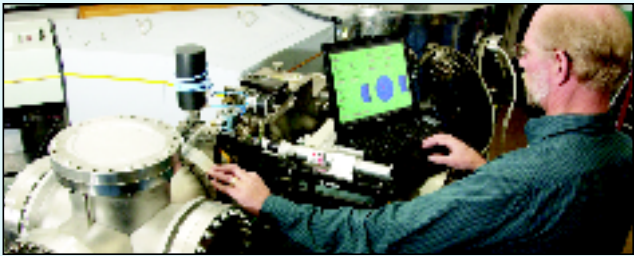


NewsLetter

Week of Nov. 22, 2004

Vol. 5, No. 24

Inside this issue ...



MSAs move Lab toward resumption

As of press time, nearly 90 percent of the Lab's risk-level 2 activities had been approved for resumption, as part of the COMPASS Project's resumption oversight. Level 3 resumption activities are moving along, with more than 30 percent of those activities approved to resume.Page 2

Blue Mountain supercomputer is decommissioned

Blue Mountain, the Laboratory's first supercomputer for the National Nuclear Security Administration's Advanced Simulation and Computing program, was taken out of service earlier this month.Page 4

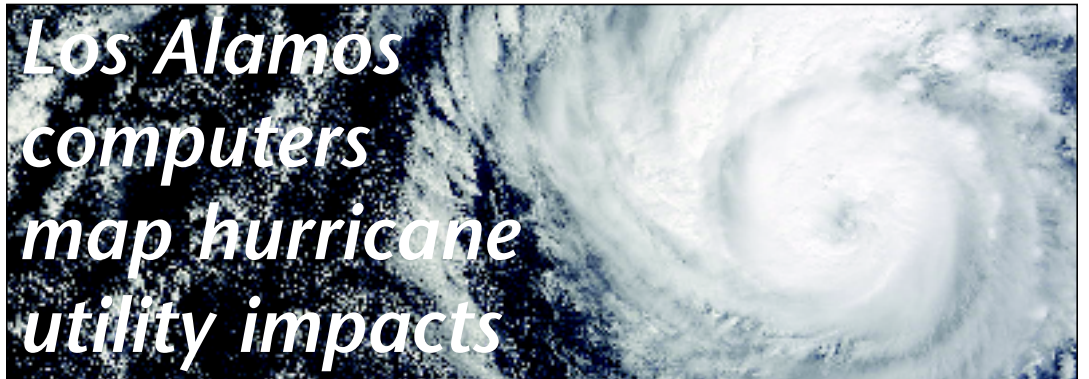


Los Alamos Little Theatre showcasing talent for 61 years

Originating in 1943, the Los Alamos Little Theatre offered a venue for residents of the secret town of Los Alamos to perform on stage, meet and form long-lasting friendships.Page 8



What do you think are the biggest motivators for employees to contribute to charitable drives, such as United Way, the Lab's holiday drive or the Los Alamos Employees Scholarship fund? Learn what your co-workers had to say on Page 6.



by Nancy Ambrosiano

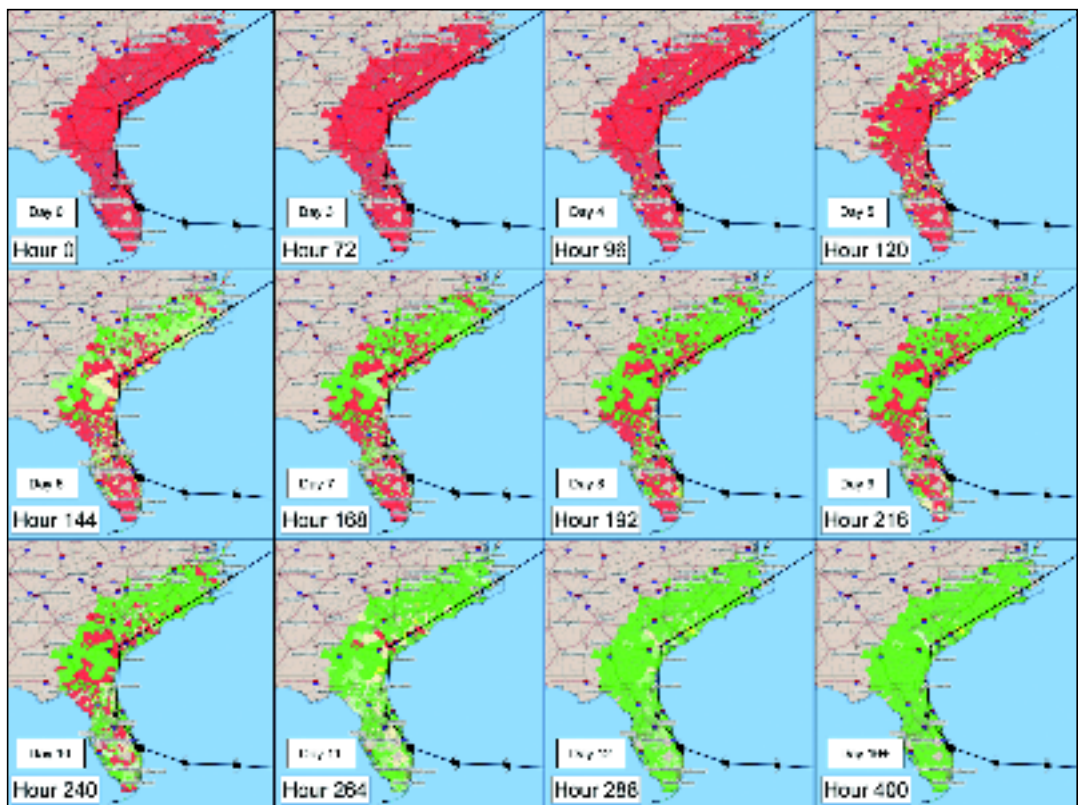
Predicting with uncanny accuracy the effects of recent hurricanes, Los Alamos computer models are helping the Department of Energy's Office of Energy Assurance, the Federal Emergency Management Agency and other organizations plan for future disasters. For those in the paths of hurricane devastation, tools such as the Los Alamos infrastructure models could mean their lights and gas return to service hours or even days more rapidly.

"The comparison of actual effects to those predicted by the computer models was amazingly close, considering the variable storm tracks," said Steve Fernandez of Energy and Infrastructure Analysis (D-4). Working to model electric power restoration across storm-damaged areas, the scientists have been able to provide detailed information to planners on the exact infrastructure impacts, a feat even more remarkable in that the models were run before the hurricanes made landfall.

