

EUVL CRADA is extended to 2005

Technology could extend 'Moore's Law' by 15 to 20 years

DOE's largest ever cooperative research and development agreement — a partnership to develop extreme ultraviolet lithography (EUVL) at Sandia into the next-generation technique for making computer chips (*Lab News*, April 6 and April 20, 2001) — has been extended to 2005, and authorizes up to an additional \$65 million in support to the \$250 million already committed to the project.

The existing agreement, set to expire in March 2002, was extended to work on three current challenges, according to Chuck Gwyn, who heads the industrial consortium funding the project.

First, he said, the researchers will continue to improve the technology to increase the through-

(Continued on page 3)

The Sandia-developed decontamination foam that neutralizes chem/bio agents on contact was used in a suspected anthrax incident in Colorado last week. The incident was a false alarm, but licensees of the foam have seen demand for the product go through the roof. See story on page 4



SANDIA engineer makes adjustments to a component of the EUVL tool developed under a cooperative research and development agreement between DOE laboratories and industry. The CRADA has just won a three-year extension. (Photo by Randy Montoya)

ECP campaign begins



See full coverage on pages 6 and 7.

American Muslim physicist talks about Islam, bin Laden at Schiff Auditorium

Event sponsored by Sandia's Corporate Diversity Team

By Chris Burroughs

The brand of Islam followed by Osama bin Laden and his supporters is an offshoot fundamentalist branch of the Muslim religion called Wahhabism, representing about one percent of the Muslim world, Sandians were told last week.

"The terrorist groups [led by bin Laden and following Wahhabism] have used and abused words of the Koran to drum up support to do things contrary to Muslim teachings," said Sami Shakir, an American Muslim physicist employed at Northrop-Grumman who is also on the board of the Islamic Center of New Mexico.

At the invitation of Sandia's Corporate Diversity Team, Shakir spoke Oct. 9 before standing room crowds at the Steve Schiff Auditorium and via satellite links in California and Carlsbad about Islam and the roots, causes, and possible solutions to terrorism. The Diversity Leadership Program office had received numerous requests for information on Islam. Based on these requests and concerns about racial profiling, Shakir was recommended, interviewed, and invited.

Rochelle Lari (3053), who heads up Sandia's

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Benefits: See stories on pages 8 and 9 for more information about your benefits and options available during the Oct. 27-Nov. 16 Open Enrollment period.

Sandia LabNews

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Labs meets FY01 goal of hiring 500 employees — and then some

Challenge met: Labs hires 567+ new employees — 318 technical

By Bill Murphy

The following story about Sandia's FY01 recruiting year was originally scheduled to appear in the Sept. 21 Lab News. Because of intervening world events, the story was delayed. Some of the actual numbers have changed in the month since the story was to run, but the overall focus of the story — that the Labs has brought more than 500 new Sandians on board, is as valid as ever. A follow-up story on FY02 recruiting plans, including minority hiring efforts, will appear in a future Lab News. — Editor

It was a daunting challenge: hire some 500 new Sandians during FY01. Daunting because the challenge represented by far the largest new recruiting and hiring initiative in years. And daunting, too, because — well — it was launched at a time when the high-tech job market was still riding high and the competition for highly skilled technical talent was the fiercest it had been since NASA's glory days. Also, the national labs were

under unprecedented scrutiny in Congress because of real and perceived security lapses, the prospect of polygraph testing as a general condition of employment didn't seem far-fetched, and a major national Asian/Pacific Island-heritage advocacy group was calling for a boycott of the national labs by grad students (in response to the labs' handling of some of those security concerns).

As the fiscal year wound to a close, the Labs' recruiting team had met the challenge and then some. As of Sept. 6, 567 new employees had joined the Sandia workforce, including 318 in exempt (mostly technical staff) positions. And, as BJ Jones, Manager of Workforce Management, Planning, and Staffing Dept. 3030, said at the time, "The year's not over. We're still making offers every day."

Those 567 (as of early September) new colleagues were hired from among 676 formal job offers. That's an 87 percent acceptance rate (81 percent in exempt positions), which BJ calls a "very healthy batting average." The California site has faced significant attraction challenges

(Continued on page 4)



5 In wake of tight security, National Atomic Museum staff scrambles to stay engaged in community

9 DOE/AL, Primary Standards Laboratory give nod to use of commercial calibration labs in NWC

This & That

A force indeed – Wasn't that wonderful coverage of women in science in the *Albuquerque Journal's SAGE* magazine Sunday before last? Starting with the cover photo of Sandia's Margie Tatro, Director of Energy and Transportation Security Center 6200, Sandia women played a prominent role in the special feature, "A Force to Be Reckoned With." A 16-year Sandia veteran, Margie was quoted saying, "It's a different climate now" for women at Sandia than when she started. "But I've always found plenty of opportunities and mentors interested in my development." She spoke of the pleasure of being surrounded by people with "skills and passion" for their work. Executive VP Joan Woodard and Joselyne Gallegos, Manager of Information Systems Development Dept. 6522, along with student intern Veronica Klein (15341), were also featured and pictured. Joan spoke on behalf of work/life balance issues, an area Sandia has given greater emphasis in recent years. Joselyne, mother of two young daughters, has been able to work part-time as a technical manager, "which is tradition-breaking at Sandia," says the article. She and husband David (Manager, 6533) juggle kid-care and daycare arrangements.

* * *

Six Days – Whenever there is a great tragedy, there are those who came close to being caught in it. Coralee (Cory) Sisk, an office administrative assistant in Dept. 2952, sent me a photo of a peaceful New York City skyline, dominated by the World Trade Center, that she took days before the terrorist attacks. "I was fortunate enough, downright blessed, to vacation in Manhattan Aug. 31-Sept. 5, missing the terrorist attack by six days. SIX DAYS.. I shall treasure the pictures I took for my lifetime." Her message signature ends, "One Nation Indivisible."

* * *

Islam and America – It was an extraordinary standing-room-only crowd at the Steve Schiff Auditorium one morning last week when Sami Shakir spoke on "Islam: Faith, People, History." Shakir is an American Muslim physicist (he was born in Baghdad) who works for Northrop-Grumman and serves on the Board of the Islamic Center of New Mexico. He gave a timely and well-received tutorial on Islam and then answered questions. It was much-needed perspective. He called the "unacceptable" distortions of Islam practiced by Osama bin Laden and his followers "a cult." One key message: don't discriminate against American Muslims. "We need to mobilize all our resources to combat this terrorism," he said. "One of our best resources is the seven million Muslims in America." Thanks to Sandia's Corporate Diversity Team for sponsoring this presentation. For more, see Chris Burroughs' story on page 1 and Shakir's slides on the diversity team's web page at www-irn.sandia.gov/HR/HomePages/3512/events/shakir2001.htm.

* * *

Keeping us safe here – I hope you all noticed last issue's front-page story on the extra efforts of Sandia's Protective Force personnel since the Sept. 11 attacks. Every morning when I drive to work and have them carefully check my ID's, I am grateful for their presence, and I bet all Sandians share that feeling. – Ken Frazier, Editor (kcfrazi@sandia.gov, 844-6210)

What the heck is OPSEC? Securing our information

As the world watches the devastating events regarding the terrorist activities, we are reminded of the importance of protecting our critical information in our business and personal lives. The terrorists were able to access important information that led them to successfully (from their view) accomplish their mission. And they apparently also were able to ensure that each person in the plan knew only what he was supposed to do, not more, to preserve the secret.



OPSEC (Operations Security) is a methodology used everywhere from private industry to government. Basically, OPSEC programs work to prevent the inadvertent compromise of critical and sensitive or classified US government activities, capabilities, and intentions. But we all practice OPSEC in our private lives daily as well.

Those who teach OPSEC methods frequently use scenarios employees can personally relate to. One of the most successful scenarios is analyzing the measures you take to protect your personal assets when you leave your home for an extended time. Before departing for a vacation, various things must be done to eliminate OPSEC indicators:

- Have a friend remove newspapers accumulating in the driveway.
- Arrange to have your mail in the mailbox put away.
- Use automated lights in the house at night.
- Hire a student neighbor to keep the lawn mowed.
- Arrange for a housekeeper to stay while you are away.

The critical program information in our scenario is obvious — you don't want anyone to know your house is unoccupied. How do you protect the critical program information?

None of the countermeasures implemented

In the near future keep an eye out for the new OPSEC awareness program and find out how you can keep your business operations information safe.

in this scenario directly conceal the fact that the residence is unoccupied. A newspaper on the lawn or driveway does not necessarily mean no one is at home — it is only an indicator. That indicator, combined with others (abundance of mail, long grass, no internal lights at night, etc.), may provide an adversary information needed to reach a conclusion with an acceptable level of confidence. The more indicators, the greater his confidence. Countermeasures protect critical program information indirectly by eliminating or reducing the number of indicators of critical information.

Again, the critical information applied to a family going on vacation is the dates the house is vacant. This is the information that needs to be protected. Eliminating these indicators provides your family a much better chance of ensuring your home is not burglarized while you are away.

