

# Newsletter

Week of Oct. 24, 2005

Vol. 6, No. 22

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Open enrollment is in November and the the University of California has released the new health-care premiums for 2006. In addition, United Healthcare has scheduled informational meetings for employees and retirees. . . . .Page 4

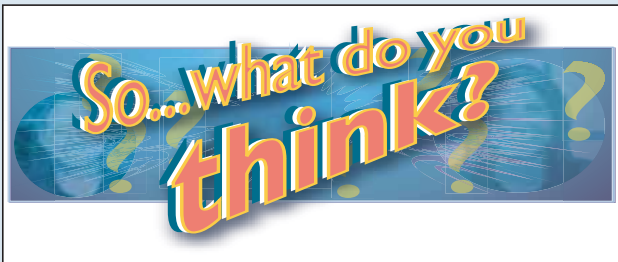


### New 211 program debuts this fall

After retiring from his job as a firefighter, and later as fire chief and city manager in Santa Fe, Frank DiLuzio didn't want to sit around and do nothing. So, like a lot of other retirees, he looked around for a place to volunteer. . . . .Page 5

### The Key to Success is the Ki of Life

A longtime student of Ki Aikido, Bill Phillips, the new office director for Internal Security (ISEC), plans to use elements of that martial art philosophy to help spread awareness of counterintelligence. . . . .Page 8



For many years, most Americans got their daily dose of news from a newspaper or the radio. Today there are a variety of choices, including cable television and the Internet. How do you prefer to get your news — local, national and international — each day and why? Learn what your co-workers had to say on Page 6.



**An iris-scanning identification system is one part of a networked security system designed for nuclear-materials vaults.** Photo by LeRoy N. Sanchez

## Laboratory demonstrates 'Norbert RealARM' system

by Nancy Ambrosiano

**I**ntelligent buildings" that saw and knew all that happened within themselves were a dream of '30s-era World's Fairs, but teams from the Nuclear Nonproliferation (N) Division have been making this vision real for the realm of nuclear facilities.

Demonstrated in a test for visiting Department of Energy sponsors late last summer, the integrated vault monitoring concept takes a bewildering array of 14 tools, cameras, checklists, networked sensors, fiber optics, even an eyeball scanner that traces iris patterns, and puts them to work. Harnessed to a smart computing system that gathers the disparate signals and makes sense of them, the varied packages combine to create a very smart watchdog from which nuclear materials are unlikely to stray.

This system even has a proper name, *not* just an acronym ... Lead Project Leader Sammi Owens of Safeguards Systems (N-4) said "the team settled on 'Norbert RealARM' as the name for the system" in honor of recently retired Laboratory scientist and distinguished nuclear professional Norbert Ensslin.

"The 'RealARM' portion stems from the fact that it is a real-time-attended, remote-monitoring system — the next generation of the Lab's UNARM (Unattended Remote Monitoring) systems that are being deployed worldwide by the International Atomic Energy Agency and others," Owens said.

As shown to visiting sponsors, "the system," at first glance, appeared to be no more than a simple hallway connecting some adjoining offices, plus a laboratory space with a storage cage containing barrels. Wires here and there, the hint of camera lenses glinting from odd corners and the addition of a team of eager technical staff indicated that there might be more afoot. The addition of a bulging, door-mounted eyeball scanner, alarm tests sounding periodically and busy staffers leaning close-in to computer screens gave the final clue that this was no average work area. What was afoot was more like the dress rehearsal for Swan Lake, with carefully scripted movements being tracked, judged and commented upon for future adjustments.

As tested over and over, the system was asked to "keep an eye" on the storage cage with its test-case nuclear materials, even as these items were moved, processed and handled in many ways as they might be in a working facility. Tracking every human's and isotope's motion, matching it against the authorized "plan of the day," the system repeatedly was given the challenge of determining which people and which moves were legal, which actions were suspicious, and how and who to alert in the case of a question.

The original funding source for this demonstration, Owens said, came from an older DOE SO-20 Technology Development project, "High-Frequency-Access Vault Monitoring." The researchers had originally scoped this project to include development of a few stand-alone elements of a system, including a smart "inventory/confirmatory cart," comparisons of different types of radiofrequency identification (RFID) tags, use of RFID tags with portal monitoring and integrating a

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 **Newsletter**

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## Howl-o-ween safety

There is no real "trick" to making Halloween a treat for the entire family. The major dangers are not from witches or spirits but rather from falls and pedestrian-car crashes. To help make Halloween safe, the Integrated Safety Management Program Office (ISM/PO) and the National Safety Council offer these tips.



help make Halloween safe, the Integrated Safety Management Program Office (ISM/PO) and the National Safety Council offer these tips.

**Motorists:** Watch for children darting out from between parked cars and walking on roadways, medians and curbs. Enter and exit driveways and alleys carefully.

**Parents:** Make sure that an adult or an older responsible youth will be supervising the outing for children under age 12. Establish a return time and tell youngsters not to eat any treat until they return home.



**Costume design:** Costumes should be made of fire-retardant material and be loose, so warm clothes can be worn underneath. Use strips of retroreflective tape to make children visible.

**Face design:** Facial make-up is recommended. If masks are worn, they should have nose and mouth openings and large eye holes.

**On the way:** Instruct children not to enter homes or apartments without adult supervision. Children should walk on sidewalks; if there are none, walk on the left side of the road, facing traffic.



**Treats:** Insist that treats be brought home for inspection before anything is eaten. Wash fruit and slice into small pieces. When in doubt, throw it out.

For more Halloween safety tips, go to the National Safety Council's Web site at [www.nsc.org/library/facts/halloween.htm](http://www.nsc.org/library/facts/halloween.htm).



## Laboratory Foundation conference, banquet focus on education

Laboratory Director Bob Kuckuck talks with Bill Wadt, Prime Contract Office (PCO) leader and Susan Herrera, center, executive director of the Los Alamos National Laboratory Foundation at a foundation banquet in La Fonda Hotel in Santa Fe. The banquet raised \$100,000 for college scholarships, which are awarded to Northern New Mexico students. The banquet was preceded by the foundation's ninth annual education conference. Keynote speaker Ruby Payne spoke on "A Framework for Understanding Poverty."

Photo by LeRoy N. Sanchez

## Laboratory demonstrates ...

continued from Page 1

nuclear material physical inventory software package with electronic scales and a gamma spectrum comparison tool.

"When I came on board in December of 2004, the sponsor, Bruce Campbell, asked to see the power of integrating [materials control and accountability] systems with safety and security systems. We started pulling together elements from many other projects that the Lab had worked on in order to setup and demonstrate this larger, integrated system. These projects included other S0-20 work as well as projects funded by [NNSA], the Defense Threat Reduction Agency, the Department of Homeland Security and others," Owens said.

The concept for the Norbert RealARM systems is one of plug-and-play functionality and expandability, "and we see value in deploying a system of this type at every nuclear material handling facility, especially those in planning stages right now," Owens noted.

"Cost-effective and efficient protection of nuclear materials is only going to be accomplished if the systems surrounding those materials communicate intelligently and quickly. We've demonstrated that it's possible here and now and it's the right thing to do," she said. "With the national emphasis on countering the new Design Basis Threat, DOE is spending more and more on physical protection because it is an easy, albeit expensive, solution. We have to prove the power of these types of technologies to reduce security needs and costs."