The computer models were put to the test under fire as Hurricane Jeanne approached the Florida coast in September. Multi-agency teams assembled in the state emergency operations center in Tallahassee and the national emergency operations center in Washington. These command centers coordinated the evacuation and recovery activities as the hurricane approached and then moved through Florida and other southern regions. The models supplied updated predictions to the two centers and to the decision makers responding to the approaching storm.

Electric power restoration data became a key focus for FEMA's first-response personnel, the groups that arrive immediately after the storm hits to provide the first emergency services (water, sanitation, communication). The Los Alamos outage maps helped with early identification of the areas needing first deployment and state of services FEMA staff would likely find when they arrived. A second FEMA team, responsible for energy issues and working closely with industry, state and local stakeholders, needed the Los Alamos data to help publicize the electric power

continued on Page 5



Areas of electrical outage, shown in red, are progressively restored to full power (green) over the hours after Hurricane Jeanne made landfall. Thanks to Los Alamos's modeling of the outage areas, Florida Power and Light was able to more effectively deploy repair teams and bring up power in some areas three to four days sooner than anticipated. Graphic courtesy of Energy and Infrastructure Analysis (D-4)



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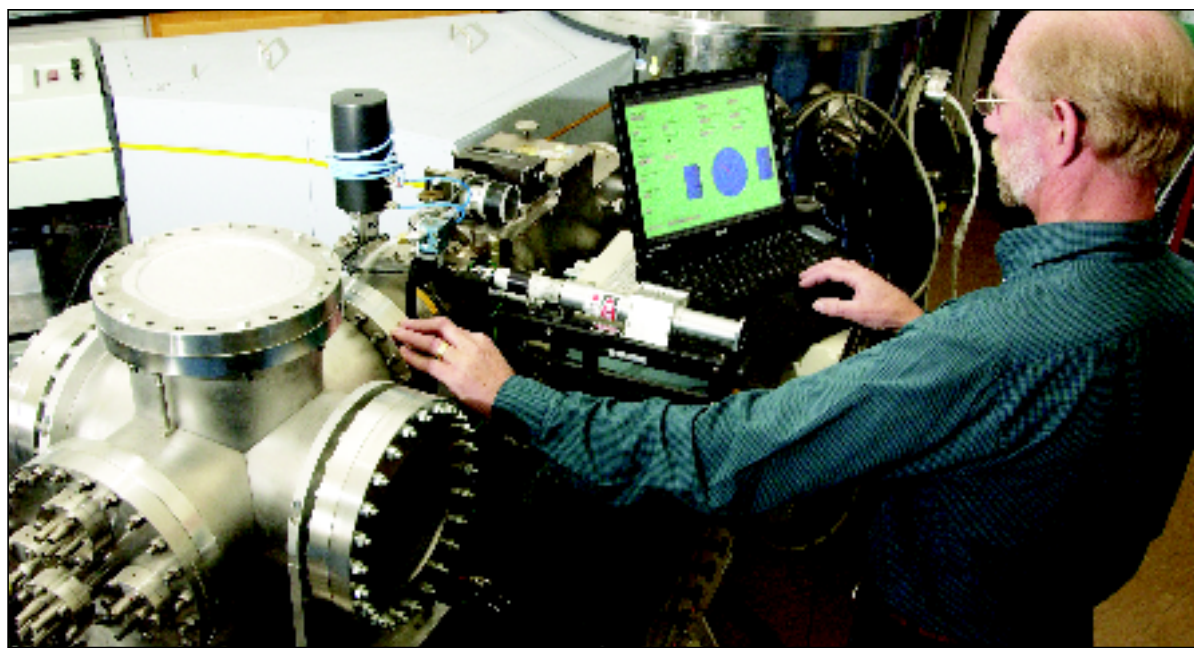
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For Your Safety

Turkey fryers

A longtime food favorite in the southern United States, the deep-fried turkey has recently grown in popularity across the country. With more people opting to use this method of quickly cooking a turkey in very hot oil, numerous safety concerns have arisen. Following are some tips for safer use of turkey fryers.

- Turkey fryers should always be used outdoors a safe distance from buildings and other materials that can burn.
- Never use turkey fryers on wooden decks or in garages. Don't use them under eaves or overhangs.
- Use turkey fryers on a flat surface to keep them from tipping.
- Never leave the fryer unattended. Most units do not have thermostat controls. If not careful, the oil will continue to heat until it catches fire.
- Never let children or pets near the fryer.
- Do not overfill the fryer. Doing so may cause the oil to catch fire from the burner. The fryer must be large enough to hold the oil and the turkey with plenty of room between the top of the oil and the top of the fryer. Run a test using water before heating the oil, if you have any doubts about the size of the fryer. And don't try to fry a turkey that is too large.
- Lids and handles can become extremely hot. Use well-insulated pot holders or oven mitts when handling any part of the aluminum pot.
- Wear safety goggles to protect the eyes in case of oil spatter.
- Keep an ABC multi-purpose dry chemical fire extinguisher nearby. *Never* use water to extinguish a grease fire.
- Follow the manufacturer's directions.



Kent Scarborough of Space Science and Applications (ISR-1) verifies monitor sensor bias on a pulsed laser-driven X-ray generation system. This and many other risk-level 2 activities have been approved for resumption. Photo by LeRoy N. Sanchez

MSAs move Lab toward resumption

Nearly 100 percent of level 2 activities approved

by Caroline Spaeth

As of press time, nearly 90 percent of the Lab's risk-level 2 activities had been approved for resumption, as part of the COMPASS Project's resumption oversight.

Level 3 resumption activities are moving along, with more than 30 percent of those activities approved to resume.

At the heart of resuming level 2 activities is the management self-assessment (MSA), a step-by-step process that evaluates the readiness of each group's and division's operations and identifies issues for resolution.

Many people invested long hours and hard work in the assessments and the accompanying corrective action plans. By identifying issues and findings throughout Laboratory operations, these plans will be used to improve and strengthen Lab operations into the future.

"We were truly trying to understand and get a handle on the practices used within our division," said Tina Behr-Andres, team leader for the Earth and Environmental Sciences (EES) Division's MSA. "We wanted to define our way of doing business to ensure that it is consistent with policies and requirements for safety and security."

"The employees involved really took responsibility and recognized the importance of the MSA process," she said.

MSA teams evaluated readiness of operations, equipment, documentation and personnel, focusing on eight "functional areas," including management competency, people/behaviors, integrated safety management, training/qualification, safeguards and security, environmental protection, tools and authorization basis.

