Avoiding the Pitfalls

ISEC Goals — Awareness, Deterrence

We have met the enemy and he is us. — Pogo

A new internal security program (ISEC) recently launched at Sandia — and at its sister weapons labs, LANL and LLNL — aims at lessening the possibility that the possum created by cartoonist Walt Kelly was right.

“‘We Americans have seen a flurry of espionage cases in recent years,” says Don Jerome, supervisor of Security Plans, Coordination, and Awareness Div. 3432, the group responsible for ISEC coordination. “Ed Howard, John Walker, and other lesser-knowns were ‘insiders,’ that is, employees in government agencies or the services who, through their jobs, had access to information vital to U.S. national security — information considered very valuable by foreign governments.”

“We know what Howard, Walker, and the others did with that data,” Don says. “In those cases, at least, we truly did ‘meet the enemy and he was us.” And there’s a growing recognition in DOE and the national labs that we’re certainly not immune to the possibility of insider threats and espionage. We’d be very naive to think otherwise.’’

Sandia a Target?

Have the Labs and its employees been targeted by foreign espionage operations? “Again,” says Don, “we’d have to be very naive to assume otherwise.” The reason is simple: We’re a national laboratory with national secrets — and those secrets are of interest to others. It follows, then, that a Labs employee — sometime, somewhere — might be approached by an agent working for a foreign espionage operation. (See ‘‘Tips for Travelers’” on how to avoid those approaches.)

“I’d be willing to bet the farm that somewhere in the Kremmlin, there’s a Sandia telephone directory — and thus, a list of Sandia employees,” Don adds.

One of Our 50 Not Missing

ISEC coordinator Jerry Brown (3432) says that, from the standpoint of foreign intelligence operations, one of our 50 is not missing. Jerry’s no stranger to espionage and its consequences; he was with the FBI for 25 years before he joined Sandia last January.

“Based on my FBI experience, I can say — with out a doubt — that New Mexico is one giant target,” Jerry says.

“Not only do we have the two national labs, we also have many defense contractors. We’ve learned, through defectors and other sources, that this state is considered prime ‘hunting territory.’”

There’s been some evidence along the way that Sandia indeed has been a target. Some Sandians attending international meetings have come away with the feeling that they possibly were targets. “If you have even an inkling that you’ve been approached, you should let your supervisor know immediately.’’

Employees May Get Cash for Outstanding Contributions

Historically, outstanding scientific accomplishments — breakthroughs as a result of risk-taking or creative solutions to seemingly unsolvable problems, for example — have paved the way for important technological advances.

They still do. That’s why, beginning Nov. 1, Sandia’s MTSs (including management), TSAs, STAs, TAs, and SATs are eligible to receive Exceptional Contribution Awards (ECAs) for contributions resulting from very much above-average innovation, initiative, and/or effort.

The lump-sum cash awards go to either individual employees or others who have contributed to a team project.

“In a large organization it’s sometimes hard for employees to appreciate that they can make a difference,” says Jerry. “The supervisor should then notify Div. 3432.’’

Consciousness-Raising Effort

“The ISEC program is a consciousness-raising effort,” Jerry continues. “It’s designed to help employees avoid pitfalls related to espionage recruiting and to give them a better ‘feel’ for situations that might make them vulnerable as espionage targets.”

According to Jerry, the ISEC program emphasizes improved security awareness, some changes in administrative procedures, and other checks and balances. “Security has always been a priority concern at the Labs,” says Jerry, “but sometimes as an abstract value. Through ISEC, we’d like to see employees understand better the rationale underlying—— (Continued on Page Six)

A Word from the Chairman

EVP Lee Bray (30), chairman of Sandia’s ISEC working group, considers the Labs’ new internal security effort a VIP — Very Important Program. “And underline the word ‘Very,’” he says. “ISEC, we hope, will serve as an ongoing reminder to employees that they are the key to security integrity here at the Labs. “That integrity is subject to a two-edged threat — internal and external,” Lee continues.

