

SKYWARD — A collection of radiometers at the Darwin, Australia, site continuously measures irradiance in cumulus clouds. Ground-based instruments will support the 2006 Tropical Warm Pool-International Cloud Experiment to describe the properties of tropical cirrus and the convection that leads to their formation.

## ARM-UAV program hosts planning for expedition

**Aircraft, ships, satellites, balloons to focus on world's climate engine in early 2006 experiments**

By Nancy Garcia

Years of aspirations to undertake challenging climate research materialized recently in a core group of weather scientists from the US, Europe, and Australia gathering at Sandia/California to discuss upcoming plans for observations of the atmosphere above the western tropical Pacific, a region known as the world's climate engine.

The studies in January-February 2006 will focus on the key uncertainty in climate modeling, the role of clouds, which can either trap or reflect heat from the sun. The formal name is the Tropical Warm Pool-International Cloud Experiment.

"The tropics are very important to global climate," said Will Bolton (8227), who manages DOE's Atmospheric Radiation Measurement - Unmanned Aerospace Vehicle (ARM-UAV) Program at Sandia and hosted the planning session. "What goes on there affects climate virtually all over the world."

**"The tropics are very important to global climate. What goes on there affects climate virtually all over the world."**

### Deployment coincides with monsoon season

The deployment coincides with monsoon season around Darwin, Australia, which was instrumented three years ago to gather ground-based measurements for the ARM program.

"We've always wanted to do this type of experiment," said Jim Mather, a meteorologist with Pacific Northwest National Laboratory who co-leads the science team for the western tropical region. "We've been working on this for years. It's a very difficult experiment to do."

Will said the three days of planning in Livermore in September were intended to improve efficiency when the team collects data in Australia.

(Continued on page 3)

# Sandia LabNews

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## Host of dignitaries to be on hand for NISAC's Oct. 12 groundbreaking

**NISAC facility to be first DHS-owned building at national laboratory**

By Chris Burroughs

The first Department of Homeland Security-owned building at a national laboratory will break ground Oct. 12 with a host of dignitaries, including Sen. Pete Domenici, R-N.M., and Sandia Labs Director Tom Hunter, wielding shovels.

The building, to be located at Sandia on 5.4 acres at the southeast corner of Hardin and 14th Street, will house the National Infrastructure Simulation and Analysis Center (NISAC), a DHS program led by Jon MacLaren, DHS Manager for Risk Analysis within the Infrastructure Protection Directorate. NISAC is a core partnership of Sandia and Los Alamos National Laboratory (LANL).

NISAC recently made the news for the simulation and analysis it performed for DHS before, during, and after Hurricane Katrina, work it started a couple of days before the devastating

hurricane blew into the Gulf Coast region. The modeling predicted flooding and infrastructure failures that could be associated with the hurricane.

On a day-to-day basis, NISAC's advanced modeling and simulation capabilities are used for the analysis of critical infrastructure, their interdependencies, vulnerabilities, and complexities. The center is involved in activities such as analyzing potential disruptions to water, transportation, telecommunications, energy, health and human services, and banking and finance infrastructure caused by natural disasters like hurricanes, earthquakes, wildfires, and agricultural threats, as well as human-caused events like terrorism.

"This building, which we have been planning for the past several years, will house a program that has important implications to the national security of this country," Domenici says. "Our nation cannot be secure without sufficient under-

(Continued on page 4)

### Changes to health care plan, new rate schedule inside

Changes are coming this year to Sandia's health care plan and premium structure. This year there is a wider range of medical plan options available; a new vendor, United Healthcare (replacing Mutual of Omaha); and four coverage tiers. Read more about the changes on pages 6-8, where, among other things, you'll find the new monthly premiums effective Jan. 1, 2006.

## Sandia study looks at large-scale emergency evacuations

By Michael Padilla

Refusal to evacuate is relatively common for hurricane evacuations, as opposed to other types of disasters, according to a recent Sandia study.

The study, conducted by Lori Dotson and Joe Jones (6874), is considered the most comprehensive study of large-scale evacuations in the US in more than 15 years.

"Interestingly enough, there were no refusals to evacuate for the terrorism-related evacuations that we studied," says Lori.

The research, funded by the Nuclear Regulatory Commission, examined a total of 230 large-scale evacuations of more than 1,000 people

(Continued on page 4)

Katrina could impact Sandia construction projects. Story on page 5.



**Shanalyn Kemme receives YWCA Women on the Move Award.**  
Story on page 10.



**Daughter of Sandian Miriam Minton featured on Special Olympics plaque.**  
Story on page 12.



**Navajo Nation stages first annual Exceptional Children's rodeo, and Sandian helps.**  
Story on page 12.

## What's what

State fair's over; balloons in the sky; backpack-laden kids about. What's it mean?

Means you can find a parking place until that vacation time is used up before FY's end.

\* \* \* \* \*

You may (or may not, maybe) want to check the spread in this issue on the new health care plan and the premium structure for the plan. You'll find it on pages 6-8.

And for sure, with the drama of Hurricanes Rita and Katrina painfully fresh, you'll want to read Nancy Garcia's story beginning on page 1 about Sandia's role in an expedition planned for early next year to study the atmosphere above the western Pacific tropics, "a region known as the world's climate engine."

\* \* \* \* \*

Concerned about Patriot Act zealots snooping through the records of your library preferences? . . . or telephone calls? . . . or the pay-per-view movies you watch?

Well, if you're paranoid and/or squeamish about people watching you, take a quick look around the next time you pay a visit to a public restroom. A dirty little secret is that operatives from the American Society of Microbiology might be watching.

They were watching in August at Atlanta's Turner Field baseball stadium, New York's Penn Station, San Francisco's Ferry Terminal Farmers Market, and Chicago's Museum of Science and Industry and Shedd Aquarium, and determined that women are more concerned with cleanliness than men. While fully 90 percent of women washed up before leaving, only three-quarters of the men did.

The most unwashed were in Atlanta: 37 percent of the men didn't soap up, nor did 16 percent of the women. The most fastidious were in San Francisco and Chicago, where only about a collective 12 percent left without washing their hands.

Kidding aside, the ASM has been at this off-and-on since 1996, using the results in an education campaign to convince people that hand-washing can stop — or at least curb — the spread of flu, diarrhea, and other infectious diseases. And we should all take note of that.

\* \* \* \* \*

There's something to be said for an honest, straightforward approach, like this unadulterated e-mail identified only as "Business Online [cashattack@gmail.com]" in the "from" field.

"i am one of biggest boss in egyptian mafia . i am hacker from egypt , i hacking banks and get information of people .

i can make millions of dollar but need good client and asistant in USA & UK & Canda . we will make many money together by transfer money into his bank account and we will split money 50/50 but if you don't accept this so forget about and delete this e-mail if u accept just send me ur info to contact u

" THaNKs "

I might contact "Business Online [cashattack@gmail.com]" myself because making "millions of dollar" as the "asistant" is appealing, but I'm concerned that I might morph into the "client" in this Egyptian mafia enterprise.

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

## New Sandia software tracks classified media simply; Org. 4320 piloting use

By Neal Singer

Classified disks that disappear from secure environments cause uproars that reach Washington, NNSA labs have found.

DOE — responding to one such uproar in September 2004 — directed every lab group to account weekly for its classified disk and tapes.

But walk-through inspections are time-consuming when the tools are paper and pencil. They're also a challenge to accuracy.

Now the task's burden has been made remarkably lighter by a Sandia group that, in six months, developed an automated system known as CID. CID identifies and tracks the media of any organization willing to undergo the simple installation of the program's free software.

The program, described as "a more accurate, efficient, and secure accounting system" by project lead Russ Goebel (4324), has been used since June by Org. 4320, one of the large maintainers of classified information at Sandia.

### 'Eating our own cooking'

"We wanted to pilot this application in a production environment to ensure its functionality," says Heather Robideau (4324), an application administrator. "We figured we would eat our own cooking and make sure it's good before we feed it to the rest of the lab."

The acronym CID, like a kind of superior crossword puzzle, is actually an acronym that houses another acronym: The "CEM Inventory Database" is shorthand for "Classified Electronic Media Inventory Database."

CID provides an automated, consistent, centralized process to conduct weekly inventories, says manager Carl Leishman (4324). A simple series of automated queries registers a disk or tape, notes its location, and assigns it a name. The software then notices in subsequent inventory cycles if the medium has been removed.

Qualifies application developer Matt Bohnsack (4324), "This isn't real-time detection of media removal — an immediate weapon against insider threat — but it's a step in the right direction."

### Removal reason must be documented

If a disk or tape is removed or doesn't respond to the inventory query, a reason must be documented in the system. If the object is not successfully inventoried within a day, security steps are taken via e-mail to system administrators. If not successfully inventoried within a week, the circle of notifications widens further.

"If the old inventory took four hours, the CID process can be done in minutes," says Senior Manager John Zepper (4320). "The amount of time and money saved will pay back in six months — and then over and over — the cost of development of this program."

The system is effective for hard drives or tapes designed to be always accessible and continuously in use.

System administrators interested in reducing their work loads yet improving security at the same time can go to <https://cid-qual.sandia.gov> for further information. Also on view are simple instructions on how to sign up for the automated classified media inventory system.

## Recent Patents

Ronald Manginell (1722), W. Kent Schubert (1723), and Randy Shul (1723): Method to Fabricate Multi-Level Silicon-Based Microstructures via Use of an Etching Delay Layer.

Scott Bunge and Timothy Boyle (1815): Synthesis of Metal Nanoparticles.

Ron Renzi (8755): Microvalve.

Ron Renzi (8755): High Pressure Capillary Connector.

Linda Domeier (8762), Jill Hruby (8100), and Alfredo Morales (8762): Sacrificial Plastic Mold with Electroplatable Base.

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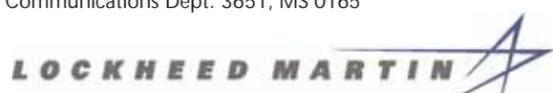
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## Truman Fellow Youssef Marzouk says Sandia experience 'tremendously positive . . . stimulating and motivating'

Note: As Sandia begins to seek applicants for the third year in its prestigious President Harry S. Truman Fellowship in National Security Science and Engineering, the Lab News asked one of the first Truman Fellows, Youssef Marzouk, to talk about his experience at Sandia. Youssef holds BS, MS, and PhD degrees from MIT. His research at Sandia (in Reacting Flow Research Dept. 8351) has focused on Bayesian inference for inverse problems and optimization, with applications to fluid dynamics, source inversion, and gene regulatory networks. Here are Youssef's comments:

I've been a Truman Fellow at Sandia for just under one year, and thus far it's been a great experience. The fellowship has provided the opportunity to move my research into new areas, beyond what I investigated in my doctoral thesis, and that process has been both exciting and a lot of hard work. My research is focused on Bayesian inference for inverse problems — casting problems of inference from noisy real-world data and uncertain models in a rigorous probabilistic framework, and developing computational tools to make this possible on the large-scale systems that are simulated here at the Labs.

I've benefited a great deal from the mentor-

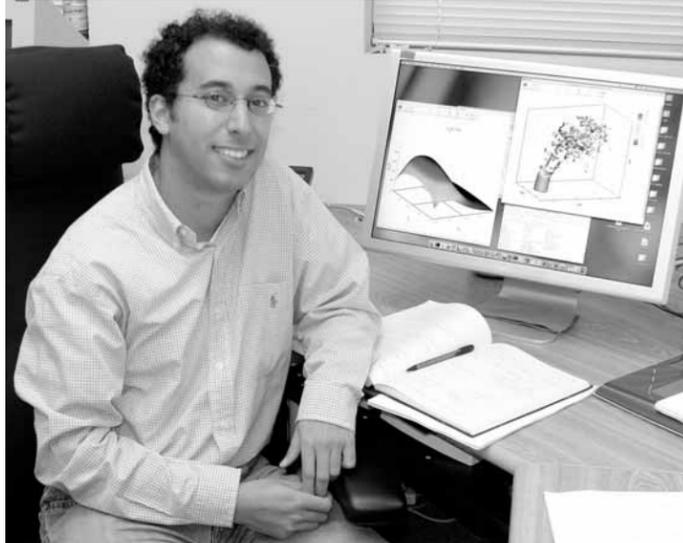


Photo by Bud Pelletier

ship of several colleagues at Sandia, whether on day-to-day issues or on broader questions of how to guide my research. And I've also learned a great deal through technical discussions with staff in my own department and in others; in fact, these have been quite invaluable as I encounter unfamiliar terrain. I almost always find that peo-

ple are willing to go to the white board and think about a problem together, or to share their own experience with a research challenge that I've come upon in my work. Even simple things like recommending books and frequently passing along journal articles have created a climate of shared inquiry that has been stimulating and motivating.