Practicing good OPSEC makes good sense. Be OPSEC aware!

For additional information about OPSEC and assistance with protecting your critical program information, call me at 844-5244.

— Reggie Tibbetts (7121)
Sandia/New Mexico
OPSEC Program Manager

Sandia LabNews

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<http://www.sandia.gov/LabNews>

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Flu shots available to employees Oct. 29-Nov. 9

The influenza vaccine will be administered to Sandia employees Oct. 29-Nov. 9, 7:30 a.m.-3:30 p.m. in Health Services Bldg. 831 (conference rooms).

Given the current state of base security, flu shots will not be given onsite to Sandia retirees, spouses, or dependents. These groups are asked to contact their physicians directly or to call 845-BENE (2363) for information on the availability of flu shots through their health care plans.



Recent Patents

James Nelson and Kenneth Gwinn (9126): Airbag Device Having an Inner Flexible Heat Shield and Flow Direction Bag.

James Fleming, Seethambal Mani, Jeffrey Sniogowski (all 1749), and Robert Blewer (1710): Tungsten Coating for Improved Wear Resistance and Reliability of Microelectromechanical Devices.

Barry Spletzer, Gary Fischer, and Michael Martinez (all 15211): Passive Orientation Apparatus.

Douglas Loy (6245) and Kamyar Rahimian (1846): Method for Making Polysilsequioxanes and Organohydridosilanes.

Barney Doyle, Gyorgy Vizkelethy (both 1111), and Robert Weller: Ion-Induced Electron Emission Microscopy.

Kevin Fleming (2554): Fiber Optic Coupled Optical Sensor.

Donald King (6424) and Bernard Wernsman: Microminiature Thermionic Converters.

Anthony Mittas (2665): Frequency Modulation Drive Electronics for a Piezoelectric Motor.

EUVL

(Continued from page 1)

put rate and to increase the efficiency of the tools, thus decreasing the so-called "cost of ownership." Second, the continued development and use of the initial full-scale (or "alpha") tool assembled at Sandia/California will become a bridge for consortium members to develop and test their mask, resist, and early process technologies prior to the availability of pre-commercial "beta" tools. Finally, the extension will support the continuing

Sandia California News

transfer of the technology to industry to help establish the infrastructure for the technology over the next three years.

Funding comes from the EUVL Limited Liability Company (LLC), composed of Intel, Motorola, Advanced Micro Devices, Micron Technology, Infineon, and IBM. Sandia, Lawrence Livermore, and Lawrence Berkeley have joined their research efforts into a DOE Virtual National Laboratory (VNL) for the project.

In April, the partners announced completion

Sandia/CA's first PhD scientist, Jack Brierly, dies

Retiree John M. "Jack" Brierly, 78, died Sept. 5. According to his family, he was the first PhD scientist employed at Sandia/California. His PhD was in biochemistry from Iowa State University. He taught chemistry and was head of the Science Dept. at McNeese State College in Lake Charles, La., before coming to Sandia Livermore in 1959. He retired in 1981 to Cottonwood, Calif.

He is survived by his wife of over 55 years, Ruth Brierly, sons Jack and David Brierly (both Lawrence Livermore National Lab employees), daughters Linda Rutherford of Oregon, Laura DiPietro of California, Sharon Riley of Georgia, and Julie Terry of Utah as well as 14 grandchildren and four great-grandchildren.

"While the cost to develop EUVL is high, the payoff to industry and the nation in terms of the computing power that EUVL will enable is potentially immense."

of the first full-scale prototype machine (called the Engineering Test Stand) for inscribing transistors onto computer chips using extreme ultraviolet light. The breakthrough is expected to lead to microprocessors tens of times faster than today's most powerful chips and memory chips with similar increases in storage capacity.

EUVL was developed because the current

chip-printing technology is expected to reach its physical limits in the next five years.

"The CRADA extension is a measure of the extent to which the semiconductor industry is committed to making EUVL successful," said Jim Glaze, executive director of the Virtual National Laboratory.

"While the cost to develop EUVL is high, the payoff to industry and the nation in terms of the computing power that EUVL will enable is potentially immense."

"EUVL has reached the anticipated transition phase in which the VNL increasingly will engage the tool suppliers to help them commercialize the technology. The CRADA extension provides continued support of the technology foundations to help make that happen," said Glenn Kubiak (8732), Sandia EUVL program manager.

The initial three-year CRADA between the EUVL LLC and the Virtual National Laboratory began in 1997, with an extension to 2002.

LabVIEW guide goes into third edition



LABVIEW — Richard Jennings (left) of Sandia and Gary Johnson of Lawrence Livermore National Laboratory recently collaborated on the third edition of a comprehensive guide to LabVIEW Graphical Programming. Richard's contribution focused on his area of expertise, building embedded systems in Linux with LabVIEW. (Photo courtesy LLNL)

There's still time LEAP 2001 runs through Oct. 24



Last year 70 percent of the employees participated in LEAP and we collectively pledged over \$213,000. The level of support at this site is truly outstanding, and was recognized by the Tri-Valley

Community Champions Award to Sandia/California employees on Sept. 28, 2000. More important than recognition among other employee groups, however, your support is "Lighting the way" by providing relief and aid to thousands in our communities. On behalf of these people and the providers of these services, this year's LEAP committee thanks you for your support.

If you are currently contributing, please consider increasing this year's contribution. If you are not yet participating, please consider the needs of others and make a commitment to contribute. If everyone makes such a personal commitment, we will exceed our goal to provide over \$235,000 next year to individuals who need our care and assistance.

Larry A. Rahn
LEAP Committee Chairperson

Livermore Employees Assistance Program

LIGHTING THE WAY IN OUR COMMUNITY

High-tech business incubator hatched



THE TRI-VALLEY TECHNOLOGY ENTERPRISE CENTER, a high-tech business incubator, has opened a new center. Speakers at the ceremony Aug. 29 were (from left): Lawrence Livermore National Laboratory executive officer Ron Cochran, Rep. Ellen Tauscher, Sandia 8000 VP Mim John, TTEC executive director Richard Couch, and Livermore Mayor Cathie Brown (at the lectern). "TTEC is a valuable mechanism for partnering with the labs and our employees," Mim said. "We started our Tech Transfer program about 10 years ago . . . by the mid-90s, we realized we can't live without it. This is a way of doing business in the future." The TTEC is a joint effort among the Tri-Valley Business Council, Sandia and LLNL, PG&E, the City of Livermore, the office of Rep. Ellen Tauscher, and DOE. Up to 16 businesses can use the 4,400-square-foot building (T3180) on the south edge of LLNL for up to two years before venturing out on their own. TTEC had previously operated in rented space near the Livermore airport. It offers business services, training, and access to advisers and mentors. (Reported by Anne Stark)

National Atomic Museum striving to succeed in post-attack world

No visitors possible since KAFB went to heightened security

By Bill Murphy

In the bigger scheme of things, with all that has been lost and suffered and endured, no one would want to overstate its significance. But for Sandia, for Albuquerque, for the collective national memory, it is a loss, but one that a dedicated group of people is scrambling to repair.

Ever since Sept. 11, when Kirtland Air Force Base went into a heightened security state, the National Atomic Museum has been effectively closed to visitors. That's the longest stretch it's ever been closed in its 32-year history on the base.

Museum director Jim Walther, a realist caught up in a very tough situation, states it bluntly:

"It doesn't look like we'll ever open again at this site [on KAFB]. We were hosting 100,000 visitors a year, and that's just not appropriate in the environment we're in now."

Jim explains that the Museum is funded through two avenues: the Sandia side pays for some of the staff and some of the overhead. The National Atomic Museum Foundation pays some staff salaries and other expenses. More important, though, the Foundation represents the future of the Museum. Indeed, the Museum's plans for a modern new facility in Albuquerque Balloon Park rest on the Foundation and its fundraising activities.

"The Foundation was earning its living through Museum admissions and store sales," Jim says. "The admissions revenue, of course, is completely gone. We've opened a new store at Winrock Center called Up 'N Atom, and it's bringing some income in. Not as much as the store did at the Museum so far, but it's only been opened for a couple of weeks."

Jim says the Museum is working with a number of partners in the community to remain viable and visible and active.

For example, the Museum's interactive Zoom Zone hands-on science exhibit may soon open at the Explora museum. And the exhibit of Hispanic scientists and engineers and their contributions

has opened at the new National Hispanic Cultural Center. And Museum staff are working with schools in a variety of activities.

These are important functions, but Jim recognizes their ultimately stopgap nature. What's really important is to get into that new facility.

"We've launched a capital campaign," he says. "Lockheed Martin has made a \$1 million leadership pledge and a deposit, and that's a great start for us." The Museum needs about \$5 million to assure its future; a lot of that will come from other corporate sponsors, but some needs to come from federal sources. Jim, who expresses appreciation for the support of the New Mexico congressional delegation, says he hopes the Museum's current straits will serve as a "call to action" to the delegation to expedite a funding commitment.