Teams interviewed employees, reviewed procedures, plans and other documents and observed activities and operations. They documented noteworthy practices, observations, deficiencies and findings. Each team's accompanying corrective action plan sets out a schedule and resources for correcting and improving issues and findings.

Overall, the MSA process gave managers valuable time to look closely at everyday procedures, activities and operations and identify ways to improve them.

"We learned a lot," said Nathan Schwade, who oversaw the Bioscience (B) Division MSA. "We learned that we had deficiencies, particularly around formality of operations and configuration management."

As with most MSAs, Schwade's team compiled a corrective action plan to identify and address any deficiencies and other areas requiring significant improvement.

"The biggest product we got was our corrective action plan. It's a nice, orderly synopsis of what we need to do with a resource-loaded schedule. That is a really useful product," he said.

For every MSA, Performance Surety (PS) Division assigned employees to help managers and team members.

"I think it really strengthened our self-assessment process. Most managers weren't experienced in conducting self-assessments with this level of rigor or detail," said Lily Reese of the Price Anderson Amendment Act (PAAA) in the Performance Surety (PS) Division, who was assigned to one of the MSA teams. Reese conducted walkarounds with managers.

"It was on-the-job training, experience that can't be achieved by attending a class," she said. "They learned how to walk the spaces using specific criteria and to evaluate issues and identify root causes."

Overseeing the entire MSA process is the Resumption Review Board, a board comprised of Laboratory senior managers, experts and National Nuclear Security Administration (NNSA) Site Office officials, who review every MSA and provide guidance to the director and the Lab's executive board on issues and findings. The Resumption Review Board also identifies institutional issues and trends, ensures that all findings are being captured in the corrective action plans and recommends resumption approval.

The Resumption Review Board also offered its help to MSA teams to guide them through the step-by-step process towards resumption.

"The RRB and the resumption process pointed us in a direction to make things better. And I think we're better off that we did it," said John Sarrao, who led the MSA team for Materials Science and Technology (MST) Division.

By conducting the MSAs, Sarrao said, the Laboratory is addressing root causes of problems and [developing] broader solutions, a direction that he sees as more long lasting and sustainable.

"If we can take a broader approach and develop an institutional infrastructure to address short-term fire drills and what we need to do in the long term, that's more sustainable," he said. "If a year from now we're more sustainable, then it's a big win."

So far reviewers outside the Laboratory are giving good marks on resumption efforts in addressing corrective actions, communicating safety awareness and increasing manager involvement in self-assessments and compliance with safety requirements.

continued on Page 3

Los Alamos National Laboratory NewsLetter

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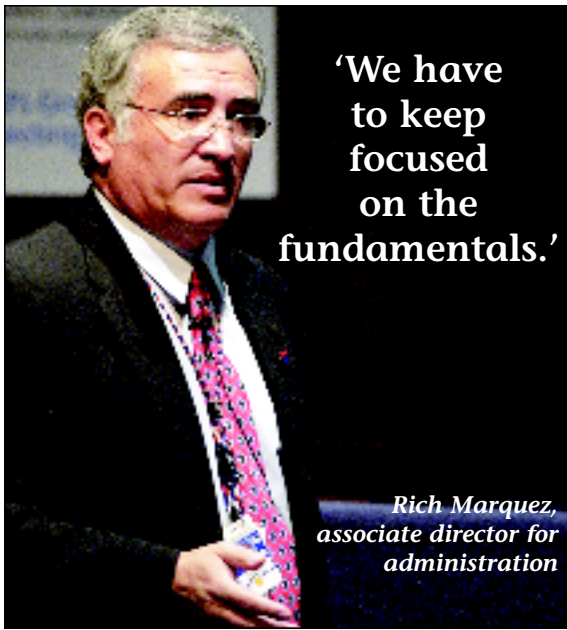
LeRoy N. Sanchez, 5-5009

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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'We have to keep focused on the fundamentals.'

Rich Marquez, associate director for administration

by James E. Rickman

Citing excellent people, greatly improved business processes and an emerging portfolio of tools such as the Enterprise Project, Associate Director for Administration Rich Marquez said the business side of the Laboratory is poised to partner effectively with the science side of the institution.

Marquez presented the state of the ADA earlier this month in the Administration Building Auditorium at Technical Area 3. After introducing leaders of the dozen divisions and offices within ADA, Marquez highlighted the numerous business accomplishments that have taken place during the past year:

- enhanced purchasing controls and property accountability;
- improvements in procurement operations;
- improved credibility and outreach with

Administration Directorate making progress in business-science partnership

the regional business community;

- emerging improvements within Human Resources (HR) Division;
- reductions in the cost of doing business and the number of overhead rates;
- and the first release of the Enterprise Project in October.

In contrast to past perceptions that the Laboratory's business processes were abysmal, the nation, the news media and regional leaders are now beginning to take notice that many of the Laboratory's business practices are being recognized by the Department of Energy as best in class among national laboratories, Marquez said. This turnaround could not have been accomplished without good people, improved processes and tools such as the Enterprise Project — with excellent people at the heart of the improvements — he said.

"Good people trump inadequate processes and tools," Marquez said, later adding "You hire attitude, and you train aptitude."

Marquez punctuated the presentation with video clips of ADA customers from within the Laboratory, National Nuclear Security Administration and the community who described specific business improvements or instances in which the directorate had added value to the institution during the past year.

Now that ADA has established credible business processes and an Enterprise Project that will support ADA systems, the directorate

"must regain customer confidence that we add value," Marquez said.

"The challenge in the future is going to be about balance," he said.

The directorate must balance internal-controls mechanisms that provide for business credibility and compliant performance with efficient and effective processes and enhanced focus on the needs of the directorate's scientific customers, said Marquez.

"We have to keep focused on the fundamentals," he said. "Regaining credibility is in the rearview mirror, and the horizon is about sustained excellence and effective partnerships with our internal and external customers."



ISEC Knows

The following is part four of four topics discussing new electronic technologies and vulnerabilities.

New technologies, new vulnerabilities

Wireless systems, e-mail, instant messaging and Internet protocol have opened security concerns

Only a few years ago, e-mail, the Internet and wireless networks were emerging technologies. Now e-mail has branched out in directions ranging from instant messaging to spam. The Internet is the pipeline not just for data but for phone calls and even video surveillance. Yet, with technological progress comes new threats.