Working at Sandia has also afforded many other resources for facilitating research: access to large computer systems, the opportunity to present my work at conferences around the world, a responsive technical library, and support for inviting guest speakers and external visitors.

Beyond that, my first year has seen a few other transitions: commuting instead of biking or walking to work, giving up cold Boston winters for mild California temperatures all year-round. All in all, it's been a tremendously positive experience, and I look forward to my next two years as a Truman Fellow.

For more information about the fellowship, including information on how to apply, check out <http://www.sandia.gov/employment/special-prog/truman>

## SAE honors CRF collaborations with Colwell Merit Award

By Nancy Garcia

Chuck Mueller, Lyle Pickett, Dennis Siebers, and Glen Martin (all 8362) were selected along with William Pitz and Charles Westbrook of Lawrence Livermore National Laboratory (LLNL) to receive the Arch T. Colwell Merit Award. Theirs was one of 11 papers honored at the Society of Automotive Engineers' (SAE) 2005 World Congress in Detroit in April for the most innovative and original work out of about 2,500 papers published during the preceding year.

Entitled "Effects of Oxygenates on Soot Processes in DI Diesel Engines: Experiments and Numerical Simulations," the paper focused on understanding the effects of oxygenated fuel molecular structure on emissions.

"This honor highlights the value provided by analyzing a problem using perspectives from experts in different areas within a field," Chuck says. "This value would have been difficult to achieve without strong collaborations within

Sandia and with our colleagues at LLNL."

Dennis noted that this paper reflects the reason Sandia and LLNL also received an award from DOE's Office of FreedomCAR (Cooperative Automotive Research) and Vehicle Technologies program, for effective and sustained national lab collaborations that have benefited that program.

Three of the authors — Dennis, Pitz, and Westbrook — have also received the SAE's Horning award, which recognizes the best paper annually on fuels and engines.

The Colwell award, established in 1965, annually recognizes the authors of papers of outstanding technical or professional merit. Papers are judged primarily for their value as new contributions to existing knowledge. The award was



TEAM TIME — From left to right, Lyle Pickett and Glen Martin, front row, stand with fellow Colwell award winners Dennis Siebers, Chuck Mueller, and William Pitz, back row, during a recent meeting in Detroit. Winner Charles Westbrook was not available for the photo.

funded by the late Arch T. Colwell, who served the society in many capacities for nearly 50 years, including a term as president in 1941.

## Sandia California News

### ARM-UAV

(Continued from page 1)

Using satellite and weather radar images, Bureau of Meteorology forecasts, and weather prediction model runs from the same period last year, the team ran through a speeded-up day, deciding flight paths for the following day and then checking what weather conditions prevailed and how the choices might have worked out.

#### Dry run 'extremely useful'

Mather called the dry run "extremely useful," saying, "we're really learning quite a lot about how this process flows." Altogether, the group expects about 50 hours of aircraft time from each of five planes, flying under, above, and through the clouds at altitudes of 15,000 to 50,000 feet.

Measurements will be taken using instruments not only on the aircraft, but also on the ground, on a ship, by satellite, and by weather balloons — more than 1,000 of which will be

launched in a ring around the study area during the three-week study period.

Mather expects the data gathered over three weeks to be used for the next decade in improving climate models.

Will said the improved understanding can eventually be applied to weather forecasting as well as predicting longer-term climate change.

In addition to the roughly 20 scientists who gathered in Livermore, the deployment will involve about 200 other participants, said Peter May, a researcher with the Australian Bureau of Meteorology who helped organize the meeting. Major funding comes from the DOE, NASA, Australia, and the United Kingdom.

This is the third and final stop in a "grand tour" of ARM-UAV airborne experiments at ARM sites worldwide. The first series of flights

*"We're really learning quite a lot about how this process flows."*

was conducted over north-central Oklahoma in 2002, and the second over the North Slope of Alaska in October 2004.

The tropical western Pacific site, only some 700 miles south of the equator, has the largest "solar input," Mather said, and features massive shields of high-altitude cirrus clouds that spread for thousands of miles, exerting an even larger effect on climate and weather than the thunderstorms that precede their formation.

"They're difficult to get to," Mather said. "Some of these aircraft are fairly exotic." The Egrett and Proteus high-altitude aircraft will be joined by the lower-flying Twin Otter, Dornier, and Dimona planes.

The UAV program uses both piloted and unpiloted aircraft to measure physical properties of clouds as a function of height and time. The knowledge gained can inform political or economic decisions, such as those governing use of fossil fuel, that influence climate change.

Experiment participants come from government and university research groups in Australia, Canada, Europe, Japan, and the US.

# NISAC

(Continued from page 1)

standing of the infrastructures that make our economy and facilitate modern life. The unintentional or overt disruption of any one of these infrastructures can have a cascading effect in other areas. That was made clear with the chaos in New Orleans when basic services collapsed in the wake of Hurricane Katrina.”

The new 24,000-square-foot, \$7 million DHS building will provide individual, teaming, and distributed collaboration facilities for approximately 110 people, and includes a visualization space in which modeling results and simulations can be displayed for cooperative analysis and technical development.

In addition to Senator Domenici and Tom, also participating in the groundbreaking will be Al Romig, Sandia Deputy Director for Integrated Technology Programs; Jon MacLaren and other DHS dignitaries; and the NISAC team from Sandia and LANL.

Lillian Snyder, manager of Critical Infrastructure Modeling and Simulation Dept. 6222, says the origin of NISAC dates back to the late 1990s when national laboratory scientists and engineers leveraged their modeling, simulation, and analysis expertise to investigate a suspected, but not yet recognized, challenge to infrastructure reliability.

“With the realization that the nation’s infrastructure were becoming increasingly complex and interdependent due to the growing computerization, scientists at Sandia and Los Alamos began figuring out how their advanced capabilities in modeling and simulation could be applied to this escalating national vulnerability,” Lillian says. “The concept for NISAC came out of this initial research and was incorporated into the Patriot Act.”

Initial funding of \$500,000 for NISAC came in 2000 through the USAF Tactical Aerospace Command and Control Simulation Facility. In 2001 the program moved to the Defense Threat Reduction Agency (DTRA) and funding rose to \$4 million. Following the Sept. 11, 2001, attacks and national recognition of the far-reaching impacts affecting the country’s infrastructure, funding for NISAC rose to \$20 million a year.

When the DHS was established in 2003, Con-



ARTIST RENDERING of new building for the National Infrastructure Simulation and Analysis Center.

**“NISAC [including both Sandia and LANL] has developed the most comprehensive set of experts on infrastructure and their interdependencies known anywhere.”**

gress specifically designated NISAC to become part of DHS’s Infrastructure Protection Directorate. Since that time, NISAC modeling and simulation has become the base of capability that the DHS calls on to meet its mission related to infrastructure policy analysis, investment and mitigation strategies, consequences metrics, interdependency effects, and exercise support.

“NISAC [including both Sandia and LANL] has developed the most comprehensive set of experts on infrastructure and their interdependencies known anywhere,” Lillian says. “The very act of building the models and simulations has created expert analysts, whose knowledge of how infrastructures work and how they are related is among the best. This expertise is as invaluable as the modeling and simulation capability to being able to respond quickly in event situations.”

## Groundbreaking

Groundbreaking activities for the National Infrastructure Simulation and Analysis Center (NISAC) will begin Oct. 12 at 1:30 p.m. with presentations at the Steve Schiff Auditorium by Sandia Labs Director Tom Hunter, Sen. Pete Domenici, and others. At 2:30 p.m. the dignitaries will travel by bus to the future NISAC building for the actual groundbreaking. Following the groundbreaking, they will return to the auditorium for refreshments and NISAC demonstrations and displays.

## NISAC formation

Lillian Snyder, manager of Critical Infrastructure Modeling and Simulations Dept. 6222, says Sam Varnado, now director of Information Operations Center 5600, had the original concept that grew to become the National Infrastructure Simulation and Analysis Center (NISAC).

“He deserves a lot of credit for all his efforts to get us off the ground,” Lillian says. “Jennifer Nelson [now 1430], a manager working for Sam, and I developed this concept, and formalized the initial idea.”

VP Bob Eagan and Sam Varnado sought the partnership of Don Cobb at LANL to shepherd the program through its initial years. One of the LANL managers most involved in the early planning was Wayne Hardee.

Sandia Manager John Mitchiner (now senior manager 6220) and his LANL counterpart facilitated the transition of the NISAC program. In 2002, prior to the establishment of a DHS program manager (Jon MacLaren), Steve Rinaldi was named as the Joint SNL/LANL program manager. Technical leadership for the program at Sandia was first provided by Lillian Snyder, then Ralph Keyser (5530), and is now in the hands of Theresa Brown (6222). At Sandia NISAC is in the Systems Engineering and Analysis (SEA) business area. At Los Alamos, Wiley Davidson, director of the LANL Center for Homeland Security, and Wayne Hardee provide program leadership. Randy Michelsen is the LANL technical manager.

## Evacuations

(Continued from page 1)

during a 13-year period. It included evacuations due to natural disasters, technological hazards such as chemical spills, and terrorist events. Of these, 50 were studied in greater detail.

Lori says that even though the Sandia study primarily focused on the evacuations themselves, Hurricane Katrina has shown that the US needs to be better prepared for the aftermath of any event, whether it is natural, man-made, or terrorism-related. This includes properly planning for re-entry of the public following the event.

Data for the study were collected via questionnaire, a common method for this type of analysis, and advanced statistical methods were used to analyze the questionnaire responses. The research identified that community familiarity with evacuation alerting methods and door-to-door notification were key factors contributing to more effective evacuations.

Factors associated with the least effective evacuations included traffic accidents, deaths from the hazard, injuries during evacuation, people evacuating before being told to do so, people refusing to evacuate, and looting and vandalism.

One of the major conclusions of the study is that large-scale evacuations in the US, whether preplanned or ad hoc, are very effective and successfully save lives and reduce the potential number of injuries associated with the hazard. The research showed that in 26 (52 percent) of the events studied, a portion of the affected community refused to evacuate. This

was quite common in hurricane events where residents live in the area and believe they understand the risk and want to stay through the storm. However, in general, less than 1 percent of the population refused to evacuate. Cooperation from evacuees was cited as contributing to safe, efficient, and effective evacuations. Public awareness of the hazard, of evacuation procedures, and especially of alerting methods was often cited as contributing to the efficiency and effectiveness of an evacuation.

### Katrina evacuation

“The initial evacuation of New Orleans was actually very successful [as Hurricane Katrina approached],” says Lori. “Approximately 80 percent of the population evacuated the city and many tens of thousands more were able to reach the designated shelters. Unfortunately, the shelters were ill-prepared for the sheer volume of evacuees.”

Joe says an important lesson from Katrina should be that emergency management does not end with the evacuation.

“Tens of thousands of individuals were successfully evacuated from their homes to the Superdome and Convention Center,” he says. “The movement of individuals to these shelters was successful, but there were obvious breakdowns in the planning and management for the safety and well being of the public once they reached the shelters.”