The Norbert RealARM systems are meant to be individualized for each facility's needs and can be as simple or as complex as the operators' desire. "Using an XML backbone architecture means that any sensor or system can provide data to the response-rules engine and the intelligent sorting and combination of that data can be used to provide information to help in day-to-day operations, planning, control or emergency response," Owens said.

Pieces of "Norbert RealARM" systems are beginning to turn up in current facilities such as Technical Area 55 and Y-12 as additions to their safeguards arsenals, and the team is working with the project planners for the Critical Experiments Facility at Nevada's Device Assembly Facility. They hope, Owens said, to work with the facility planning teams for the CMR Replacement Facility, Oak Ridge Uranium Processing Facility and the High Enriched Uranium Materials Facility.

In addition, Y-12 at Oak Ridge is in the process of deploying an inventory/confirmatory cart and the team has been funded to deploy one at the Device Assembly Facility next year, including providing the technology and training to do a nuclear material physical inventory electronically.

## The team

The following people were heavily involved in setting up and demonstrating the system elements:

Integrating XML Data Architecture, Response Rules REFLEX Engine, Plan of the Day, LANMAS, Material Check Out Stations: Benny Martinez, Darrin Wallace, Caroline Boyle and HeeJin Chang of Safeguards Systems (N-4); and John Determan of Safeguards Science and Technology (N-1)

Iris Recognition System: John Huang, Karen DeAguero, Will Vigil of N-1

Reflectoactive Seals: Chris Pickett and Brad Stinson of Oak Ridge National Laboratory

Video and Camera Surveillance: Jim West and Kelly Michel of N-1, and Nate Schanfein of Safeguards and Security (NMT-4)

Portal Monitoring: West and Determan

Inventory/Confirmatory Cart: Tracy Wenz and Gil Butler of N-1, and Vicki Longmire, Martinez and Boyle of N-4

Hallway Monitoring and Tracking System: Shorty Esch, Morag Smith and Ed McKigney of N-1, and the N-1 Machine and Electronic shops

Real-time Real World Sensor Displays and Virtual Reality Laboratory Training and Observation

Tool: Schanfein, Dave Pelowitz of N-1 and West

Low Cost Network Unit Translator: Pelowitz

## Los Alamos National Laboratory NewsLetter

The Los Alamos NewsLetter, the Laboratory bi-weekly publication for employees and retirees, is published by the Public Affairs Office in the Communications and External Relations (CER) Division. The staff is located at 135 B Central Park Square and can be reached by e-mail at [newsbulletin@lanl.gov](mailto:newsbulletin@lanl.gov), by fax at 5-5552, by regular Lab mail at Mail Stop C177 or by calling the individual telephone numbers listed below. For change of address, call 7-3565. To adjust the number of copies received, call the mailroom at 7-4166.

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Los Alamos National Laboratory is operated by the University of California for the National Nuclear Security Administration (NNSA) of the U.S. Department of Energy and works in partnership with NNSA's Sandia and Lawrence Livermore national laboratories to support NNSA in its mission.

Los Alamos enhances global security by ensuring safety and confidence in the U.S. nuclear stockpile, developing technologies to reduce threats from weapons of mass destruction and improving the environmental and nuclear materials legacy of the Cold War. Los Alamos' capabilities assist the nation in addressing energy, environment, infrastructure and biological security problems.



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# Appendix F: Striving toward operational and programmatic excellence

by Dave Beck, acting associate director for weapons engineering and manufacturing

As a result of tremendous teamwork across many Laboratory organizations, the associate directorate for weapons engineering and manufacturing was successful in supporting and accomplishing many high-level institutional nuclear

## The Laboratory Hiring Council

by Tom Bowles,  
chief science officer



There has been a lot of discussion about [the Laboratory] forming a hiring council, [primarily] that this equates to a hiring freeze or a direction to hire only certain

types of employees. I want to reiterate the statements from [Director Bob Kuckuck] that this is not the case.

The Laboratory has historically managed to budget rather than to staffing levels. We have hired as many people as possible and have not simultaneously invested in infrastructure. As a result, we have old buildings that are expensive to maintain and not enough high-quality laboratory space; we have not reinvested in our facilities. We have reduced the ratio of R&D to total TSMs [technical staff members] and increased the fraction of SSMs [support staff members]. Many of the problems we face can be traced to the lack of an institutional hiring plan. These problems are compounded by the fiscal pressures we are under. It was in response to these issues that the director created the hiring council. Managing to both budget and staffing is standard practice in successful organizations.

The Laboratory Hiring Council is charged to ensure that the new hires we bring in position us optimally for the future. We are working to see where we can transfer funding across directorates rather than transferring or hiring personnel. We are exploring options other than external hires to address increasing compliance needs. We are working to ensure we hire the best new staff to meet our technical and support needs. Since students and postdocs are critical to our future work force, we are not changing the existing processes for their hiring or conversion to staff — the council is not involved in those actions. We are committed to managing hiring effectively to improve our ability to meet both staffing and infrastructure needs.

The bottom line is that there are no hidden messages in forming the hiring council. This was done in response to long-standing issues that need to be addressed. Our goal is to be proactive in our hiring efforts and to position the Laboratory to have a strong and viable technical and support work force for the future.

weapons program and operational deliverables in fiscal year 2005. I want to share some of the success stories with you, and highlight work being done in the ADWEM divisions.

As most of you know, Nuclear Materials Technology (NMT) Division has continued its role in national security requirements through the successful fabrication (including certification of components) of six new W88 pits, plus completed the fabrication of a seventh pit. This was a huge effort and is an important accomplishment for the nuclear weapons complex.

The Laboratory was successful at accomplishing two important projects pertaining to the effective management of special nuclear materials: the Technical Area 18 early move and the mixed-oxide (MOX) conversion process.

The TA-18 early move is a special nuclear materials consolidation process involving multiple sites and which resulted in the shipment of 210 containers off-site and 350 containers on-site. The work required the dedication and teamwork of more than 100 people and the coordination of activities with multiple organizations to achieve the goals established for success. This is a key component of the Laboratory's Materials Stabilization Project, whose goal is to minimize the health risks to workers and the public by stabilizing nuclear materials safely and effectively and by reducing inventories of surplus and excess special nuclear materials.

The MOX effort supported converting surplus plutonium to an unclassified oxide form, which then can be fabricated into nuclear-fuel assemblies for use in a nuclear power plant to generate electricity. This could have a huge benefit in help with surplus plutonium in the area of non-proliferation.

The Engineering Sciences and Applications (ESA) Division provided critical engineering expertise to the W76-1 Life Extension Program. The W76 will constitute a significant portion of the United States'

nuclear deterrent for decades. Through a partnership with many Laboratory organizations, the W67-1 LEP achieved an important authorization phase in [the 2005 fiscal year], allowing the continuation toward the first production unit milestone.

The Manufacturing Systems and Methods (MSM) Division became instrumental in the delivery of weapons systems and components in 2005 by improving integration amongst various weapons manufacturing activities throughout the Lab, and making improvements in the weapons quality program and production control. MSM helped directly with the quality engineering activities for pits manufacturing and certification, re-tooled a Coordinate Measurement Machine critical to the pit manufacturing capability at TA-55 and supported the hydro tests that were performed this year.