Making wireless more secure

What are some of the most dangerous security threats, and what kinds of technologies are computer/cyber security professionals using to deal with them?

On the wireless side, wireless fidelity (WiFi) has taken the place of old-fashioned wired local area networks. Mobile phones are used extensively for long-range voice communications, and on a more limited basis, for e-mail and Web browsing. At a very close range, technologies such as infrared and Bluetooth allow devices such as PCs, phones and personal digital assistants to share files and communicate.

Unfortunately, WiFi constitutes one of the biggest wireless security threats, experts say. The main problem? Methods of encrypting, or scrambling, wireless data have not come up to snuff, making it far too easy for wireless hackers to tap into a network.

On the other hand, the earlier encryption method, known as wireless encryption protocol, or WEP, is starting to be replaced by more secure technologies, embodied in an emerging standard called wireless protected access, or WPA.

With WEP, you have a very hackable network. WPA, though, goes a long way toward solving these issues. Government agencies have a lot to lose if their communications are compromised. Some agencies ban wireless LANs entirely.

However, wireless LANs also have characteristics that can be particularly useful to some agencies. Many agencies are housed in old historic buildings, where it can be costly or even impossible to install new wiring to expand or upgrade a network.

Computer/Cyber security specialists often use software known as "packet sniffers" to detect unauthorized wireless LANs.

For more information on Operations Security (OPSEC), call 5-6090.

MSAs move Lab ...

continued from Page 2

"Overall, the resumption process is having a positive impact on improving safety," according to the final report by the Department of Energy's Office of Independent Oversight and Performance Assurance (OA), which mentored and reviewed MSA teams.

OA noted that the corrective action plans will address hundreds of "activity-specific findings and observations" identified in the MSAs. And although work remains on the plans, the report stated, "If effectively implemented, the corrective actions will address many individual weaknesses, and thus will enhance safety management at [Los Alamos]."



Tom Bowles

Planning the future

by Tom Bowles

The Chief Science Officer office has been charged by Laboratory Director [G. Peter] Nanos with developing a science roadmap for the Laboratory. This includes the full range of science

activities at the Laboratory, from the individual principal investigator working on basic research to the large national defense programs. This will be an enormously challenging task and will take at least a year to complete. While this activity was on partial hold due to resumption activities, there is work going on for the science roadmaps for the weapons program and bioscience.

Joe Martz [Applied Physics (X) Division] and Andrea Palounek [Physics (P) Division], who are coordinating this activity with the CSO, are leading the nuclear weapons science roadmap. Significant progress had been made before the cessation of work in July. There still is much more work to be completed, and this effort is moving ahead again at full speed. We expect to complete the roadmap during the second quarter of

FY05, thus allowing time for its findings to start to be incorporated in our activities in FY05.

Our goal in planning the future of bioscience is to define the role of the Laboratory's research in the intersection of bioscience and national security. This role obviously has been changed dramatically with the increased threats of bioterrorism. We are looking at the Laboratory's capabilities and developing the primary themes along which we will align our research programs. This effort draws on significant recent efforts made by the Bioscience Council and other Laboratory planning groups. Since there are parts of the program that will certainly involve drawing on external capabilities, we will be working with the University of California, New Mexico universities, Sandia [National Laboratories] and others in this effort. We expect to have an initial draft of the bioscience plan completed in January.

As these two activities near completion, the CSO office will be ramping up its activities to look at the Laboratory's other science components. We will keep you informed of our progress. More importantly, we ask for your participation in these efforts — if you are interested, please send a note to CSO@lanl.gov, and we will see that you are involved.

Blue Mountain supercomputer is decommissioned

by Jim Danneskiold

Blue Mountain, the Laboratory's first supercomputer for the National Nuclear Security Administration's Advanced Simulation and Computing program, was taken out of service earlier this month.

A major classified computing workhorse since it was commissioned in November 1998, Blue Mountain earned national attention for the Laboratory by enabling staff to run simulations of unprecedented size in support of national security programs.

"The Blue Mountain supercomputer was truly state of the art when it was installed in the first round of DOE's computer acquisitions for the ASCI program," said Chris Kemper, deputy division leader for the Computing, Communications and Networking (CCN) Division. With a peak speed of 3.1 trillion operations per second, Blue Mountain was the world's second fastest in June 1999 and remained among the 10 fastest supercomputers through November 2001.

During a three-day period during May 2000, more than 15,000 engineering simulations that required 10 hours each ran across 31 of Blue Mountain's 48 SGI Origin 2000 servers, thereby setting a world record by running 17.8 years of equivalent single-processor computing in just 72 hours.

Several newer and more powerful supercomputers, including ASCI Q and Lightning,



now carry the Laboratory's classified computing workload.

Machine Theta, an unclassified system using similar technology, will be decommissioned at the same time. Users of Blue Mountain should move their work to the Q machine, while Machine Theta users should move their work to QSC, an unclassified Tru64 cluster from Hewlett-Packard Corp. Information and documentation about QSC and Q is available at computing.lanl.gov online. Training classes are available to help users with the transition.

"Although we build user environments to be similar across all the Laboratory's supercomputers, we recommend a hands-on training class for those making a transition

to a new machine," said Harvey Wasserman, ASC training lead in High-Performance Computing Systems (CCN-7).

Blue Mountain originally consisted of 6,144 processors, although a portion of the machine was removed from service last May. Staff members in Networking Engineering (CCN-5) developed the technology for the Blue Mountain high-performance parallel interface, or HiPPI, which is the network that connects all of the processors to one another and which was the world's very first gigabit network. The HiPPI research was recognized with an R&D100 award as one of the top technical achievements of 1995 and the HiPPI team also received a Laboratory Distinguished Performance award.

For more information on the decommissioning of Blue Mountain and Theta, contact the Integrated Computing Network consultants at 5-4444, option 3. Information about user training and moving work to other computers is available at asci-training.lanl.gov online or by writing to consult@lanl.gov by e-mail.



Nondisclosure Agreements

What is a nondisclosure agreement?

A nondisclosure agreement is a commitment between two parties, such as the Laboratory and a company, who agree that any proprietary information exchanged between them will be protected from further disclosure.

Note: LANL information that is "privileged information" under the Administrative Manual, Section 721 (<http://int.lanl.gov/policies/manual/admin/am721.pdf>) is treated as LANL proprietary information for purposes of nondisclosure agreements.

Why are nondisclosure agreements important?