“New Orleans was hit with a double whammy,” Lori says. “First, there was the hurricane and then there was the flooding. One of the lessons learned from Hurricane Katrina is that when it comes to a potential terrorist attack, we need to be prepared for multiple consequences.”

# Katrina slams Sandia's construction program

**Facilities team is working to minimize impact of material, labor shortages**

By John Zavadil (10871)

We all know what Katrina did to prices at the gas pumps. But even as the cost of gas drops back to (almost) pre-hurricane levels, Sandia is experiencing other effects of the storm. The construction program in particular is feeling the pinch, and in ways you might not expect. The massive damage and planned reconstruction in Louisiana and Mississippi will cause materials shortages, slow down deliveries, and elevate construction prices for months or years to come. And Hurricane Rita is only going to make the situation worse.

## Prices already increasing

Some construction materials have already shot up in price. Concrete is a good example. Earlier this year, we were paying \$80 a yard for it, but the contractor constructing the new Bldg. 758 (just west of Bldg. 878) had to pay \$200 a yard to have some shipped from Socorro. This is partly due to demand by China, the tsunami rebuilding efforts, and the housing boom here in the US, but Katrina has exacerbated the situation.

Then there's steel. Only two plants in North America produce the hydrogen needed to manufacture steel. One is in Canada and was already off line before Katrina struck. The other is in New Orleans and was heavily damaged. Until one or both of these plants can get running again, steel is going to be scarce and expensive. Sandia was



FACILITIES is scrambling to minimize cost, supply impact on Sandia construction projects such as MESA.

recently notified that the cost of some prefabricated buildings would increase by 25 percent overnight.

"This will really affect all construction schedules and budgets," says Lynne Schluter, manager of Corporate Projects Dept. 10824, which handles most of the major construction at Sandia/New Mexico. His colleague, Steve Fattor, who manages the Projects Office, agrees. "This is a warning that

construction projects will be affected by Katrina — if you request a construction project, don't be shocked if the prices are higher and you don't get as much space as you used to."

How bad will it be? Historically, construction costs go up 2.5 to 3 percent a year. Construction experts estimate this year's increase will be 10 to 15 percent on materials and 5 to 10 percent on labor — an overall rate of about 10 percent.

## Labor and equipment shortages

Labor and equipment shortages may be a problem, too, as the huge reconstruction effort underway in the Gulf calls for workers, backhoes, bulldozers, cranes, electrical panels, HVAC units, emergency generators, boilers, chillers, and other construction materials. The departure of workers to help in the near-term cleanup efforts and long-term reconstruction may cause shortages of construction labor here in New Mexico for years.

What are we doing about it? "Our partnerships with design and construction companies are really paying off," says Lynne. "We're working with them to minimize the effect of these shortages. Value engineering efforts are looking for less expensive alternative materials and methods for doing the work — putting in asphalt walkways instead of concrete, for example. But the next time your organization submits a request for a new building, you might not be able to get as much space as you expected."

## Sandia Fellow Jeff Brinker lauded by group that tracks science pubs

No one has been hotter in the world of chemistry over a 10-year period than Sandia Fellow and UNM professor Jeff Brinker, according to the Philadelphia-based organization known as ISI (Institute for Scientific Information). The organization uses computer searches of more than 10,000 journals to chart the number of times a paper has been referenced in other scientific papers.

From February to April 2005, Jeff led all researchers in the world of chemistry in the increase in the number of times his papers were cited over a 10-year period. He was also in the top one percent of increase in materials citations, the *Lab News* learned from Jennifer Minnick, ISI's coordinator of "Essential Science Indicators."

But when is a reference "chemistry" and when is it "materials"?

According to Minnick, ISI reassigns all papers to the highest category a researcher has been cited in. Thus, because Jeff was cited in more chemistry papers than materials papers over the last 10 years, his materials citations

were moved over into the chemistry column for totaling. "It's not a firm line," she said, but totaling the two similar sciences together is appropriate. The materials citations by themselves were impressive in number, she said.

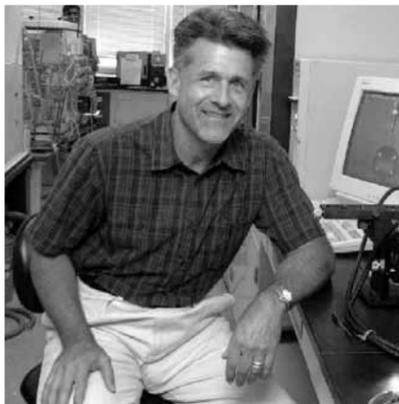
One school of thought holds that the test of a paper's worth is the number of times it is referenced by other scientists in their footnotes. A high number of citations by others is one possible measure of distinguishing contributors to the advancement of science from those who may publish for the sake of publishing.

By this measure, Jeff is among science leaders in more ways than the current measurement. ISI considers papers that have received at least 45 citations as being in the top one percent of their field. In all fields over the past 10 years, ISI has listed 14 Brinker papers with more than 50 citations, and in his career more than 30 such highly cited papers, totaling more than 4,000 citations.

In the current case lauded by ISI, over a 10-year period ending in February, Jeff's chemistry citations stood at 35 papers cited 754 times. By April, 39 papers were cited 1,214 times — "a higher increase than any other scientist in chemistry in our database for this period," says Minnick.

Jeff's latest greatest hits have concerned evaporation-induced self-assembly at the nanoscale. Two that stimulated the greatest scientific interest appeared in *Nature* in 1997 and *Advanced Materials* in 1999.

— Neal Singer



SANDIA FELLOW Jeff Brinker in his lab.

## Sandia and UTEP form strategic partnership

Research collaborations, faculty research appointments and regional economic development are the focus of an agreement between Sandia and the University of Texas at El Paso signed last Thursday, Sept. 22, at the UTEP campus.

"Sandia has a long relationship with the University of Texas at El Paso that has focused on employment opportunities for UTEP graduates and limited cooperative research," says Gil Herrera, Director of Manufacturing Science and Technology at Sandia. "We believe this MOU will provide a framework to expand our partnership in cooperative research and engage in new forms of collaboration worthy of a partnership between an outstanding university and a national laboratory."

Sandia and UTEP have worked together in the past, performing limited cooperative research and coordinating job opportunities for UTEP graduates. Officials at both institutions hope this agreement will foster an even closer relationship.

Research done by the two institutions will include developing less expensive and faster manufacturing methods using rapid-prototyping technology. These developments have important implications for defense contractors and various medical professionals who rely on this type of technology daily. Rapid-prototyping is a process that creates three-dimensional models based on computer data. New equipment, recently installed in UTEP's W.M. Keck Border Biomedical Manufacturing and Engineering Laboratory, will facilitate this work.

"We have worked very hard to develop this relationship with Sandia to become an integrated environment," said Ryan Wicker, director of the Keck laboratory.

In addition to encouraging joint research, the agreement paves the way for exchanges of faculty and staff from the institutions. UTEP faculty members will benefit from opportunities for research appointments and sabbaticals at Sandia, while Sandia scientists will be able to serve as adjunct professors in UTEP's classrooms and labs.

— Michael Padilla



UTEP TOUR — UTEP professor Ryan Wicker, left, led representatives from Sandia through UTEP's W.M. Keck Border Biomedical Manufacturing and Engineering Lab. Next to Wicker, left to right, Jeremy Palmer of Sandia, John Bang of UTEP, Gil Herrera of Sandia, and Malcolm Cooke of UTEP discuss some of the research the university has performed.

# Changes announced to Sandia health care plan and premium structure for 2006

**Wider options, new vendor, four tiers, new cost structure; open enrollment period begins Oct. 26**

*Editor's note: The following material about health care plan changes and the 2006 premium structure was prepared by Health, Benefits, and Employee Services Center 3300.*

## HBE medical plan options

Sandia's strategic objective of providing competitive benefits while managing health care costs has resulted in changes to the medical plan designs being offered in CY2006. Sandia's benefits are mostly self-funded, which enables us to design our own medical plans and contain cost. Sandia's medical plans are self-funded through both employer contributions and employee premiums. As the employer, Sandia pays for the medical claims incurred and contracts a Third Party Administrator (TPA) to process the claims, provide administrative services, and to assist in negotiating vendors, provider networks and discounts.

This year there is a wider range of medical plan

options available; a new vendor, United Healthcare (replacing Mutual of Omaha); and four coverage tiers. From our vendors Sandia expects excellent service, reduced administrative fees and an increase in provider discounts from each.

## The medical plans include:

- Preferred Provider Organization (PPO) medical care plans that include United Healthcare Premier, United Healthcare Standard, and CIGNA Premier. These PPO plans offer in and out of network benefits that are available worldwide.
- CIGNA In-network Plan (HMO-type) with a nationwide network of providers as well as the Kaiser HMO in California.
- High Deductible Health Plan which is a "Health Savings Account" (HSA) compatible plan. (The HSA is not a Reimbursement Spending Account [RSA], which

Open enrollment is scheduled to take place Oct. 26-Nov. 16. Look for the Open Enrollment booklet, soon available, for more information and details of the plans.

continues.) The HSA offers the option to set aside interest-earning, tax-free money for your health care costs not covered by your health plans. The money may also be rolled-over to the following year if your health care needs are less than you estimated.

Below is a chart of the new medical plan design options as well as a monthly premium schedule for non-represented employees. (Note: These charts are strictly for non-represented employees. Rates for the represented populations will not be announced until negotiations with each bargaining unit have been completed.)

## Medical Plan Options (as of Jan. 1, 2006)

2006 Employee	UnitedHealthcare Premier PPO	CIGNA Premier PPO	UnitedHealthcare Standard PPO	CIGNA In-Network Plan	Kaiser (CA) HMO
Type of Plan	Preferred Provider Organization – PPO	Preferred Provider Organization – PPO	Preferred Provider Organization – PPO	Exclusive Provider Organization (EPO) (An HMO "Look - Alike")	Health Maintenance Organization – HMO
2006 Medicare Retiree	UnitedHealthcare Senior Premier PPO	CIGNA Senior Premier PPO	Presbyterian MediCare PPO (NM)	Lovelace Senior Plan (NM)	Kaiser Senior Advantage Plan (CA)
Type of Plan	Preferred Provider Organization – PPO	Preferred Provider Organization – PPO	Medicare Advantage PPO	Medicare Advantage HMO – Health Maintenance Organization	Medicare Advantage HMO – Health Maintenance Organization
2006 Non-Medicare Retiree	UnitedHealthcare Premier PPO	CIGNA Premier PPO	UnitedHealthcare High Deductible Health Plan (Health Savings Account Compatible Plan)	CIGNA In-Network Plan	Kaiser (CA) HMO
Type of Plan	Preferred Provider Organization – PPO	Preferred Provider Organization – PPO	Preferred Provider Organization – PPO	Exclusive Provider Organization (EPO) (An HMO "Look - Alike")	Health Maintenance Organization – HMO

Please note that if you do choose not to participate in Open Enrollment your existing plan may need to default to a new one:

### Employees

- in TOP/Intermediate will default to UnitedHealthcare Premier PPO
- in Sandia Basic will default to UnitedHealthcare Standard PPO
- in CIGNA POS will default to CIGNA In-Network Plan

### Medicare Retirees

- in TOP/Intermediate will default to UnitedHealthcare Senior Premier PPO

### Non-Medicare Retirees

- in TOP/Intermediate will default to UnitedHealthcare Premier PPO
- in Sandia Basic will default UnitedHealthcare High Deductible Health Plan
- in CIGNA POS will default to CIGNA In-Network Plan

## Monthly Premiums Effective Jan. 1, 2006

All non-represented employees pay a monthly premium for coverage in Sandia's medical plans. Employees' monthly premiums will depend on the employee's base salary and plan choice (UnitedHealthcare (UHC) Standard PPO Plan, CIGNA In-Network Plan, CIGNA Premier PPO Plan, UHC Premier PPO Plan, and Kaiser Permanente HMO Plan). The table at right provides the rates for each of the plans. If you are planning to retire in calendar year 2006, please contact HBE Customer Service at 505-844-HBES (4237).