Jim calls the National Atomic Museum a "unique and wonderful resource for America," and paints a dazzling you-ain't-seen-nothin'-yet picture of the new facility.

"If you think the museum is great now, you'll be amazed at what we've got in store," he says. The KAFB-based facility has focused on the history of the nuclear weapons complex — and that will stay. But the new museum will go into much more detail about other nuclear science subjects: food irradiation, energy production, medical applications.

Jim speaks of the National Atomic Museum as an appropriate complement to the Indian Pueblo Cultural Center and the National Hispanic Cultural Center, both of which depict important parts of the "New Mexico story." The National Atomic Museum, Jim says, tells another part of the story.

Although the Museum staff has had to move quickly and creatively to remain viable, it has done so with vitality and optimism. For example,



POPULAR National Atomic Museum exhibits, such as this 1950s-vintage B-52, have been off-limits to visitors since the Sept. 11 terrorist attacks in New York, Washington, and Pennsylvania. (Photo by Randy Montoya)

it conceived, designed, negotiated, and opened the Winrock store within days of the Sept. 11 attack. (As an aside, Jim mentions that it would be "wonderful" if Sandians would consider doing some — or all — of their Christmas shopping at the Up 'N Atom store.)

Regarding his staff, Jim says, "I have been blessed with the most dedicated and wonderful people it's ever been my privilege to work with in my 24 years in museums. They are truly putting their hearts and souls into this museum and they're doing everything that is possible to make it succeed."

Jim says the Museum is now at a "crossroads," and encourages Sandians to show their support for it and the resource it represents by becoming a member of the Museum Foundation.

"If the Foundation were to fail," he says, "then I'm afraid that ultimately, the Museum would fail. And that would be sad. Sad for America."

Islam discussed

(Continued from page 1)

Diversity Leadership Program, said one goal of the presentation was to give people accurate information about Islam and provide knowledge to employees who are struggling with understanding these events.

Peace is central to Islam, speaker says

"People seem to equate Islam with terrorism or Muslim with terrorists," she said. "This is very far from the truth, and the American press seems to be attempting to clarify this. However, it certainly does provide some relief to hear a real person who is Muslim confirm these points."

Shakir told the Sandia audience that many of bin Laden's contentions — for example, that God wants Islam spread all over the world, by force if necessary, and that the Christians and Jews in America are enemies of Muslims — are contrary to Islamic teachings.

"Islam means peace, to surrender to God, and a Muslim is someone who is at peace," Shakir said. "Peace is central to Islam."

He noted that all Muslim scholars say that terrorist acts, like those that destroyed the World Trade Center and struck the Pentagon, are "great sins."

These attacks are especially abhorrent to Muslims because Islam views treaties as sacred. To break a treaty is considered a major crime.

Most Islamic nations have treaties with the United States, and to break them using violence is against Islamic law.

Currently bin Laden and his followers have sanctuary in Afghanistan — after being chased out of other countries because of their particularly austere, conservative, and violent brand of Islam.



JASON LIBERSKY (16000), left, talks with Sami Shakir following Shakir's well-attended presentation about Islam at the Steve Schiff Auditorium.

The only place bin Laden could find refuge was in the "lawless land of Afghanistan," Shakir said.

While Wahhabis say they adhere to the basic beliefs, most of the followers are "pragmatic and don't agree with bin Laden's approach," Shakir said.

A 'cult psychology'

Bin Laden follows a "cult psychology," he added.

"I've talked to people who believe in his messages and I walk away from them and then think they are on drugs or something," Shakir said.

"This guy, bin Laden, convinces his followers he is extraordinary and has power. His money helps a lot."

Bin Laden, Shakir noted, takes advantage of his followers. He recruits people who feel "unhappy, frustrated, and hopeless." The afterlife is very real to them, and they believe that if they get killed doing God's work, they will go to paradise where there are "women and castles," Shakir said.

Knowledge is power

A note from Rochelle Lari, head of Sandia's Diversity Leadership Program:

Knowledge is power, and the more opportunities for learning that we provide for Sandians and associates, the better equipped we will be to deal effectively with these events. The Diversity Leadership Program is really listening to the requests of customers, especially in this time of need, and is providing resources, awareness, and support.

After an initial review of the evaluations, people want more information and have requested that we invite Sami Shakir back to Sandia to cover the rest of his presentation and address the tough issues.

The Diversity Program is also sponsoring other forums to continue some of the awareness and exchange including the newly developed "Sandia Dialogue Forum," which premieres Monday, Oct. 15. Also the Diversity Cinema will be showing a segment of "Islam: Empire of Faith" on the third Monday in November.

Shakir added that throughout this whole crisis one important act that Americans must not engage in is to "stereotype, offend, and attack" innocent Muslim people.

"There are seven million Muslims in the US," he said. "The US needs to mobilize all of them as our resources to combat this [terrorism] problem."

One way he said is to "involve Muslims in the solution."

Due to the time constraints, Shakir wasn't able to take many questions during his presentation. Submitted questions and his written responses, along with copies of his presentation, are available on the Diversity Web Page.

Sandia decontamination formulation used in Colorado emergency response, foam sales hit the roof

By John German

A formulation developed at Sandia to decontaminate rooms and equipment contaminated with chemical and biological agents (*Lab News*, March 12, 1999) was used for the first time in a response to a suspected biological attack late last week.

Englewood (Colo.) Fire Department officials used a Sandia licensee's product, Modec Decon Formula (MDF) provided by Modec, Inc. of Denver, to decontaminate equipment following an Oct. 12 response at a Denver-area post office. Authorities later determined that white powder leaking from an international package did not contain anthrax.

Sales of the foam have hit the roof in the last few weeks, report the two companies that have licensed from Sandia rights to sell the formulation.

Peter Beucher, CEO of EnviroFoam (Huntsville, Ala.), says the company is getting hundreds of calls a day for its EasyDECON formulation and has shipped quantities to federal, state,



Sandia engineer with decontamination foam.

and local emergency response authorities, including the Army and National Guard. EnviroFoam employees are working day and night to build an inventory of the decontamination solution.

Brian Kalamanka, Modec CEO, says interest in MDF is way up. The company has taken orders of about \$1 million since Sept. 11. Among those being provided the formulation are the Navy and FBI. Modec is scrambling to keep up with demand, he says.

Both companies are seeking FDA approval to distribute the formulation in personal quantities for topical use.

Watch for details about other deployments of the Sandia-developed formulation in future issues of the *Lab News*.

Recruiting

(Continued from page 1)

due to the high cost of living and indicated by a California site exempt positions acceptance rate of 65 percent. Strategies are being considered to help alleviate this situation.

The hiring process hasn't been strictly about numbers — Executive VP Joan Woodard last year emphasized that Sandia planned to go after "the best and brightest." And the caliber of new hires is impressive, too. The grade-point average of new hires with advanced degrees is 3.80 (based on a 4.0 scale) for Masters-level hires and 3.87 for PhDs.

While HR staffing organizations in New Mexico and California took the lead in coordinating the recruiting efforts, BJ and Staffing, Recruiting, and Placement Dept. 3031 Manager Jon Bedingfield are quick to point out that the hiring has been a Labs-wide success story. Recruiting is a Labs-wide activity that requires broad participation of recruiters and hiring managers from every Sandia site, many of whom put in a tremendous number of hours and energy to bring in our future workforce.

- The recruiters hail from line positions across all the divisions, including California and New Mexico sites, and are directly involved in the Labs' work.

- Sandia's senior management, though its Campus Executives initiative, has cultivated strong and thriving relationships with schools across the country.

- Public Relations and Communications Center staff and WebCo worked on hip new recruiting materials, including a colorful new brochure, an interactive business-card-sized CD, an interactive web site (linked from the CD).

- HR and line support staff from California and New Mexico coordinated the rather substantial logistics involved in hiring 500-plus new employees: travel and lodging arrangements for more than 1,900 on-site interviews, pre-interview security screenings, calendar coordination, correspondence, and documentation management. ("All of the staffing folks deserve 200 percent credit," BJ says. Specialized teams of hiring managers in California and New Mexico deserves special recognition, she says. The EE, ME, CS/IT, MicroTechnology, Technologists, and NW SBU teams coordinated scores of candidates and were successful in ensuring that there were cross-Center and cross-Divisional opportunities to evaluate candidates. And Sharon Chapa, a technical manager in Center 6500, deserves special acknowledgment, Jon adds, for her efforts in cultivating computer science students and building all-important relationships with university professors.)

Welcomed on campuses

Jon says that contrary to some early-in-the-fiscal-year worries among recruiters (because of polygraphs, security issues, and the like) "we were really welcomed on campuses. They were glad to see us."

