'Your Thoughts, Please' asks about worker productivity

"Any company worth its salt and dedicated to continuous improvement strives for increased productivity. How might you or the people around you increase productivity?"

That's the question Sandians now have a chance to write about via the web-based employee comment and opinion program, "Your Thoughts, Please." Find it at the internal web's NewsCenter (<http://www-irn.sandia.gov/newscenter/news-frames.html>) and click on the appropriate link located near the top left of page. And follow the simple directions. Responses should be submitted by Jan. 23, 2004.

"The least impressive aspect of the Sandia culture is the tendency to treat every project as if it contained an endless sea of money."

"...if all people and world leaders alive today possessed the same caring, compassion, and concern for fellow man that Sandians do, there would be no need for the work we do here at the Labs."

Feedback

What are options when no handicapped parking spaces can be found?

Q: I am a person with handicapped parking privileges who was unable to park in a handicapped parking spot because all were filled. This usually only happens during inclement weather, which is beside the point; however, typically there are enough spaces during the day for me to park my car. My experience is that Medical has always been responsive to add more spaces if a handicapped person complains about lack of handicapped parking. The issue I have is that during these times when there are no spaces to park, what are our options? I was frustrated enough a couple of times to park in a medical parking spot and both times received a ticket (that was with my handicapped placard fully visible). That gets me very upset because it is very difficult for me to even walk short distances and almost impossible for long distances without benches for resting along the way. Parking in the Medical spot was my only option except to turn around and go back home. But I have a job to do and wanted to get to my office. My question is why do medical parking spots have assigned spaces? If a person is truly incapacitated and had to drive to another area they wouldn't have a parking spot in the other area. And why can't the medical spots that are rarely completely full be used as a handicapped spot when there is no other alternative? I'm sorry about the long issue/complaint but it is hard enough to HAVE to use handicapped privileges without having to feel like a criminal for wanting to come to work and have to explain to my manager why I received the ticket.

A: First, I would like to apologize for the times when you did not find an available Handicapped parking slot. Handicapped parking is a priority and Sandia will provide sufficient spaces to meet your needs. Handicapped parking spaces are restricted to vehicles displaying a state-issued Handicapped placard or license plate and they are open to any vehicle with these designations. If you observe a non-placarded vehicle in a Handicapped slot, please notify the Security Desk Lieutenant at 844-3155 and they will have the vehicle removed and the offender ticketed. As a convenience Sandia provides Medical parking spaces for individuals who need short-term accommodations. As you have discovered there are significant differences between Handicapped parking and Medical parking. In general, Handicapped spaces are physically larger, have greater separation, have access paths and are located near curb cuts and ramps to allow for wheelchair access. Medical parking spaces are part of open and general parking and do not meet the criteria for being a Handicapped parking space. Medical parking spaces are numbered and are generally returned to open parking when an individual need is satisfied. In an Integrated Enabling Services (IES) approach Medical, Facilities, Safety, and Security work together to provide Handicapped and Medical parking spaces in the most accommodating area for individuals; in addition we provide Handicapped parking spaces in open parking lots and other high use areas. Once a need has been identified, we work with the individual to see they have a space that meets their needs. Please contact your Building Manager (<http://fac-prod.sandia.gov/bldgmgr/listbldg.idc?>) and he or she will work with you to see that adequate Handicapped parking is available.

— Ed Williams (10864)

Target missile lifts off from Sandia's Kauai Test Facility



SUCCESSFUL LAUNCH — A US missile defense target rocket, an M-56A missile, lifts off from Sandia's Kauai Test Facility Dec. 11. The US Navy successfully intercepted the missile three minutes later using a radar-assisted SM-3 interceptor launched from a Navy cruiser 250 kilometers offshore. The successful test was part of the US Missile Defense Agency's (MDA) Aegis Ballistic Missile Defense FM-6 mission. Sandia personnel at KTF provide launch support for various MDA programs.