“Inside, it could be a person who knowingly or unknowingly provides ‘aid and comfort’ to the enemy by providing information that compromises national security. Outside, subtle or not so subtle — attempts may be made to gain vital information that could be very damaging in the wrong hands.’’

Prime Target

“It’s obvious that the nature of our work here at Sandia makes us a prime target. As I see it, the good news is that we do an outstanding and important task. The bad news is that the better we do, the more we enhance the possibility of espionage approaches.

“That’s why it’s crucial that all Sandia employees assume a personal responsibility for protecting classified and other sensitive information.”

Lee is the Labs’ representative on an inter-laboratory ISEC committee set up by the three weapons laboratories — Sandia, Lawrence Livermore, and Los Alamos — to work on common internal security problems. “Because each lab’s mission is different, ISEC programs at each are slightly different,’’ says Lee. “But all have the same goal: to ensure that critical information does not get passed along to those who would use it against us.”

“The joint effort among the three labs reflects a mutual determination to work together on an important problem that affects us all.”

ECA GUIDELINES reflect input — compiled by John Ledwith (3552, right) — from similar programs at Bell Labs and 21 other companies. Here, he discusses some of the data with Dick Shepardson, manager of Compensation Dept. 3550.

(Continued on Page Five)
Antojitos

Let’s Face It — Lots of people in the outside world, including a couple of generations of spousal and/or loved ones, would like to know exactly what it is that some of us do out here on the job. Not all of the curious, however, are innocent inquirers.

And let’s also face the fact that a U.S. citizenship and a Q-clearance are merely indicators. They guarantee nothing. There exists no litmus test for loyalty.

Given those facts, one can easily argue that an internal security -- ISC -- program is long overdue. If you need further convincing, read the boxed ISC story (page 6) in which Soviet defector Arkady Shevchenko notes that Soviet scientists traveling abroad can come back "amazed" only once; in other words, they must collect specific information from us, or whenever they’re visiting -- or they don’t travel again.

And if you need convincing that Sandia is deadly serious about the new program, consider this: LLNL, LANL, and Sandia -- all three -- are working the problem cooperatively.

Weekly Bulletin Job Postings aren’t all that interesting, unless you’re looking for a new challenge. But, judging by the following "help wanted" ad in the Austin American-Statesman, things are different in Texas: "ACCOUNTANT -- We are a real estate and direct sales marketing company. The position is a permanent one. The office is located in Lago Vista on Lake Travis. Preference will be given to those with a strong sex background in filing consolidated reports, etc. After initial interview, you’ll be tested by our CPA sex specialist on sex reporting ability. There is substantial opportunity for growth within this position." Two days later, reports PC Magazine (from which I read the boxed story), I think Sandia needs a new condition. --Stephen Hawking, Lucasian Professor of Mathematics at the University of Cambridge, in New Scientist

The boundary condition of the Universe is that it has no boundary condition. --Stephen Hawking, Lucasian Professor of Mathematics at the University of Cambridge, in New Scientist

To Lynne and Mark (5251) Smith, twin daughters, Kayla and Kara, Sept. 7.

To Amanda Kay and Shannon Marie, Sept. 1.

To Karen and Doug (6224) Ruby, a daughter, Lisa Ann, Oct. 3.

To Catherine (2127) and Danny Turpin, twin daughters, Sept. 1.

To Rebecca Russo (9112) and Capt. Raymond Bennett, married in Albuquerque, Sept. 26.

To Misuk (2153) and Steve (7525) Pyo, a son, Andrew Intae, Sept. 28.

To Karen and Doug (6224) Ruby, a daughter, Lisa Ann, Oct. 3.

To Sandra Swain (121) and Michael Rodriguez, married in Albuquerque, Sept. 1.

To Michele (1231) and Henry Song, a daughter, Oct. 1.

To Sandra Swain (121) and Michael Rodriguez, married in Albuquerque, Sept. 26.

To Rebecca Russo (9112) and Capt. Raymond Bennett, married in Albuquerque, Sept. 26.