Last, but not least, the Nuclear Waste and Infrastructure Services (NWIS) Division resumed shipment of transuranic waste to the Waste Isolation Pilot Plant near Carlsbad in southern New Mexico. The program had not made a shipment for nearly 18 months. We currently are focusing our efforts to ship waste that has the highest activity and the highest risk of dispersion if there were an accident or disaster. This is an important risk reduction activity for the Lab.

The weapons engineering and manufacturing directorate had a very successful year in meeting its Appendix F performance measures, while helping the Laboratory recover from schedule delays caused by the suspension of operations and support mission-critical deliverables. This success is in large part because of excellent teamwork across the Laboratory. We should be proud of the accomplishments made by the vast number of dedicated and talented individuals within ADWEM and across the Laboratory. Let's continue our success as a team in meeting our vital mission deliverables, while also integrating safety, security, quality and increased productivity into all our work activities.

## University's top lawyer to step down after more than 40 years' service

After more than four decades as an attorney for the University of California — and 20 years as its top lawyer — James E. Holst is stepping down as UC's general counsel and vice president for legal affairs. He will conclude his distinguished service effective next June.

"I deeply appreciate the opportunity to have served the public mission of this great university," Holst said. "I value the experiences, support and, most importantly, the quality of the legal work of my staff who have established the position and reputation of this office over the course of these years."

Holst, 66, has been general counsel of the UC Board of Regents since December 1985. As general counsel, he is the university's chief legal officer and reports to the regents and the president of the university.

Holst's association with the university dates back to his student days. He graduated with honors in political science from UC Berkeley in 1960 and received his law degree from UC Berkeley's Boalt Hall in 1963. The following year, he joined the Office of the General Counsel. He became chief associate counsel in 1974 and deputy general counsel in 1984.

"Jim Holst has ably served seven university presidents — beginning with Clark Kerr — and hundreds of regents during his tenure with the university. I am especially grateful for the wise counsel he has given me as president, and all of the regents will miss his steady presence and wise counsel as they move forward to shape the university's future for coming generations," UC President Robert C. Dynes said.

Holst oversees a staff of 40 attorneys and 45 paralegal, administrative and support staff in the UC systemwide headquarters in Oakland, as well as another 17 attorneys at six of the 10 UC campuses with resident counsel.



# November is open enrollment 2006 health-care premiums released

**Editor's note: The following is from an all-employee memo from Richard Marquez, associate director for administration.**

The University of California is in the process of notifying employees by mail about open enrollment and increases to health-care premiums for 2006. I want to take this opportunity to simultaneously notify all employees about these changes.

Open Enrollment 2006 is from 8 a.m. Pacific time Tuesday, Nov. 1, through midnight PST Wednesday, Nov. 30.

Watch for an eight-page Open Enrollment brochure that you will receive at your home address later in October. It provides a general summary of Open Enrollment information, including 2006 monthly Laboratory employee costs for medical plans in effect during the 2006 UC coverage period.

Please review the details and make your changes at the Open Enrollment Section of the At Your Service Web site at [atyourservice.ucop.edu](http://atyourservice.ucop.edu) online.

## Highlights

- While health-care costs have continued to rise significantly around the country in recent years, UC and the Department of Energy's National Nuclear Security Administration have worked together to address Laboratory health-care issues, particularly to prevent drastic fluctuations in employee premium costs and to maintain market-competitive plans. For the 2006 UC coverage period, the monthly medical plan premium increases at UC/LANL are more moderate because of these efforts, including the effect of plan design changes made over the past several years. As your medical premium is paid on a pre-tax basis, the actual impact of any premium increase on your paycheck is less than established rates.

- Open enrollment comes this year during a period of transition at the Laboratory, as the decision by the NNSA regarding the successor contractor for the Lab approaches. As a UC employee, your current benefits, including those that you choose or change during Open Enrollment, will continue through May 31, 2006, the end date of the current UC contract.

- UC will explore various options with the NNSA and the successor contractor to extend the coverage period for the medical plans and health-care and dependent-care reimbursement accounts through

year-end in order to minimize disruptions for Laboratory employees.

- Information about benefits that will be provided by the successor contractor will be available before implementation of the new contract to ensure that you have adequate information and time to make the necessary decisions regarding your benefits.

- You have a one-time opportunity to enroll in Supplemental Disability or reduce your waiting period without completing a statement of health for the 2006 UC coverage period.

- Important IRS changes have been implemented effective this calendar year to allow you to apply unused 2005 Health Care Reimbursement Account (HCRA) and Dependent Care Reimbursement Account (DepCare) balances to eligible expenses incurred through March 15, 2006. These changes make those plans even more valuable for managing anticipated health-care and dependent-care costs on a pre-tax basis.

UC remains committed to supporting you in your efforts to maintain wellness and a healthy life for yourself and your family. UC will continue to partner with you and our medical plans during the 2006 UC coverage period to provide new programs, resources and education about wellness, healthy lifestyles and fitness.

## Medical plan design changes for the 2006 UC coverage period

There will be no changes in the coverage of the Core — New Mexico, Select EPO, Options PPO or Definity Health — New Mexico (formerly iPlan) plans. Copayments for all office visits in the available HMO plans will increase by \$5. Details about plan designs and monthly employee costs are on the Open Enrollment Web site at [atyourservice.ucop.edu](http://atyourservice.ucop.edu) online.

## Dental and vision plans remain cost-free to employees

Monthly premiums for the Delta Dental Plan and the Vision Service Plan will continue to be fully paid by UC during the 2006 UC coverage period. There will be benefit enhancements in the dental plan.

## Supplemental Disability

You will have a one-time opportunity this year

to enroll in the plan or reduce your waiting period without completing a statement of health if you are currently enrolled in the plan. There will be no plan changes during the 2006 UC coverage period.

## \*Health Care Reimbursement Account (HCRA) and Dependent Care Reimbursement Account (DepCare)

\*You must re-enroll in these plans to continue your participation in 2006.

Effective calendar year 2005, the IRS annual account balance forfeiture rule has been modified. You may use any account balance that remains at the end of 2005 to be reimbursed for eligible expenses incurred through March 15, 2006. Moreover, the deadline for filing claims will be extended from April 15 to June 15, 2006. Deadlines for the 2006 UC coverage period will be confirmed when we determine whether coverage can be extended to year-end.

## Other insurance plan premiums to remain stable or decrease during the 2006 UC coverage period

Accidental Death and Dismemberment Insurance (AD&D) is open for enrollment year-around; employee monthly costs will decrease in 2006.

The ARAG Legal Plan is not open for new enrollments this year; provisions and employee monthly costs will remain the same in 2006.

## Actions you can take during Open Enrollment

- Change to a different medical plan.
- Change participation in the Tax Savings on Insurance Premiums (TIP) program.
- Enroll eligible family members in your health plans or cancel health-plan coverage for currently enrolled family members. Be sure to check our online Open Enrollment Eligibility section to see if your family members are eligible for coverage.
- Enroll in Supplemental Disability or reduce your waiting period without completing a statement of health — open one-time only this year.
- Enroll or re-enroll in the HCRA. If currently enrolled, you must re-enroll for participation in 2006.
- Enroll or re-enroll in the DepCare — if currently enrolled, you must re-enroll for participation in 2006.
- Opt out of your medical, dental and/or vision plan, or enroll in a new plan if you previously opted out.