(Photo by Diana Helgesen)

Mileposts

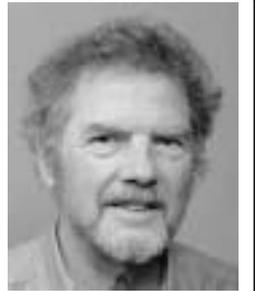
New Mexico photos by Michelle Fleming



Robert Prew
40 12345



Charlie Field
35 15322



Bob Nasby
36 1748



Jimmie McDonald
35 6873



Gary Schuster
35 1751



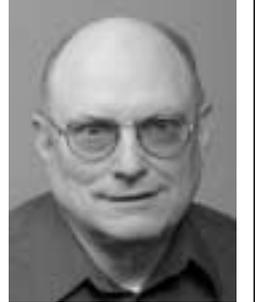
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Michael Pendley
30 5942



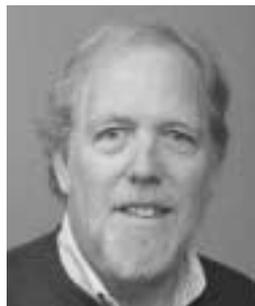
Ray Hibray
31 1742



Robert Brooks
27 1732



David Waymire
30 5935



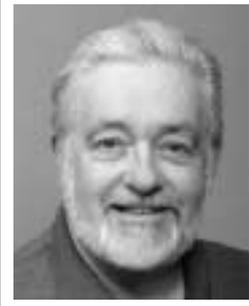
Tom Bickel
25 9100



Millie Griffo
25 12630



Jerry Hands
25 1930



Raymond Macallister
22 2913



Kenneth Hanks
20 7040



Paul Klarer
25 2338



Jim Kwak
25 2541



Richard Parker
25 10843



Gwen Pullen
25 10022



Randy Simons
25 5533



Tim Stephens
25 14411



John Benecke
20 1746



Barbara Boyle
20 12870



Bess Campbell-Domme
20 2000



Doug Dederman
20 15412



Michael Dvorack
20 12335



Rebecca Darnell Horton
20 4148



Melvin Krein
20 15415



Marsha Merillat
20 5500



Scott Nicolaysen
20 2613



Mark Pilcher
20 15425



Bob Anderson
15 15252



Ephraim Arquitola
15 17351



Walter Caldwell
15 5923



Harry Cincotta
15 12332



John Dye
15 2331



Lynn Fugelso
15 12326



Paul Graham
15 9208



William Hossley
15 12870

Recent Retirees

Sandian Denise Maestas receives Peggy Award as Albuquerque's outstanding single parent

Best part of award? 'My children's names were on the plaque,' says Denise

Sandian Denise Maestas (10852) received the Peggy Award as outstanding single parent to 22-month-old twins, Michael and Anthony. The award was presented by Mayor Martin Chavez and Evonne Joiner.

The Peggy Award was established by Evonne Joiner, Joiner Construction, to honor her mother, Peggy, who worked two or more jobs but still found time to let her three children know they were her top priority. "Who I am today is because of what kind of parent my mother was," she says.

Denise was nominated for the award by Mary Kay Austin, Manager of Business Division Office Dept. 14003. "As with most new parents, the first year was particularly difficult due to a variety of illnesses and infections, little sleep, and the constant demands of caring for a newborn," says Mary Kay. "In Denise's case this was doubled and she was on her own. Through all of this, Denise has managed to keep her focus on providing her boys with a loving, happy, and supportive family environment."

As the twins grow, she remains actively engaged with the boys' activities, daycare, and church. Her twins have their own personalities, and Denise is committed to celebrating their dif-

ferences, and makes sure she spends individual time with each one.

"The combination of her positive, customer-focused attitude, the breadth of her work experience, and her education credentials make her an asset to any organization," says Mary Kay. "Since I have known her, I have seen that she is not only an outstanding employee but an outstanding single mother as well."

"I am very impressed with Denise and how she has worked so hard in her career and still made time for her twin boys," says Evonne Joiner. "She, like my mother, did not become part of the system."



PEGGY AWARD WINNER Denise Maestas and her twin sons, Michael and Anthony.

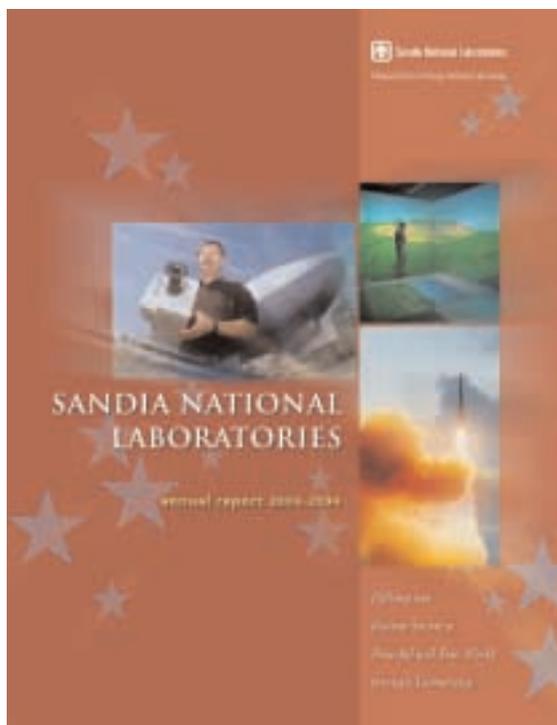
"The best part of the award is that my children's names (Michael and Anthony) were on the plaque," says Denise.