A nondisclosure agreement is used to cover initial interactions between the University of California (the Laboratory's legal entity) and a potential partner. The nondisclosure agreement protects the proprietary information of one or both parties. There are three types of nondisclosure agreements:

- Bilateral (both parties disclose proprietary information)
- Unilateral-In (potential partner only discloses proprietary information)
- Unilateral-Out (UC/LANL only discloses proprietary information)

What are the principles of the nondisclosure agreement?

- Proprietary information is protected.
- Use of proprietary information is limited to the purpose of the agreement.
- The disclosing party controls the amount of information disclosed.
- Most nondisclosure agreements remain effective for one year from the date of execution for discussions on specified topics.
 - Information must be kept in confidence for a period of time after each disclosure (generally three years). Specified time periods can be extended with an amendment.
 - Proprietary information disclosed in unwritten form, such as orally, must be reduced to writing and sent to the receiving party within 14 days after the disclosure.
 - Work is never conducted under a nondisclosure agreement. If work is to be performed, another type of agreement must be executed.

Employees should not sign nondisclosure agreements — TT Division has signature authority for UC/LANL nondisclosure agreements. Agreements can be implemented within one to two days after paperwork is received and approved by TT Division. Employees who need a nondisclosure agreement should contact Pat Grall of TT Division at 5-3441. For more information, go to <http://www.lanl.gov/partnerships/mechanisms/nondis.htm>.



2004 Holiday Drive

The Laboratory's 2004 Holiday Drive to collect new toys and nonperishable food items for Northern New Mexico residents is Nov. 22 through Dec. 15. For more information, contact Debbi Wersonick of the Community Relations Office (CRO) at 7-7870.

Best recruiting practices: Networking

Editor's note: This article is the first in a series spotlighting the Lab's best practices in recruiting.

by Brooke Kent

Beth McCormick of Staffing (HR-S) offers a simple prescription for managers seeking the best possible candidates quickly, efficiently and cost-effectively: a project-based networking model.

"There is no silver bullet," said McCormick, who serves as the Lab's recruiting manager, "but a project-based networking model is a proven recruiting tool that consistently delivers excellent results."

The networking approach hinges on the proactive efforts of an internal search committee, and it follows a four-step, project-based process:

- The committee's HR recruiter along with its chairperson develop a detailed search-project timeline, as well as a position description capturing desirable leadership and technical abilities.

- Committee members develop "network lists," drawing on contacts from customers, competitors, division-review committees and professional associations.

- Committee members leverage their "network lists," asking contacts whom they would recommend in turn. This iterative referral process quickly widens the candidate pool.

- The search committee screens the resulting applications; identifies, interviews and rates the best few candidates; and recommends the top choices to the ultimate hiring authority.

According to McCormick, the networking model provides three enormous benefits. First, it eliminates the need for an external retained-search firm, saving the Lab thousands of dollars in

recruiting fees, while filling positions three to five times faster. Second, since it leverages the scientific and technical community's tightly knit nature, the networking model uncovers promising candidates whom a search firm might overlook. Third, it gives internal technical staff members an equal opportunity to compete and win a position against candidates drawn from a national pool.

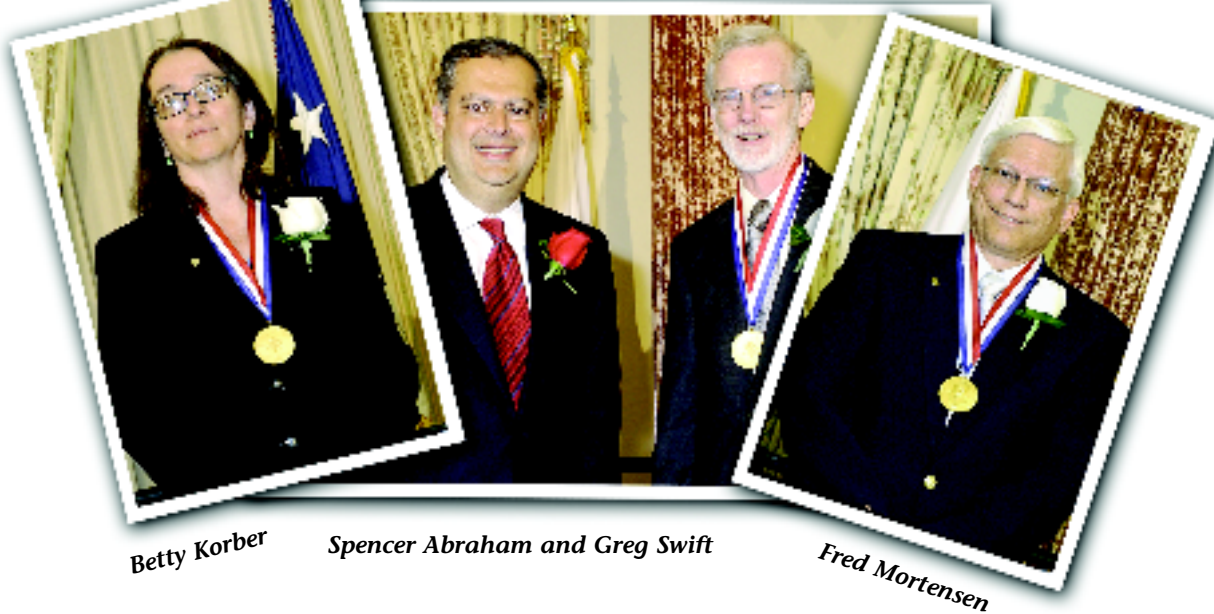
As proof of the networking approach's success, McCormick points to three recent high-level searches for the Center for Integrated Nanotechnology leader, the associate director for weapons programs and the principal associate director for the nuclear weapons program.

The networking model filled these positions ahead of schedule and under budget, McCormick said. Paul Follansbee of the Materials Science and Technology (MST) Division, who participated in all three searches, emphasized that "the networking model exploits how well we know our own business. We grasp the position's technical and leadership requirements better than any external recruiter; furthermore, we know who might fit that position from years of interacting with customers, competitors and coworkers."

Laboratory Director G. Peter Nanos concurred in an all-hands memorandum regarding the ongoing associate director searches for strategic research and threat reduction. "The [Lab] staff [knows] best the qualities required for these positions, and frequently [knows] the people within [its] personal and professional networks who could best meet the [Lab's] needs." That, in the director's opinion, is precisely what positions the networking approach as a Labwide best practice in recruiting.

For more information on the networking model, go to the recruiting Web site at <http://int.lanl.gov/recruiting/> online, or contact McCormick at 5-5308.