If you are satisfied with your current insurance enrollments and have no changes, you don't need to do anything. If you participate in HCRA or DepCare you must re-enroll to participate during the 2006 UC coverage period.

For assistance, contact the Benefits Office at 7-1806 or [benefits@lanl.gov](mailto:benefits@lanl.gov) by e-mail.

2006 LANL Monthly Health Insurance Premiums (according to salary range)				
Plan	Single	Adult + Child(ren)	Two Adults	Family
<b>Select EPO</b>				
salary range less than or = \$40,000	55.18	99.32	115.88	160.02
\$40,001 to \$80,000	63.18	113.72	132.68	183.22
\$80,001 to \$120,000	72.18	129.92	151.58	209.32
More than \$120,000	82.18	147.92	172.58	238.32
<b>Options PPO (Living in the New Mexico PPO service area)</b>				
salary range less than or = \$40,000	149.78	269.60	314.54	434.36
\$40,001 to \$80,000	157.78	284.00	331.34	457.56
\$80,001 to \$120,000	166.78	300.20	350.24	483.66
More than \$120,000	176.78	318.20	371.24	512.66
<b>Definity Health New Mexico (formerly iPlan)</b>				
salary range less than or = \$40,000	50.18	90.32	105.38	145.52
\$40,001 to \$80,000	58.18	104.72	122.18	168.72
\$80,001 to \$120,000	67.18	120.92	141.08	194.82
More than \$120,000	77.18	138.92	162.08	223.82
<b>Options PPO National (Not living in the New Mexico PPO service area)</b>				
salary range less than or = \$40,000	42.26	76.07	88.75	122.55
\$40,001 to \$80,000	50.26	90.47	105.55	145.75
\$80,001 to \$120,000	59.26	106.67	124.45	171.85
More than \$120,000	69.26	124.67	145.45	200.85
<b>Core Plan</b>	\$0	\$0	\$0	\$0

## United Healthcare meetings

### Active employee meetings

Nov. 9 — J. Robert Oppenheimer Study Center, Technical Area 3

- 10 a.m. to noon and
- 1 to 3 p.m.

### Retiree meetings

Nov. 9 — Duane Smith Auditorium, Los Alamos, 6 to 7 p.m.

Nov. 10 — Cities of Gold Hotel, Pojoaque, 10 to 11 a.m.

Nov. 10 — Airport University Inn, Albuquerque, 2 to 3 p.m.

# 2005 Fall Fiesta



Perli Cunanan, development director of United Way of Santa Fe County, was all smiles after winning a chocolate walnut bundt cake at the cake walk sponsored by the Community Relations Office (CRO). Right is Vangie Trujillo, aka D.J. Jester, of CRO.



The King is not dead. He made a cameo appearance at the Laboratory's United Way Fall Fiesta at Central Park Square in downtown Los Alamos. In between standing for photos, Elvis, aka Jesse Castañon of Line Item Construction (SUP-14), had his loafers shined by Laboratory Director Bob Kuckuck.



Hundreds of Lab employees and members of the public attended the Fall Fiesta at Central Park Square. The fiesta is one of the larger fundraising events the Laboratory hosts as part of its annual United Way giving campaign. This year, more than \$14,200 was raised during the event, and, as of press time, the campaign has topped the \$303,000 mark. The fiesta was sponsored by the Supply Chain Management (SUP), Chief Financial Officer (CFO), Human Resources (HR), Project Management (PM) and Communications and External Relations (CER) divisions. Photos by James E. Rickman, LeRoy N. Sanchez and Ed Vigil



Laboratory Deputy Director Don Cobb takes the plunge to raise money for the Laboratory's United Way giving campaign.



Eddy Partridge of the Los Alamos Neutron Science Center (LANSCE), lead guitarist for the Nomads, belts out a tune at the Laboratory's United Way Fall Fiesta. Other members of the Nomads include Wilfred Romero, left, of Applied Engineering Technologies (ESA-AET), bassist David Warren of LANSCE and drummer David Banes.

## United Way answers calls for help

# New 211 program debuts this fall

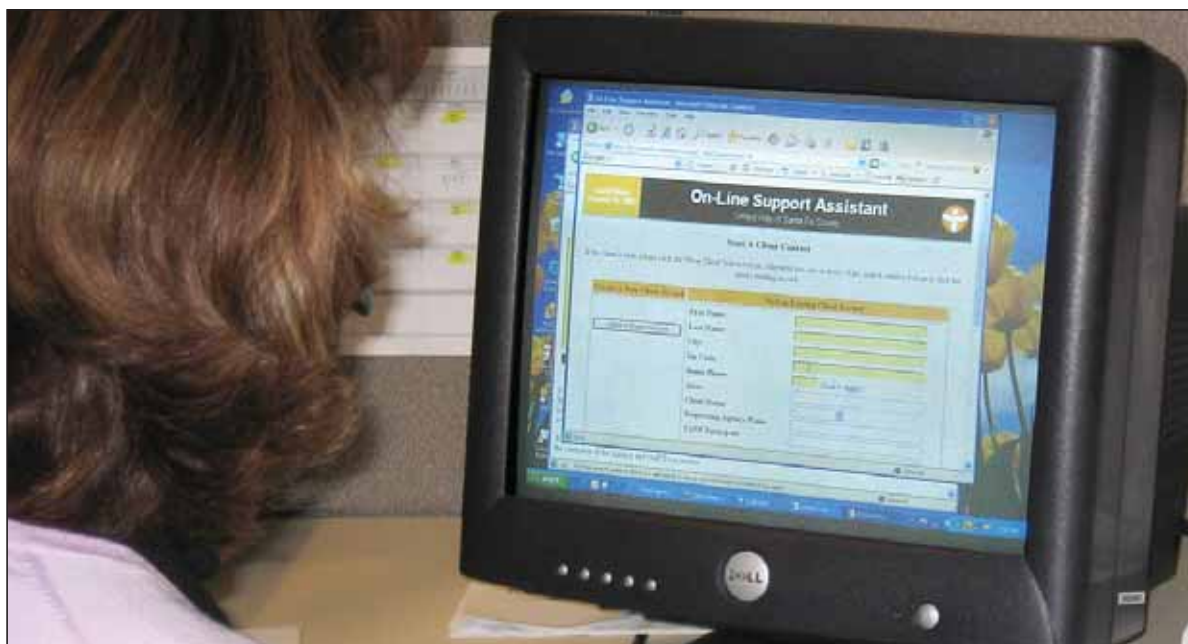
**Editor's Note:** The following is one in a series of stories profiling United Way agency providers in Northern New Mexico and Santa Fe. The profiles were developed by the Community Relations Office (CRO) and will be featured periodically during the Lab's 2006 United Way giving campaign.

After retiring from his job as a firefighter, and later as fire chief and city manager in Santa Fe, Frank DiLuzio didn't want to sit around and do nothing. So, like a lot of other retirees, he looked around for a place to volunteer. His gaze landed on the United Way of Santa Fe County, and it wasn't much longer before he found himself deeply involved with its Community Impact programs and vice president of the organization.