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Supervisory Appointment

JAMES RICE (1270)

JOINED Sandia’s postdoctoral program in October 1969, working first on high-energy ion atom scattering. In 1971, he became a permanent employee, and was assigned to a chemical laser division, where his work included chemical kinetics and investigation of electron-beam-pumped laser systems. In 1979, Jim was appointed supervisor of the Laser Physical Chemistry Division, where he continued research on laser technology and applications. His recent research involves development of reactor-pumped laser systems.

He has a BS from Indiana University and a PhD from the California Institute of Technology, both in chemistry. He is a member of Phi Beta Kappa, the American Physical Society, the American Chemical Society, and Sigma Xi.

Jim’s spare-time activities include church work, jogging, and hunting. He and his wife Linda have two grown children. They live in the NE Heights.

LIVERMORE

Supervisory Appointment

THOMAS HARRISON

to supervisor of Electronic Sensor Division 8143, effective Sept. 1.

Thomas came to Sandia Livermore from AT&T Bell Laboratories in October 1984. He had worked as an MTS in the Photonics Research Laboratory at Holmdel, N.J. He joined the Weapon Subsystems Development Division (later renamed Electronic Sensor Division 8143) and contributed to the design of an SRD-related infrared camera system and to other SDL projects. He also led exploratory efforts on a unique optical proximity-fuse concept.

He has a BS in EE from Howard University in Washington, D.C., and a MS and PhD in EE from Stanford University.

A native of Stockton, he now lives in Livermore. Thomas's hobbies include growing potted cactus plants and collecting postcards from his travels. He is also active in the IEEE and is a member of Tau Beta Pi, the honorary engineering society.

Member International Association of Business Communicators

Livermore Retiree Darrell Christensen (8163).
Hee Haw Hoedown Kicks Off LEAP Campaign

Champion Hog-Caller Larry Thorne (8353) received a stuffed pig from emcee Tony Morrise (8347, left) and Hee Haw Hoedown organizer Cindy English (8535).

Cindy Anderson (8165) — Sandia's own fiddler.

Chug-A-Lugging Contest for root-beer lovers was won by Fred Perez (8513), here partially obscured by a visiting photographer. Others competing were (from left) Steve Guthrie (8343), Wen Hsu, and Mike Malinowski (both 8347).

Tony Morrise (8347) — Hee Haw emcee.

Chug-A-Lugging Contest for root-beer lovers was won by Fred Perez (8513), here partially obscured by a visiting photographer. Others competing were (from left) Steve Guthrie (8343), Wen Hsu, and Mike Malinowski (both 8347).

Tony Morrise (8347) — Hee Haw emcee.

Chug-A-Lugging Contest for root-beer lovers was won by Fred Perez (8513), here partially obscured by a visiting photographer. Others competing were (from left) Steve Guthrie (8343), Wen Hsu, and Mike Malinowski (both 8347).

Tony Morrise (8347) — Hee Haw emcee.

First Woman across the finish line was Ellen Ochoa (8435) with a 9:46 time. She received her race time card from John Crawford.

VP. John Crawford's Starting Pistol was appropriate inspiration for the hundred or so Sandians who ran or walked the 2000-metre course, a LEAP Faire annual event.

Bob Dougherty (8270) — "ssoooeee" with gusto.
Improved System Pays Dividends
At Property Inventory Time

We've all seen those ubiquitous bar codes on items at the grocery store. And most Sandians are aware—as they look around their offices or labs—that lots of equipment they use every day is marked in a similar way.

The bar code label you see on that word processor or piece of lab equipment is a key element in an improved property inventory system that has paid off handsomely in terms of accuracy and time-saving, according to Dan Poole and G. C. Hollowwa (both 3411), project leaders for the system.

"We've just completed our most recent wall-to-wall inventory," says Dan. "Before, under the old manual system, the wall-to-wall took a year and involved approximately 12 FTEs [full-time equivalents]. But with the new bar-code system, the inventory was completed in the six months from March to September by six people—one-fourth the FTEs previously needed. The inventory is an important part of Sandia's asset protection program, and bar coding is a big step forward."