BJ says her organization makes a point at orientation meetings for the new hires of asking what attracted them to Sandia. The response? "First and foremost, it's the work," BJ says. "They

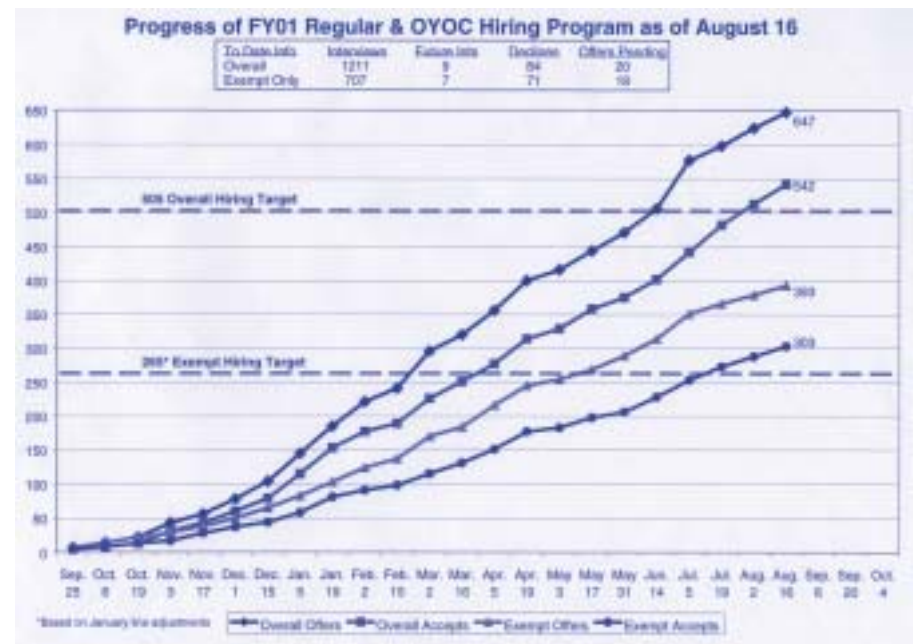
(new hires) see what we're doing as exciting, cutting-edge work."

The work, coupled with the overall work environment, the pay, the opportunity for professional recognition, the benefits package, and the training and educational opportunities — in short, the Labs' Total Rewards package — taken together make for a very attractive place of employment, BJ says. (And she and Jon dispel the notion that the dramatic slowdown in the high-tech sector has done much to dampen the competitive job market. Jon says the "best and brightest" technical talent is still very, very much sought-after in Silicon Valley and elsewhere.)

Over the past year, Sandia has hired from a diverse range of technical fields: at the top of the recruiting heap are mechanical engineers, electrical engineers, chemical engineers, and computer scientists and engineers. But there are also physicists, mathematicians, materials scientists, ceramics engineers, optical scientists, aeronautical scientists and engineers, earth scientists, geologists, and many others — all the skills you'd expect to find in a multiprogram national security engineering research laboratory. And the new hires come from top schools around the country: Stanford (seven hires), MIT (four hires), Cornell, Purdue, Rensselaer Polytechnic, Carnegie Mellon, and many more. (A number of grad students were hired from New Mexico and California universities, including the University of New Mexico, New Mexico State, New Mexico Institute of Mining and Technology, Highlands University, UC Davis, UC Berkeley, and San Jose state. Grad students from neighboring states are also well-represented, with new Sandians coming from the University of Texas/Austin, Texas A&M, Arizona and Arizona State, Colorado, Brigham Young, and others.)

Jon says the Labs' vitally important weapons program, which represents 60 percent of Labs funding, has enjoyed a very successful hiring year. "We haven't had any problem hiring into the weapons program," he says. He added that the California division has been successful in its hiring program even while operating in an extremely tough economic environment (high living cost and Silicon Valley right next door.)

While great emphasis has been placed on hiring into the technical staff, the technologist ranks have seen a big boost in new hires, too. "We've re-energized our technologist hiring program," BJ says. Through mid-August Sandia had hired 82 new technologists for the year, 20 at the California



FY01 HIRING progress, month-to-month.



SANDIA's new recruiting brochure, featuring information about the Labs' mission and areas of work and profiles of Sandia employees, has been a key tool in the past year's hiring program.

site, where the hiring environment has been more difficult.

In a presentation to the Laboratory Leadership Team, Jon displayed a PowerPoint slide summing up the recruiting year-to-date success story and lessons learned. The slide read:

- Recruiting is year-round, not just a Fall effort.
- Recruiting requires partnerships: across the Labs and at the universities.
- We CAN successfully recruit!"

And BJ notes one personal lesson-learned that is probably letting her sleep better at night.

"You know," she says, "there's been a lot of talk in recent years about where the talent for the next generation of Sandians is going to come from. After reading all the résumés I've read over the past few months, let me tell you, I don't think I have to worry about that anymore."

Reimbursement Spending Accounts plan can save you money on medical and day care expenses

The following is provided by Sandia's Benefits Department:

You may not know about a benefit plan here at Sandia that offers you the ability to set aside money from your paycheck on a pre-tax basis to pay for day care and unreimbursed health care expenses without having to itemize on your annual federal tax returns. The amount you elect to contribute is deducted before federal tax, Social Security (FICA) tax, and, in most cases, state and local taxes are taken out. This benefit plan is called the Reimbursement Spending Accounts

Sandia offers a benefit plan that gives you the ability to set aside money from your paycheck on a pre-tax basis to pay for day care and unreimbursed health care expenses without having to itemize on your annual federal tax returns.

(RSA) Plan.

During Open Enrollment, to be held from Oct. 27 through Nov. 16, you can enroll in either the Health Care Reimbursement Spending Account (HCRSA) and/or the Day Care Reimbursement Spending Account (DCRSA) for calendar year 2002. The expenses for which you claim reimbursement must be for services and/or products rendered or purchased during the calendar year 2002 (with the exception of orthodontic services). The IRS has relaxed the rules so that next year if you pay the entire cost of the orthodontic services up front at the time the service begins, you will receive your reimbursement in a lump sum (even if services will be rendered in subsequent calendar years). If payments are spread out according to a contract agreement, you will only be reimbursed according to the contract agreement. Refer to your Open Enrollment booklet for information on who is eligible to participate in this Plan. Note: Retirees are not eligible.

For non-represented employees, the HCRSA

is limited to a minimum contribution amount of \$100 and a maximum contribution amount of \$4,000 (up from \$3,000 for 2001) per calendar year. For represented employees, the HCRSA is limited to a minimum contribution amount of \$100 and a maximum contribution amount of \$3,000 per calendar year. Eligible expenses include annual deductibles, copayments, and medical, dental, and vision expenses that are either not covered by insurance or exceed the reimbursement from insurance. Refer to the RSA Summary Plan Description for more information on eligible expenses, as certain expenses are not reimbursable. These expenses must be for you or dependents you claim as exemptions on your tax return.

The DCRSA is limited to a minimum contribution amount of \$100 and a maximum contribution amount of \$5,000 (per family) per calendar year. If, however, you are married and filing separate returns, you are limited to a maximum of \$2,500. In addition, if your spouse earns less than \$5,000 for the calendar year, your election cannot exceed your spouse's earned income. This account is used to reimburse eligible day care expenses while you and your spouse work or go to school full-time for care provided to your children under age 13. It can also be used for a home care provider or qualified care center for your spouse or other dependents who are physically or mentally incapable of self-care

and whom you claim as an exemption on your tax return.

A nice feature of the plan is the ability to have your reimbursement directly deposited to your bank account. SilverStone will be mailing claim instruction kits in December to those who enroll in the Plan for 2002 (and weren't enrolled in 2001). This kit will include a direct deposit authorization form. If you would like to use direct deposit, just complete the authorization form and send it back to SilverStone.

Example of potential tax-savings

Reimbursement Spending Accounts can help you save a significant amount of money as shown below.

You are married with a base salary of \$70,000 per year, have one dependent child age 3, and you elect to contribute \$4,000 to the DCRSA and \$500 to the HCRSA. Your spouse works elsewhere and earns more than \$5,000. (Example is based on the 2001 tax rate structure for a married individual, filing jointly, and takes into consideration standard deductions and personal exemptions but not state income tax.)

	Without Account	With Accounts
Annual salary	\$70,000	\$70,000
Less HCRSA deductions	(0)	(500)
Less DCRSA deductions	(0)	(4,000)
Annual taxable income	70,000	65,500
FICA tax	\$ (5,355)	\$(5,011)
Estimated federal tax	(9,160)	(7,900)
Income after taxes	55,485	52,589
Less health care expenses	\$(500)	\$(0)
Less day care expenses	(4,000)	(0)
Spendable income	\$50,985	\$52,589

Annual savings = \$1,604

Note: Each participant will have different savings results depending on that participant's tax bracket, filing status, and amount of contributions that are deducted on a pre-tax basis. The above example does not take into consideration the federal tax credit available for day care.

IMPORTANT: It is recommended that you be conservative in your election amount, as the IRS requires that any unused money be forfeited. Sandia does allow participants to make mid-year changes to their election amounts based on a mid-year election change event as allowed by the Internal Revenue Service (IRS).

Refer to your Open Enrollment booklet and the RSA Summary Plan Description for more details on this Plan, or call SilverStone at 1-800-288-5501.