E.O. Lawrence Award winners honored



Betty Korber

Spencer Abraham and Greg Swift

Fred Mortensen

The Laboratory's E.O. Lawrence Award winners — Bette Korber, Fred Mortensen and Greg Swift — recently received their awards from Department of Energy Secretary Spencer Abraham at an awards ceremony in Washington, D.C. Korber, a technical staff member in Theoretical Biology and Biophysics (T-10), received the Lawrence Award in the Life Sciences category. Mortensen, a technical staff member in Thermonuclear Applications (X-2), received the award in the National Security category; and Swift, a technical staff member in Condensed Matter and Thermal Physics (MST-10), received his award in the Environmental Science and Technology category. The Ernest Orlando Lawrence Award was established in November 1959 by the Department of Energy. The award honors exceptional contributions to the development, use or control of nuclear energy (broadly defined to include the science and technology of nuclear, atomic, molecular and particle interactions and effects). Each award recipient received \$50,000, a gold medal and a citation signed by Abraham. Photos by Ken Shipp, Department of Energy

Los Alamos computers ...

continued from Page 1

conditions returning residents should be expecting and to assist utility planning to restore electricity to the area.

An outgrowth of the event is a potential collaborative effort with Florida Light and Power to help prepare their planners and responders for next year's hurricane season.

The Los Alamos computer modeling effort for infrastructure protection has a core team of 40 staffers, and they run their simulations on a range of high-end desktop computers with enhanced graphic-processing capability, including laptops, desktops and cluster systems.

Los Alamos has a strong history in the use of computer modeling to examine critical infrastructures and how their interconnected nature can make them vulnerable. From battlefield analysis to storm-impact studies, Los Alamos scientists have built tools that help planners and first responders make the best decisions in hard situations.

With the TRANSIMS traffic modeling tools — now commercialized — regional planners were given the ability to virtually explore different patterns of roadways, watching computerized commuters navigate through changing cityscapes.

Using EpiSims, scientists have explored such questions as how different smallpox vaccination plans would affect the spread of an outbreak, while Urban Atmospheric Transport models have predicted the spread of chemical and biological agents if released on the streets of a major city.

A prototype version of the Interdependent Energy Infrastructure Simulation System was used in preparation for the 2002 Salt Lake City Olympics, and now has matured to allow researchers to identify critical components and vulnerabilities in coupled infrastructure systems to (1) assess how future investments in the systems might affect quality of service; (2) perform integrated cost-benefit studies; (3) evaluate the effects of regulatory policies; and (4) aid in decision making during crises.



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

So... what do you think?

Q: What do you think are the biggest motivators for employees to contribute to charitable drives, such as United Way, the Lab's holiday drive or the Los Alamos Employees Scholarship fund?



Barbara Hargis of the Health, Safety and Radiation Protection (HSR) Division

We have the opportunity to help others who are less fortunate than ourselves and also to contribute to our communities.



Travis Ireland of Protection Technology Los Alamos (PTLA)

Witnessing the impact of the contributions. One example is the search and rescue demonstration of the outstanding training they do with dogs.



June Fabryka-Martin of Hydrology, Geochemistry, and Geology (EES-6)

A sense of community and the philosophy of "think globally, act locally."



Dan Pava of Ecology (ENV-ECO)

Making a difference in some small way; bettering life for someone else, especially a person you will likely never meet. [We] can change the world to make it a better place, one step at a time.



Ron Geoffrion of HSR Division

Just the feeling of doing something good for others.



Ben Martinez of Desktop Support (CCN-2)

The Laboratory has been very good to me, and it is nice to have these opportunities to give back to the community.



Grant Guymon of Institutional Industrial Hygiene and Safety (HSR-5)

Concern for [ones] fellow man. I think most people care deeply for those in our society who need help from time to time.

PEOPLE



Babicke new Staff Relations group leader



Tim Babicke is the Lab's new group leader for Staff Relations (HR-SR), a position he has filled since February in an acting capacity.

Among Babicke's responsibilities are assisting managers and employees with resolving workplace issues; advising managers on dealing with staff conduct and performance concerns; investigating allegations of inappropriate workplace conduct; and drafting and interpreting the Lab's human resources policies.

Babicke grew up in New Mexico and received his undergraduate and MBA degrees from New Mexico Highlands University and the University of New Mexico, respectively.

Acting Human Resources (HR) Division Leader Lynn Boland called Babicke dedicated and insightful, elaborating that "Tim possesses a wealth of relevant experience, including time spent as human resources director for the U.S. Attorney's Office in Arizona."

Babicke returned to New Mexico in 1995, joining the Lab as an employee relations specialist. Later he became a human resources project leader, with assignments including the mediation center, the Lab's code of ethics, the contingent worker project and the California Higher Education Employer-Employee Relations Act (HEERA). Babicke also served as acting Diversity Office (DVO) leader, as well as the chief of staff for HR and DVO.

"I'm thrilled to serve the Lab in this position," Babicke said. "Director Nanos has said repeatedly that the Lab's employees are this institution's most valued, and valuable, asset. Good staff relations facilitates everyone's job, and it lets us all concentrate on the Lab's central mission of providing world-class science in America's service."

Laboratory subcontractors recognized for business efforts

KSL Services and Protection Technology Los Alamos, the Laboratory's two largest subcontractors, recently were recognized at statewide award ceremonies.

As part of the National Minority Enterprise Development week, the Department of Commerce's Minority Business Development Agency named KSL Services, the Lab's site-support services subcontractor, as a New Mexico Minority Business Advocate.

The selection committee commended Ed Burckle, KSL's general manager, and Jim Thalmann, KSL's director of supply chain management, for KSL's unstinting outreach to local small and minority-owned businesses.

Burckle noted that receiving the award was gratifying because it was in-line with KSL's strategy of maximizing its use of small and minority-owned businesses. "These small businesses are vital to New Mexico's economy, and we place great value in partnering with them," Burckle said. "In fact, KSL recently awarded a five-year contract for \$9 million annually to Sparkle Maintenance, a minority-owned Albuquerque business that provides all of the Lab's custodial services."

Thalmann credited the award to the members of KSL's procurement department, saying that they "work hard to find New Mexico small business sources that provide high-quality and best-value supplies and services. It's only through their hard work and professionalism that 80 percent of all KSL purchases went to small business — a remarkable achievement." Additionally, Thalmann commended the Lab's Procurement Division for supporting KSL's overall buying strategy.

