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 partner-ship 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-standing of the potential disruptions to our critical infrastructure.”

The research, funded by the Nuclear Regulatory Commission, examined a total of 230 large-scale evacuations that we studied,” says Lori Dotson, a Sandia study manager for Risk Analysis within the Infrastructure Protection Directorate. NISAC is a core partner-ship of Sandia and Los Alamos National Laboratory (LANL).

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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 and 26 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 assistant in USA & UK & Canda . we will make many money together by transfer egpyt , i hacking banks and get information of people .

Don't accept this so forget about and delete this e-mail if u accept money into his bank account and we will split money 50/50 but if you in USA & UK & Canda. we will make many money together by transfer egpyt , i hacking banks and get information of people .

Online [cashattack@gmail.com]" in the "from" field.

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

— Howard Kercheval (844-7842, hckerch@sandia.gov)
ARM-UAV

(Continued from page 1)

Using satellite and weather radar images, Bureau of Meteorology forecasts, and weather prediction models running from the same period last year, themodel runs from the same period last year, the National Centers for Environmental Prediction (NCEP) and the National Center for Atmospheric Research (NCAR) to produce a probabilistic framework, and developing computational tools to make this possible on the large-scale systems that are simulated here at the Labs.

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 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 fuels, that influence climate change. Experimental 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 NISAC building, a 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 AI 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 Department at Sandia National Laboratory, says, "This is a very exciting time for the program. When we started this endeavor back in the late 1990s when national laboratory scientists and engineers leveraged their modeling, simulation, and analysis efforts to investigate a suspected biological agent, we knew our work would be recognized. And today, I think we have earned it."

Following the Sept. 11, 2001, attacks and the anthrax attacks, the program moved to the Defense Threat Reduction Agency (DTRA) and was incorporated into the Patriot Act.

Initial funding of $300,000 for NISAC came in 2000 through the USAF Tactical Aerospace Command control and 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, Congress 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 protection, analysis, investment, and engineering support.

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

(Continued from page 1)

NISAC formation

Lillian Snyder, manager of Critical Infrastructure Modeling and Simulations Department, says Sandia had a head start because of its heritage with the National Infrastructure Simulation and Analysis Center (NISAC)."With the realization that the nation’s infrastructure were becoming increasingly complex and interdependent due to the growing computerization and networking, the program started in 2001. The program was formed in part to look at the Balearic Island was the first recipient of a large grant from the National Science Foundation and its interdependencies.

Wayne Hardee, the LANL Center for Homeland Security, LANL Manager John Mitchiner (now VP Bob Eagan and Sam Varnado, director of Information Operations Center Dept. 6222, says Sam Varnado, who directed the program at Savannah, is the director of the NISAC program at Sandia. 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 (5330), and is now in the hands of Theresa Brown (6222). At San Luis, John Mitchiner is the DHS Senior Engineer and Wayne Hardee provides technical 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 prepared or not, 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 effective evacuations. Public awareness of the hazard, evacuation procedures, and especially of alerting methods was often cited as contributing to the efficiency and effectiveness of an evacuation.

Katrina evacuation

“Katrina evacuation 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 Zavodil (10871)

We all know what Katrina did to prices at the gas pumps. But even as the cost of gas goes 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 rising

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 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 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.”

In the current case lauded by ISI, over a 10-year period ending in February, 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 are 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 theories stimulated the greatest scientific interest appeared in Nature in 1997 and Advanced Materials in 1999.

— Neal Singer

Katrina slams Sandia’s construction program

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

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Sandia Fellow Jeff Brinker lauded by group that tracks science pubs

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— Neal Singer

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 with 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
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. (The HSA is not a Reimbursement Spending Account [RSA], which 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)

<table>
<thead>
<tr>
<th>Type of Plan</th>
<th>UnitedHealthcare Premier PPO</th>
<th>CIGNA Premier PPO</th>
<th>UnitedHealthcare Standard PPO</th>
<th>CIGNA In-Network Plan</th>
<th>Kaiser (CA) HMO</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006 Medicare Retiree</td>
<td>UnitedHealthcare Senior Premier PPO</td>
<td>CIGNA Senior Premier PPO</td>
<td>Presbyterian Medicare Plan (NM)</td>
<td>Lovelace Senior Plan (NM)</td>
<td>Kaiser Senior Advantage Plan (CA)</td>
</tr>
<tr>
<td>2006 Non-Medicare Retiree</td>
<td>UnitedHealthcare High Deductible Health Plan (Health Savings Account Compatible Plan)</td>
<td>Preferred Provider Organization – PPO</td>
<td>Exclusive Provider Organization (EPO) (An HMO “Look- Alike”)</td>
<td>Kaiser (CA) HMO</td>
<td></td>
</tr>
</tbody>
</table>

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

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 employer'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.

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.