Recent Retirees



John Kane
41 5806



Abel Anaya
34 10268



Olen Thompson
33 1320



Gordon Pike
32 1801



Don Lobitz
31 9125



Rita Pitts
25 7825

Delta Dental new administrator of Sandia dental plans; plan design stays much the same

The following is also provided by the Benefits Department:

Effective Jan. 1, 2002, Delta Dental will administer Sandia's Dental Expense and Dental Deluxe Plans. It is important to note that the design of the Sandia Dental Plans will remain the same (with the exception of the changes listed in the Open Enrollment book). All history, including claims and maximums will be carried over to Delta Dental.

Through Delta Dental, you are guaranteed lower out-of-pocket costs when you visit a dentist who participates in the DeltaPreferred Option USA, a national PPO provider network with 40,000 dentists. DeltaPreferred Option USA dentists have agreed to accept Delta Dental's negotiated fee, which may be lower than they would usually charge, as their maximum fee.

You maintain the freedom to choose either a DeltaPreferred Option USA dentist or, for a higher out-of-pocket cost, any non-PPO dentist. While not all dentists participate in DeltaPreferred Option USA, three out of four dentists nationwide participate in Delta's fee-for-service network called DeltaPremier USA. If you visit a DeltaPremier USA dentist, you have the assurance of uniform claims processing, automatic claim filing by the dentist's office, and charges not to exceed the dentist's pre-filed fee that is certified by Delta Dental as "usual, customary, and reasonable" for their geographical region.

Sandia's dental claims and customer service needs will be handled in

(Continued on next page)

Sandia Primary Standards Laboratory, DOE/AL approve use of accredited commercial calibration laboratories

By Chris Burroughs

The Sandia Primary Standards Laboratory (PSL) and DOE/AL recently approved the use of accredited commercial calibration laboratories in support of the Nuclear Weapons Complex (NWC).

"This move will change the way we do business," says Dick Pettit, Manager of Primary Electrical Standards Dept. 2542. "No longer will we have to send teams to each laboratory that calibrates equipment in support of DOE programs in order to make sure they meet our calibration requirements. Instead, if the calibration laboratories themselves are accredited by a recognized accreditation body, we will accept that the laboratories are adequately calibrating critical measuring and test equipment."

The result will be a reduction in the costs associated with the oversight of commercial calibration laboratories, as well as a reduction in the number of on-site audits experienced by the laboratories themselves.

The Sandia Primary Standards Laboratory is charged with making sure all the facilities in the NWC follow the same calibration program standards. It assures the accuracy of measurements for the DOE by certifying standards, developing measurement techniques, and advancing the state of the art in metrology, the science that deals with measurement.

In the past teams would go to the commercial calibration laboratories and conduct audits

to ensure that calibrations were being performed properly. Each visit would cost between \$5,000 and \$10,000.

That will change as more and more calibration laboratories become accredited and DOE can accept their calibrations without performing audits.

Accreditation of a calibration laboratory involves reviewing the overall quality program, a technical evaluation of each approved calibra-

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tion process by a technical expert, and participation in a proficiency test to ensure the laboratory's results are correct.

To ensure that the accreditation body is competent, a new organization, called the National Cooperation for Laboratories Accreditation (NACLA), was recently formed. Its purpose is to coordinate accreditation activities in the US. Both DOE/AL and the PSL provided support to NACLA during its creation

to ensure that its recognition process would meet their program requirements.

"This support included serving on the first board of directors of NACLA, serving on evaluation teams, and becoming a member of the new organization," Dick says.

Before determining that an accreditation body is competent, NACLA sends teams to the accrediting bodies and the calibration labs they have accredited to review their processes and procedures.

Once this is done, the accreditation body is recognized as competent and the work performed by their accredited calibration laboratories is acceptable.

"The result is that a calibration laboratory is audited periodically by the NACLA-recognized accreditation body instead of possibly hundreds of times each time a new customer wants to use the calibration laboratory," Dick says.

"Implementing this new process in the NWC not only makes better use of resources but also

helps assure the quality of measurements and ultimately the quality of the many products that go into our nuclear weapons," he says.

The PSL itself has been accredited by the National Voluntary Laboratory Accreditation Program, a NACLA recognized accreditation body.

"Many technical and quality aspects of the PSL program were improved as a result of going through the accreditation process," he says.

Dental plan options

(Continued from preceding page)

one central Delta Dental location in Michigan. Call 1-800-264-2818 for information about your covered benefits, eligibility, claims status, and names of participating dentists. Delta's Automated Service Inquiry (DASI) system is accessible 24 hours a day, Monday through Saturday. Or you may speak to a Customer and Claims Service Advisor Monday through Friday from 6:30 a.m. to 6 p.m., Mountain Time. Delta's participating provider list can also be found on the web at www.deltadental.com, under the DeltaPreferred link.

Dental Deluxe offered during Open Enrollment 2002

The Dental Deluxe Plan (DDP) will be offered to employees during Open Enrollment 2002, Oct. 27 through Nov. 16, 2001. The DDP is an enhanced plan that offers:

- a 25 percent increased reimbursement of covered restorative services above the DEP,
- an annual maximum benefit for nonorthodontic covered services of \$1,800,
- a lifetime maximum benefit for orthodontic covered services of \$1,800,
- a higher Coordination of Benefits provision than the DEP, and
- sealants (for enrolled children under age 14 only) at 100 percent of usual and customary fees.

The DDP is a voluntary employee-paid option with a 2-year mandatory participation from Jan. 1, 2002, through Dec. 31, 2003. The monthly DDP premiums for this DDP period are:

- Employee only \$17
- Employee plus one Class I dependent \$26
- Employee plus two or more Class I dependents \$34

The next opportunity to enroll will be in 2003 for coverage effective Jan. 1, 2004.

Important process change: Current participants in the Dental Deluxe Plan will automatically be re-enrolled as participants in the DDP for 2002 and 2003, unless the participant calls the Open Enrollment Phone System at 844-3200 to indicate a change to the Dental Expense Plan.

Sympathy

To Esther Hernandez (2300) on the death of her mother-in-law, Alicia Hernandez, in Las Cruces, Aug. 28, and the death of her sister, Rose Soder, in Albuquerque, Sept. 4.

Buy-up options for medical coverage

Monthly Premium for Single Employee Under Tier 2

	Basic PPO	Intermed. PPO	CIGNA POS	TOP PPO	Kaiser HMO
Sandia Pays	\$215	\$215	\$215	\$215	\$215
Total Cost	\$215	\$251	\$265	\$267	\$255
Emp. Pays	\$0	\$36	\$50	\$52	\$40

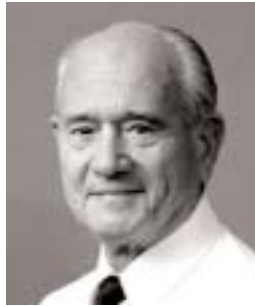
Beginning in January, employees will have several new options in their health care coverage. The options are intended to meet the needs of the widest range of Sandians while keeping health care costs manageable to the Laboratories and staff. Employees must choose their new options during the Open Enrollment period, Oct. 27-Nov. 16. These charts, which complement information provided in the special *Lab News* Benefits pullout of Oct. 5, show some of the costs associated with the various options.

Employee Premiums for Medical

Medical Plan	Tier 1 Up to \$75K	Tier 2 \$75- \$150K	Tier 3 Over \$150K
BASIC PPO			
Employee Only	\$0	\$0	\$0
Family of Two	\$0	\$0	\$0
Family of Three or More	\$0	\$0	\$0
INTERMEDIATE PPO			
Employee Only	\$25	\$36	\$47
Family of Two	\$49	\$70	\$91
Family of Three or More	\$65	\$94	\$123
CIGNA POS			
Employee Only	\$39	\$50	\$61
Family of Two	\$78	\$99	\$120
Family of Three or More	\$104	\$133	\$162
TOP PPO			
Employee Only	\$41	\$52	\$63
Family of Two	\$82	\$103	\$124
Family of Three or More	\$109	\$138	\$167
Kaiser HMO			
Employee Only	\$29	\$40	\$51
Family of Two	\$58	\$79	\$100
Family of Three or More	\$77	\$106	\$135

Mileposts

New Mexico photos by Iris Aboytes
California photos by Lynda Hadley



Alfred Foster
45 15413



Darrell Munson
40 6113



John Phelan
40 15426



Wilhelm Gauster
35 1110



Archie Gibson
35 9325



Geoffrey Mueller
35 2333



George Allen
25 9800



Kenneth Boldt
25 6431



Terry Ellis
25 5734



Louann Grady
25 6532



Earl Graff
25 2111



Wendell Jones
25 0011



Rudolph Jungst
25 2521



Gary Kellogg
25 1114



Daniel Pritchard
25 5838



Charles Ringler
25 5849



Gary Rochau
25 6415



Rose Ann Schultz
25 3031



Jerome Biedscheid
20 2951



Michael Clough
20 12640



Jeffrey Greving
20 2334



Shawn Mooney
20 2331



Barry Ritchey
20 14172



Regan Stinnett
20 1903



Ronald Allman
15 1118



Evan Ashcraft
15 10310



Thomas Brown
15 5921



Dale Coleman
15 15331



Scott Devonshire
15 2348



David Dobias
15 10848



John Eldridge
15 9336



Barbara Esch
15 15201



Carol Harrison
15 9501



Eugene Hertel
15 9116



Sheryl Hingorani
15 2109



Cynthia Huber
15 9523



Perry Jones
15 6214



Richard Mackoy
15 6532



Connie Martin
15 12141



Kent Meeks
15 2131

Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads

MISCELLANEOUS

POOL TABLE, 3-1/2' W x 7' L, excellent condition, all accessories included, \$2,000. Nieto, 836-3117.