"A bar-code inventory system has been used at Sandia for keeping track of SNM [special nuclear material] since 1979," notes G. C. "It worked very well, so it was logical to expand the system."

125,000 Items

The Labs-wide "wall-to-wall," done every two years, inventoried some 125,000 items on the last go-round. The inventory covers what's called "controlled" property—items valued at $1000 or more—as well as "sensitive" equipment such as personal computers and cameras.

(This month, the value level for controlled property was raised to $5000, which will reduce the number of those items to approximately 60,000—and further reduce manpower requirements for the wall-to-wall. Items below $5000 in value don't escape the inventory net, however; they'll sport orange bar codes, and will be inventoried as needed, according to Dan and G. C.)

One of the biggest advantages of the bar-code system, Dan points out, is that it's unobtrusive. "The 3413 (Property Inventory and Control Div.) people move into a room, run their scanners over the bar-code labels, and are gone in a matter of minutes," he says. "There's no need for people in the line to trail around behind them, checking off items on those long print-outs we used to have and verifying S-numbers along the way."

Sandia uses both S-numbers and R-numbers on equipment; S signifies property that's DOE-owned and R, equipment that's being used for a reimbursable project (and that's generally owned by the agency funding the contract).

The relationship of those bar-code markings (the markings are different on each label) determines input to the scanner. The scanner picks up different light intensities from each code, based on the arrangement of its wide and narrow black lines and the white spaces in between. That input translates to the S-or R-number assigned to that piece of equipment—the number that appears just below the bar code on the label.

Scanner input is loaded into a reader, where the data are stored for later transfer to a personal computer. From there, the information is fed into the Unisys computer, where the Property Management System (PMS) database is updated, then used to reconcile the inventory. (The PMS database now includes 131,000 items valued at approximately $828 million.)

"Accuracy is really the bottom line here," G. C. says. "A successful 'read' by the scanner means the chance of a transpositional error is one in three million. There's much less chance of human error than under the old system, where each item on a long list was checked off manually, then keypunched for PMS update."

Variety of Applications

The bar-code system is being put to work in other ways as well. For instance, the field test and photometrics organizations are using it to keep track of property being moved or loaned to other groups.

"As far as applications are concerned, we've just begun to scratch the surface," says Dan. "In addition to its accuracy and cost-savings potential, the system's versatility and portability make it attractive for many uses. It's easy to use, once you do the front-end work: setting up information in the computer, so bar-code information can be interpreted. G. C. and I will be happy to discuss it in more detail with anyone who thinks it might complement his or her work."

Though project control is centered in Div. 3411, supervised by Jim Giachino, several other groups at Sandia helped get the bar-code inventory system off the ground. Property Management and Accountability Div. 3412, under Bob Eldredge, came up with the label specifications; the labels are tough, in that they can survive all kinds of hostile environments—for example, vacuum chambers and the outdoors.

Property Inventory and Control Div. 3413, supervised by Bob Durand, is responsible for using and testing the system, and providing feedback to Div. 3411. Management Information Systems Dept. 2620, headed by Karl Waibel, provided mainframe support and manages the PMS database.

Bar-Code Bonanza

Welcome

Albuquerque
Les Teri Carpenter (3712)
Rudolfo Sanchez (7812)
Arizona
Laura Draelos (7843)
Massachusetts
Lee Peterson (1524)
Minnesota
Rodney Schmidt (6425)
North Carolina
Edward Cole, Jr. (2142)
that outstanding achievement — the kind of effort that has a major positive impact on work in progress — deserves special recognition," Ralph adds.

Industry Trend

According to Ralph, there’s a trend throughout industry to make nonpermanent compensation such as ECAs a part of companies’ annual salary budgets. For example, Bell Labs has used ECAs as part of its salary review package for the last four years.