Medical Plan & Coverage

<table>
<thead>
<tr>
<th>Employee Only</th>
<th>Employee &amp; Child(ren)</th>
<th>Employee &amp; Spouse</th>
<th>Employee &amp; Spouse &amp; Child(ren)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5.00</td>
<td>$9.00</td>
<td>$10.00</td>
<td>$13.00</td>
</tr>
</tbody>
</table>

Tier 1 - Base salary of up to $75,000 as of Jan. 1, 2006

Tier 2 - Base salary of at least $75,001 to $150,000 as of Jan. 1, 2006

Tier 3 - Base salary of over $150,000 as of Jan. 1, 2006

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

Non-Medicare Retirees
- in TOP/Intermediate will default to UnitedHealthcare High Deductible Health Plan
- in Sandia Basic will default to UnitedHealthcare High Deductible Health Plan
- in CIGNA POS will default to CIGNA In-Network Plan
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, 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, 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

### 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 |

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**Monthly Premiums Effective Jan. 1, 2006**

**Employees Who Retired Prior to Jan. 1, 1995**

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- 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. Class II premium rates 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.**

3Rates 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
**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?  

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 our 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 CPR3006.30 — 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 schedulling for commuters. 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 Mason (6110), as told to Lab News writer Iris Abeyta

My giving spirit has not always been there. I was taught by my parents to help other people, to be aware of the abundance — some things I was 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 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.

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 Cafe

Wednesday, Oct. 19
10 a.m.-2 p.m. Thunderbird Cafe

Thursday, Oct. 20
10 a.m.-2 p.m. Thunderbird Cafe

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.

For more information contact Kathryn Knowles at 284-8475, or mkknowl@sandia.gov.

• Young Leaders Social
  Oct. 27, 1-3 p.m. Steve Schiff auditorium

Young Leaders 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.

Sandia United Way displays and personnel will be available to discuss opportunities with the Young Leaders Society. Short programs will begin at 1:30.

For more information contact Jim Felix at 844-6132, jafelix@sandia.gov or Mariann Johnston at 284-9548, 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 that have been matrixed to the Stronglink Design Department and was in the roles of the Weapon Intern Program.

She was also the lead electrical engineer for the W88 in Concept Design. In her current department, Michele has been the project leader for the W76-1 and W88 electromagnetic testing programs and for experimental work at the Electromagnetic Environment Laboratory and the Sandia Light Water Reactor.

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

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

Ren joined Sandia in 1999 in the Cooperative Monitoring Program. He has been an intern 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 weapon non-proliferation. 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 biocountermeasure laboratories in more than a dozen countries specifically to consult on biosecurity and biosafety issues. Ren and his team have worked with the World Health Organization (WHO) since early 2004 to develop international laboratory biosafety guidelines that will be specifically integrated with the Sandia Laboratory Biosafety Manual (third edition, 2004). He has also served as a member of the US government’s delegation to the Biological Weapons Convention, and in August 2003 presented to the US government’s approach for improving public health-related facilities and in transit at the BWV’s Experts Group Meeting in Geneva. He has been published 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.

Jim Strickland from DMTS, Thermal/Fluid Computation Engineering Sciences Dept. 1541, to Manager, Exploratory Simulations Technology Dept. 1433.

Jim joined Sandia in 1985. Since then he has been responsible for developing modeling and simulation capabilities for predicting 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 bathymetric and oceanographic sensors in the SERRA 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.

Jim’s teaching and research areas were in aerodynamics and thermal fluid sciences. He has also done industrial consulting and other work with 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.
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 Armenta, 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 is the first woman to accept the award who is an optical engineer in Photonic Microsystems, formerly known as the MESA - Measurement Science Laboratory. Shanalyn earned her Bachelor of Science in Engineering Physics from the University of Kansas in 1985 and a Ph.D. in Applied Physics from Cornell University in 1992.

Shanalyn has worked at Sandia for 20 years in the field of photonics and has published more than 25 technical articles and has received several technical awards, most notably in 2002 when she earned her master of science degree in the field of metrology and measurement science. Shanalyn has been recognized for her contributions to the technical successes of NCSL International, management of the NCSL conference technical program, and her industrial metrology, including numerous technical publications.

Richard Pettit receives metrology, measurement science award

Sandia retired 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 membership, 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 Ph.D. in applied physics from Cornell University in 1973. 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.

Michal Padilla 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 Orchestra. 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.

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 not lonely then that they are winners of the 2 Annual Professional of the Year Award (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 assisting 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.

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 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 acquire laser weapons and fissile material science 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 was away until 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 electronic 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 a major impact on Sandia’s MESA vision.

“I love my job,” says Nancy. “The most satisfying 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 multicultural 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.”
**MISSISSIPPI**

LAWMAN O'WRIGHT, Brooks & Stratton, 3.5 hp, runs great, no bait-<br>catcher, $295.00. 292-4453.

CHIEF/SHREDER, converted garden<br>tools to trash, melt, etc., $35.00. 445-5555.

