

Winter Staff Meeting: New Presidential Customer Relations Award Established



Tim Lenhart and Larry Arthur

December 17, 2003, marked the seventh annual SAIC-Frederick, Inc., Winter Staff Meeting. Traditionally, significant employee achievements, both scientific and administrative, are recognized. This year, a new award was announced: the Presidential Customer Relations Award.

Dr. Larry Arthur, president of SAIC-Frederick, Inc., emphasized the importance of customer relations, whether it's internal, within our own laboratories and programs; or external, with another NCI, DHHS, or outside agency. Dr. Arthur said, "We may have the best service in

the world, but our job is not complete if the customer doesn't realize our efficiency, expertise and attention to detail on his behalf."

In pursuance of excellence in customer relations, Dr. Arthur announced that SAIC-Frederick, Inc., has begun customer relations training for employees, and has established the Presidential Customer Relations Award. In announcing the first recipient of this award, he said, "Facilities Maintenance and Engineering probably meets with more customers on a daily basis than anyone else." He went on to say that this year's recipient, Tim Lenhart, "is a guy who gets things done. He keeps watch over buildings that range from World War II prefabs to modern, computer-controlled buildings. And never have we had a single extended interruption to science and the scientists, except for things that have been outside our control."

Dr. Arthur's remarks, laced with his usual gentle humor, kept his audience relaxed and attentive. Dr. Arthur noted that we are beginning our third year of the second contract with NCI and that we have received many "outstanding" ratings and one "excellent" rating.

In other remarks, Dr. Arthur noted the passing this year of Mike Grimes and Sonny Blank (see archived *News & Views* issues May 18 and June 29, 2003, on the SPGM Web site <http://web/campus/publications/>), for detailed obituaries of Mr. Grimes and Mr. Blank). ☺

BDP Aids Homeland Security

As part of their training in chemical and biological warfare, employees of the Central Intelligence Agency, the National Imagery and Mapping Agency (NIMA), and the military tour facilities involved in biological and chemical defense. These include Dougway, Utah; Plum Island, New York; Aberdeen, MD; and USAMRIID at Fort Detrick, Frederick, MD. This training now falls under the aegis of Homeland Security.

One of the goals is to help the trainees distinguish between a facility engaged in normal biopharmaceutical operations, such as fermentation-based production methods, and a facility producing organisms that represent a potential threat of bioterrorism. NIMA is primarily interested in external "signatures" or indications that point



to what's occurring on the ground and under the roofs of the places they may have to investigate.

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Arthur's Corner

SAIC Presidential Award for Customer Service Established

SAIC Corporate has been highly beneficial in helping SAIC-Frederick, Inc. in a number of ways. One important area is training to refine our skills in administrative and project management and in customer relations. As I stated in the Winter Staff Meeting, having the best service in the world fails if the customer does not understand what has been done and how effective you were, whether that customer is an SAIC employee, another contractor, or a government employee from NCI, NIAID, or some other agency. It is important that each of us realizes the impact our customer relations have in day-to-day activities. We have begun formal training in management and customer relations, beginning with employees in the Research Technology Program and in Facilities Maintenance and Engineering, and plan to expand this training to other directorates soon.

To show our commitment to the importance of customer relations, we have established a number of new customer service awards, in particular, the Presidential Award for Customer Service, which was presented at December's Winter Staff Meeting to Timothy L. Lenhart, FME. Mr. Lenhart, manager of Operations and Maintenance, is the one we turn to, to "get things done." Mr. Lenhart and his team often face quite a number of challenges, including dealing with systems in buildings which range in age from pre-World War II to sophisticated computer-controlled operations.

Utilizing SAIC Corporate: A Reciprocal Arrangement

SAIC Corporate helps us in a number of ways: with legal advice, travel advice, and intellectual property rights, among other things. The NCI is beginning a nanotechnology program, which dovetails nicely with Corporate, as SAIC owns part interest in a nanotechnology company and has nanotechnology experts in several offices. Recently, the Corporate Real Estate Department helped us with negotiations of a very complicated lease to provide housing for the new Vaccine Pilot Plant (VPP), a \$65 million GMP facility that will produce experimental vaccines

for testing in human clinical trials. These products will include experimental vaccines for AIDS and for bioterrorism agents such as Ebola, smallpox, and anthrax. We expect the plant to be completed by June 2005 and the first product to be out by October 2005.

We, in turn, help SAIC Corporate with certain contract proposals by providing "quals" or "qualifications" to demonstrate that our company has the background, experience, and expertise in things like IT or basic science research, research related to the VPP, and development of many other items that are helpful in seeking contracts for other SAIC divisions.

Since all our evaluations are "excellent" and "outstanding" and because we provide so many different kinds of services here, a number of other SAIC divisions use us as Corporate references when they prepare proposals for other government agencies.

Dahlberg Named New CEO for SAIC Corporate

By now, we've all become aware of the news that J. Robert Beyster has stepped down as SAIC Corporate's chief executive officer, effective November 4, 2003. Dr. Beyster, who has headed SAIC Corporate since its founding in 1969, continues as chairman of the Board of Directors until July 2004.