DiLuzio exudes enthusiasm about everything United Way does, but he's most excited about a program called 211, which debuted this fall in Northern New Mexico and is a take-off on 911.

"The program is an abbreviated dialing code," DiLuzio says. "Like 911, it provides community members with an easy-to-remember number, but while 911 gives residents immediate access to emergency services, 211 gives them immediate access to human services."

More than 137 million people in the United States already have 211 access. Residents who dial 211 will immediately find themselves talking to a trained human services specialist — able to direct the caller to a Northern New Mexico agency or service



provider who can help. "The 211 [program] will create a true system for access to human services," DiLuzio says. "You'll just pick up the phone and dial 2-1-1."

United Way is working to include all nine counties in Northern New Mexico in the program. The 211 database will contain information on more than 400 services — everything from after-school tutoring to care for the aging. "211 makes information available to everyone easily and quickly," said DiLuzio. "The ability to access this level of information will empower residents and visitors to strengthen and enrich their lives."

In his position as vice president, DiLuzio sees the impact of United Way's volunteers and services every day. He expects a major

impact from 211, noting that 211 was one of those rare opportunities to develop a simple, elegant program that everyone will find invaluable. "United Way of Santa Fe is diligent in its pursuit of funding innovative, well-designed programs, and we focus our efforts on the programs we find to be most effective. This is the thinking driving the 211 initiative," he said.

Santa Fe's 211 also will serve as a centralized resource to direct callers to volunteer opportunities. And how does DiLuzio feel about his life as a United Way volunteer? "Knowing you are working toward creating lasting change for the long-term future is the greatest reward you can receive," he said.

# So...what do you think?

**Q.** For many years, most Americans got their daily dose of news from a newspaper or the radio. Today there are a variety of choices, including cable television and the Internet. How do you prefer to get your news — local, national and international — each day and why?



Mary Anne Yates of the Center for Homeland Security (CHS)

I prefer to get my news from television, because you get the in-depth reporting, plus the visuals that put things in context.



Todd Fidel of Weapons Physics (PADWP)

I get it mostly from the radio, local and satellite (radio) and after that the television and the Internet. Radio is preferable as a matter of convenience. I can listen while I drive.



Lisa Gutierrez of Threat Reduction (ADTR)

I get most of my news through the radio and then through the Internet. If I hear something on the radio that interests me, I will search on the Internet for more information. Another way I get my

news is from other people.



Bill Heimbach of Government Relations (CER-1)

Being a former journalist, I still look to the morning newspapers for my news. The first thing I do at 5:30 every morning is to get my newspapers out of the driveway.



Frances Knudson of the Research Library (STB-RL)

Two choices: Internet for timeliness and broad coverage and the newspaper for in-depth and local news. I use both on a daily basis.



Elaine Deschamp of the Research Library (STB-RL)

I do use the Internet. For national news, I use the Internet almost exclusively, primarily because of its timeliness. For local news, out of habit, I watch the evening news on

Channel 4 in Albuquerque, as well as in the mornings before work. I sometimes get my news through the newspaper. I actually think it has changed the way the news is presented because of all the competing media.



Rod Keller of Accelerator Beam and Spallation Physics (LANSCE-ABS)

One method you didn't mention was my wife. She goes on the Internet and reads a couple of papers including the New York Times. I really prefer the newspaper — the New Mexican

definitely. I find that their national and international reporting is very informative. As far as television news goes, I've been at the Lab 3.5 months and haven't hooked up my cable yet, and so far I haven't missed it. I also listen to National Public Radio to get news.

## PEOPLE



### Padilla earns 'MED Week' award for small-business purchasing efforts

**P**atrick Padilla

of IT, Equipment and Services (SUP-9) recently was named "Minority Buyer of the Year" for his efforts to purchase goods and services for the Laboratory from small businesses. Padilla received the award at the 2005 Regional Minority Enterprise Development week awards celebration in Albuquerque.

"I think it is important to buy products and services from small businesses, because they're the backbone of our local and national economy," said Padilla.

Padilla was nominated by Warren Finch, acting SUP-9 group leader, for his efforts in identifying procurements in the information technology arena that can be set aside for small business. "Patrick and his whole team are constantly reviewing their procurements to identify opportunities where small businesses can provide the Laboratory the product or service required," said Finch. "Patrick's efforts are not only recognized by myself, but also by the Laboratory's Small Business Program."

Added Dennis Roybal of the Small Business Program Office (SUP-4), "Patrick and his team are constantly working with our office to identify small businesses that can fulfill their procurement requirements. What captures my attention the most, when it comes to Patrick's team, is how they not only identify low dollar contracts, but large dollar contracts where small businesses can participate. Patrick really does go the extra mile to help the Laboratory meet its annual small business goals."

Padilla has been a buyer at the Laboratory for eight years.



### Miller appointed ENV-ECR deputy group leader

**S**cott Miller, previously a member of the Environmental Stewardship (ENV)

Division Office, is the new deputy group leader for Environmental Characterization and Remediation (ENV-ECR).

"I am very excited about having Scott as my deputy. Scott has quality assurance expertise, regulatory knowledge and nuclear readiness experience that will help the ENV-ECR group complete our consent order deliverables for the environmental remediation and surveillance programs, while assuring safety basis compliance," said Alison Dorries ENV-ECR group leader.

"Teaming is an important aspect to the success of the ENV-ECR group and its projects, and Scott has shown enthusiasm, support and creativity in his experience working with teams," she added. "He will be a great partner to the highly focused project leaders of the ECR group."

Preceding his position in ENV Division, Miller served as group leader for the former Transuranic Waste Characterization (RRES-CH) group. He also was deputy group leader for Meteorology and Air Quality (ENV-MAQ).

Miller has a master's degree in health physics from the Georgia Institute of Technology and a master's of business administration from the University of New Mexico.

**For Lab closures, delays or early dismissal information, call UPDATE at 667-6622 or 1-877-723-4101 (toll free).**



## In Memoriam

### Robert D. Marlett

Laboratory retiree Robert D. Marlett died Aug. 26. He was 88.

Marlett was born in Kokomo, Ind., and came to Los Alamos in 1950 to work as an instrument maker in the former Shops Department (SD) and Physics Division Branch Shop (P-3). He retired from the Lab in 1973. From 1974 to 1983, he was an instructor in the technology department at Phoenix Community College.

Marlett is survived by his wife, Mary; daughter Maryann Browning; and grandsons Alan and Daniel.

### Christopher Montalvo

Christopher Montalvo, 17, died in a car accident Sept. 21. Montalvo recently had joined the Lab as a part-time employee in Materials Management (SUP-3).