The MBDA event also honored Mark Backus, a Lab senior contract administrator, as an exceptional minority procurement specialist. "It's an honor and pleasure to receive this award," said Backus of Information Technology and Services (SUP-9), who was praised by the awards committee for his efforts in supporting New Mexico minority businesses, especially during his tenure buying for the Lab.

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Mark Backus, left, of Information Technology and Services (SUP-9) is greeted by Hector Barreto of the federal Small Business Administration and Spencer Abraham, right, Department of Energy secretary, at a Minority Enterprise Development week awards ceremony in Albuquerque. Backus was recognized as an exceptional minority procurement specialist. Photo by Bill Doty, Sandia National Laboratories



November service anniversaries

35 years

Dale Tuggle, ESA-TSE

30 years

Adrian Lovell II, C-AAC
Joseph Mack, P-24
Leo Riedel, NMT-3
Leonard Romero, HSR-4
Mary Roybal, NMT-3
Rachael Vigil, D-1
Maybelle Vigil, NMT-9
Donna Williams, D-4

25 years

Dominic Cagliostro, X-8
Darryl Gutierrez, NMT-12
Sue Harper, IM-1
Luis Lopez, LANSCE-5
Otis Peterson, C-ADI
Jungjo Pyun, X-4
David Romero, NMT-15
Isaac Sandoval, FWO-WEST
Liza Tafoya, S-4
Tai-Sen Wang, X-1
Andrew White Jr., CCS-DO

20 years

Blaine Asay, DX-2
Richard Beavers, CCN-2
Cynthia Boone, TT
Ernest Buenafe, CCN-7
Lowell Christensen, NMT-15
Valerie Espinoza, ADWP
John Fawcett, B-5
John Gilpatrick, LANSCE-8
Margaret Gosling, HSR-2
Dennis Herrera, DX-2
Valerie Herrera, MSM-2
David Janecky, RRES-DO
Everett Jenkins, ESA-TSE
Brett Kniss, PADNWP
Roger Kruse, PS-7
Ronald Madrid, N-3
Joseph Martinez, ESA-EDE
Jane Martinez, ISR-4

Glenda McGrath, D-2
Glenn Michel, CCN-5
Mary Miller, PM-4
Troy Moore, ISR-3
Dinh Nguyen, ISR-6
Barbara Pacheco, HR-D-O
Jasmine Pan, IM-8
Karl Pommer II, CCN-4
Jorge Roman, IM-8
Robert Vocke, RRES-DO
Kimberly Zeilik, SUP-10

15 years

John Bingert, MST-8
Jeffrey Brown, CCS-DO
Teh-Chin Cheng, X-3
Ronnie Cohen, HR-DO
Luc Daemen, LANSCE-12
Jerry Delapp, CCN-7
Sharon Gonzales, PCO
Mary Alice Montoya, LC
Octavio Ramos Jr., IM-1
Scott Salisbury, FESS DECS
David Seidel, S-8
Christine Serrano, NMT-15
Denise Tellier, PS-1
Jimmy Womack, S-11

10 years

Jonathan Atencio, FWO-TA-55
Roscoe Barnes, ESA-WOI
Galey Bland, HSR-1
Denise Borrego, SWO
Jamie Brophy, MSM-3
Edward Dendy, CCS-2
John Dinsmoor, EES-7
Michael Fanning, S-10
James Gattiker, D-1
Eric Gerdes, ISR-5
Carl Hagelberg, X-4
George Hammon, MSM-3
Michael Janicke, C-SIC
Daniel Jones, DX-DO
Rubel Martinez, PS-7
Mark McMillen, LANSCE-6

William Myers, N-2
Gary Padilla, HSR-1
Carlos Padilla, PS-13
Brent Park, P-23
Eugene Pokorny, DX-5
Dominic Pompeo, HSR-1
Reid Rivenburgh, CCS-3
Steve Sandoval, CER-20
Charles Soderberg, S-2
Darlene Valdez, HSR-1
Geoffrey Waldo, B-2
Stuart Ware, C-INC
Andrew Wolfsberg, EES-6

5 years

Mary Ann Duran, NMT-16
Cynthia Backlund, PS-13
Cynthia Butler, MSM-2
Leilani Conradson, LANSCE-12
Jo Doub, TT
Leo Eden, PM-DS
Daniel Javernick, MST-6
William Jones, PM-1
Randall Kanzleiter, X-2
Philip Kruger, LC-ELL
Michael Lang, CCS-3
Anton Marth, ESA-WOI
Ivar Martin, T-11
Irene Martinez, P-23
Scott Martz, PM-4
Mark McNulty, D-2
Patricia Medina, D-2
David Moore, NMT-16
Gerald Murrell, HSR-1
Maria Peters, MST-6
Kenneth Quintana, CFO-2
David Rademacher, NMT-16
Kirk Rector, B-4
Jeff Roybal, MSM-5
Robby Ruby, HSR-1
Conrado Sandoval, FESS DECS
Sherry Sawyer, HSR-6
Michael Steinkamp, X-3
Craig Stinson, N-1
Gasper Toole, D-4

Marquez named HENAAC Luminary



Richard Marquez

Richard Marquez, associate director for administration, was named a 2004 Luminary by HENAAC, a non-profit corporation dedicated to promoting careers for Hispanics in engineering, science, technology and mathematics.

HENAAC Luminaries are recognized as being in the forefront of Hispanic engineering and science professionals and as individuals who are leading, collaborating and initiating key programs and research within their respective organizations. HENAAC Luminaries share three traits: They are highly respected by their peers and management; they are valuable authorities in their fields; and they are blazing the trail for future engineers and scientists.

Marquez, who has served as associate Laboratory director at Los Alamos since February 2002, has been instrumental in greatly improving the Laboratory's business operations.

"[Marquez] has brought the Laboratory's business practices into the 21st century, correcting problems that had gone unchecked for decades," wrote Laboratory Director G. Peter Nanos in the letter of nomination submitted to HENAAC.

Before joining Los Alamos, Marquez spent

18 years with the Department of Energy's Albuquerque Operations Office and four years with Burns and Roe Enterprises Inc., managing the Accelerator Production of Tritium Project. Marquez received a bachelor's degree from Colorado State University in 1974 and a law degree from the University of New Mexico in 1977.

Laboratory subcontractors ...

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"The Laboratory's commitment to community outreach means that we should collaborate with small and disadvantaged business to the greatest extent possible," said Backus. "That's the logical extension of being a good neighbor to Northern New Mexico." Backus has won several small-business-promotion awards, including the Allen Johnston Advocacy Award in 2002 and the Socioeconomic Recognition Award in 2003.