In his more than 34 years as CEO with SAIC, Dr. Beyster has seen his company grow until today it is one of the top "small" businesses working with the government in many capacities. Throughout its growth, SAIC has remained true to Dr. Beyster's dream of being a dedicated, highly reliable and ethical company, employee-owned, which would attract the most talented individuals, and a company that could help the United States government on issues of national importance. In 1970, its first year of operation, SAIC had revenues of approximately a quarter million dollars, net income of about \$11,000, and 20 employees. In 2003, that had grown to \$5.9 billion in revenue, \$246 million in net income, and 42,400 employees.

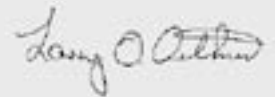
In April 2003, Dr. Beyster presented the Board of Directors with a succession plan to ensure a smooth and orderly transition from his leadership to that of a new CEO. After approving Dr. Beyster's plan, the board established a search committee, eventually settling on Kenneth Dahlberg, formerly

executive vice president, Information Systems and Technology Group, General Dynamics, from the field of highly qualified candidates. Mr. Dahlberg earned a bachelor's degree in electrical engineering from Drexel University in 1967, and his master's degree, also in electrical engineering, from the University of Southern California in 1969.

In an announcement about the transition in leadership, Dr. Beyster said, "Not only have we built a company that is filled with talent, but SAIC also is known for its thorough professionalism, for its strong sense of values and ethics, and for its entrepreneurial spirit."

Mr. Dahlberg's own philosophy emphasizes a focus on maintaining the legacy he inherits as the new CEO of SAIC, and an appreciation and understanding of its remarkable cornerstone of success: employee ownership.

In a recent memo, Mr. Dahlberg described a reorganization plan to increase efficiencies, thereby creating resources to invest more in the growth of SAIC. In this reorganization, SAIC-Frederick, Inc., will continue to report to Dr. Steve Rockwood, Chief Technology Officer and member of the SAIC Board of Directors.



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Homeland Security

For the past several years, three to four times each year, the Biopharmaceutical Development Program (BDP) has been an important stop in these training classes, which range in size from 6 to more than 20. Students tour the fermentation facilities and the purification/fill-finish suites, as well as the utility areas. Recognizing the importance of these courses, the BDP staff enthusiastically describe the normal activities associated with their operations and answer the students' and instructors' questions. Feedback from the students and course organizers has consistently shown this part of their training to be a productive use of their time. ☺

Laboratory of Cell-Mediated Immunity Facilitates Use of Novel Immune-based Cancer Therapies

The Laboratory of Cell-Mediated Immunity (LCMI) is part of the Clinical Services Program, SAIC-Frederick, Inc. It was established in June 2000 to develop and validate immunological assays requested by CCR-NCI scientists and to apply these assays for standardized clinical monitoring. The overall objective of the laboratory is aimed at tying clinical and basic research together to facilitate the development and use of novel immune-based cancer therapies in humans. Moreover, LCMI serves as an expert, independent laboratory for monitoring clinical trials. With Dr.



Anatoli Malyguine as head, the laboratory comprises highly trained personnel that have expertise in the development, execution and analysis of complex immunological assays.

Several validated assays are currently available for clinical monitoring of human samples. These assays include: the Peptide IFN- γ ELISPOT, Whole Protein IFN- γ ELISPOT, Autologous Tumor IFN- γ ELISPOT, Proliferation and Cytokine Induction assays. All assays are available to NCI researchers and can be optimized for individual research needs.

The IFN- γ ELISPOT assay has only recently gained increased application for immunological monitoring. It detects T-cell activation and subsequent secretion of cytokines by the formation of colored spots. Each spot represents an individual activated T cell; thus, the


assay provides both qualitative (type of cytokine) and quantitative (number of responding cells) information.

The peptide IFN- γ ELISPOT is suitable for monitoring T-cell reactivity to HLA.A2-binding, 9- or 10-mer peptides. The whole protein IFN- γ ELISPOT assay was validated to monitor immune responses to vaccination with whole proteins or peptides >10-mer. Both assays can be tailored for individual systems and antigens.

Although the IFN- γ ELISPOT assay has been effectively applied to measure specific T-cell responses, the reactivity to vaccine components does not necessarily equate to recognition and elimination of tumor cells. A more relevant approach is to test the reactivity of T cells against autologous tumor cells. Therefore, LCMI has developed and validated an autologous tumor IFN- γ ELISPOT assay to assess immune responsiveness to vaccination.

On a regular basis, LCMI evaluates and adapts different ELISPOT vendor kits, reagents, antibodies, plates and spot visualization systems to enhance the ELISPOT assays. To ensure the uniform analysis of ELISPOT results, all ELISPOT assays are subjected to automated analysis using the Immunospot system from Cellular Technology, Ltd.

The laboratory continues to tailor other current methods as well as to develop new procedures to assess immune responses in evaluation of clinical trials. Currently, LCMI is focusing on assays that measure cell-mediated cytotoxicity. One of the most promising new assays being developed is the granzyme B (GrB) ELISPOT assay. GrB is a key mediator of cell-mediated cytotoxicity and its secretion can be used to measure NK and CTL responses. LCMI has compared the GrB ELISPOT assay to the IFN- γ ELISPOT and the 51Cr-release assays. Our findings demonstrate that the GrB ELISPOT assay is a superior alternative to the 51Cr-release assay. Moreover, unlike the IFN- γ ELISPOT assay, which is a surrogate marker of killing, the GrB ELISPOT directly measures cytotoxic cell activity. The laboratory is beginning to optimize this assay for clinical monitoring using patient material. LCMI is presently performing clinical immunological monitoring for several NCI researchers.