Sandia Annual Report available upon request; online, too

Sandia's new 2003-2004 annual report is now available through Public Relations and Communications Center 12600. Completed last month, the new report uses as its theme Sandia's core vision: "Helping Our Nation Secure a Peaceful and Free World Through Technology."

The 82-page color publication emphasizes the many ways that Sandia contributes to national security. Information is organized by the Labs' technical strategic management units (SMUs), including the new Homeland Security SMU, and a final section features Sandia's community involvement programs at both major sites.

The publication features the Labs' recent technical accomplishments and capabilities that should be of particular interest to Sandia customers and employees, says Editor Larry Perrine. It does not include administrative accomplishments that are covered in the Lab News' annual Labs Accomplishments issue published each February.



More than 2,000 copies have been mailed externally to customers and other individuals and groups interested in Sandia's work. Single copies have been sent to all Sandia managers and above, and multiple copies have been provided to Sandia's recruiting offices and other selected departments for use throughout 2004.

Employees and departments wanting copies of the new annual report can call the Media Relations and Communications Department at 844-4902. It can also be downloaded from www.sandia.gov/news-center/publications/annual-report/index.html.

Special appointment update



LINDA JARAMILLO-ALFARO

The Dec. 12, 2003 issue of the *Lab News* featured photos of the Lab's most recent special appointment recipients. The photo of Linda Jaramillo-Alfaro (left) was inadvertently omitted. Linda is a Distinguished Administrative Staff Associate in Dept. 3521.

Also, four individuals in Div. 4000 who were listed incorrectly as receiving appointments to the Labs' distinguished level. The four, John Fulton, Timothy Malone, J.D. Patrick, and James Walker, were promoted to the SMTS level. The *Lab News* regrets the error and any awkwardness that may have resulted.

IORTA Technical Forum presents William Yurek, DOJ, on:

CyberCrime

Information and computer systems have become vital to our way of life, our way of doing business, defending our nation, and our way of interacting with other nations. As law legislation and court cases race to keep up with this changing domain, cyber crime is one element we must understand and adapt to in relevant work at Sandia and in our private lives.

Wednesday January 21st, 2004
Sandia National Laboratories
 Building 825 (TTC/Steve Schiff Auditorium)
 Lecture: 10:00 a.m. - 11:15 a.m.
 Reception: 11:15 a.m. - 12:00 p.m. (lobby)

This presentation is sponsored by the IORTA Program as one in a series of its Technical Forum lectures. It is open to all DOJ, City, NM Government, and KAFB personnel interested in this topic. No Sandia badge is required; however, ability to enter base on your own is required.

Building 825 (Steve Schiff Auditorium/Technology Transfer Center) is located outside the south side of Sandia's Tech Area 1. Take Hardin east past the intersection of Hardin & Wyoming. Turn north at the next stop sign (4-way), and east into the parking lot. Information: 284-3178 or 844-9164.

The Department of Justice's Computer Crime and Intellectual Property Section (CCIPPS) attorney staff consists of about 40 lawyers who focus exclusively on the issues raised by computer and intellectual property crime. They advise Federal prosecutors and law enforcement agents, comment upon and propose legislation, coordinate international efforts to combat computer crime, litigate cases, and train all law enforcement groups. Other areas of expertise possessed by CCIPPS include encryption, electronic privacy laws, search and seizure of computers, e-commerce, hacker investigations, and intellectual property crimes.

Topics covered in this forum include: responding to the threat of cybercrime, international issues, and efforts to fight computer crime; protecting trade secrets under the Economic Espionage Act; obtaining electronic evidence in criminal investigations; searching/seizing computers; and cyber ethics. Our speakers will also cover legal issues and how they've been recently decided in court on cyber crime legislation, and impacts of these issues to assessment and red teaming activity. In addition, our speakers will consider the type of technical help and development a laboratory like Sandia might provide to the DOJ so that it is more effective in its mission. There is certainly a need for tracking criminals, attribution of attack, evidence protection, and identifying alternative theories of attack.