In a separate ceremony, the Association of Commerce and Industry of New Mexico recognized PTLA, the Lab's contracted security provider, as a 2004 VIVA award nominee.

The VIVA award is presented to New Mexico businesses that demonstrate outstanding vision, innovation, vitality and action. The nomination cited PTLA's extensive community outreach, especially its gifts since 1997 of \$150,000 to area students through scholarships and programs and \$120,000 to local charities and civic organizations.

"Being nominated for this award is an honor," said Ken Freeman, PTLA's general manager. "PTLA has committed itself to good corporate citizenship, and we look forward to partnering with Northern New Mexico communities for many years to come."



This month in history ...

November

1620 — Pilgrims from England land at Cape Cod.

1776 — Gen. Washington crosses the Delaware River.

1863 — President Lincoln delivers the Gettysburg Address.

1895 — Alfred Nobel establishes the Nobel Prize.

1918 — Robert Goddard demonstrates tube-launched, solid-propellant rockets.

1929 — Former Interior Secretary Albert Fall, one-time U.S. senator from New Mexico, is sentenced to one year in prison and fined \$100,000 for his bribery conviction in the Teapot Dome Scandal.

1938 — Kristallnacht ("Night of Crystal"), an outbreak of destruction and violence against Jewish people and property, marks a major escalation in the persecution of Jews by the Nazis.

1940 — The first U.S. air raid shelter is built in Fleetwood, Pa.

1943 — The Sundt Co. completes construction of the Lab's main technical area, plus 332 apartments, 12 civilian dormitories, 12 military barracks and other facilities.

1945 — The Association of Los Alamos Scientists sponsors a large meeting of the nontechnical staff on-site to explain the workings of the atomic bomb.

1947 — The "Hill" changes from manual to dial telephones.

1952 — The first thermonuclear explosion, the Mike shot, is detonated at Eniwetok in the Pacific.

1955 — The Soviet Union tests its first fusion device.

1958 — Philip Wyatt and Guy Earp are hired simultaneously at the Lab.

1965 — The first sale of a private home in Los Alamos is made to William Overton, who buys a house on Manhattan Loop.

1979 — Iranians seize the U.S. embassy in Tehran, taking 90 hostages.

1982 — The parking lot west of the fire station and north of Jemez Road is built to handle overflow parking at Technical Area 3.

1988 — Energy Secretary John Herrington selects a site in Texas to locate the Superconducting Super Collider.

1990 — A treaty to sharply reduce conventional weapons in Europe is signed at a summit meeting in Paris, signaling an end to the Cold War.

1995 — Reporters visit the Plutonium Facility at TA-55 for the first time.

1999 — Dan Stillman and Krik Krikorian are the first U.S. scientists from the nuclear weapons establishment to visit Arzamas-16 and Chelyabinsk-70 in the Soviet Union.

The information in this column comes from several sources including the online History Channel, the Newsbulletin and its predecessors, the atomic archive.com, Echo Virtual Center, Science & Technology, Real History Archives, and Carey Sublette, "Chronology for the Origin of Atomic Weapons" from www.childreofthemanhattanproject.org/MP_Misc/atomic_timeline_1.htm.



Los Alamos Little Theatre showcasing talent for 61 years

by Kathryn Ostic

Originating in 1943, the Los Alamos Little Theatre offered a venue for residents of the secret town of Los Alamos to perform on stage, meet and form long-lasting friendships. Sixty-one years later, townspeople and Laboratory employees still participate in LALT stage productions, concerts and musicals.

"I've made a lot of good friends through LALT. It is essentially a community of people who come together to express themselves creatively and to have fun while being involved in the process," said Patrick Kelly of Modeling, Algorithms and Informatics (CCS-3) and current president of LALT.

Kelly, a computer scientist at the Lab for 14 years and member of the LALT board of directors for four years, has been involved in five stage productions. Kelly hopes to eventually reduce his board administrative responsibilities so he can act in more stage productions. He also wants to learn more about the technical aspects of stage production such as lighting and sound, he said.

According to historical information, many of LALT's founders — scientists, engineers, civilian and military personnel — were theatre-lovers. These talented individuals often performed in their homes for friends to blow off steam from a hectic workweek during the Manhattan Project era.

Robert J. Oppenheimer, the Laboratory's first director; Nobel laureates Enrico Fermi and Fred Reines; and physicist Jim "Friar" Tuck are among the more famous individuals who have performed in LALT activities, such as stage productions or play readings, said Kelly.

Kelly, who had no formal training as an actor, became involved with LALT in 1998. His first production was a melodrama titled "Klondike Kalamity." "I've worked with wonderful directors and fellow actors who have taught me the art of acting plus the ins and outs of backstage activities. As a child, I also thought it would be fun to be a movie star," Kelly added.

"To have a small part in a big Hollywood production would really fulfill my childhood fantasy. But, I don't know that performing in a big budget production would be any more satisfying than appearing on stage in Los Alamos, because I've had the time of my life," Kelly said.

According to Kelly, various individuals working together make a production a success, such as the actors, the director who manages the action on stage, the producer who manages budgetary requirements for each show and recruits backstage workers and the crew



Patrick Kelly of Modeling, Algorithms and Informatics (CCS-3) and Nina Lanza of Space Science and Applications (ISR-1) appear in last year's melodrama titled "The Curse of an Aching Heart."

who handle the lighting, sound, makeup, costumes and set construction. "There is something for everyone, whether they just want to come see a show or to participate in a melodrama, musical, comedy, Shakespearian or dramatic one act play," said Kelly.

"A lot of people desire to perform in front of an audience, pushing through their fears, realizing that getting up on stage is an exhilarating experience. I would love to hear from people wanting to get involved in LALT," Kelly said.

The LALT uses the Performing Arts Center for all productions. The center is located at 1670 Nectar St. and is part of the historic walking tour of Los Alamos.

For more information about LALT, contact Kelly at 5-4665 or write to Kelly@lanl.gov by e-mail or visit LALT's Web site for upcoming performances at <http://www.lalt.org> online.



The Los Alamos Little Theatre uses the Performing Arts Center, above, for all its productions. Through the years, the building has evolved from a cafeteria in Los Alamos' early years, top right, to a recreation hall, bottom right. The building was remodeled in 1971 and became the Performing Arts Center. It is located at 1670 Nectar St. and is part of the historic walking tour of Los Alamos. Photos courtesy of Los Alamos Little Theatre