To find out more about LCMI and the services it can provide, please contact Dr. Malyguine (amalyguine@ncifcrf.gov, 301-846-1890) or Susan Strobl (ssstrobl@ncifcrf.gov, 301-846-6922). To formally request immunological monitoring, please go to the NCI Yellow Task Web site at <http://web.ncifcrf.gov/campus/yellowtask/> 



The Laboratory of Cell-mediated Immunity includes the following, left to right: Mark Burkett, Kimberly Shafer-Weaver, Susan Strobl, Dr. Anatoli Malyguine, Tracy Ulderich, and Eric Derby.

2003 Science Achievement Awards

Each year at its Winter Staff Meeting, SAIC-Frederick, Inc. honors the achievements of both scientists and nonscientists, who have been nominated through a carefully thought-out peer review process organized by the Research Steering Council. Both individual and team awards are made.

NORMAN P. SALZMAN MENTORING AWARD

Dr. Douglas B. Kuhns, Principal Scientist, Applied/Developmental Research Support Directorate, Neutrophil Monitoring Laboratory

The Norman P. Salzman Mentoring Award this year honors Dr. Douglas Kuhns, who has continued Dr. Salzman's philosophy and spirit in igniting an interest in science in people at all levels of the scientific journey.



An excellent and conscientious mentor, Dr. Kuhns oversees the development of graduate students within his laboratory by providing critical and logical input to the experimental designs of their master's theses, keeping them "on course," and sharing advice regarding career choices.

He encourages his staff to further their own careers through their poster presentations and by involving them in publishing research. He guides many research technicians who are taking college courses by coaching them to an understanding of the concepts or mechanisms being studied. He has mentored many in the NIH community through training, technical guidance, and thoughtful analysis of data.

Dr. Kuhns has been a presenter for the lecture series "Science for the

Non-Scientist," a forum designed for administrative and non-scientific staff. Involved in the Elementary Outreach Program, which is supported by NCI-Frederick and the Frederick County Public School System, and the annual NCI-Frederick "Take Your Child to Work Day," he provides hands-on opportunities and training for elementary age students.

DISTINGUISHED CAREER SERVICE AWARD

Scientific Recipient:

Dr. Joseph Saavedra, Principal Scientist, Basic Science Program, Laboratory of Comparative Carcinogenesis

Dr. Joseph Saavedra, a highly valued collaborator in the Laboratory of Comparative Carcinogenesis, has been instrumental in several breakthrough accomplishments, including: 1) inventing an ultrafast NO donor currently being prepared for clinical trials to treat cerebral vasospasm (one of the most dreaded forms of stroke); 2) accomplishing structure-based design of a drug that is preferentially activated for NO release as an approach to targeting NO's toxicity to cancer cells; 3) engineering the synthesis and testing of a diazeniumdiolated heparin derivative, making it a dual-mechanism inhibitor of blood clotting; 4) fabricating insoluble polymers that release NO as a means of improving the thromboresistivity of bodily implants and biomedical devices that contact blood; and 5) providing numerous fundamental insights into basic chemistry of the diazeniumdiolate function, including its suitability as a nucleophile and leaving group, as well as its structure, spectral properties, derivatization chemistry, and photoreactivity.



In addition, Dr. Saavedra has served as a mentor for trainees at both predoctoral and postdoctoral levels. His name appears as a co-inventor on 11 issued patents, with several compounds now being sold commercially; and, he has co-authored over 115 peer-reviewed publications.

DISTINGUISHED CAREER SERVICE AWARD

Administrative Recipient:

Mr. Tom Danver, Prime Contract Administrator, Contracts and Administration

Tom Danver has accomplished much in his career at NCI-Frederick. From manager of a two-person credit union staff, he moved to the Research Construction Contracts (RCC) Department where he excelled at handling high dollar/high visibility projects. Later, he was selected to manage Construction Contracts, a position in which he also excelled. When the Prime Contract Administrator position was vacated, he was among the first to be considered.

An asset to the company, Mr. Danver is a team player, recognized by all who know him, management and co-workers alike, as someone who can get things done and who has shown dedication to SAIC-Frederick, Inc., and NCI-Frederick throughout his 20-year career.



OUTSTANDING SCIENCE ACHIEVEMENT AWARD

Doctoral Recipient:

Dr. Dominic Esposito, Senior Scientist/Section Leader, Research Technology Program, Protein Expression Laboratory-Technology Development

Two years ago, Dr. Dominic Esposito took on the task of bringing new cloning and expression technology

to the SAIC-Frederick, Inc., Protein Expression Laboratory, a task which he has brilliantly accomplished. He has assembled one of the largest collections of expression vectors in existence and developed processes for constructing, validating, tracking, and testing clones of genes at a moderate throughput without robotics. He co-invented a way to dramatically improve the sequencing of Gateway entry clones. This invention was deemed eligible for a patent and will be discussed in an upcoming publication (Esposito et al., *BioTechniques*, in press).



Because of his dedication and professionalism, collaborators and co-workers enjoy working with Dr. Esposito. He has developed relationships of mutual respect with numerous investigators by understanding their goals and the genes they are studying, and by making suggestions and observations that change or improve projects. He has also mentored and trained two technicians and a high school intern to perform cloning, sequencing, and gene expression.