TICKETS, 2001-2002 Lobo Basketball, Section 16, Row 27, Seats 3 & 4, \$761.33 for both seats. Newman, 275-0011.

RIMS, 3 American Eagle 055 15" x 7", 4.5", 5mm offset w/center caps, 5-lug, 1 yr. old, \$150. Schol, 379-4184, ask for Andy.

SEWING MACHINE, Pfaff 7570, computerized, w/Creative Fantasy embroidery unit, & software cost \$4,550, asking \$2,500. Esherick, 299-8393.

ARTS & CRAFTS SHOW, Cherished Creations, DeVargas Mall, Santa Fe, Oct. 26, 27, 28 mall hours, free parking & admission. Self, 844-2016.

MOTORCYCLE LEATHERS, w/boots & gloves, for road racing use, like new, \$425 OBO. Thatcher, 730-3005.

ENTERTAINMENT CENTER, oak, 51" W x 68" H x 21" D, CD/VHS drawers, oak & glass cabinets, holds 33-in. TV, \$300 OBO. Kirk, 281-6668.

COUNTRY KITCHEN, Little Tykes brand, more features than ones currently available, accessories also available, excellent condition, \$60. Rightley, 293-9780.

HOMELITE CHAIN SAW, new, 10-in. bar & chain, \$50; alarm bell, antique, 14VDC, loud sound, free; coffee maker, West Bend, 30 cup, like new, \$10 OBO. Hayes, 299-1200.

CRIB/BED/DRESSER, combo by Childcraft, dresser, 3 drawers on side & 2 drawers under crib/bed, \$250. Dailliboust, 898-3379.

TRAILER HITCH, for '98 Dodge van, ball-weight limit 5,000 lbs, trailer-weight limit 74,000 lbs. Zamora 864-4647, ask for Richard.

CELL PHONE, w/extras, Nokia 6190, \$50 OBO; Sprint PCS Sanyo SCP-4500 cell phone, w/extras, \$75 OBO. Lopez 831-0777.

MOVING SALE, refrigerator side-by-side, w/ice maker; 8' couch; washer; dryer; trundle bed w/mattress misc. household items. Kearns, 898-4122.

SAND FILTER, stainless steel for in-ground pool, w/valve; 3.1 sq. ft. filter area, \$125. Moss, 298-2643.

DINING TABLE W/SIX CHAIRS, black/brass/glass, contemporary, \$250; Baldwin Spinnet piano, \$1,000; exercise machine, \$75. Flores, 291-0512.

RADIAL ARM SAW, Craftsman 10-in., w/full-caster stand & 2 blades, \$150. Griffiee, 296-8129.

POLARIS ATV WHEELS/TIRES: 2 ea. 20x11-10 shredders; 2 ea. 21x7-10 ITP Holeshots; all on Douglas aluminum wheels; great shape, \$150. Drennan, 897-7153.

REFRIGERATOR, w/ice dispenser; Whirlpool washer/dryer; Maytag dryer; two 7-ft. lt. green denim sofas; pine dining table & chairs; hang-glider. Lewis, 858-1761.

PLAYNIX WOODEN SWINGSET, 2 elevated forts, wave-slide, sandbox, excellent condition, \$4,000 new, asking \$1,000. Rightley, 293-9780.

SECTIONAL SOFA, 2 recliners, sleeper, 5-piece, beige colors, \$440. Vigil, 298-0322 or 296-3590.

TWO PA BULLFROG SPEAKERS, 200/800 watts PR-15, \$200. Fein, 281-3583.

DOUBLE BED, nice particle board headboard, good shape, batting pulling off box spring, \$50 OBO. Potter, 292-5224.

20 YEARS OF NATIONAL GEOGRAPHIC, free, 1970-1990. McConahy, 884-5071.

SOFA, jewel-toned, brush-stroke print, \$300; dinette, glass top, 4 chairs, \$200; CD racks, \$5; TV cart, \$5. Murphy, 292-8016.

DALMATION, female, friendly, playful, healthy, good w/kids, best offer. Kristek 877-1254.

GRANDFATHER CLOCK, Tubular Chime Redwood Sligh w/Howard Miller clock movement that needs minor repair, \$650. Weagley, 821-4263.

WET SUITS, several styles, men's large black, 1/4"-3/8" thickness, new/used, great condition. Cenicola, 792-0391 ask for Mike.

DISHWASHER, GE Portable w/butcher top, \$75; four-drawer, older file cabinet, \$10. Colgan, 869-2332.

MORGAN SHED, 10'x12', only 4 yrs. old, cost \$1,900 new, but will sell for \$1,200. Chavez, 281-4789.

WASHER/DRYER COMBO, Kenmore, ideal for apartment/small house, used only 8 months, \$450 OBO. Bochev, 323-9859.

FORMAL DINING SET, Broyhill, Mediterranean style, table w/three leaves, 6 chairs, & china hutch, \$600. Pryor, 294-6980.

KIRBY VACUUM CLEANER, w/attachments \$50; Wilson Libra golf clubs w/bag, \$40; Marquette variable voltage battery charger w/timer \$40; Scott silent push lawn mower w/catcher \$50. Gluvna, 884-5251.

WHEELCHAIR, companion type, lightweight, folds easily, excellent condition, \$125; heavy-duty bath transfer bench, new, \$50. Gomez, 291-1062.

BARBECUE GRILL, used twice, \$70; exercise stepper, \$35; small, round individual size trampoline, \$25. Campbell, 888-3135.

BOY'S BIKE, rollerblades, \$40 OBO. Wallace, 256-1643.

GE DRYER, electric, vintage avocado green, works great, \$150 OBO. Dick, 890-4368.

ATTENTION OFFROADERS, TSL, Thornbirds, great in mud & sand, 31x12.50R15, \$500 OBO for set of four. Jewell, 892-6373.

BARBIE JEEP, Little Tykes house, exercise stepper/monitor, flute including special head for children. Meyer, 856-9649, ask for Sandy.

SOFA SLEEPER, tan & white stripes, best offer; used tires, Mud King, off-road tread, 30/9.50. Rector, 286-1217.

PLAYSTATION, 4 controls, 2 dual-shock, memory card, Arcade shark +6 games, \$100; 2 oak display units one w/btm. door, \$100 each; 2 swivel tub chairs, light turq., \$50 ea. Cashwell, 856-1968.

KITTENS, 7 wks. old, three black/white, one black w/bobtail, potty-trained, playful, to good home. Ballance, 265-5853, ask for Nikki.

GOLF CLUBS, men's LH, 1, 3, 4, 5 woods, 3-S irons; women's RH, 1, 3, 5 woods, 3-P irons, putter; FAX machine. Spray, 821-5877.

STATIONARY EXERCISE BIKE; chains, snow tires P215/R15; tarp, new, 13'4"x18'9"; band-saw, 1/3-HP; Craftsman pipe threader & cutter. Pitti, 256-1629.

TREADMILL, self-propelled, Precor, \$125; spa-pump, Starite, 1-1/4 HP, 220V, \$75; pipe dies, 1/2"x1-1/4", like new, \$75. Hartwigsen, 865-7836.

WATERBED MATTRESS, extra-firm king, 4 yrs. old, \$100 OBO; 2 radial tires P205/75R14, \$40 for both. Zirzow 281-9896.

SIMMONS BABY FURNITURE, white crib/w mattress, changing table, dresser, excellent condition, \$200. Rowe, 343-0603.

BEDROOM FURNITURE, king size bed, headboard, two night stands, low dresser w/mirror. Marder, 291-8140.

KITTEN, 6 months old, to a loving home. Tapia, 292-7043.

WOOD STOVE, free standing, fire brick lined, burns wood or coal, very unique, round w/claw feet, \$500 firm. Bronkema, 286-0423.

FLUTE, Gemeinhardt, excellent for beginners, \$125. Glidewell, 298-0587.

MICROWAVE, \$30; Black & Decker circular saw, \$20; office chair, \$5; men's 10-sp. bike, \$20. Eaves, 268-0461.

AMD ATHLON COMPUTER, 1.4GHz processor, 256 MB RAM, 40GB HD, 48X CD-ROM, 6 USB ports, 3.5-in. disk, \$750 OBO. Nguyen, 797-1309.

TFAUCETS, master bath, top quality porcelain & brass, 2 lavatories, tub w/sprayer, shower, 5 yrs, \$290. Errett 858-1013.

TREADMILL, Weslo Cadence, like new, \$175. Sturgeon, 281-3894.