**OPEN ENROLLMENT  
OCT. 26-NOV. 16**

**Retiree information  
begins on next page**

In the upcoming month, return to the *Lab News* for more benefits announcements and a schedule of HBE medical plan meetings. Look for the Benefits Open Enrollment booklet for detailed information. Call 505-844-HBES (4237) or email hbe@sandia.gov if you have questions.

Medical Plan & Coverage	Tier 1 <sup>†</sup>	Tier 2 <sup>**</sup>	Tier 3 <sup>†</sup>
<b>UnitedHealthcare Standard PPO Plan</b>			
Employee Only	\$5.00	\$13.00	\$29.00
Employee & Child(ren)	\$9.00	\$23.00	\$51.00
Employee & Spouse	\$10.00	\$26.00	\$58.00
Employee & Spouse & Child(ren)	\$13.00	\$36.00	\$82.00
<b>CIGNA In-Network Plan</b>			
Employee Only	\$53.00	\$69.00	\$85.00
Employee & Child(ren)	\$96.00	\$124.00	\$152.00
Employee & Spouse	\$110.00	\$142.00	\$174.00
Employee & Spouse & Child(ren)	\$153.00	\$199.00	\$245.00
<b>CIGNA Premier PPO Plan</b>			
Employee Only	\$63.00	\$79.00	\$95.00
Employee & Child(ren)	\$114.00	\$142.00	\$170.00
Employee & Spouse	\$130.00	\$162.00	\$194.00
Employee & Spouse & Child(ren)	\$181.00	\$227.00	\$273.00
<b>UnitedHealthcare Premier PPO Plan</b>			
Employee Only	\$64.00	\$80.00	\$96.00
Employee & Child(ren)	\$115.00	\$143.00	\$171.00
Employee & Spouse	\$132.00	\$164.00	\$196.00
Employee & Spouse & Child(ren)	\$184.00	\$230.00	\$276.00
<b>Kaiser Permanente HMO Plan (CA)</b>			
Employee Only	\$35.00	\$50.00	\$65.00
Employee & Child(ren)	\$63.00	\$90.00	\$116.00
Employee & Spouse	\$72.00	\$103.00	\$133.00
Employee & Spouse & Child(ren)	\$101.00	\$144.00	\$187.00

<sup>†</sup> Tier 1 - Base salary of up to \$75,000 as of Jan. 1, 2006

<sup>\*\*</sup> Tier 2 - Base salary of \$75,001 to \$150,000 as of Jan. 1, 2006

<sup>†</sup> Tier 3 - Base salary of over \$150,000 as of Jan. 1, 2006

# Retiree 2006 premium-sharing rate tables

TABLE A (includes the 3 tables below)

Medicare Family (everyone in your family is Medicare-eligible)					
Number of Medicare	UHC Senior Premier PPO	CIGNA Senior Premier PPO	Presbyterian MediCare PPO <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Kaiser Permanente Senior Advantage <sup>1</sup>
1	\$18	\$18	\$11	\$4	\$19
2	\$35	\$35	\$23	\$8	\$38
3	\$53	\$53	\$34	\$13	\$58

Non-Medicare Family (no one in your family is Medicare eligible)					
Number of Non-Medicare	UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	CIGNA In-Network Plan	Kaiser Permanente HMO Plan
1	\$64	\$54	\$64	\$64	\$49
2	\$128	\$107	\$127	\$127	\$99
3	\$192	\$161	\$191	\$191	\$140

Mixed Medicare and Non-Medicare Family (your family has both Medicare eligible and Non-Medicare eligible members)									
Medicare Plan:		UHC Senior Premier PPO	UHC Senior Premier PPO	CIGNA Senior Premier PPO	Presbyterian MediCare PPO <sup>1</sup>	Presbyterian MediCare PPO <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Kaiser Permanente Senior Advantage <sup>1</sup>
Non-Medicare Plan:		UHC Premier PPO	UHC HIGH	CIGNA Premier PPO	UHC Premier PPO	UHC HIGH	CIGNA Premier PPO	CIGNA In-Network Plan	Kaiser Permanente HMO Plan
Number of Medicare	Number of Non-Medicare								
1	1	\$82	\$71	\$81	\$75	\$65	\$68	\$68	\$69
1	2	\$146	\$125	\$145	\$139	\$119	\$131	\$131	\$110
2	1	\$99	\$89	\$99	\$87	\$77	\$72	\$72	\$79

TABLE B (includes the 3 tables below)

Medicare Family (everyone in your family is Medicare-eligible)					
Number of Medicare	UHC Senior Premier PPO	CIGNA Senior Premier PPO	Presbyterian MediCare PPO <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Kaiser Permanente Senior Advantage <sup>1</sup>
1	\$27	\$26	\$17	\$6	\$29
2	\$53	\$53	\$34	\$13	\$58
3	\$80	\$79	\$51	\$19	\$87

Non-Medicare Family (no one in your family is Medicare eligible)					
Number of Non-Medicare	UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	CIGNA In-Network Plan	Kaiser Permanente HMO Plan
1	\$96	\$81	\$96	\$95	\$74
2	\$192	\$161	\$191	\$191	\$148
3	\$288	\$242	\$286	\$286	\$209

Mixed Medicare and Non-Medicare Family (your family has both Medicare eligible and Non-Medicare eligible members)									
Medicare Plan:		UHC Senior Premier PPO	UHC Senior Premier PPO	CIGNA Senior Premier PPO	Presbyterian MediCare PPO <sup>1</sup>	Presbyterian MediCare PPO <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Kaiser Permanente Senior Advantage <sup>1</sup>
Non-Medicare Plan:		UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	CIGNA In-Network Plan	Kaiser Permanente HMO Plan
Number of Medicare	Number of Non-Medicare								
1	1	\$123	\$107	\$122	\$113	\$98	\$102	\$102	\$103
1	2	\$219	\$188	\$217	\$209	\$178	\$197	\$197	\$164
2	1	\$149	\$134	\$148	\$130	\$115	\$108	\$108	\$119

TABLE C (includes the 3 tables below)

Medicare Family (everyone in your family is Medicare-eligible)					
Number of Medicare	UHC Senior Premier PPO	CIGNA Senior Premier PPO	Presbyterian MediCare PPO <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Kaiser Permanente Senior Advantage <sup>1</sup>
1	\$44	\$44	\$29	\$11	\$48
2	\$89	\$88	\$57	\$21	\$96
3	\$133	\$132	\$86	\$32	\$144

Non-Medicare Family (no one in your family is Medicare eligible)					
Number of Non-Medicare	UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	CIGNA In-Network Plan	Kaiser Permanente HMO Plan
1	\$160	\$134	\$159	\$159	\$123
2	\$320	\$269	\$318	\$318	\$247
3	\$480	\$403	\$477	\$476	\$349

Mixed Medicare and Non-Medicare Family (your family has both Medicare eligible and Non-Medicare eligible members)									
Medicare Plan:		UHC Senior Premier PPO	UHC Senior Premier PPO	CIGNA Senior Premier PPO	Presbyterian MediCare PPO <sup>1</sup>	Presbyterian MediCare PPO <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Kaiser Permanente Senior Advantage <sup>1</sup>
Non-Medicare Plan:		UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	CIGNA In-Network Plan	Kaiser Permanente HMO Plan
Number of Medicare	Number of Non-Medicare								
1	1	\$204	\$179	\$203	\$189	\$163	\$170	\$169	\$171
1	2	\$364	\$313	\$362	\$349	\$297	\$329	\$328	\$274
2	1	\$249	\$223	\$247	\$217	\$191	\$180	\$180	\$199

## Table A

Employees who retired after 12/31/1994 and before 1/1/03

OR

after 1/1/03 with 30 or more years of service.

## Table B

Employees who retired after 12/31/2002 with 25 to 29 years

## Table C

Employees who retired after 12/31/2002 with 20 to 24 years

## Monthly Premiums Effective Jan. 1, 2006

Employees Who Retired Prior to Jan. 1, 1995

Employees who retired prior to Jan. 1, 1995, will not be required to pay a premium share for themselves or any eligible Class I dependents at this time. (Exception: Retirees who retired prior to Jan. 1, 1995, but who currently pay a portion of their medical coverage will continue to do so.)

Employees Who Retired After Dec. 31, 1994, and before Jan. 1, 2003

All employees who retired after Dec. 31, 1994, pay a monthly premium for coverage in Sandia's medical plans. The monthly premium share amount will be deducted from your pension check. Rates will vary according to your plan choice(s). Use Table A to find your rate for your selected plan(s).

Employees Who Retired After Dec. 31, 2002

Employees who retired after Dec. 31, 2002, pay a percentage of the full premium based on years of service. The monthly premium share amount will be deducted from your pension check. Rates will vary according to your plan choice(s).

- Use Table A if you retired with 30 or more years of service
- Use Table B if you retired with 25 to 29 years of service
- Use Table C if you retired with 20 to 24 years of service
- Use Table D if you retired with 15 to 19 years of service
- Use Table E if you retired with 10 to 14 years of service

### Class II Dependents:

- Class II dependents for whom you currently pay a Class II premium will not be counted as dependents in calculating the premiums in the tables presented here.
- Any Class II dependents for whom you do not pay the full Class II premium will be counted as dependents for premium sharing in the calculation.

The monthly premium for a non-Medicare Class II dependent is:

- \$320.28 for the UnitedHealthcare High Deductible Health Plan
- \$388.62 for the UnitedHealthcare Premier PPO Plan
- \$387.60 for the CIGNA Premier PPO Plan

The monthly premium for a Medicare Class II dependent is:

- \$124 for the UnitedHealthcare Senior Premier PPO Plan
- \$123 for the CIGNA Senior Premier PPO Plan

**Medicare Part D mailings are being sent out in the next two weeks.**

<sup>1</sup>Rates for Presbyterian Medicare PPO Plan, the Lovelace Senior Plan, and the Kaiser Permanente Senior Advantage Plan are subject to change based on Centers for Medicare and Medicaid (CMS) approval.