Montalvo is survived by his parents, Mary Rose Montalvo of the Nuclear Materials Technology (NMT) Division Office and Michael Montalvo of the Los Alamos Fire Department; a sister, LeeAnne; brother Nathaniel of PIT Disposition Science and Technology (NMT-15); uncles, Kenny Martinez and Jerry Lugo of NMT-15, Joel Montalvo of Nuclear Materials Science (NMT-16) and Steven Ney of Test Engineering (DX-5). He also is survived by aunts, Mary Beth Lujan of the Health, Safety and Radiation Protection (HSR) Division; Mary Esther Lucero of Security Integration (S-2); Mary Margaret Ney of Operations Support (N-5); Geraldine Lugo of Nuclear Materials Management (NMT-4); and Lloyd Vigil of the Human Resources (HR) Division; grandparents Pablo and Fedelina Montalvo of Cordova and Josie Lujan of Chimayo; and great-grandmother, Magdalena Espinoza of Chimayo.

### Richard T. Schmitt

Richard T. Schmitt, 88, died Aug. 28.

Schmitt was born in 1916 and served in the U.S. Navy during World War II. He joined the Laboratory in 1951 and worked as a high-explosives machinist in the former Shops Department (SD) until his retirement in 1977.

Schmitt is survived by his wife, Frances of Albuquerque, N.M.; daughters, Gayle Morris of Sandia Park, N.M., and Rebecca Schmitt-Baca of Santa Fe; and son Richard Schmitt Jr. of Gallup, N.M. He also is survived by numerous other relatives.



## August and September employee service anniversaries

**Editor's note: Because of a problem accessing the employee service anniversaries, the NewsLetter was unable to print the August and September anniversaries in those months. This issue contains these two months, and the October service anniversaries will appear in the Week of Nov. 7 issue of the NewsLetter.**

### August

#### 35 years

Gerald Hale, T-16

#### 30 years

Leroy Alderete, DX-5  
Gaetano Arnone, N-2  
Robert Barbero, MST-7  
Kenneth Brandt, PS-1  
Charles Buchenauer, ISR-5  
Donald Cobb, DIR  
Necia Cooper, STB-DSTBP  
James Hyman T-7  
Henry Johnson, IM-9  
Richard Oldenborg, D-DOD  
Sandra Roybal, IM-9  
Tracy Schofield, EES-2  
Carl Vecere, DX-3

#### 25 years

Bruce Barraclough, ISR-1  
Charlene Cappiello, N-5  
Michael Cappiello, AFC-PO  
Michael Cisneros, C-INC  
Yolanda Frazier, ESA-WOI  
Victor Gavron, LANSCE-DO  
Brenda Grasmick, N-3  
Ann Marie Kelly, MST-6

### September

#### 35 years

John Hopson Jr., X-4

#### 30 years

Fred Baker, IM-9  
Floyd Gallegos, LANSCE-DO  
Byron Goldstein, T-10  
Catherine Guillen, CFO-EP  
H. Grady Hughes III, X-5  
Lynn Maas, D-6  
Carl Martinez, NMT-15  
Donald Ortiz, ESA-WR  
Kelly Oyenque, CCS-5  
Ricardo Romero, CCN-5  
John Sanchez, DX-2  
Rosendo Sanchez, LANSCE-LC  
Leslie Trujillo, S-9

#### 25 years

James Balkey, ADWEM  
Gerald Bustos, ESA-WDS  
Norman Callaway, LANSCE-TMS  
Frederick Edeskuty Jr., ADTR-TRO  
Alyce Elliott, SUP-2  
Edward Gonzales, C-CSE  
Robert Gonzales, NMT-11  
Jeffrey Keddy, DX-5  
Dennis Martinez, SUP-2  
David Moore, DX-2  
William Moss, NWIS-RLW  
Charles Owens, DX-2  
Eddie Padilla, MSM-6  
Jose Tafoya, ESA-AET  
Harvey Wasserman, CCN-7  
Robert Wheat Jr., ISR-6  
Sheryl Willis, NMT-7

#### 20 years

Michael Bernardin, X-2

Judith Kilburg, DX-DO  
Carolyn Macdonell, ENV-MAQ  
Frank Reeves, NMT-14  
Lucille Sanchez, CCN-DO  
Diana Sena, NMT-4  
Stephen Sydoriak, CCN-12  
Davis Tonks, X-7

#### 20 years

Elizabeth Affeldt, SUP-6  
Stephany Bouchier, CCN-7  
Patricia Carrillo, CFO-1  
Shao-Ping Chen, T-1  
Craig Eberhart, ENV-MAQ  
Martha Estrada, HR-SC  
Robert Griego, AA-4  
Lorraine Hayes, CFO-2  
Gary Herrera, NMT-15  
John Huang, N-1  
Judith Kaye, ADSR  
Kenneth Koch, CCS-DO  
Patrick Lynch, ESA-WSE  
Kathleen Martinez, ISR-4  
Robert Nolen Jr., ESA-GTS  
Robert Okagawa, N-3  
Marisol Pulliam, CFO-2  
Richard Reynolds, PS-13  
Jacob Rutten, NMT-15  
Mable Salazar, S-7  
Elaine Sandoval, IM-9

#### 15 years

David Armstrong, MSM-4  
Ronald Crotzer, CCN-1  
Deborah Dale, N-2  
Susan Gonzales, CFO-1  
William Hodgson, ISR-RD  
Melissa Martinez, ESA-WSE  
Jonathan McClellan, MSM-6  
Ronald Morgan, HAZMAT  
John Moya, ESA-TSE  
Ruth Neal, CFO-3

Gary Dilts, CCS-2  
Kurt Duerre, DX-5  
Joe Emerson, MSM-2  
Larry Field, ISR-IT  
Timothy Fife, DX-DO  
Robert Fulton, P-23  
Bruce Gallaher, ENV-WQH  
Katherine Garduno, C-AAC  
Irma Gonzales, ISR-4  
Steven Gonzales, MSM-6  
Herbert Harry, DX-2  
Mark Hoffbauer, C-ADI  
Hugh Kirbie, ISR-6  
Susan Kreiner, CCN-2  
Melissa Lewis, MSM-4  
Stephen Lloyd, PS-7  
Barbara Lopez, HSR-4  
Katherine Martinez, ESA-WOI  
Allen Mathews, X-4  
Timothy Mccurdy, DX-6  
Amy Meilander, CCN-5  
Diann Mills, P-22  
Manuel Pacheco, MST-6  
Dennis Powell, D-6  
Paul Redman, CFO-2  
Paul Stanek, MST-6  
Shelly Ulibarri, PS-2  
Edward Van Eeckhout, D-4  
Kathryn Varjabedian, STB-RL  
Phillip Villareal, CCN-1  
Susan Voss, D-5  
Paul Wantuck, ESA-AET  
Barbara Williams, N-DO  
Mark Zander, CCN-12

#### 15 years

Martin Bowidowicz, NMT-9  
William Bruno, T-10  
Brian Bush, D-4  
Thomas Crespín, HSR-8  
Norman Delamater, X-2

Louise O'brien, ESA-TSE  
Simon Perez, CFO-SYS  
John Stephenson, MSM-5  
Elizabeth Strietelmeier, NMT-11  
Jacob Tafoya, MSM-5  
Jeanette Urbina, NMT-16

#### 10 years

Danny Bullard, CCN-3  
Leonid Burakovsky, T-1  
Robert Cary, B-2  
Bradford Clements, T-1  
Steven Elliott, P-23  
Brian Foley, T-10  
Randal Hodges, SUP-SYS  
Hui Li, X-1  
Celestino Quintana Sr., CCN-2  
Eliud Vigil, NMT-1  
Michael Walkord, CCN-2