OUTSTANDING SCIENCE ACHIEVEMENT AWARD

Doctoral Recipient:

Dr. Jeanne Herring, Senior Animal Program Veterinarian, Laboratory of Animal Sciences Program, Laboratory of Animal Medicine

As the facility veterinarian for NCI-Frederick, Dr. Herring is recognized for her commitment to developing and maintaining a safe and humane environment, not only for the experimental animals, but for the staff as well. As she works



diligently to assist in advancing experimental protocols through the Animal Care and Use Committee process, her commitment to providing humane care while not impeding scientific advancements is recognized and commended. She works with the ACUC to continually update and improve the various animal handling guidelines to maintain AAALAC and USPHS compliance without placing an undue burden on the technical staff and principal investigators. Ultimately, the quality of our research is dependent on the quality of the products used to conduct the research. Dr. Herring's commitment and dedication ensure this quality.

OUTSTANDING SCIENCE ACHIEVEMENT AWARD

Administrative Award:

Ms. Virginia L. Rousculp, Building Coordinator II, Facilities Maintenance and Engineering, Building Support Services

Ginny Rousculp serves as the building manager for a number of on-site facilities, as well as off-site leased facilities. In this capacity, she is the first point of contact when problems arise. She takes the time to know the people in these facilities, responds expediently to the tenants' requests, and walks a tightrope to meet those needs while also meeting the requirements of the "bigger picture."



Ms. Rousculp injects exceptional dedication and enthusiasm into her work and deals very proficiently with special requests and requirements. For example, she recently helped coordinate the Finance Department's move to Thomas Johnson Drive, the security upgrades to the Fairview Center, the renovation and relocation requirements for the CMRP group move to Industry

Lane, and the ongoing changes at the Toll House location. She always exhibits a positive attitude and a sense of humor, and is an excellent role model with her "can do" attitude toward accomplishing tasks.

OUTSTANDING SCIENCE ACHIEVEMENT AWARD

Technical Award:

Mr. Curtis Hose, Associate Scientist, Applied/Developmental Research Support Directorate, Laboratory of Functional Genomics

Curtis Hose is a skilled and valuable investigator who consistently provides high-quality research and science to support the efforts of the Developmental Therapeutics Program (DTP) of NCI-Frederick. With excellent technical skills and breadth of knowledge encompassing areas of cell culture, gene measurement, and elucidation, he serves as an expert in the use of quantitative real-time PCR using the TaqMan® approach. This expertise, coupled with his innovative and thorough approach to completing projects, has been instrumental in the success of his research projects on elucidating mechanisms of action on surrogate markers of activity for compounds empirically discovered from the anti-cancer drug screen.

Mr. Hose, whose skill in solving scientific problems has led to the development of a wide range of independent collaborations, maintains a high level of independent research and has a deep interest in investigating and developing new methods. His many contributions to the scientific community are outstanding.



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OUTSTANDING SCIENCE ACHIEVEMENT AWARD

Technical Award:

*Ms. Jun Yang,
Bioinformatics
Analyst III, Applied/
Developmental Research
Support Directorate,
AIDS Monitoring
Laboratory*



Jun Yang has been instrumental in the development and success of the high-throughput GeneChip® Screening Laboratory. Consistently performing well above expected levels in all areas, she has become proficient in several high-end microarray packages and the use of high-end statistical methods for the analysis of microarray. She facilitated the setup of a Laboratory Information Management System (LIMS) for tracking gene chip sample information, raw data image files, and data analysis files. She has prepared SOPs for NIAID investigators' protocols for GeneChip® analysis. Ms. Yang has also overseen the analysis of thousands of gene chip samples and, in an independent research project, is studying the impact of HIV-1 infection on cell cycle progression, cell death, and cell surface expression of receptors in primary CD4 T-cell cultures. Her experiments always include appropriate controls to evaluate research and production assays, thus maintaining a high level of quality control and assurance for both her own research projects and those conducted for the GeneChip® core service.

Her bioinformatic capabilities have greatly increased the throughput of her laboratory by automating repetitive computer tasks and seamlessly integrating diverse types of data and analyses into easy-to-use tools and databases. Finally, Ms. Yang has excellent interpersonal skills which have created an environment of good communications and collaborations as she interacts with over 100 NIAID

investigators to help in the design, execution, and analysis of GeneChip® studies.

OUTSTANDING SCIENCE ACHIEVEMENT AWARD

Team Recipients:

*Waste Management Division,
Environment, Health, and Safety
Directorate: Mr. Joseph A. Romagnoli,
Safety/Environmental Officer; Mr.
Gregory A. Ragan, Senior Environmental
Specialist; Mr. John M. Bucheimer, Senior
Environmental Specialist; Mr. William R.
Osman, Senior Environmental Specialist;
Mr. Marc E. Virtue, Environmental
Specialist*



The Waste Management Division of EHS, consisting of Joseph Romagnoli, Greg Ragan, John Bucheimer, Bill Osman and Marc Virtue, has diligently worked as a team to promote the voluntary recycling effort at NCI-Frederick. Through a new recycling Web site, they have provided extensive information to the NCI-Frederick campus on all onsite recycling efforts.

The team conscientiously recycles all excess chemicals and materials, an effort that has resulted in actual cost savings to the contract over the past year. Periodically they develop new campaigns to recycle more materials such as pipette tip trays and to consolidate medical waste and broken glass. Currently, the team is conducting a pilot study to decay liquid radioactive waste onsite in an attempt to save even more in radiological waste disposal. The Waste Management team continues to emphasize pollution prevention as

a means to maintain environmental protection and compliance.