**Tables D and E on next page**

# Retiree 2006 premium-sharing rate tables

TABLE D (includes the 3 tables below)

Medicare Family (everyone in your family is Medicare-eligible)					
Number of Medicare	UHC Senior Premier PPO	CIGNA Senior Premier PPO	Presbyterian MediCare PPO <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Kaiser Permanente Senior Advantage <sup>1</sup>
1	\$62	\$62	\$40	\$15	\$67
2	\$124	\$123	\$80	\$29	\$135
3	\$186	\$185	\$120	\$44	\$202

Non-Medicare Family (no one in your family is Medicare eligible)					
Number of Non-Medicare	UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	CIGNA In-Network Plan	Kaiser Permanente HMO Plan
1	\$224	\$188	\$223	\$222	\$173
2	\$448	\$376	\$445	\$445	\$345
3	\$672	\$564	\$668	\$667	\$489

Mixed Medicare and Non-Medicare Family (your family has both Medicare eligible and Non-Medicare eligible members)									
Medicare Plan:		UHC Senior Premier PPO	UHC Senior Premier PPO	CIGNA Senior Premier PPO	Presbyterian MediCare PPO <sup>1</sup>	Presbyterian MediCare PPO <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Kaiser Permanente Senior Advantage <sup>1</sup>
Non-Medicare Plan:		UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	CIGNA In-Network Plan	Kaiser Permanente HMO Plan
Number of Medicare	Number of Non-Medicare								
1	1	\$286	\$250	\$284	\$264	\$228	\$237	\$237	\$240
1	2	\$510	\$438	\$507	\$488	\$416	\$460	\$459	\$383
2	1	\$348	\$312	\$346	\$304	\$268	\$252	\$252	\$278

TABLE E (includes the 3 tables below)

Medicare Family (everyone in your family is Medicare-eligible)					
Number of Medicare	UHC Senior Premier PPO	CIGNA Senior Premier PPO	Presbyterian MediCare PPO <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Kaiser Permanente Senior Advantage <sup>1</sup>
1	\$80	\$79	\$51	\$19	\$87
2	\$159	\$158	\$103	\$38	\$173
3	\$239	\$238	\$154	\$57	\$260

Non-Medicare Family (no one in your family is Medicare eligible)					
Number of Non-Medicare	UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	CIGNA In-Network Plan	Kaiser Permanente HMO Plan
1	\$288	\$242	\$286	\$286	\$222
2	\$576	\$483	\$572	\$572	\$444
3	\$864	\$725	\$859	\$857	\$628

Mixed Medicare and Non-Medicare Family (your family has both Medicare eligible and Non-Medicare eligible members)									
Medicare Plan:		UHC Senior Premier PPO	UHC Senior Premier PPO	CIGNA Senior Premier PPO	Presbyterian MediCare PPO <sup>1</sup>	Presbyterian MediCare PPO <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Lovelace Senior Plan <sup>1</sup>	Kaiser Permanente Senior Advantage <sup>1</sup>
Non-Medicare Plan:		UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	UHC Premier PPO	UHC High Deductible	CIGNA Premier PPO	CIGNA In-Network Plan	Kaiser Permanente HMO Plan
Number of Medicare	Number of Non-Medicare								
1	1	\$368	\$321	\$365	\$339	\$293	\$305	\$305	\$309
1	2	\$656	\$563	\$652	\$627	\$535	\$591	\$590	\$493
2	1	\$447	\$401	\$445	\$391	\$344	\$324	\$324	\$357

## Table D

Employees who retired after 12/31/2002 with 15 to 19 years

## Table E

Employees who retired after 12/31/2002 with 10 to 14 years

## Monthly Premiums Effective Jan. 1, 2006

Open enrollment is scheduled to take place Oct. 26-Nov. 16. Look for the Open Enrollment booklet, soon available, for more information and details of the plans.

If you're based in New Mexico, find out more about your benefits at <http://www-irn.sandia.gov/hr/benefits.htm>

### Benefits

505-844-HBES  
hbe@sandia.gov



If you're in California, there may be California-specific information about benefits and health services. Check out the web site via the California internal web site at <https://sierra-rd.ran.sandia.gov/bhs>

**SNL/CA Benefits & Health Services - 8527**

**Employee Benefits and Health Services - Building 925**

Hours of Operation: 7:30am to 4:00pm Monday - Friday

Emergency call 911 or 294-2222 (cellular)

925-294-2700 (4-2700) Direct

925-294-2392 (4-2392) Fax

Other professional services include the **Employee Assistance Program**

Our perpetual goal is the overall well-being of Sandia's most precious resource - people. Enabling excellence through integrated benefits and health services gives Sandia a competitive advantage and optimizes the productivity of our broad community. We embrace quality assurance to ensure safe and effective operations. We enable everyone as an individual to ensure personalized care, while balancing the need for equity within our customer sets. And, we emphasize efficiency to ensure the value of our service to Sandia and ultimately the Nation.

**WE CARE**

<sup>1</sup>Rates for Presbyterian Medicare PPO Plan, the Lovelace Senior Plan, and the Kaiser Permanente Senior Advantage Plan are subject to change based on Centers for Medicare and Medicaid (CMS) approval.

**Tables A, B, & C on page 7**

## Feedback

# What with gas prices, how about a 4-day work week?

**Q:** With the ever-escalating cost of energy for heating, cooling and especially gasoline, has Sandia considered moving to a 4-day workweek?

The most obvious option is 10-hour days (Monday through Thursday) and having off each Friday.

Another option is to have off the Monday following after the current 9/80 Friday. The latter option provides half the employees available each Friday and Monday, as we currently have for the 9/80 Fridays, which has worked very well.

To save additional energy, if all employees had the same Friday and Monday off, the building heating/cooling demands, as well as security, could be reduced 4 consecutive days each week.

For those already here over 9 hours each day, an additional hour is little impact to our workday, but could positively impact our weekly driving, fuel needs, and traffic congestion and reduce Sandia's operating costs. Many companies have instituted shorter workweeks. Albuquerque hospitals currently have three- and four-day workweeks. When the cost of business for Sandia, and the employees alike increase, how we do business needs constant evaluation.

**A:** Thank you for your concern with regard to the ever-escalating cost of energy. Sandia, too, shares your concern. One way that these issues are corporately addressed is through the Environmental Management Systems group. Each year this group sets corporate goals that strive to address environmental issues that may have an impact on Sandia's productivity.

Sandia's policies do allow for a variety of work schedules. Many of the scheduling options you reference are available to Sandians (refer to the "Hours of Work" CPR300.6.31 - <http://www-irn.sandia.gov/hr/policies/Benefits/Time/hrwork.htm>).

Telecommuting is also an option for some jobs (refer to the Telecommuting CPR300.6.30 — <http://www-irn.sandia.gov/hr/policies/Benefits/Time/telcomut.htm>). The work schedules that we offer must ensure that we are able to meet mission needs while supporting business drivers, such as energy conservation.

And, as an "Employer of Choice," one of Sandia's goals is to provide a balance between the work that must be accomplished and the personal demands that each of us has. Although four 10-hour workdays might work for some, it may not for others. There are also legal and union implications when addressing changes to our standard workweek. The Hours of Work CPR is currently being reviewed to ensure that our policy supports these dynamics.

Work schedules are only a part of the many ways that will enable each of us to do our part in the conservation of energy.

Our Benefits Organization provides information with regard to car pooling, van pooling, and bus schedules. For more detailed information about alternative transportation, contact Debbie Moore (3330) at 844-7433.

— BJ Jones, Director (3500)

## Sandia giving: It's a joyous tradition for this Sandian

By John Merson (6110), as told to Lab News writer Iris Aboytes

My giving spirit has not always been there. I was taught by my parents to help other people, to think about others ahead of myself. As with some parental teaching, it didn't completely take, and as I grew older I was resentful and selfish.

My college years became almost entirely about me. Still there was a piece of me that even in those completely self-absorbed years I continued to help out others, primarily out of a sense of duty. I used to push a grad student at Arizona State back and forth in a wheelchair to his classes as he pursued a PhD as part of his rehab from a massive brain hemorrhage. Acts like this were far too far apart from each other and only out of a sense of duty when they did happen.

I came to Sandia. On the day I hired in I was asked to contribute to United Way. I had never even considered giving my money to anyone, only saving it in order to accumulate things and security. Someone gave me a pledge card and asked me to consider a contribution, sign the card, and return it. Having just come out of school and feeling significantly richer than as a student, I felt that I could commit to the suggested giving level. I did not have a good reason not to.

This was still a sense of duty. I wanted to be part of the Sandia National Laboratories' tradition, the Sandia community, but it was a sense of duty that I was responding to. As each year's raise came along, I would increase my contribution, never missing the money that I never had. When our raises were frozen one year in the early nineties, I reacted negatively by not increasing my giving. My selfishness was still alive and well.

Along the way, a little less than a decade ago, something magical happened to me, and I had a

change in heart about giving. I pushed the limits of my willingness to give, making a commitment to give more than felt comfortable. Shortly after that, it was not a duty any longer but a joyful experience. Some people understand this. Some people think I'm nuts.

Only time will tell who is right, but for now I know that the joy of giving is awesome. You can never be sure why things happen the way they do, but I know that the simple act of asking me to give on the day I signed in to Sandia started me along a journey that has allowed my heart to change.

There is a magical, joyous freedom in a giving heart. We all have time, talent, and treasure, and we can all give something. Sandia has a long tradition of giving to this community. The rewards to those who benefit from our gifts are priceless, from the comfort of an aging person to the joy and hope in a kid's eyes as he learns in a school that might not otherwise be available. The magical reward for me is the freedom from my selfishness, the release of the stifling scarcity approach to everything believing that there is not enough to go around, and the comfort, hope and peace in knowing that there truly is an abundance — somewhere, somehow.

The dangers of writing this are many. First and foremost, any humility that I may have is at risk. Second, it may seem too mushy. Third, I am blessed with more than my fair share and

some may think that of course it is easy for me to give as a senior manager (the magic happened as a staff member, but the same case can still be made). There are undoubtedly others that I'm unaware of. The joy of giving is not related to the size of the gift or even if it is a financial gift. It is related to the condition of the heart.

Sandia helped me learn and experience this joy as a result of our long-standing giving tradition. I am now extremely grateful to that unknown person who asked me to sign up on the day I signed in.

In case no one has asked you about giving to the United Way, I am asking you to consider it. Who knows where it will lead.

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*The sign-up process has changed. New hires at Sandia do not go through the same process John did. They are not invited individually to participate. Also gone is the suggested giving amount to give Sandians the opportunity to tailor their own giving. If you did not sign up when you hired in, now is the time. Sandia's ECP campaign is Oct. 24-Nov. 11. Many people are waiting for your help to ease their load.*

### Schedule for Sandia's 2005 ECP/United Way Campaign kickoff event: Books are Fun Book Fair

	Tuesday, Oct. 18 10 a.m.-2 p.m. Thunderbird Café	Wednesday, Oct. 19 10 a.m.-2 p.m. Thunderbird Café	Thursday Oct. 20 10 a.m.-2 p.m. Thunderbird Café
Monday, Oct 24 11 a.m.-4 p.m. Bldg. 811 Rms. 218/220	Tuesday, Oct. 25 9 a.m.-4 p.m. Bldg. 811 Rms. 218/220	Wednesday, Oct. 26 9 a.m.-4 p.m. Bldg. 811 Rms. 218/220	Thursday, Oct. 27 9 a.m.-4 p.m. Bldg. 811 Rms. 218/220

## Two events new to this year's ECP Campaign

### • Women-in-Philanthropy Social

Oct. 26, 3-5 p.m. Steve Schiff auditorium

Women-in-Philanthropy is dedicated to inspiring, educating, and encouraging women to effect change in their community through philanthropy and leadership.

Kathryn Knowles (0216), Betty Biringer (0301), and Ellen Gallegos (11100) will be the hosts. The program will include United Way, community, and Sandia leaders who will inform you of opportunities to get involved. This is an excellent opportunity for women to network. The event will also include United Way Agency displays. Short program begins at 3:30.

For more information contact Kathryn Knowles at 284-8475, or [mkknowl@sandia.gov](mailto:mkknowl@sandia.gov).

### • Young Leaders Social

Oct. 27, 1-3 p.m. Steve Schiff auditorium

The Young Leaders' Society is a network of individuals and/or couples, 42 years or younger. YLS strives to inspire and empower members by providing a unique blend of service, educational, and social activities throughout the year. This group invests time, talent, and resources to make a difference in the lives of those most vulnerable in our community.

To learn more about the United Way and the Young Leaders Society join Jim Felix (1752) and Mariann Johnston (10102) as they host a short program on getting involved through Sandia, United Way, and our community. United Way displays and personnel will be available to discuss opportunities with the Young Leaders Society. Short program begins at 1:30.

For more information contact Jim Felix at 844-6132, [jafelix@sandia.gov](mailto:jafelix@sandia.gov) or Mariann Johnston at 284-9548, [mjohns@sandia.gov](mailto:mjohns@sandia.gov).



## Manager promotions

### New Mexico

Michele Caldwell from SMTS, EM Qualification and Engineering Dept. 1653, to Manager of that same department.

Michele joined Sandia in 1995. She has worked in the Nuclear Safety Assurance Department on a variety of projects where she was matrixed to the Stronglink Design Department and was in the first class of the Weapon Intern Program.

She was also the lead electrical engineer for the W88 in Center 2100. In her current department, Michele has been the project leader for the W76-1 and W80-3 electromagnetic testing programs and for experimental work at the Electromagnetic Environments Simulator and the Sandia Lightning Simulator.