#### 5 years

Mark Anderson, X-4  
Douglas Berning, N-4  
Phillip Duran, MSM-6  
Manuel Echave, MST-6  
Al Eddebbbarh, EES-7  
Frank Fierro, MST-7  
Neil Harrison, MST-NHMFL  
Bruce Herr, LC-ELL  
Christopher Kwiatkowski, ISR-5  
Julian Lopez, P-25  
Marshall Maez Jr., MSM-6  
Jeremy Margulies, X-8  
Dion Martinez, LANSCE-OPS  
John Miller, HSR-6  
Laura Monroe, CCN-8  
Jose Olivas, MSM-6  
Larry Risinger Jr., ISR-5  
Anthony Rodriguez, ESA-MEE  
Benny Vigil, DX-5  
Marty Vigil, DX-5  
Sven Vogel, LANSCE-LC

Michael Fitzsimmons, LANSCE-LC  
Donna Gadbois, PS-13  
Deanne Idar, DX-2  
John Joyce, MST-10  
David Montoya, CCN-8  
Russell Mosteller, X-5  
Ronald Nakaoka, NMT-2  
Patrick Reardon, MST-7  
Debbie Trujillo, PADNWP  
Francesco Venneri, LANSCE-NS

#### 10 years

Hong Cai, B-2  
Debra Garcia, STB-RL  
John Grove, CCS-2  
Randall Johnson, P-24  
Karen Larue, B-2  
Mark Lausen, CCN-1  
Xavier Lujan, CCN-2  
Linda Nuttall, PM-4  
David Smitherman, X-7  
Sriram Swaminarayan, CCS-2  
Stephen Trujillo, C-CSE

#### 5 years

Julie Gallegos, NWIS-TP  
Christine Gonzales, N-4  
Matthew Hastings, T-13  
David Hayden, ESA-WSE  
Markus Hehlen, LANSCE-LC  
Katrin Heitmann, ISR-1  
Zhiming Lu, EES-6  
Jason Mastaler, CCS-1  
Nicole Mattson, SUP-2  
James Maxwell, ISR-5  
Jeremy McDonald, ISR-5  
Manuel Pacheco Jr., NMT-16  
Beverly Padilla, FM-LANSCE  
Michael Pernice, CCS-3  
Thayla Sullivan, HR-SC  
Rube Williams, D-5



## This month in history ...

### October

**1604** — A supernova called "Kepler's nova" is first sighted.

**1781** — The American War of Independence ends with the surrender of Lord Cornwallis to George Washington at Yorktown.

**1854** — The Light Brigade "charges" into military defeat and poetic legend.

**1859** — John Brown leads a group of 20 on a raid of the U.S. armory at Harper's Ferry, W. Va.

**1889** — Thomas Edison shows the first motion picture.

**1908** — Henry Ford's Model T, a "universal car" designed for the masses, goes on sale for the first time.

**1922** — The British Broadcasting Corporation (BBC) is officially formed.

**1929** — The New York Stock Exchange crashes on what came to be known as "Black Tuesday," starting the Great Depression.

**1939** — Albert Einstein warns President Franklin D. Roosevelt that his theories could lead to Nazi Germany's development of an atomic bomb. Einstein suggests the United States develop its own bomb. This result is the top secret "Manhattan Project."

**1945** — Norris Bradbury becomes the Lab's second director.

**1947** — Chuck Yeager pilots the world's first supersonic airplane flight, reaching Mach 1.105.

**1952** — United States detonates first hydrogen bomb at Eniwetok Atoll in the Pacific.

**1957** — The Soviet Union launches Sputnik, the first artificial satellite.

**1963** — The first Vela satellites are launched, carrying sensors designed in part at the Lab to monitor compliance with the Limited Test Ban Treaty.

**1974** — Ownership of Fuller Lodge in downtown Los Alamos is transferred from the federal government to Los Alamos County.

**1977** — The Department of Energy officially begins operating.

**1978** — Polish Cardinal Karol Wojtyla is elected pope, taking the name of John Paul II.

**1980** — The Very Large Array radio telescope system is dedicated on the Plain of San Agustin in New Mexico.

**1981** — Otowi Cafeteria at Technical Area 3 opens.

**1990** — France, the Soviet Union, Great Britain and the United States sign away control of a partitioned Germany.

**1992** — The world's first portable free-electron laser produces its first beam at the Laboratory.

**1994** — ARAMARK Corp. takes over operation of the Lab's cafeterias.

**1994** — In Florida, Vice President Al Gore dedicates the National High Magnetic Field Laboratory, in which the Lab has a major research role.

**1995** — A ceremony is held at Fenton Hill to inaugurate the Milagro gamma-ray observatory.

**And this from the October 1966 Atom:** Los Alamos, with the long-range water supply program presently under way, can expect to have enough water for all reasonable foreseeable needs into the early 1980s, according to the AEC planners.

*The information in this column comes from several sources including the online History Channel, the Newsbulletin and its predecessors, the atomic archive.com, Echo Vitural Center, Science & Technology, Real History Archives, and Carey Sublette, "Chronology for the Origin of Atomic Weapons" from [www.childrenofthemanhattanproject.org/MP\\_Misc/atomic\\_timeline\\_1.htm](http://www.childrenofthemanhattanproject.org/MP_Misc/atomic_timeline_1.htm).*

*Submissions are welcome. Please be sure to include your source.*



# The Key to Success is the Ki of Life

*New office director shares philosophy that will enhance CI programs*

by Kathy DeLucas

A longtime student of Ki Aikido, Bill Phillips, the new office director for Internal Security (ISEC), plans to use elements of that martial art philosophy to help spread awareness of counterintelligence.

Aikido is a Japanese martial art created by Mohirei Ueshiba in the early 20th century. Ki is one of the major components of ai-KI-do. Aikido means “the way of harmony with ki.” It is one of the more esoteric and spiritual martial arts. Aikido is described by some as “moving zen.” According to Phillips, Ki Aikido helps one effectively deal with conflict in general, stress and physical attacks from multiple directions. The art differs from many others in that it doesn’t meet aggression with aggression but blends an incoming attack with redirection of the energy of that attack back onto the attacker. It is a defensive art.

Phillips retired from the CIA earlier this year after working in the Directorate of Operations for 25 years. The Operations Directorate is the clandestine service of the CIA. He was a member of the Senior Intelligence Service and served in a wide variety of field and senior CIA headquarters managerial positions prior to his retirement. Phillips, a human intelligence and counterintelligence expert, is very pleased to become part of the Laboratory community and hopes to put his expertise to work helping the Laboratory thwart attempts by foreign intelligence services to steal Lab secrets and recruit laboratory employees. Because of his experience in human intelligence, Phillips is quite sure of what hostile intelligence services are looking for and he also knows the nature of many of the secrets they crave.

“I know what they’re looking for, and I can apply my experience in the foreign intelligence field here,” he said. Phillips, who also has worked against the global terrorist threat, believes his experience in that area may help the Laboratory be better prepared against possible threats from that quarter. He thinks global terrorists are becoming increasingly more sophisticated. Phillips said he is very impressed with Los Alamos and the incredible scientific expertise located here.