"Nonpermanent compensation is not added to base salary, but it provides a good way to recognize out-of-the-ordinary achievements as they occur," Ralph explains.

"American industry, including Sandia, is coming to the realization that financial rewards must be leveraged to better performance," Ralph continues. "Lump-sum awards such as ECAs allow us to recognize significant accomplishments with higher compensation.

ECA guidelines, already received by supervisors, reflect input compiled by John Ledwith, (3552) from similar programs at Bell Labs and 21 other companies. Comments John received during interviews with all members of Small Staff and representatives from each of Sandia’s technical VP organizations plus additional Small Staff discussions — all helped shape Sandia’s program.

John reports that successful awards programs at other companies often include award presentations by an appropriate management level — normally the person who approved the award.

Motivating Factor

"Other companies found that face-to-face recognition from a management representative who best understands the award recipient’s contribution has the most positive results," John observes. "Evidence that one’s work is truly appreciated by those closest to it is a great motivating factor." EVP Orval Jones (20) agrees. "It’s important that award decisions are ‘driven down’ into the organization," Orval says. "That approach should result in a more consistent and credible program.

John Ledwith also stresses the importance of timeliness. "Award presentations should be made as soon after the achievement as possible," he says.

"ECA results will be looked at as we go along, to make sure we’re meeting program objectives," John continues. "It would not be surprising to see the guidelines change somewhat as we gain more experience with this type of program."

Accomplishments that might be considered for an ECA include (but are not limited to) technical innovation, contribution to a hardware development program, results with a production complex (for example, a smooth transition between design/development and production), improvement of quality or productivity, financial management under unusual conditions, service on a special project, or contribution to a Labs-wide goal (the Affirmative Action Plan, for instance). Preface each of these examples with the word "exceptional" and you have the picture.

In contrast to Special Performance Awards (SPAs) for administrative employees at Sandia (see LAB NEWS, May 8, 1987), ECAs are separate and apart from the rate review process and can be presented any time of the year. (SPAs are part of the rate review process and are awarded the first pay day after Oct. 1.)

How Big’s an ECA?

ECA amounts will vary; they’re determined by the significance of the recipient’s achievement.

The largest awards most likely will reflect significant impact on the Labs’ overall mission. "But ECAs are not reserved only for that purpose," says John Ledwith. "If an accomplishment has an important positive effect on the work of an employee’s organization, that accomplishment may be recognized too."

Minimum amount of ECAs for those in non-exempt classifications (STAs, TAS, SATs) is $500; minimum amount for exempt employees (TSAs, MTs, management) is $1000. The awards will increase in multiples of $500, and there’s no maximum limit.

Take Note

Gordon Smith, Deputy Director of the Strategic Defense Initiative Organization (SDIO), will speak at the Strategic Defense Lecture/Discussion on "SDE: A Re-Assessment," on Oct. 28 at UNM’s Continuing Education Center at 12 noon. He’ll discuss the purpose and goals of the SDIO program, its current status, and the challenges that it faces. The lecture/discussion is part of the "New Directions" symposium series sponsored by Boo-Allen & Hamilton, featuring speakers from industry and government. For more information, call 247-8722. Reservations are required.

Sai Gabaldon’s (3155) brother-in-law, Ted Martinez, a former Peace Corps volunteer in Belize in Central America, has received word that there’s an urgent need for 50 sets of used encyclopedias and children’s books for 10-year-old kids. The books will be distributed by the Rotarians Club after they reach Belize on Air Force transports (when donated space is available). If you can help out, contact Ted on 255-9916.

If you dream of faraway places and people, stop by the Technology Transfer Center (Bldg. 825) on Nov. 6 at noon. Pete Richards (1112) has taken several trips to Tibet, and he’ll be showing slides of his recent bicycle tour from Lhasa to Kathmandu, Nepal. Learn about Tibetan people and see some magnificent mountain views. For more information, contact Pete on 4-2616.