How to submit classified ads

DEADLINE: Friday noon before week of publication unless changed by holiday. Submit by one of these methods:

- E-MAIL: Pam Welch (pawelch@sandia.gov)
- FAX: 844-0645
- MAIL: MS 0165 (Dept. 12640)
- DELIVER: Bldg. 811 Lobby
- INTERNAL WEB: On Internal Web homepage, click on News Center, then on Lab News frame, and then on the very top of Lab News homepage "Submit a Classified Ad." If you have questions, call Pam at 844-4902. Because of space constraints, ads will be printed on a first-come basis.

Ad rules

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

PRINTER, HP, B/W hardly used; unused queen bedspread; 2 table lamps. Hill, 299-9416.

WATERBED, beautiful etched mirror headboard, queen size, nice warm bed, new \$400+, sell for \$150 OBO. Evelo, 845-5501.

TRANSPORTATION

'94 JEEP GRAND CHEROKEE LAREDO, 4x4, fully loaded, 100K miles, looks & runs good. Carter 830-1067.

'93 GMC SUBURBAN, 108K miles, 2WD, PL, PW, front/rear AC, cruise, tilt, AM/FM cassette, \$9,725. Crowder, 792-2133.

'97 MUSTANG GT, convertible, leather, loaded, only 35,700 miles, looks & runs excellent, \$15,800 OBO. Lewis, 332-1280.

'95 DODGE DAKOTA PICK UP, 4x4, approx. 107,185 miles, 5-sp., AC, blue w/blue interior, AM/FM cassette, 6-cyl., heavy-duty bumpers, cruise, camper, anti-theft; bids accepted through 10/18/01; right to refuse bids. Sandia Labs FCU, 237-7254, 7384, or 7386.

'93 NISSAN SENTRA XE, AT, AC, cruise, tilt, PS, PB, great condition, reliable, 104K miles, \$3,500. White 255-8958.

'96 DODGE EXT. CARGO VAN, 1-ton, AC, PS, trailer towing pkg., \$7,900. Vandevender, 822-9295.

'65 FORD MUSTANG, red w/black interior, 6 cyl., 200ci., nice car, must sell soon. \$3,600. Lucero, 345-6420.

'94 GMC 2500 SLE, 4x4, ext. cab, all power, cruise, alarm, CD, towing package, AC, \$13,900. Marchi, 798-0322.

'89 FORD ESCORT, 1.9-liter, 2DR, AT, A/C, PS, AM/FM, tinted windows. Turnbull, 842-5130.

'97 GEO TRACKER, 4x4, 5-sp., AC, 4-dr, red, exc. condition, 56K miles, ideal tow-car, \$6,800, \$1,000 below book. Green, 281-4533.

'74 PINTO, rebuilt AT, runs well, original owner, 74,400 miles, no emissions test necessary, \$800 OBO. Axness, 332-9769.

'94 FORD AEROSTAR VAN, 4x4, XLT, extended wagon, all power, red, trailer hitch, good shape, 145K miles, \$4800. Green, 281-4533

'95 NISSAN PATHFINDER, 4x4, 4-door, AT, cruise, V-6, keyless entry, alarm, low mileage, asking \$12,500. Nielson, 352-1167.

'92 CHEVY LUMINA, 6-cyl., 97K miles, good condition, white, new front tires, \$3,300. Cheng, 823-9160.

'99 OLDSMOBILE AURORA, loaded, 4yr/50K miles warranty, silver w/gray leather, Bose CD stereo, 30K miles, immaculate, \$18,750. Fuller, 293-6168 evenings.

'00 DODGE DAKOTA QUAD CAB, 4x4, V8, power everything, CD, camper, roof-rack, grill-guard, running boards, tool boxes, towing pkg., 22K miles, \$22,500. Mignardot, 254-9092.

'01 TOYOTA PRIUS, don't wait 6 months, drive your hi-tech, hybrid Prius today, only one month on the road, 50+mpg, CD, A/C, aqua-ice. Akhil, 292-3044.

'93 CADILLAC DEVILLE, charcoal grey, loaded, leather interior, looks & drives great, retail value \$7,800, asking \$4,500 OBO. Saiz, 792-8098.

'73 FORD F100-XLT, 4x4, LWB, 83K orig. miles, 460-V8, AT, PS, PB, AC, camper-shell, black w/red int., excellent condition, many new parts, \$5,125 OBO. Martin, 857-9832.

'98 CHEVY 4X4 TRUCK, original owner, perfect condition, 1/2 ton, ext. cab, short bed, 5.7-liter, AT, every option, white/pewter, 20,600 highway miles, \$19,000. Vigil, 271-1328.

'94 GRAND VOYAGER SE, 99K miles, 3.3-liter, AT, front & rear AC, cruise, quad-seating, excellent condition, \$6,500. Hightower, 247-3009.

'00 GMC YUKON 4X4, white/gray interior, sunroof, fully loaded, warranty, 18K miles, \$30,000 OBO. Moore, 259-6537.

'87 SUBURBAN 454, 1-ton, 2WD, fuel-injected, towing pkg., 92K miles, seats 8, excellent for towing, \$3,900. Siegrist, 293-4148.

'94 HONDA SHADOW VT 1100, shaft driven, new windshield & rear tire, excellent condition, \$4,500 OBO. Dubbs, 299-8350.

'88 DODGE RAM350 1-ton pickup, 104K miles, good engine & drive-line, great work truck. \$2,200. Bottomly, 480-5476.

'95 NISSAN XE-V6 PICKUP, excellent condition, king-cab, 5-sp., 65K mi., anti-theft, bed-liner, AM/FM cassette, tinted windows, \$7,200 OBO. Cantu, 899-2103.

'85 OLDSMOBILE 88, 4-door, 108K miles, new radiator, mufflers, intake manifold gasket, shift shaft seal, good tires, \$1,850. Cox, 299-0480 after 4 p.m.

'91 CHEVROLET SUBURBAN, Silverado, 3/4-ton, 4x4, AT, AC, PW, new brakes, 107K miles, excellent condition, \$8,100. Johnson, 884-1728.

'71 CLASSIC CHEVY BLAZER, 350 V8, AT, towing package, looks good, runs good, \$2,500. Vasey, 768-2917, after 6, 892-0073.

'98 HONDA ACCORD EX, 4-door, V6, sunroof, leather, loaded, low mileage, extended warranty, excellent condition, \$16,999. Tapia, 280-8888.

RECREATIONAL

'00 YAMAHA VSTAR 1100 CLASSIC, ivory/maroon metallic, hard leather quick-release bags, windshield, w/bag, engine guards, & more. \$7,700. Stein, 250-1120.

POP-UP CAMPER, sleeps 4-5 adults comfortably, 7-8 max, solid, canvas good, icebox, great for hunting, \$800 OBO. Turner, 292-6819.

'99 SUZUKI GZ250, cruiser-style, maroon, 3,945K miles, great beginner motorcycle, \$2,100. Garrett, 856-6191.

BIKE, men's Murray Eliminator, 10-sp., like new, \$55; girls 16-in. bike, good condition, \$20. Zownir, 256-3717.

MOUNTAIN BIKE, specialized brand, Diaconpe brakes, Suntour Derailleur, front shocks, 21-sp., excellent cond., \$200. Kaiser, 828-1660.

'74 JAYCO 12' TENT TRAILER, stove, sink, water tank, icebox, good condition, \$1,100. Jones, 292-1581.

REAL ESTATE

2-BDR. MOBILE HOME, KB Baywood, 14' x 52', in Four Hills Park, clean & affordable. w/all appliances, make offer. Haushalter, 275-6772.

4-BDR. 1-3/4 bath, 2-car garage, large swimming pool w/hot tub, NE Heights, 1,920 sq. ft., Madison/Sandia school dist., \$157,500. Drummond, 298-0895 or 681-8212.

2-BDR. SPEC. HOME, 2.5 acres, 1-1/2 baths, great views, Edgewood, 35 min. to base, 1,075 sq. ft., \$104,900. Adams, 281-6767.

FOUR HILLS HOME, 4,200 sq. ft., w/pool, large lot, \$340,000. Cassidy, 296-2397.

2-3-BDR. TOWNHOUSE, 1-1/2 baths, 1,070 sq. ft., JuanTabo/Lomas, nice front & backyard, no maintenance. Lin, 298-6210.

'78 MARLETT MOBILE HOME, 14' x 70', located in Romeroville, N.M., near Las Vegas, good condition, \$5,500, OBO. Kearns, 898-4122.

3-4-BDRM TOWNHOME, 3-level w/basement 1,900 sq. ft., 3-1/2 bath, hardwood floors, new carpet, new paint, pool, tennis courts, putting green, basketball court. Hoffman, 269-1694 ask for Francie.

FSBO 3-BDRM, 1-bath, den w/WBS, nice yard, close to KAFB, \$93,000. Asbury, 268-3540.

3-BDR, must sell ASAP, 1,674 sq. ft., 2-bath, fully remodeled kitchen, price reduced from \$129,000 to \$119,900. Underwood, 246-8281.