Phillips has traveled the world, fighting narco-terrorism in Latin America and working other missions for the CIA in the Middle East, North Africa and South Asia. Don’t ask him for a curriculum vitae — he doesn’t have one. Most of what he did, he won’t talk about. He jokingly said he was a “sPYmaster,” in a career field “where there are no résumés.”

According to Phillips, the best counterintelligence is provided by potential targets themselves. Most people at the Lab might be considered targets by a hostile intelligence service. Those in sensitive positions would be considered even more so. One critical step in thwarting recruitment efforts by hostile intelligence officers is to sensitize the target to his/her “targetability.”

Phillips maintains an open door policy to any Lab employee who wants to visit or talk with him about counterintelligence issues. He places big stock on confidentiality, saying that respecting confidentiality is the only way he knows to build trust. Phillips also welcomes the opportunity to visit any element of the Laboratory community to share his view on the symbiotic relationship between good science and good counterintelligence or to talk about his experiences as a senior intelligence officer for the United States abroad.

“The ISEC office is not part of the Lab’s Security and Safeguards (S) Division nor is it an adjunct to the FBI,” Phillips emphasized. Rather, he considers his office a support mechanism for the Lab and its employees. “ISEC is a Los Alamos National Laboratory element here to guide colleagues through the minefields of the espionage threat,” he said.

In Phillips’ view, counterintelligence doctrine at the Laboratory must support and promote excellent science and national security by preventing the special knowledge employees have from getting into the wrong hands.

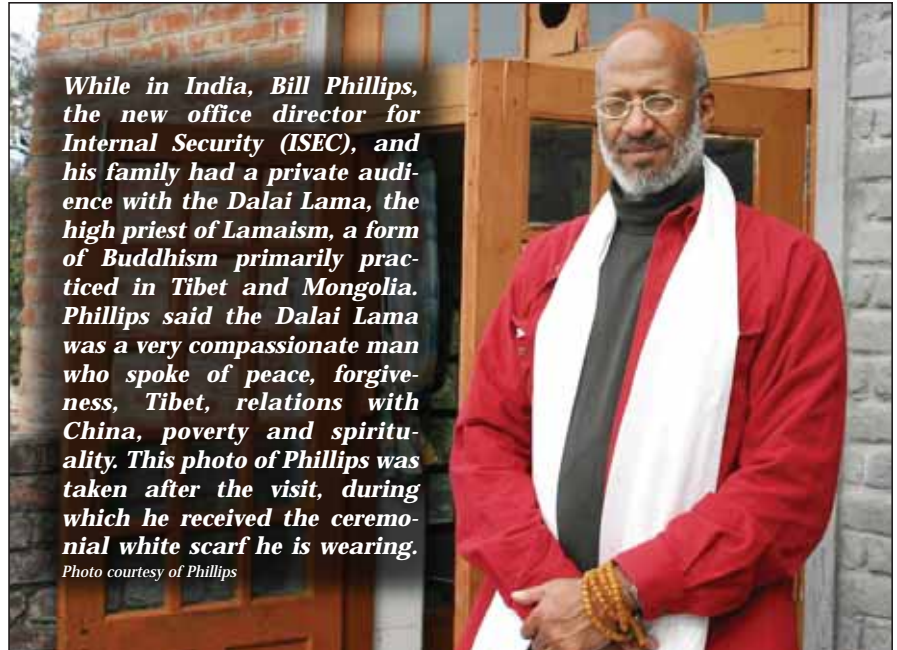
The CI business is about people, said Phillips.

“It’s about understanding, sharing and trust,” he explained, noting that trust is critical to creating a CI environment in which it is hard for hostile intelligence services and their tools to flourish. Building on trust, Phillips wants to focus the ISEC mission at the Laboratory. The bottom line, he said, is that good internal security — Phillips prefers the words “counterintelligence acumen” — will support Laboratory employees in the creation of excellent science needed to protect America from enemies.

The mission of ISEC is to protect employees from foreign intelli-

*While in India, Bill Phillips, the new office director for Internal Security (ISEC), and his family had a private audience with the Dalai Lama, the high priest of Lamaism, a form of Buddhism primarily practiced in Tibet and Mongolia. Phillips said the Dalai Lama was a very compassionate man who spoke of peace, forgiveness, Tibet, relations with China, poverty and spirituality. This photo of Phillips was taken after the visit, during which he received the ceremonial white scarf he is wearing.*

Photo courtesy of Phillips



gence efforts to acquire sensitive and classified information. The mission naturally complements Phillip’s martial arts philosophy of redirecting the energy of the attack back onto the attacker.

National security can be compromised through the intentional acts of hostile intelligence services or through the inadvertent behavior of Laboratory employees. The ISEC office is comprised of three programs. The CI program provides defensive briefings to Lab personnel who travel to sensitive countries, or who host foreign nationals from sensitive countries, or who have close and continuing contacts with people from sensitive countries. The Operations Security Program (OPSEC) is responsible for raising Laboratory employees’ awareness of the dangers of the inadvertent release of sensitive or classified information. The Foreign Visits and Assignments Office (FV&A) oversees the visits and assignments by foreign nationals to the Laboratory.

Phillips is very proud of the intelligence professionals who make up his office, many of whom are CI specialists in their own right, he noted.

Phillips believes that foreign nationals have an important role to play in the Laboratory’s national science program. “We need foreign scientists who have exceptionally good science knowledge and skills. These foreign visitors and collaborators are important contributors to our nation and the Laboratory business,” he said.

Phillips recognizes that many of the Laboratory’s important contributions were made by foreign visitors, from the time of the Manhattan Project to today, who came to the Lab and believed in the Laboratory mission and the science that surrounds it.

The future of the Laboratory looks bright, Phillips said, and he is not

apprehensive about upcoming changes. All transition is not bad. He’s seen that some employees are anxious about the future and how they might fit in under a new contract. But in Phillips’ view, all Laboratory employees generally are quiet patriots. And if employees have any doubts, Phillips said, there is absolutely no reason for anyone to be depressed, because the work the Lab does is so important for the support of the nation’s scientific development and national security.

Phillips said he’s been surrounded by scientists and scholars his entire life. Phillips’ father was one of the first African Americans to receive a doctoral degree from the University of Chicago, where he went on to serve as an international Fulbright professor and university professor.

Phillips’ mother was a micro biochemist who worked for a pharmaceutical company in New Jersey. She also was a university professor. His brother, a former Naval officer, is a medical doctor currently working for a pharmaceutical company in Georgia. Phillips has a law degree from Rutgers and a bachelor’s degree in history from Howard University in Washington, D.C. He briefly taught history at a small college in New Jersey before joining the CIA and has been married to his wife, Linda Hall of Glen Head, Long Island, for 19 years. They have two sons, Derek, age 9 and William IV, age 14, who attend school in Los Alamos.

Phillips had no apprehension about coming to Los Alamos during turbulent times. It’s all about “Ki,” he said with a mysterious smile.

“It’s so easy to say, ‘It’s not going to work,’” Phillips said. “All problems have solutions; positive thinking takes effort. Saying ‘no’ to some things is too easy. [No] is the answer of the lazy.”

***‘I know what [hostile intelligence services] are looking for, and I can apply my experience in the foreign intelligence field here.’***