LIGHT TABLE, new, designed for<br>engineering, artistic & photographic applications, 29 x 24 x 16<br>in., 27tf, $425.00. 522-4396.

HARDWOOD DOORS & FRAME<br>sets, 16” x 36”, 7 pairs, $85.00.<br>232-1210.

MISCELLANEOUS

CAR AUDIO AMPLIFIERS, Alpine MRP-<br>300, 350W. 243-2695.

OUTBOARD MOTOR, Johnson, 6-hp,<br>3.5 ft. deck, $125.00. 321-5456.

SOFA CHAIR & OTTOMAN, large,<br>leather, new, $350.00. 321-9411.

COMPUTER, Windows 98, CD burner,<br>21 inch monitor, $1,000. 233-1456.

DOUBLE JOGGING STROLLER, Baby<br>Runner, fitness, $100. 406-5566.

HOSPITAL BED, w/mattress & bed<br>liner, $350.00. 321-5067.

LAWNMOWER, Briggs & Stratton,<br>12 hp, 24” deck, runs great, $100.<br>233-1956.

LAMINATE FLOORING, 12” x 18”,<br>300 sq. ft., $1.50. 233-1956.

STOOLS, 4, light oak, 24-in., no back,<br>$50.00. 233-1956.

DINING ROOM TABLE, Santa Fe-style,<br>leather, 48 x 29 x 30, $350.00.<br>233-1956.

ROBERT PLANT TICKETS, 2, Sandia<br>Motors, $60 each, 3rd floor, row<br>20, section D, $70 each. 233-1956.

DINING TABLE, w/leaf, solid oak, 6<br>seats, $35.00. Woods, 233-1956.

FOLDING BOX, 28” x 39” x 9-1/2”,<br>makes 30-in. high table/kitchen<br>island, $30.00. 233-1956.

Kinetic, benefits local Buddhist<br>building or putting in fireplace,<br>1-1/2” x 2’ x 8’, $30.00. 233-1956.

HEAD UMBRELLA, excellent condi-<br>tions, well maintained, works<br>fine. 233-1956.

STAIR RAILING, 10 ft., $150.00. 233-1956.

CARPET, new, high-quality, light<br>blue, 9 x 12, $300.00. 233-1956.

SLEEPING BAG, extreme cold weath-<br>er, $55.00. 233-1956.

SNOWSHOES, Atlas 825 & 833, never<br>used, new, $575.00. 233-1956.

IKEA CUPBOARD, 32” x 24”, 3 shelves,<br>3 glass doors, $30.00. 233-1956.

STEEL BOX, 28” x 39” x 9-1/2”, makes<br>30-in. high table/kitchen<br>island, $30.00. 233-1956.


STEPS, 3, 54” x 30”, $125.00. 233-1956.

CARAVAN, 1 travel trailer, 1<br>motorhome, $3,500.00. 233-1956.

3-BDR. HOME, 2 baths, 2-car garage,<br>1300 sq. ft., gated community.<br>11401 Tintype Trail, 406-5566.


SMALL WICKER TRUCK RECEIVER<br>HITCH, other misc., $25.00. 233-1956.

SCIENCE & TECHNOLOGY, artistic & photographic<br>applications, chrome & oak ac-<br>eering, $250.00. 233-1956.

HOME & GARDEN, flowers, plants, trees,<br>on sale with the ad submission.<br>It will count as two or three<br>advertisements. 233-1956.

First 18 words, including last<br>name and home phone (if you<br>include an e-mail address or web<br>site), count as three words.<br>See the ad submission form for<br>complete instructions, well<br>maintained, works free. 233-1956.

Staple of 3 X 5 cards, <br>$1.00 each, over 100 cards, <br>$0.75 each. 233-1956.

ROBERT PLANT TICKETS, 2, Sandia<br>Motors, $60 each, 3rd floor, row<br>20, section D, $70 each. 233-1956.

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COLOR TV, antenna for weak signals,<br>multi-air, $25.00. 233-1956.

PARKING LOT, for campers, 7’-<br>1/2” x 2’-9”, $24.00. 233-1956.

CAR WINDOW, full size, $5.00. 336-6520.

ADVERTISERS INDEX, 1995.<br>March, April, May, June, July (only)<br>in 1995. 233-1956.

PANEL, 30” x 12”, $50.00. 233-1956.

TOOL BOX, 28” x 39” x 9-1/2”,<br>makes 30-in. high table/kitchen<br>island, $30.00. 233-1956.


STEPS, 3, 54” x 30”, $125.00. 233-1956.

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Angelia 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).

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The picture of Angelina in her Nadia

ANGELINA and her friend, Bones.

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, hickey-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.”

By Iris Aboytes

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 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.

A Special Olympics superstar earns recognition

Daughter of Sandian Miriam Minton highlighted in Special Olympics plaque

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The picture of Angelina in her Nadia

Comenici stance, big smile, and bright blue eyes grace 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 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,” says she. 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 at home. Miriam says she plays it from her heart.

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