OUTSTANDING SCIENCE ACHIEVEMENT AWARD

Individual Recipient:

*Dr. P. Anne Monks, Principal Scientist,
Applied/Developmental Research Support
Directorate, Laboratory of Functional
Genomics*

As a result of Dr. Anne Monks' use of in vitro models to examine drug combinations, DTP requested that she organize a symposium to address issues regarding the treatment of cancer patients with combination chemotherapy involving multiple drugs of similar or diverse mechanisms. Dr. Monks coordinated a one-day symposium at NCI-Frederick, attended by 100 researchers, with 16 invited speakers from Canada, Germany, and various institutions in the United States. The speakers developed a consensus for evaluation of preclinical drug combinations, including how to select appropriate combinations, models for evaluation of data, and choice or availability of appropriate in vivo models. From this information, a preliminary set of criteria for selecting and prioritizing drug combinations for clinical evaluation was selected for the DTP to adopt. This meeting was pivotal in raising awareness of cancer treatments, and in bringing together scientists from government, industry, and academia to discuss and recommend appropriate guidelines for the scientific community.



OUTSTANDING SCIENCE ACHIEVEMENT AWARD

Team Recipients:

Applied/Developmental Research Support Directorate, AIDS Monitoring Laboratory, Dr. Glynn J. Dennis, Bioinformatics Analyst III; Mr. Wei Gao, Programmer Analyst II; Mr. Brad T. Sherman, Bioinformatics Analyst I



Dr. Glynn J. Dennis, Mr. Wei Gao, and Mr. Brad T. Sherman

In March 2003, the production versions of the Database for Annotation, Visualization, and Integrated Discovery (DAVID) and the Expression Analysis Systematic Explorer (EASE) bioinformatic software tools for annotating genome-scale data were publicly released. These software programs permit scientists to rapidly identify and mine biological themes found in microarray and proteomic data by simplifying the transition from data collection to a biological discovery. The team of Glynn Dennis, Wei Gao, and Brad Sherman has worked closely for the past two years to produce these high-quality bioinformatic tools that the scientific community and genomic organizations around the world use so successfully. Statistics indicate that during the past six months, outside organizations using these tools have analyzed more than 24,000 gene lists.

CUSTOMER RELATIONS AWARD

Scientific Recipient:

Ms. Shawn Brown, Research Assistant, Applied/Developmental Research Support Directorate, AIDS Monitoring Laboratory

A highly respected representative of the AIDS Monitoring Laboratory for more

than six years, Shawn Brown's outstanding customer service skills have always been recognized and have reflected favorably upon SAIC-Frederick, Inc. As coordinator for the NIH ESPRIT Repository Project, she coordinates the processing and storage of tissues collected from more than 4,000 patients and serves as the primary contact between SAIC-Frederick, Inc., and key members of the NIH community, as well as the 227 ESPRIT sites located in more than 20 countries. These customers have praised her caring, cheerful disposition and the fair and professional manner with which she accomplishes objectives.



CUSTOMER RELATIONS AWARD

Administrative Recipient:

Ms. Michelle Gottholm Ahalt, IACUC AQ Administrator, Laboratory of Animal Sciences Program, Animal Care and Use Committee

Michelle Ahalt provides outstanding administrative support for the Animal Care and Use Committee (ACUC), interacting with investigators performing animal-based research, veterinary staff, and ACUC committee members consisting of both SAIC-Frederick, Inc., and NCI-Frederick personnel. As the point of contact for those submitting Animal Study Proposals, she answers most logistical questions; coordinates the review of all proposals submitted; and routinely handles up to 50 proposals in various stages. She also coordinates monthly ACUC meetings and organizes the scheduling and reports for the semiannual Animal Facility Inspections. She is also always professional and



courteous when interacting with members of the ACUC and her fellow employees.

CUSTOMER RELATIONS AWARD

Administrative Recipient:

Mr. John H. Bell, Construction Administrator, Facilities Maintenance and Engineering, Construction Management

This year John Bell represented SAIC-Frederick, Inc., in supervising the demise of Building 470, a 50-year-old facility being demolished because it had



deteriorated significantly since the US Army abandoned it in 1970. Mr. Bell worked unceasingly as the link between the project management team and the demolition crew, ensuring that each detail in the dismantling process, including demolition, safety, communication, and reporting, was managed with professionalism and consistency. He has repeatedly shown impeccable judgment and sensitivity in responding to employees' questions; in providing information to multiple groups, both scientific and administrative, for any health and safety questions raised by either the safety staff or NCI-Frederick employees; and in answering questions and addressing issues for Maryland environmental regulators. As a mark of its confidence, the NCI has said that Mr. Bell's ability to provide accurate and immediate information regarding the demolition of a building that had been a source of community interest for many years, was essential to the overall success of the project. 🔄

2003 Length-of-Service Awards

This year at the annual Winter Staff Meeting, 757 SAIC-Frederick, Inc., employees received awards for 30, 25, 20, 15, 10 and 5 years of service to NCI-Frederick. Together, these employees have served for nearly 3,000 years.

30 Years

Dr. Larry O. Arthur

President of SAIC-Frederick, Inc. Principal Investigator of the Operations and Technical Support Contract and Associate Director of the AIDS Vaccine Program, SAIC-Frederick, Inc.