Jerome Murray, internationally recognized psychologist, author of "Problems and Rights: All Right Strategies for Stress," and speaker, will speak on "Stress Management in the 80’s" at Sandia High School auditorium tomorrow (Oct. 24) at 2:30 p.m. Learn how to build an immune system for stress, increase your stress-survival quotient, and cope with distress. The seminar is sponsored by International Training in Communication (ITC); cost is $5. Contact Dora Fisher or 4-7873 or Soils Brewer on 4-5463 for more information.

Frogs, snakes, and other creepy things have been known to turn up in little kids’ pockets. Now they can find out about the critters at the New Mexico Museum of Natural History. Children, 7-9 years old, are invited to explore the wild and much misunderstood world of reptiles. Two six-hour sessions are scheduled; Session I is Nov. 3-12, (Tuesdays and Thursdays) from 4:30 p.m.; Session II is Nov. 7 & 14 (Saturday) from 9 a.m. to noon. Class size is limited to 15; cost is $30 ($20 for members of the Museum Foundation or NM Zoological Society). For more information, contact Melinda Dawe or Tish Morris on 841-8832.

Retiring and not shown in LAB NEWS photos: Naomi Funk (3735) and Mae Lovelace (7476).
The Selling of a Nation: Rationalizing Treason

Soviet industrial espionage

A threat to NATO from within

(Continued from Page One)

ISEC

our concern with security and become even more aware of its importance.

"When you’re talking internal security, the human threat is every bit as important as the electronic threat," Jerry adds. "We need the help of every employee in our effort to enhance internal security; people are the key to its success."

Employees are not likely to notice significant changes in day-to-day activities as a result of ISEC, but there will be a few new administrative wrinkles:

• A more formal procedure for pre- and post-travel briefings/debriefings when employees travel (business or personal) to sensitive or communist-bloc countries or go to meetings attended by people from those countries;

• A block to be checked on Travel Advance (TA) forms if an employee anticipates travel (business or personal) to sensitive or communist-bloc countries;

• A block to be checked on Travel Advance (TA) forms if an employee anticipates travel briefings/debriefings when employees are abroad;

• Stricter emphasis on the "need-to-know" principle for "sensitive" classified information (stringent documentation and controls on meeting attendees, more readily retrievable document-accountability records, better tracking of document transfers).

Some technology wrinkles may make the above easier. One possibility is "smart badges"; bar codes and magnetic strips on badges may eventually determine accessibility to certain areas, library information, levels of classified access, etc. The badges also might provide a better way to track document transfers.

A "smart copier" that would block unnecessary reproduction of classified documents is also under study. "Organization 520 [Nuclear Security Systems] is providing a lot of investigative support on both the smart badge and the smart copier concepts," says Don Jerome.

Program Elements

The ISEC awareness program for employees is wide-ranging. Current plans call for:

• Speakers (probably on a quarterly basis), including defectors as well as representatives from agencies such as the CIA and FBI;

• Special emphasis on ISEC during the security briefing for new hires;

• A series of reports to management on the ISEC program and on espionage activities in the U.S.;

• Update of the supervisors' security handbook; and

• Guidelines for travelers to sensitive countries and for employees hosting visitors from those countries (see "Tips for Travelers").

The ISEC program is an evolving one; not all its parts are yet in place, according to Don and Jerry. In fact, the shakedown period will probably continue for a year or so. "If employees have ideas on how to beef up anti-espionage security, we'd welcome them," says Don. "They can call either Jerry or me, or one of the other people involved with the ISEC program."

Those people include resource coordinator Kathy Marder (3432), as well as Bob Wilde (3160), Paul Brooks (3120), Ron Bentley (7170), Paul Brewer (8500), and Paul Stokes (9110).

Checks and Balances

Div. 3432 will continue, as it has in the past, to maintain a database showing foreign travel records, security infractions, unaccounted-for documents, and employee contacts by outside agencies such as the FBI and CIA — all a matter of record over the years. It will also incorporate the foreign contact data from ISEC, says Don Jerome.