Michele has a bachelor's, master's, and PhD in electrical engineering, all from Texas Tech University.

\*\*\*

Ren Salerno from PMTS, Chem-Bio Nonproliferation Dept. 6928, to Manager of that same department.

Ren Joined Sandia in 1999 in the Cooperative Monitoring Center. He has remained in the International Security Center since then. Before joining Sandia, Ren worked at the United Nations in

New York.

He is an expert on counter-bioterrorism and biological weapons nonproliferation. He and his Sandia team focus on the security of high-risk pathogens and toxins in laboratories and in transportation systems.

In the last year, Ren has visited biocontainment laboratories in more than a dozen countries specifically to consult on biosafety and biosecurity issues.

Ren and his team have worked with the World Health Organization (WHO) since early 2004 to develop international laboratory biosecurity guidelines that will be specifically integrated with the WHO's *Laboratory Biosafety Manual* (third edition, 2004). He has also served as a member of the US Delegation to the Biological Weapons Convention, and in August 2003 presented the US government's approach for securing pathogens at facilities and in transit at the BWC's Experts Group meeting in Geneva. He has been published widely in the biological weapons nonproliferation and counter-bioterrorism field.

Ren has a BA from Middlebury College, an MA in international security and history from Yale University, and a PhD from Yale University.

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Jim Strickland from DMTS, Thermal/Fluid Computational Engineering Sciences Dept. 1541, to Man-

ager, Exploratory Simulations Technology Dept. 1433.

Jim joined Sandia in 1985. Since then he has been responsible for developing modeling and simulation capabilities for prediction of unsteady flows with application to parachute deployment, aircraft and submarine wakes, and wind turbine performance. He has also been involved in the development of gridless integral techniques associated with modeling both incompressible and compressible fluid flow as well as thermal radiation.

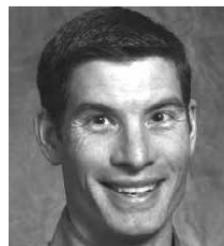
Jim most recently has been project lead for placement of boundary element methods into the SIERRA computational environment.

Prior to joining Sandia in 1985, Jim was a professor of mechanical engineering and associate dean of engineering for research and graduate studies at Texas Tech University. His teaching and research areas were in aerodynamics and thermal fluid sciences. He has also done industrial consulting and other work for companies such as General Electric, Boeing, Alcoa Aluminum, and Texas Instruments.

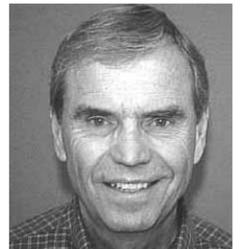
Jim has a BS in mechanical engineering from Texas Tech University, an MS in mechanical engineering from Southern Methodist University, and a PhD in mechanical engineering, also from Southern Methodist University.



MICHELE CALDWELL



REN SALERNO



JIM STRICKLAND

## Sandians Nancy Jackson and John Debassige honored with American Indian Science and Engineering awards

By Iris Aboytes

Nancy Jackson (6901) did not always plan to major in chemistry. Political science was more her interest. John Debassige (2614) came to Sandia as an intern and fell in love with microsystems. They were notified recently that they are winners of 2nd Annual Professional of the Year AISES (American Indian Science and Engineering Society) awards. Nancy's award is for Technical Excellence; John's is for Most Promising Engineer.

Nancy spent several months working in her senator's office on Capitol Hill and assisted in the campaign for a lieutenant governor candidate. She entered George Washington University intending to major in political science. Much to her disappointment, her first political science course wasn't very interesting, but her general chemistry course stirred something in her.

She earned an advanced degree in chemical engineering at the University of Texas and discovered her love of research. Her catalysis research at Sandia involved producing liquid fuels from sources other than petroleum, such as coal, natural gas, and biomass.

As a member of the American Chemical Society, Nancy wrote the Catalysis Roadmap for the Vision 2020 project that laid out what research needed to be done to ensure the US chemical



NANCY JACKSON

industry will continue to thrive in 2020. Her leadership in the Roadmap project led to funding that allowed Sandia to continue its catalysis research.

In her current position, Nancy supports Sandians who secure nuclear weapons and fissile radioactive material in Russia and elsewhere in the world and cooperative interaction with other countries to prevent conflict. Her job is, as she says, "as challenging as herding cats," but she loves the multifaceted aspects of it.

John's dad died when he was 12. He and his three siblings did not have the little luxuries growing up that most kids today take for granted. Living in a single-parent family in rural San Rafael, N.M., what they had was plenty of work. Their mom worked long hours to support the family, so they helped her at home. His mom believed that doing good in school would be their ticket to a better life, so they worked hard to do their school work.

He attended the University of New Mexico after applying for every scholarship he came across. What scholarships did not cover, earnings from his part-time jobs did. John made sure to send money home to help his mother and the kids still at home. He attended UNM so he could be close to home and could still help out — put up the air conditioner, fix the car, whatever his mother needed.

He came to Sandia as an intern after meeting Laurence Brown (3825). John began working in the thin film, vacuum, and brazing area, and later for advanced diagnostics and structural dynamics. Then he discovered electromechanical engineering, and microsystems and MESA.

John was selected to participate in Sandia's One-Year-On-Campus education program and

earned his master of science in ten months at the University of Michigan. John is co-inventor on several US patents pending. The concepts he has developed for micro-mirrors and transistors are having an impact on Sandia's MESA vision.

"I love my job," says Nancy. "The most fulfilling part of it is using my skills and my contacts within the chemistry community to help American Indian students. Being able to use my success in the non-Indian world to help American Indians is what drives me."

"My father was well known in his field ministry, too," says Nancy, "working to bring a multi-cultural perspective to the non-Indian world and in turn use it to help American Indians. I try to carry on what he started. My mother taught me to be strong, self-disciplined, and to take care of myself so I could do the missions my father taught me to do."

While staying on top of his regular duties, John also makes time to interact with community students through mentoring, recruiting, and involvement in various student organizations. In his spare time John and a partner buy and fix up houses to sell. "We just sold our first house to a family with six kids who had been living in apartments because they could not afford a house," says John. "I can't describe the feeling I had when I turned the keys over to them."



JOHN DEBASSIGE

## Shanalyn Kemme tapped for YWCA Women on the Move Award

Sandia optical engineer Shanalyn Kemme is one of 11 women given the 2005 YWCA Women on the Move Award. The awards were presented this month in Albuquerque.

The awards recognize outstanding New Mexico women "whose leadership has made a positive difference to their profession and their communities, and who reflect the values of diversity, peace, and social justice promoted by the YWCA," said Elizabeth Armijo, YWCA's director of community education.

Each recipient receives a Women on the Move bronze sculpture designed by prominent New Mexico artist Betty Sabo.

Shanalyn does optical engineering in



SHANALYN KEMME is a YWCA "woman on the move." (Photo by Bill Doty)

Photonic Microsystems Technologies Dept. 1713. She joined Sandia in 1998. She finished her master's in physics in 1985 from Kansas State University, then went to work for a defense contractor for eight years, before going back to school at the Optical Sciences Center at the University of Arizona, where she got her PhD in optical sciences in 1998.

She was nominated by her department manager, James Hudgens.

Here are excerpts from her citation/nomination:

"Shanalyn was an early achiever. In high school [in Newton, Kan.], she was a finalist in the Westinghouse Talent Search, the oldest and most highly regarded pre-college science contest, from which six finalists have gone on to win Nobel Prizes. She received six different undergraduate academic scholarships and a postgraduate fellowship and obtained two BS degrees [in math and physics, from Kansas State University], an MS degree, and a PhD in optics.

"Currently, Shanalyn is principal member of technical staff at Sandia, where she designs, models, and coordinates fabrication of micro-optics and diffractive optics, specializing in subwavelength structures and optical field manipulation using subwavelength structures. She has published more than 25 technical articles and has received several technical awards, most notably in 2002 when she

## Richard Pettit receives metrology, measurement science award

Sandia retiree Richard Pettit has received the 2005 William Wildhack Award from the National Conference of Standards Laboratories International (NCSLI).

The award is presented annually to recognize outstanding contributions to the field of metrology and measurement science, consistent with the goals of NCSLI. The award was presented Aug. 8 at the organization's annual workshop and symposium in Washington, D.C.

The award was established in 1970 in honor and recognition of William Wildhack, Sr., a long-time employee of the US National Bureau of Standards, now the National Institute of Standards and Technology. The award carries an honorarium and includes a bronze and silver medallion bearing the likeness of Wildhack.

Richard's award was based on his more than 20 years of service to NCSLI in its management ranks, contributions to the technical successes of NCSLI, management of the NCSLI conference technical program, and his industrial accomplishments in the field of industrial metrology, including numerous technical publications.

He received a bachelor's degree in engineering physics from the University of Michigan in 1966, and a PhD in applied physics from Cornell University in 1971. He began working at Sandia in 1971 in the High Temperature Science Division. In 1986 he was promoted to manager of Sandia's Primary Standards Laboratory overseeing electrical metrology, a position he held until his retirement.

NCSLI International was formed in 1961 to promote cooperative efforts for solving the common problems faced by measurement laboratories. Today, NCSLI International has more than 1,500 member organizations from academic, scientific, industrial, commercial, and government facilities around the world.

— Michael Padilla



RICHARD PETTIT

received an R&D 100 award for development of a parallel array transponder. This award is known as the 'Oscars of Invention.'

"In addition to her technical career, Shanalyn is mother of three teenagers and has been a cellist in the Albuquerque Philharmonic and the Southern Arizona Symphony community orchestras. She also performs with a community quartet that gives seasonal concerts in nursing homes and churches."

Rebecca Hunter (1055) was also a nominee for the YWCA award this year.

# Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads

## MISCELLANEOUS

LAWNMOWER, Briggs & Stratton, 3.5-hp, runs great, no bag catcher, \$40. Martinez, 294-2929.

CHIPPER/SHREDDER, convert garden & lawn waste to mulch, electric, \$55. Holmes, 292-0898.

LAWN EDGING, heavy professional grade, black, 60-ft., w/stakes, \$20. Malcomb, 294-6975.

LIGHT TABLE, new, designed for engineering, artistic & photographic applications, chrome & oak accents, 27" x 38", matching chair, \$150. Hagerman, 401-1402.

RV WINDOWS/PARTS, VW parts, Chevy truck receiver hitch, other misc., see [www.samstoybox.com/forsale](http://www.samstoybox.com/forsale) for pictures & prices. Cancilla, 298-8741.

HOSPITAL BED, w/mattress & bed rails, twin size, manual operation, excellent condition, \$125 OBO. Lovato-Montoya, 342-0043.

DINING/KITCHEN TABLE, Southwestern, hand-carved, 39" x 74", 6 matching chairs, \$1,600. Gruda, 291-8433.

GOLDEN RETRIEVER PUPPIES, purebred, AKC registered, ~10 wks., 2nd set of shots, \$500. Turner, 237-9799.

BAND SAW, Kalamazoo industrial, \$120; '82 CB900 Honda Super-sport, \$450; Styrofoam, 400 sq. ft., 1-1/2" x 2" x 8", \$30. Wilder, 345-0670.

COUCH & LOVE SEAT, floral design, w/4 large matching throw pillows, like new, \$500 OBO. Kappelman, 352-0251.

DOUBLE JOGGING STROLLER, Baby Trend, large bottom basket, overhead umbrella, excellent condition, \$100. Baca, 266-5509.

FIREPLACE "FIREBOX," large, venting tubes & misc. parts, great for building or putting in fireplace, front face can be tiled/plastered, \$125 OBO. Newman, 266-6928.

MEDITATION CLASS, Tues. 7 a.m.-9 a.m., Los Lunas Wellness Center, 3445 Lambros, benefits local Buddhist Center, donations, \$8/\$4. Baldo-Pulaski, 292-5293.

COMPUTER, Windows 98, CD burner, 15-in. monitor, printer, keyboard, mouse, manuals, \$150 OBO; 13-in. monitor, \$15. Horton, 883-7504.