WANTED

COMPUTER, monitor, and/or printer, to be used for word-processing for non-profit adoption organization. Varley, 342-5436.

ALTO SAX, for college student. Gorgone, 255-7467.

PING-PONG PARTNER, former USATT tournament player needs someone to practice with. Male or female. Kozelka, 284-3280.

RETIRES WANTED, volunteers to work as AARP tax aides during 2002 tax season, free IRS training required. Long, 296-2590.

CRAFTERS, for Holy Ghost Catholic School Craft Fair, Nov. 17 & 18, \$30/booth for both days. Austin, 256-1563.

CANOE, river quality in good condition w/gear if possible. Black 281-9016.

BABY SITTER, two boys, 15 months & 3-1/2 yrs, your house ok, NE or NW. Katz, 821-8061.

DOGGIE DOOR, for sliding patio door, removable, for 50-lb. dog. Simon, 299-8468 (evenings).

UTILITY TRAILER, single axle. Lott, 281-0702.

FAIRFIELD-FAIRSHARE PLUS POINTS, 154K or more, deeded at Pagosa Springs. Castillo, 899-1956.

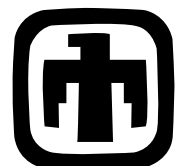
WORK WANTED

HOUSE-/PET SITTING, will watch/care for house/pets while you're away. Gallegos, 489-3555, ask for Feliz.

LOST & FOUND

LOST, somewhere in Bldg. 802, black Mont Blanc rollerball pen, very sentimental. Hanks, 844-8938 ask for Jerry.

FOUND, brass case in room 2033, w/silver Kokopeli welded on it, item can be picked up in Bldg. 836/2000A. Martinez, 844-5728.



Bi-national lab concept explored at meeting



TWO COUNTRIES, ONE LAB — The leaders of both delegations at a Sept. 20 conference on Sandia's Bi-National Sustainability Laboratory (BNSL) project found a lot to talk about. Principal Scientist and VP Gerry Yonas (16000) led the Sandia group, which hosted the 11-member delegation from Mexico, led by Gov. Ernesto Ruffo (right), Presidential Commissioner for Northern Border Affairs. The visitors got a full day of briefings and discussions during the conference at Technology Ventures Corporation in Albuquerque's Lockheed Martin Building. Among the briefers and topics were: Gerry, the BNSL concept; Guillermo Fernandez, the US/Mexico Foundation for Science's view of the BNSL; Felipe Rubio, the BNSL and Mexico's National Council for Science & Technology; and Richard Steichen (1000), Goodyear's and Sandia's cooperative research work. Sandia's work in advanced manufacturing and microelectronics also were described to the visitors. The BNSL concept would have it built literally on the US-Mexican border and operated with a bi-national staff. Conference closing remarks were made by Ruffo, a close advisor to Mexican President Vicente Fox, with whom he shares membership in the National Action Party (PAN). He was elected governor of the State of Baja California in 1989, the first PAN member elected to a governorship. (Photo by Bill Doty)

Feedback

Q: As an OAA, I am responsible for ordering office supplies through the Just-In-Time system. This morning, I received five small items, each packaged in two sealed plastic bags. One of those inner bags measured approximately 19.5 inches by 14.25 inches for one bottle of Liquid Paper. This seems to be an overuse of plastic bags, which are going into the environment as trash. Also, each item comes with its own packing slip. When I received my department calendar order last fall, I had approximately 40 plastic bags to open and then dispose of and at least 20 packing slips to deal with (I throw them away since they contain no information of value; i.e., prices and project and task number charged). Another concern is wasted employee time, from the people who package these items to the receiving and delivery people to the people who have to open two bags for every item received and deal with multiple packing slips. Thanks for your comments to these concerns.

A: Your concern with excessive packaging by one of our JIT suppliers has been an ongoing challenge for them and they have been aware of this issue for quite some time. Initially, this supplier told Procurement that they had to use the

plastic bags for each item because Oracle was line-item-driven and they hadn't figured out any other solution. We have since spoken to them and recommended possible solutions. However, for whatever reason, a change in their packaging has not been implemented.

Our new office products supplier has assured us that they can package items by requester name and will be able to cut down significantly on the number of packages needed to get items to our Sandia requesters. In addition, they package their items using recycled/recyclable boxes and brown bags. This is much friendlier to the environment.

As for packing slips, Procurement receives numerous complaints from Sandia requesters when suppliers fail to include a packing slip in their shipments. Although suppliers are not contractually required to enclose a packing slip in their shipments, many of them do as a matter of customer service. Evidently, other Sandia requesters find them useful and so long as this is the case, we will allow suppliers to continue this practice. Thank you for bringing this matter to our attention. — Dave Palmer (10200)

Lab News Reader Service information

The Sandia Lab News is distributed in-house to all Sandia employees and on-site contractors and mailed to Sandia retirees. It is also mailed to individuals in industry, government, academia, nonprofit organizations, media, and private life who request it.

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Web Users: Recent Lab News issues (in .pdf format) and selected technical stories (in html format) are on the Web at <http://www.sandia.gov/LabNews>.

Sandia News Briefs

Paul Dodd receives IEEE society's Early Achievement Award

Paul Dodd (1762) will receive the IEEE Nuclear and Plasma Sciences Society's 2001 Early Achievement Award. "This award recognizes outstanding contributions to any of the fields making up Nuclear and Plasma Sciences, within the first ten years of an individual's career," says the announcement. "Paul, who began his career at Sandia in 1993 following graduation from Purdue University, is currently Team Leader for Radiation Technology, Simulation, and Assurance within Dept. 1762." The citation reads: "For contributions to the understanding and simulation of physical mechanisms responsible for single-event effects in spaceborne microelectronics." The award will be presented at the 2002 Nuclear and Space Radiation Effects Conference next July.

Alan Kerstein elected Fellow of American Physical Society

Alan Kerstein (8351) has been elected a Fellow of the American Physical Society, an honor limited to no more than one half of one percent of the membership of APS. The award citation says: "For his substantial and enduring original contributions to turbulence dynamics, turbulent mixing, and turbulent combustion, and for his insightful technical leadership among peers and students." The Executive Board of the APS notified Alan of the honor Sept. 24. It came upon the recommendation of the APS Division of Fluid Dynamics. Alan says he believes he is to receive the award officially at the APS Division of Fluid Dynamics Annual meeting Nov. 18-20 in San Diego.

Retiree deaths

Edward J. Szyper (age 94)Sept. 2
 Edwin J. Zurawski (85)Sept. 2
 Joseph T. Pavelko (78)Sept. 3
 Philip L. Class (71)Sept. 4
 Sadie S. Sedillo (90)Sept. 5
 John M. Brierly (78)Sept. 5
 Stanley T. Landrith (77)Sept. 8
 Robert L. Byrd (79)Sept. 9
 W. Maxine Schafer (87)Sept. 10
 Warren F. Seymour (64)Sept. 11
 Douglas C. Browne (70)Sept. 16
 Robert D. Piper (80)Sept. 20
 Gilbert H. Dance (85)Sept. 21
 George W. Browning (85)Sept. 24
 Pasquale Liguori (80)Sept. 30
 Bennie A. Monoya (79)Sept. 30

It's that time: Ski Swap 2001

Sandia Peak Ski Patrol
SKI SWAP 2001
BEST BARGAINS IN NEW MEXICO
 ALPINE AND XC SKIS, & BOOTS - SNOWBOARDS & BOOTS
 CLOTHING, POLES, AND MUCH MORE
 New Mexico State Fairgrounds - Creative Arts Bldg.

PUBLIC CHECK-IN - Friday, Nov 2nd from 11AM to 7PM
SALE - Saturday, Nov 3rd from 9AM to 4PM
SUPER SALE - Sunday, Nov 4th from 1PM to 4PM
EQUIPMENT & CHECK PACK-UP - Sunday, Nov 4th from 1PM to 4PM

HOW TO SWAP

Bring your WC or DIN-approved alpine equipment (skis or snowboards, boots, poles and clothing [Hats, gloves, and undergarments cannot be accepted]) to the Creative Arts Bldg on Friday, Nov 2nd between 11 am and 7 pm. Your merchandise will be tagged and placed on the sale floor for Sat's Swap. A fee of 25 cents per item/brand is charged. All sold merchandise is subject to a 15% commission.

THE SANDIA PEAK SKI PATROL RESERVES THE RIGHT TO PREPARE ANY REBUNDLES

Pick up your ski or snowboard equipment on a sold equipment before 10 am and again on Sunday, Nov 4 at the Creative Arts Bldg on the State Fairgrounds. For more information on the SWAP, visit the Sandia Peak Ski Patrol website at www.SandiaPeakSkiPatrol.org

The Sandia Peak Ski Patrol is a volunteer organization dedicated to the safety of our guests at the Sandia Peak Ski Area. The net of raised at the SWAP are used to pay for food and supplies, equipment and building of the ski area. All other costs are the responsibility of the skier or snowboarder.

We accept cash, checks, VISA and MasterCard