In September, ISEC coordinator Jerry Brown (3432) attended a dinner at Los Alamos for Arkady Shevchenko, the highest-ranking Soviet over to defect to the West. Jerry also heard a colloquium talk at LANL employees by the 22-year veteran of the Soviet foreign service and former U.N. Under Secretary.

"What he had to say was eye-opening, to say the least," says Jerry. "I hope our ISEC speakers program can include people like Shevchenko, so that even Sandian has the opportunity to hear views from the other side."

Jerry reports that Shevchenko covered a variety of topics, including the interface of science and espionage in the Soviet Union. "He made no bones about the fact that no Soviet scientist is allowed to travel outside the country without being asked to collect specific information," says Jerry.

One Chance

"Scientists are given one chance to come back minus information when they travel abroad," Jerry continues. "If they come back 'empty' after the second trip, their traveling days are pretty much over."

"According to Shevchenko, scientists who travel outside the USSR receive briefings and debriefings — a travel requirement — from a member of the Central Committee, who’s really a KGB funnel. The travelers are not specifically told during before-trip briefings that their 'marching orders' — what information they’re expected to collect, and so on — are actually coming from the KGB."

"Not are they that debriefing information, as appropriate, will be passed along to the KGB. But it always is."

Shevchenko also noted that Soviet visitors to the U.S. often have KGB "watchdogs" with them to ensure they don’t talk too much, and are not subjected to recruitment attempts. If a scientist travels alone, it’s an indication that he or she is highly trusted by the KGB.

Biggest Prize of All

The biggest intelligence prize of all for the Soviets, according to Shevchenko, is not the unswerving dope, but rather the insider who’s aware that information he or she provides is helping the USSR. Such a person would be considered so important that only two or three high-ranking KGB officials would know of the operation’s existence. Shevchenko mentioned that officers from communist-bloc countries — for example, East Germany or Czechoslovakia — often serve as "stand-in" information seekers, especially when a geographical area in the West is off-limits for Soviet travelers. (Albuquerque and Los Alamos are considered restricted areas.)

Shevchenko also ticked off a few suggestions for dealing with visitors from communist-bloc or sensitive countries:

• Follow-day-by-day activities of visitors more closely;

• Discount certain meetings if it looks like the Soviet "take" will be greater than that of U.S. attendees, and

• Pay careful attention to the visitor who’s been in the U.S. three or more times; he or she is certainly being watched.

Shevchenko, who worked for Soviet leaders Nikita Khrushchev and Leonid Brezhnev, also knew Yuri Andropov, Konstantin Chernomenko, and current leader Mikhail Gorbachev. He defected from the Soviet Union in 1978 and became a U.S. citizen last year.
from the Chairman") represents the Labs on the joint committee.
That group is exploring the possibility of a ``connections'' database, coordinated among the three labs, that would keep track of foreign visitors to the labs. Information would include the number of visits by any one person and the type of information exchanged.
Also under consideration is an interchangeable smart badge — such as the one being considered for Sandia — that could be used at all three weapons laboratories.
``The track record of the three labs — as measured by the low level of discovered espionage activities — is very good,'' Don points out. ``The record probably reflects the attention we've paid over the years to effective security measures.''
``There have been, of course, a few notable exceptions: Klaus Fuchs and David Greenglass during the Manhattan Project days at Los Alamos come to mind,'' Don continues. ``Certainly that era [the 40s] was one of less technological sophistication — people were more naive, perhaps less suspicious.''
Could Fuchs' spy activities have been prevented? ``Maybe, maybe not,'' says Don.
``Fuchs was considered 'just one of the boys' by other people working on the project,'' Don continues. ``He was quiet, well-liked — certainly not a cloak-and-dagger type that invited suspicion. The world is a different place now, but people, unfortunately, are pretty much the same; there are still people who would do almost anything to make a fast buck, there are still the ideologues whose sociopolitical aims are different, and there are still people who are desperate for a way out of trouble.''
``ISEC's designed to teach people additional ways to protect themselves and to protect classified information, or information outside the scope of legitimate inquiry; • Ensure that visitors are not trying to collect classified information, or information outside the scope of legitimate inquiry; • Note questions designed to elicit classified or sensitive data, keeping in mind that many visitors are trained to collect information for foreign intelligence services; • Keep aware of visitors separating from group activities, not attending meetings, going out by themselves without explanation, meeting with people not connected with the event; • Note after-hours activity that does not seem normal or does not fit into the planned schedule; • Learn if visitors seem knowledgeable about their disciplines (some may be posing as scientists when, in fact, they are not) and • Note discrepancies between professional documentation and actual capabilities and knowledge; also discrepancies between appearances and photographs. •"
Events Calendar