EDITING EQUIPMENT: mixer/processor, \$55; color character generator, \$45; black & white character generator, \$30; DVD/VCR controller, \$20. Hale, 298-1545.

SOFA CHAIR & OTTOMAN, large, \$30; Defined Fitness 6 mos. membership, \$100; timeshare in Reno, \$6,500. Serna, 869-9010.

SOFA, blue plaid, \$125; recliner, blue, \$50; both good condition. Dossey, 821-8997.

OUTBOARD MOTOR, Johnson, 6-hp, weed guard around prop, excellent condition, \$200. Brannon, 296-6674.

STUDENT FLUTE, \$120; push reel-type lawnmower, \$35; gas lawnmower, \$35. Aragon, 888-3473.

WIDESCREEN TV, Hitachi 51F500, 52-in., \$1,600; Craftmate adjustable single bed, \$1,500; Magic Chef electric stove, \$150. Strome, 237-8243.

SAW HORSES, wooden, 4, \$3 ea. Bentz, 857-0728.

CAR AUDIO AMPLIFIERS, Alpine MRP-F306, 75x4-W, 475; Fosgate G100Z 100X2-W, \$50. Bruce, 352-3997.

FUTON, used frame, new mattress, \$100; pine nightstands, \$25 ea.; computer desk, \$50. Segura, 332-9281.

TYPEWRITER, Brothers Correctronic GX9500, w/2 sets of new ribbons, \$70. Lewis, 268-5025.

LOUDSPEAKERS, Thiel CS6, 2 yrs. old, light oak finish, perfect condition, \$4,500 includes shipping or delivery. Damkroger, 925-371-1401.

WATER LILIES, for yard pond, hardy, pink or white, 1-gal. pots, you pick up, \$5 ea. Archuleta, 822-0002.

MOVING BOXES, several sizes, pick up near Montgomery & Tramway, free. Ganter, 265-5007.

RADIAL ARM SAW, 10-in. Craftsman Professional, w/LaserTrac, 2 yrs. old, excellent condition, will deliver, \$450. Willmas, 832-1909.

UPRIGHT FREEZER, Whirlpool, 19.1 cu. ft., almond, excellent condition, \$200 OBO. Layne, 299-6123.

CHAINSAW, McCulloch Pro Mac 10-10, 16-in. bar, 2 extra chains, case, \$50. Sutherland, 345-1183.

GLIDER, Dutailer, oak, w/matching ottoman, \$150; Kelty Kids Deluxe child carrier, w/sunshield, \$75. Jones, 294-9416.

MAN'S RING, turquoise/silver, size 10, large stone w/silver leaf design. Taylor, 822-9819.

MP3 PLAYER, Dell, 5GB, Sony ear-phones, case, armband, belt clip, perfect condition, paid \$250, asking \$220 OBO. Johnson, 720-0994.

WASHER/DRYER, Maytag, \$250; fiberglass shell, fits F150 Supercrew, short bed, \$500. Bobbe, 899-8768.

ALTO SAXOPHONE, Yamaha YAS21, w/case, \$550; external speakers for electric church organ, free. Ashby, 281-1573.

WOOD, from felled tree, various sizes, you cut & haul, free. Zelnio, 877-1465.

SNOWSHOES, Atlas 825 & 833, never used due to skiing injuries, list price \$169/\$179, asking \$95/\$105. Dietz, 286-8244.

ELECTRIC GOLF CART, Kangaroo Hillcrest model, w/seat, battery & charger, \$395. Kaiser, 828-1660.

TOW DOLLY, Demco Kar Kaddy, both wheels steer while cornering, for mid-size cars & small pickups. Richards, 281-9471.

MOVING BOXES, you pick up, free. Sandoval, 269-6650, ask for Paul.

STOW MASTER HITCH, used, great condition, best offer. Haney, 292-1289.

SEWING MACHINE, in cabinet, '74 Kenmore, lots of accessories, w/instructions, well maintained, works great, \$40. Kelly, 293-2475.

ROBERT PLANT TICKETS, 2, Sandia Casino, Oct. 4, terrific seats, level 2, section D, row 7, \$70 ea. Abbott, 821-7370.

REFRIGERATOR, side-by-side, \$200; navy recliner, \$50; 2 peach swivel rockers, \$35 ea.; natural gas grill, \$50. Harris, 271-2216.

DINING ROOM TABLE, Santa Fe-style, white washed color, etched glass top, 42" x 6', w/6 chairs, \$600. Russell, 884-1391.

STOOLS, 4, light oak, 24-in., no back, Cost Plus World Market, paid \$60 ea., asking \$25 ea. or \$80 for all. Colborg, 604-4915.

XBOX CONSOLE, 4 Microsoft controllers, system-link cable, Halo, Madden '04 & more, \$175 OBO. Risenmay, 293-0471, ask for Matt.

DRESSER, antique scroll, walnut, w/beveled mirror, \$300. Kovacic, 256-9867.

GIUITAR, Peavey Telecaster, arctic white, tung oil neck, hard-shell case, great condition, \$300; red lava rock, you haul, free. Gonzales, 898-3956.

GAS STOVE, GE Profile, \$100; GE refrigerator, \$100; Southwest light fixture, \$150. Hobbs, 856-9630.

NEW MEXICO BIRD CLUB SHOW & MART, Oct. 1&2, fairgrounds, school arts building, <http://nm-birdclub.org/showandmart.html>. Bullington, 797-5999.

SLEEPING BAG, extreme cold weather, comfort rating -30F, mummy-style, brand new, never used, \$150 OBO. Arquitolta, 796-0430.

COMPUTER MONITOR, 17-in. CRT monitor, used but good condition, \$100 OBO. Peterson, 293-7978.

COUCH & LOVESEAT, beige tones w/wood accents on arms, \$140. Seaburn, 299-2215, leave message.

COLOR TV, Sanyo, 27-in., w/remote, plays well, 7+ yrs. old, \$50. Pechewyls, 856-6878.

**How to submit classified ads**  
**DEADLINE: Friday noon before week of publication unless changed by holiday. Submit by one of these methods:**  
 • E-MAIL: Michelle Fleming (classads@sandia.gov)  
 • FAX: 844-0645  
 • MAIL: MS 0165 (Dept. 12651)  
 • DELIVER: Bldg. 811 Lobby  
 • INTERNAL WEB: On Internal Web homepage, click on News Center, then on Lab News frame, and then on the very top of Lab News homepage "Submit a Classified Ad." If you have questions, call Michelle at 844-4902. Because of space constraints, ads will be printed on a first-come basis.

### Ad rules

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

CARPET, new, high-quality, light brown, w/upgraded padding, 400+ sq. ft., \$800. Gonzales, 294-2425.

TENTS: Coleman Vagabond, 8' x 10', sleeps 5, 3 windows, \$50; pup tent, \$7. Auerbach, 296-1489.

WASHER/DRYER, Amana, excellent condition, \$300. Bachicha, 865-5413.

MOVING BOXES, ~200, range of sizes, plus packing material, good condition, \$100. Furnish, 884-6626.

BEDROOM SET, king, bed, dresser, mirror, armoire, 2 night stands, oak, very good condition, \$500 OBO. Bouchard, 401-5641.

DINING TABLE, w/leaf, solid oak, 6 upholstered chairs, all in excellent condition, \$575. Gaddy, 681-3811, ask for Pam.

TIRES, 4, Dayton negotiator P225-R-16, only 5K miles, like new, \$150. Brunese, 271-2351.

CAMPING EQUIPMENT STORAGE BOX, 28" x 39" x 9-1/2", makes into 30-in. high table/kitchen area, 79" x 48". Kepler, 296-0402.

LUGGAGE RACK, for camper roof, 7-1/2"W, \$49; TV antenna for weak signals, multi-array, \$29. Jack, 345-4006.

BILL COSBY TICKETS, Oct. 16, 5 p.m., great seats, orchestra row M, seats 101&102, ~20 rows from stage, valued \$55 ea., asking \$95/pair. Smith, 890-3292.

BICYCLE RACK, Thule rooftop, holds 2 bikes, hardware & spoiler, like new, \$100. Woods, 299-6928 or woodsR@asme.org.

ELECTRIC DRYER, Kenmore, white, \$40. Gonzales, 296-8006.

## TRANSPORTATION

'97 CHEVY Z71, 4x4, extended cab, 3rd door, many power options, w/shell, 88K miles, \$8,900. Montoya, 321-1015.

'04 MAZDA RX-8, titanium grey, sports pkg., auto w/sports manual, custom car cover, 10K miles. Lindsey, 864-8911, ask for Valerie.

'99 FORD EXPLORER XLS, 4x4, AT, CD, 1 owner, 55K miles, excellent condition, \$9,500. Anderson, 897-2772.

'95 DODGE STEALTH R/T, pearl white, garage kept, 77K miles, excellent condition, \$8,800 OBO. Soto, 332-3582, ask for Gabe.

'02 SAAB 9-3 TURBO, 5-spd. manual, AC, loaded, steel gray, 31K miles, excellent condition, \$16,500 OBO. Campbell, 296-8304.

'00 FORD MUSTANG CONVERTIBLE, AT, AC, PS, PW, minor body damage, runs well, blue book, \$7,700, asking \$7,400. Ortega, 385-2999.

'74 JEEP WAGONEER, positraction both axles, great off-road vehicle, \$1,500 OBO. Leland, 294-3767.

'00 CHEVY IMPALA, 3.8 V6, AT, all power, loaded, leather seats, 70K miles, \$1,500 below NADA, \$7,000. Lucero, 899-0521.

'02 MITSUBISHI MONTERO SPORT, 6-cyl., white, 53K miles, excellent condition, \$13,500 OBO. Otero, 319-4409.

'03 ACURA, 3.2 liter, V6, AT, loaded, gold/tan leather, Bose CD/cassette, warranty, 26K miles, must see, \$21,500 OBO. Barreras, 898-4951.

'95 FORD EXPLORER, Eddie Bauer, leather, CD, tow pkg., running boards, 85K miles, excellent condition, \$4,500. Ongstad, 296-7085.

'01 SUBARU OUTBACK WAGON, up-graded stereo, cold weather pkg., new tires, 56K miles, excellent condition, \$14,000. Benecke, 890-6864.

'03 FORD ESCAPE XLT, 4WD, AM/FM/CD/cassette, metallic red, 22-28 mpg, 65K miles, nice SUV, \$11,500 firm. Babb, 898-4379.

'96 JEEP GRAND CHEROKEE, 4x4, V8, AT, PS, PL, AM/FM/CD/cassette, 100K miles, excellent condition, \$7,200. Turrietta, 275-8860.

'86 NISSAN STANZA WAGON, 4WD, 5-spd., AC, PS, PB, Thule rack, 1 owner, factory manuals, \$1,100. Ritchey, 238-8123.

'95 GEO PRIZM, 5-spd., just passed emissions, 130K miles, \$1,800. Kucera, 402-212-9690.

'98 TAHOE, 4WD, fully loaded, 89K miles, great condition, \$8,500 OBO. Garcia, 553-0616.

'05 DODGE CARAVAN SXT, AT, AC, CD, keyless entry, original owner, 17K miles, excellent condition, \$18,800. Carrillo, 839-7236.

'96 MAZDA MX6, 16-valve, AT, all power, new tires/hoses/belts, 49K miles, \$6,000 OBO. Jackson, 620-4116.

'99 DODGE DURANGO SLT, 4WD, 5.2L V8, rear AC, 3rd row seat, tow pkg., \$8,995 OBO. Rector, 269-4617.

'89 MUSTANG GT CONVERTIBLE, AT, leather, damaged front, \$1,000; '90 Mustang convertible, manual, door damage, \$650. Ukena, 275-7275.

## RECREATIONAL

'01 YAMAHA TTR-90 MOTORCYCLE, kid's, son has outgrown, good condition, runs great, \$900. Johnson, 296-7753.