President of SAIC-Frederick, Inc., and Principal Investigator of the Operations and Technical Support (OTS) contract at the National Cancer Institute at Frederick



since 2000, Dr. Larry Arthur has primary managerial responsibility for a staff of approximately 1,600 and an annual budget of approximately \$300 million. Director of the AIDS Vaccine Program since 1985, in 2001 he became Associate Director, due to his myriad responsibilities for SAIC-Frederick, Inc., and the OTS contract. He is principal author or co-author of over 156 publications; is on the Editorial Review Board of *AIDS Research and Human Retroviruses*; a member of the Scientific Advisory Committee for the American Foundation for AIDS Research (AmFAR); NIH AIDS Vaccine Steering Committee; and charter member of the committee that established a Master's Degree in Biomedical Science at Hood College. Dr. Arthur received a BS in Microbiology and Chemistry in 1966; MS in Microbiology in 1968; PhD in Microbiology in 1970.

Richard C. Biser

Construction Administrator, Facilities Maintenance and Engineering Directorate



Dallas D. Blumenauer

Maintenance Pipefitter, Facilities Maintenance and Engineering Directorate

Byron Bowie

Manager, Logistics Support Department, Contracts and Administration Directorate



Byron Bowie observes that NCI-Frederick is a “miniature USA (a melting pot)—people from all walks of life and different ethnic backgrounds, all working toward a very worthwhile goal in the research and development related to the causes of and cures for cancer and AIDS.” Mr. Bowie began work when NCI-Frederick consisted of about 200 people in a few programs. Now he provides logistical support for nearly 3,000 people and says, “To have worked in so many capacities supporting its growth has been very exciting—never a dull moment.” He expects NCI-Frederick to become “the most advanced Facility in the world (NIH II).” Mr. Bowie has earned performance awards for leadership in Property from both NCI-Frederick and NCI-Bethesda; in addition, he and his Property Team have been recognized for donations of excess property to non-profit educational organizations. With three black belts, Mr. Bowie likes to spend time with his son and to perform martial arts.

Jerry F. Brubaker

Supervisor, Carpentry and Paint Shop, Facilities Maintenance and Engineering Directorate



Larry W. Ecker

Heating, Refrigeration, and Air Conditioning Mechanic, Facilities Maintenance and Engineering Directorate

John Elser

Associate Scientist, Laboratory of Molecular Technology, Research Technology Program



What John Elser likes best about NCI-Frederick is “the variety of people and their interesting backgrounds.” Mr. Elser began his career with NCI-Frederick in electron microscopy, later switching to molecular biology. Among other things, he helped institute the Sequencing Laboratory. The most exciting changes he's seen include “the transformation of the old army laboratories into modern labs with incredibly sophisticated machines. Much of what I see now I could never have foreseen in 1973. But if the trends [of] the past 30 years continue, I see steady growth in what I hope will be the right direction.” When not working at NCI-Frederick, Mr. Elser says he enjoys “woodworking, bicycling, personal fitness and cooking, especially the quest for healthy foods and good vegetable recipes.”



Walter Knott

Senior Research Associate, Basic Science Program

Walter Knott finds that at NCI-Frederick

“The support services create a positive, relaxed working environment; also, new technologies and the daily challenges in the laboratory are ever-changing.” For the last 20 years, Mr. Knott has participated in numerous committees and activities. He has enjoyed “serving on the ERC committee and I have many fond memories of past events, especially bus trips to the many sporting events. I have been advised by ‘legal counsel’ not to elaborate on the early ballgame trips.” In the past 10 years, Mr. Knott has become interested in buying and selling antiques and collectibles, gardening, and travel. These interests, plus a Potomac River property, keep him busy.

Jody A. Mackenzie

Secretary III, Contracts and Administration Directorate



Dr. Gary M. Muschik

Associate Scientist Director, Research Technology Program

Helen C. Rager

Associate Scientist Applied/Developmental Research Support Directorate



Carroll E. Selby

Research Associate, Laboratory Animal Sciences Program

Like many of his fellow 30-year employees, Carroll Selby,

Laboratory Animal Sciences Program, says his association with co-workers “is the most pleasing aspect of my working here.” Mr. Selby began his career in the Biological Warfare Program, Aerosol Assay Laboratory, spending 18 years at Fort Detrick (1953-1971) before coming to NCI-Frederick. He says that job demands have changed over time, with “many more high tech diagnostic procedures” in use today. He found the recent demolition of Building 470 exciting and interesting because of “the technology used in the process.” In the future, Mr. Selby says that “NCI-Frederick definitely needs additional parking” but adds he “cannot conceive what the next 30 years will bring to this facility.” Mr. Selby balances work with enjoyable recreation and family activities. “When I am not working, I am golfing, spending time at our home in Fenwick Island, Delaware, or watching my grandchildren participating in sports.”

Betty J. Shafer

Lead Financial Analyst, Contracts and Administration Directorate



After 30 years with NCI-Frederick, Betty Shafer finds that “people are dedicated to their jobs and are genuinely nice.” Also, “Many renowned individuals who have made important scientific discoveries” work here, she says. Her work has changed over the years: today she has more challenging deadlines and goals; computers have replaced typewriters, Dictaphones, and graph paper. She hopes that in the next 30 years the Facility will focus on preventive care and vaccines. Ms. Shafer participates in numerous activities, including training, book fairs, and ERC functions, and has worked on committees to allocate money to the local communities and charitable organizations. She would like to see more affordable health care for retirees. In her spare time, she loves to travel

and to spend time with her “family and granddaughters. I also enjoy shopping and that 4-letter word: SALE!”



Charles J. Shafer

Maintenance Pipefitter, Facilities Maintenance and Engineering Directorate

Areitha N. Smith

Animal Care Supervisor II, Laboratory Animal Sciences Program



Areitha Smith says, “I love working with people.” Naturally, during her 30 years of service, she has had to communicate with many people on work-related topics. Outside of work, Ms. Smith continues to work with people. She says, “I love to serve the church and community; I spend my spare time doing mission work, such as helping senior citizens, visiting nursing homes and taking the patients gifts of joy. I also enjoy working at the Cold Weather Shelter, and help to collect food to feed the hungry. I also spend my time as a collector of antiques. I have nothing to change or complain about in my work or my life because I have been blessed.”



James H. Weedon

Heating, Refrigeration, and Air Conditioning Mechanic, Facilities Maintenance and Engineering Directorate

Ronald W. Wilkin

Electric Supervisor, Facilities Maintenance and Engineering Directorate



25 Years

William J. Adkins III
 Earl R. Amoss, Jr.
 Elizabeth A. Baseler
 M. Elizabeth Battle
 James T. Carr
 John F. Covahey
 Judith E. Fogle
 Margaret M. Gorelick
 Allen S. Grice
 David E. Hamilton
 Dwayne L. Howard
 Steven L. Koogle
 Ronald L. Lambert
 Richard A. Pendleton
 Veronica A. Roberts
 Rodney W. Wiles

20 Years

Timothy C. Back
 Delores A. Carroll
 Pamela A. Crone
 Thomas L. Danver
 Robert M. Dellinger
 Frances L. Dorsey
 Louise R. Finch
 Charles H. Gartner
 Steven L. Giardina
 Erskine T. Johnson
 Robert C. Keller
 Chou-Chi H. Li
 John M. Roman



Elizabeth W. Shanklin-
 Selby
 Milton L. Whims

15 Years

Sharon K. Beck
 Richard E. Bender
 Ronald N. Black
 Heidi R. Bokesch
 Larry E. Bolin
 Karen A. Bova-Airhart
 Timothy L. Brown
 Cynda R. Burkett
 Homer J. Cavanaugh III
 Lori V. Coren
 Darlo A. Derr
 Ralph E. Dodson
 Allison L. Eyler
 John S. Eyler
 Cynthia J. Farling
 Bradley E. Foltz
 Louise Gajewski
 Jo Ann Garrett
 Joe M. Graybill
 Rebecca S. Harps
 Yvonne R. Hill
 Deborah A. Hissey
 Karen M. Hite

Doris J. Hodge
 Ronald L. Hornung
 Michael W. Jennings
 William B. Jones
 James E. Lynch
 Angela D. Mann
 Karen R. Martin
 Patsy J. Martin
 M. Kathy Miller
 Jerry T. Moore
 Anna M. Moten
 Halina Nelson
 Arthur H. Noel
 Simeon K. Noel
 Rebecca A. Oden
 Mary A. Sandeen
 Diana M. Sanner
 Tina D. Seltzer
 Joseph B. Staub
 John M. Stottlemeyer
 Lois D. Summers
 Shiann L. Talley
 Terry L. Tressler
 Refika B. Turnier
 Sandra L. Warfield
 Catherine M. Watkins
 Frances I. Wiles
 Kevin H. Zecher

Cynthia M. Elder
 Tammie B. Ford
 Peter H. Frank
 Tao Fu
 Scott C. Garrand
 Julie L. Grams-Fowler
 Mitzi A. Guarino
 Juan Gutierrez
 Jennifer L. Harrison
 Jennifer L. Imes
 Sergey V. Ivanov
 Robert T. Jackson, Jr.
 Beverly G. Keseling
 Carol B. Kobrin
 Lorraine Lawson
 Terry A. Lee
 Michael R. Lind
 Ruth E. McCrossin
 Brenda L. McIntyre
 Dennis F. Michiel
 Sergei A. Nedospasov
 Roy E. Nelson
 Dianne L. Newton
 William R. Osman
 David E. Ott
 Daniel R. Owens
 Christine M. Perella
 Kandy M. Rahochik
 Ellen E. Ray
 Paula E. Roberts
 Lori A. Sewell
 Lynn E. Shewbridge
 Sadeep Shrestha
 Virginia Z. Simpson
 John F. Sparks
 Michael L. Spohr
 Andrea R. Stossel
 Karen A. Thatcher
 Kevin O. Thompson
 David A. Tolliver
 Gabriela Tudor
 Heather H. Wimbrow
 Tracy L. Wolfe
 Quan-En Yang

**10 Years**

Yuri G. Abashkin
 Kathryn E. Banky
 Paul E. Barr, Jr.
 John H. Bell
 Carrie A. Bonomi
 Anne M. Book
 Angela Burnette
 Laura K. Cartner
 Bart A. Christy
 Philip J. Culley
 Leon M. Debes
 Asa B. Dorsey
 David P. Drake
 Carlos A. Driscoll