'01 HARLEY-DAVIDSON SPORTSTER, lots of extras, black, 11K miles, super clean, below book, \$5,950. Martinez, 463-5786.

'00 SUZUKI GSXR 750, Hindle pipe, 8,100 miles, excellent condition, \$5,200 OBO. Zamora, 450-2208.

'03 HONDA VTX, 1300 cc, 4K miles, \$7,000 OBO; '05 Honda Rancher EX, 350 cc, 51 miles, wife doesn't want, \$4,200 OBO. Carrasco, 363-5370.

TRIKE, 24-in., adult, Yorker, brand new, single speed, red, never been used, \$300. Sterling, 281-4668.

'88 LANCE CAMPER, 8-1/2-ft., self contained, large refrigerator, no shower or water heater, 1 owner, \$1,500. Weatherbee, 869-1759.

'77 DODGE MOTOR HOME, heater, stove, refrigerator, shower, AC, nice for camping, 77K miles, \$9,000 OBO. Ulibarri, 417-1154.

TOURING BIKE, 14-spd., 27-in., Centurion Lemans, <50 miles, \$100 firm. Maze, 298-0617.

'95 TRAILER FOR TWO, 12-ft., fiberglass, queen bed, table, sink, 2-burner stove, unique, lightweight, \$2,650. Ludwick, 296-6447.

## REAL ESTATE

3-BDR. HOME, 2 baths, 2-car garage, 1,515 sq. ft., Southwest architecture, Taylor Ranch, landscaped front/back, \$160,000. Salas, 792-0990.

10 ACRES, East Mountains, beautiful views of Sandias, well & water coop, utilities at lot, \$130,000. Romero, 286-6325.

2-BDR. HOME, 2 baths, 1,400 sq. ft., updated kitchen, landscaped w/pond, patio cover, hot tub, Taylor Ranch, FSBO, \$139,900. Rankin, 899-2013 or 401-2548.

4-BDR. HOME, 2-1/2 baths, 2-car garage, new, 2,429 sq. ft., refrigerated AC, Terracita gated community, Southern/Juan Tabo, 5 min. to KAFB. Doty, 332-0446.

3-BDR. HOME, 2-1/2 baths, 2,300 sq. ft., gated community, Four Hills area, quiet cul-de-sac, spectacular views, \$325,000. Potter, 720-4509.

3.13 ACRE LOT, Four Hills Village, builder's dream, spectacular views. Gallegos, 480-5228.

3-BDR. HOME, on 2.4 acres, Los Lunas, 2,120 sq. ft., landscaped front/back, horse property. Garcia, 292-2551.

3-BDR. HOME, 1-3/4 baths, 1,427 sq. ft., appliances included, Eubank & Constitution, \$139,900. Jones, 259-8079.

2-BDR. MOBILE HOME, 2 baths, 1-car garage, new appliances, covered deck, nice yard, \$13,000. Young, 296-1138.

3-BDR. HOME, 2 baths, 2-car garage, 1,927 sq. ft., 2 kiva fireplaces, saltillo tile, private courtyard, brick patio, charming, \$325,000. Sellers, 301-7962.

2-BDR. MOBILE HOME, 2 baths, tool shed, carport, Four Hills, must sell, \$12,000. Smallwood, 293-5579, ask for Carroll.

3-BDR. DOUBLEWIDE MOBILE HOME, Edgewood, 1 fenced acre, new well, 20 min. drive to SNL, \$85,000 OBO. Saez, 281-1911.

HOUSEMATES, 2 rooms available, 3-bdr. home, far NE Heights, \$500/mo. + half utilities. Hung, 797-8607, ask for Frank.

## WANTED

SCHWINN AIRE-DYNE, older model, decent condition or repairable. Warner, 897-1838.

KEYBOARD, full-size, w/ or w/o stand, for beginning pianist. Rezac, 281-1816.

CAMPER SHELL, to fit small Nissan XE pickup, good condition, w/working lock, prefer white, but any color OK, good price. Bristol, 400-3421.

RELIABLE CAR, for single parent/student, prefer 4-dr., easier for child seats, \$1,200 or less. Batchelor, 883-6981.

GOOD HOME, female fancy rats, intelligent, loyal, clean, quiet & affectionate, no feeders. Manuelito, 888-5447.

US COINS & COIN COLLECTIONS, any condition, any quantity. Borders, 271-8107, ask for Rex.

AIR HOCKEY TABLE, full size, good condition. Swiler, 332-0547.



# A Special Olympics superstar earns recognition

## Daughter of Sandian Miriam Minton highlighted in Special Olympics plaque

By Iris Aboytes

Angelina Minton is a superstar. She recently competed in the New Mexico Summer Special Olympics and was awarded several medals and ribbons. Angelina is the nine-year-old daughter of Miriam Minton (6445).

Sandia and Lockheed Martin were sponsors in the recent summer games. Sandia volunteers originated the cycling venue for the New Mexico Special Olympics in 1994. Sandia has for years had many volunteers participating in the summer games.

The picture of Angelina in her Nadia



ANGELINA and her friend, Bones.

Comenici stance, big smile, and bright blue eyes graces the plaques awarded to all Special Olympics sponsors. "People thought her facial expression related what the Olympics were all about," says Miriam.

Angelina attends school at McCullum elementary. Three evenings a week she attends a variety of therapies to help improve her capabilities. On Fridays her therapy includes horseback riding, which she has done since she was two years old. "The horse I ride is Bones," says Angelina. Before she gets to ride him, she helps clean his hoofs, brush him, and get his bridle and saddle on. "She loves to trot," says Miriam.

Angelina also loves to watch the "Wiggles" on TV and go to the movies. "I love popcorn, Sprite, and fruit snacks," she says. One of the things that make her the happiest is playing in her room. She doesn't mind making it messy.

She would like to grow up and be like Shania Twain. "She loves country and western music," says Miriam. Angelina says she plays her guitar at home. Miriam says she plays it from her heart. "She can identify most artists she hears on country and western radio," says Miriam. About Toby Keith, Angelina says, "Hubba, Hubba."

Angelina says she has lots of best friends as she names them all, her cousins. Her warm embrace as she meets people for the first time is captivating. She does have you at "hello." The fact that she has Down syndrome does not seem to be a problem to her or her mom. Being a superstar is her way of life.

She practices gymnastics every Saturday so that she can compete. She practices somersaults, back flips, straddle jumps, and on the balance beam. At school she gets along well with all the children. Angelina says it is her job to take the lunch count to the lunchroom everyday. When Miriam asks her how she did on a particular day, her answer is usually, "I had a good day today."



SHE STUCK IT! — Angelina Minton really shone in the 2005 New Mexico Summer Special Olympics. She's the daughter of Sandian Miriam Minton.

When she grows up she wants to wear braces with rainbow rubber bands just like the teenagers she adores today. Until then Angelina will be cradling her mother's face in her hands, while kissing and whispering to her, "I love you baby," just as her mom does to her.

# Navajo Nation holds first annual Exceptional Children's rodeo

## Sandian and professional rodeo rider Ruth Bitsui serves as events coordinator for Window Rock event

By Iris Aboytes

The Navajo Nation began a new tradition this year with the First Annual Navajo National Exceptional Children's Rodeo as part of its annual fair. Held at the Dean C. Jackson arena in Window Rock, Ariz., approximately 300 children with disabilities had the opportunity to rope, ride, and cowboy-up for their own mock rodeo.

Sandia's Ruth Bitsui (3815) was events coordinator. The core planning committee included professionals from all walks of life. There were representatives from PNM and the Navajo Nation, special education directors, and school principals. The event attracted more than 100 volunteers.

Special needs children were guided through "kidz kowboy" roping, lickety-split barrel racing, bucking-bronc riding, animals-horse grooming, and old McDonald's petting zoo. The children were paired with Indian professional cowboys and cowgirls including John Boyd Jr. and Ruth Bitsui, who is also a World Professional Rodeo Association (WPRA) barrel racer and trick rider.

Navajo Nation leaders proclaimed Sept. 8 a day of recognition and respect on behalf of their nation's most exceptional citizens — those with physical disabilities.

"There are many Navajo families that live with disabled family members and face daily challenges," says Ruth. "This event offered our Navajo community an opportunity to bestow

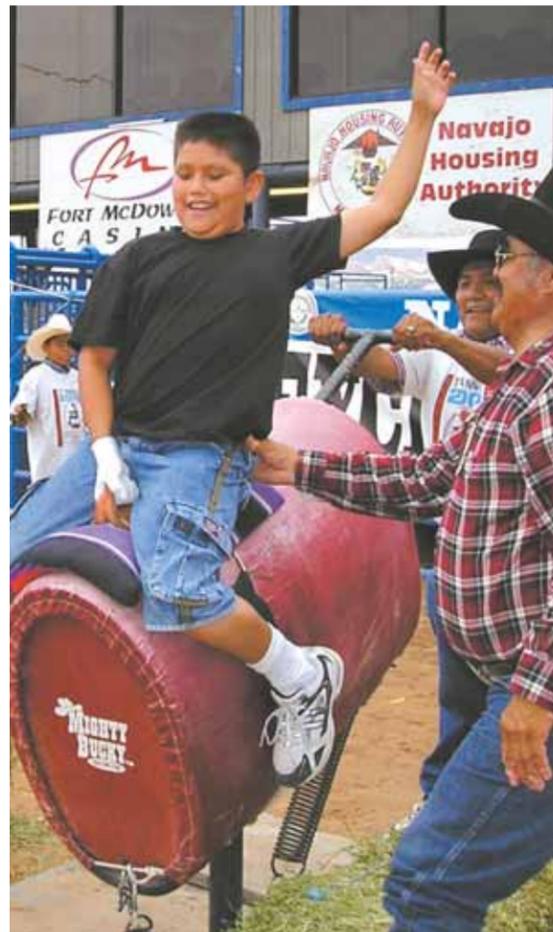


honor and show our exceptional children how much we value them."

The very successful event was enjoyed by all, especially by the exceptional people who were — even for a little while — doing what people without disabilities do. Volunteer Edison Bitsui called the event "the missing piece of the puzzle all these years. Many people came away with a greater appreciation for the event."

"It is always scary when you experience something that you have never done," says Ruth. "We hoped to build confidence and alliance. We tried to connect our hearts and minds and encourage our children to grow through these

experiences. The smiles on the children's faces reinforced our hopes. Many people united for a single purpose — giving back to our community. I was proud to be a part of it."



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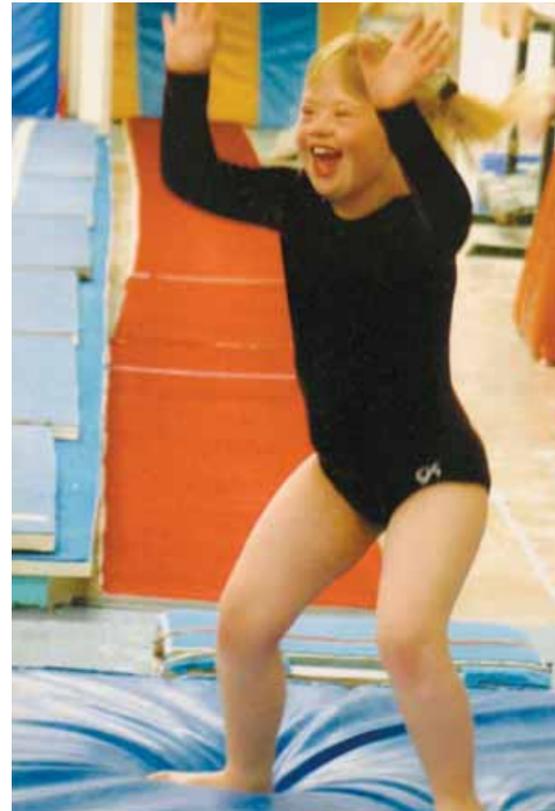
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