5 Years

Ping An
Sivasubramanian Baskar
Hendrick Bedigian
Karen D. Bergeron
Leslie A. Berry II
Benjamin H. Black
Christopher J. Bowerman
Peggy H. Bowie
Mary E. Brenneman
Roberta Brown
David E. Bryant
Theresa M. Burks
Stanley J. Cevario
Li S. Chang
Richard B. Costlow
Thomas W. Delauter
Raymond D. Divelbiss, Jr.
Hui-Fang Dong
Lolande Dorce
Valerie A. Ferrone
Pamela G. Fox
Xiaojiang Gao
Kayhan Garmestani
Maritta P. Grau
Dwight J. Hill
Catherine V. Hixson
Ilya G. Lyakhov
Dawn R. Marsh
Cresenciano Maza
Miriam Maza
James P. McClung
Kimberly J. McLean
Lois E. Minchoff
Edward J. Moore
Timothy F. Ouellette
Thomas L. Parks
Robert R. Payne
Shelley C. Perkins
Shamika T. Perry
Michael Piatak, Jr.
Karyol K. Poole
Yossef Raviv

Joseph E. Reese
Maria L. Romero-Izquierdo
Adam W. Rupert
Raul M. Santacruz
Terra M. Schaden-Ireland
Sherry L. Shaner
Craig O. Smith
Lori A. Smith
Robin S. Stewart
Howard L. Stotler
Loren W. Ward
Jane A. Wells
William D. White
Weihua Xiao
Hailing Yan
Xiaoyi Yang
Pamela J. Young
Weimin Zhu

BENEFITS CORNER

It's Time for a Financial Checkup

It's good to get in the habit of assessing your investment mix once a year. After all, planning for retirement doesn't stop once you've chosen your 401(k) plan investments. Financial circumstances and goals can change, and strong or weak markets can push your investment program off course.

Studies have shown that maintaining the right mix—that is, focusing on how you combine the basic asset classes—is more important than trying to guess which fund is the best or to predict the right time to buy or sell. In fact, experts agree it's one of the key factors in determining investment results.

Whether you are a novice or experienced investor, four simple steps can help you create and maintain the right mix of investments:

1. Identify your goals and time frame. Once you know why you're saving (in this case, for retirement), you'll be able to determine your time horizon.
2. Complete the Investor Questionnaire. The questionnaire will lead you to a suggested investment mix based on your risk tolerance, goals, and time frame. Complete the questionnaire online at www.vanguard.com or call Vanguard Participant Services at 1-800-523-1188 for a paper version.

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Twelfth Holiday Food Drive Surpasses Goal

For the third year, NCI-Frederick has held a "cash for food" drive to help the indigent people of Frederick County. With a goal this year of \$6,500, organizers were delighted to find that the total was \$8,339.15. The donations benefit the Frederick Rescue Mission that operates the Faith House and Beacon House of Frederick County.

The first year (2001), organizers collected \$4,495.81. Gemma Waltz, Senior Project Manager, FME, was hired in 2002 and chaired that year's food drive. "My goal [in 2002] was to raise \$5,000, but we raised \$5,822.11. This year, my goal was to raise \$6,500. Well, we got much more than that: \$8,339.15, about a 43% increase."

In the nine years prior to 9/11, Food Drive organizers collected canned goods and also had a friendly competition for the most weight collected by various buildings. However, after 9/11, the organizers changed the venue to cash. During the food drive, numerous boxes and unmarked bags accumulated in the NCI-Frederick buildings, often overnight; and transporting them through the Fort Detrick gates became a security concern. The cash donations enabled organizers to open an account with the Frederick Produce Company; the designated charities can draw on the account to buy food as needed. Canned foods have drawbacks in that the charities must find storage; they may not have enough of some goods and too much of others; and if not used before the expiration date, the



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Food Drive

canned goods may have to be thrown out. "Our cash donations last longer. There is no way we could compare the cash collected with the value of the pounds of food collected," Ms. Waltz said.

When this year's collection was turned over to Frederick Rescue Mission, the Mission's chief executive officer, Mr. Dean Marchese, said, "You don't know how much we appreciate this donation; thank you so much!"

He added an invitation for any interested persons to tour the Frederick Rescue Mission and learn what the Mission does. For example, six months ago, the Mission renovated two houses to rent to those who are in transition from homelessness; those selected stay there about 6 to 8 months, until they are able to support themselves and provide for their own place to live.

For more information or if you have questions about the Food Drive, please contact Gemma Waltz at 301-846-5028. ↻

Benefits Corner

3. Decide on your investments. Select your funds in proportion to your suggested investment mix.

4. Take charge of your savings. Look at your investment strategy annually to make sure it's still working for you.

For a list of the current investment options available in your 401(k) plan, contact Human Resources, Bldg 371, 301-846-1146.

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Important Telephone Numbers

Ethics Hotline	1-800-435-4234
Human Resources Department	(301) 846-1146
Benefits Questions, HR Department	(301) 846-1146
SAIC Stock Programs	1-800-785-7764
SAIC Stock Price.	1-888-245-0104

Important Dates

Spring Research Festival May 12 & 13, 2004

SAIC Stock

The price for SAIC stock was re-established by the SAIC Board of Directors on January 16, 2004. The new price is \$36.52 per share, up \$4.73 from the last trade date.

Stock Price Set	Future Trade Dates*
April 16, 2004	April 23, 2004
July 16, 2004	July 23, 2004
October 8, 2004	October 15, 2004

**Dates are subject to change.*

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