Oct. 23-24 — International Arabian Championship Horse Show; 8 a.m.-1:30 & 7 p.m.; NM State Fairgrounds, 243-3696 or 265-1791.
Oct. 23-24 — "Back-Up,* UNM Dept. of Theatre Arts dance production; 8 p.m. & 3:30 p.m. Rodey Theatre, 277-4402.
Oct. 25 - Los Novicios Craft Guild Arts & Crafts Show; 10 a.m.-6 p.m. Fri.-Sat., 11 a.m.-5 p.m. Sun.; Convention Center, 873-3395.
Oct. 25-27 — Exhibit, figures and Pueblo weaving by Lucy Yepa Louden of Jemez Pueblo; 9 a.m.-5 p.m.; Gallery, Indian Pueblo Cultural Center, 843-7270.
Oct. 25-Nov. 1 — "Holiday," New Mexico Repertory Theatre production of screwball comedy by Philip Barry; 8 p.m. Tues.-Sat., 2 p.m. matinee Sat. & Sun.; KiMo Theatre, 243-4500.
Oct. 24-Nov. 8 — Exhibit, "Judith Golden: Myths and Masquerades," 9 a.m.-4 p.m. Tues.-Fri., 5-9 Tues. evening (gallery talk & reception, 2 p.m.; UNM Art Museum, 277-4001.
Oct. 25-Dec. 6 — Focus Photo Series: Douglas Kent Hall photographs; 10 a.m.-5 p.m. Tues.-Fri., 1-5 p.m. Sat. & Sun.; Albuquerque Museum, 243-7355 or 242-4600.
Oct. 24 — Crafts demonstration, clay storyteller figures by Helen Cordero of Cochiti Pueblo, discussion by Barbara Babcock; 1-4 p.m. (reception following), Maxwell Museum of Anthropology, 277-4404.

Fun & Games

Skiing — If you're counting the days and watching the ski runs until the white stuff begins to fall, haul out your equipment and see what you need to add, replace, trade, or sell at the 21st Annual Ski Swap on Oct. 30-Nov. 1 at the Exhibit Complex (formerly Agriculture Building) on the State Fairgrounds. Register equipment or clothes for sale on Friday between noon and 8 p.m. The sale starts at 9 a.m. Saturday and closes at 4 p.m. Pick up unsold items and checks for what you've sold at the Super Sunday Sale between 2 and 4 p.m. The Ski Swap is the Sandia Peak Ski Patrol's source of funds for medical supplies and rescue equipment. The all-volunteer group has 60 patrolers as well as an auxiliary and junior adjunct. Jack Cyrus (9122) is the Patrol leader. For more information, contact John Shunry (ret.) on 285-1620.

Bowling — Attention, all bowlers! Don't forget to send your SANDOE Bowling Assn. membership fee. $2, down payment, $5, dues, $8, rental, $9, training, $11, tank rental. Membership benefits include eligibility for SANDOE fun tournaments and Bowler-of-the-Month Awards. There are four winners each month, two men and two women, both scratch and handicap series. You do not have to be associated with a Sandia-sponsored league. Membership is open to Sandians, DOEans, and their spouses.

Officers for the 1987/1988 season are: Fidel Perez (7485), president; Lil Radlile (3430), vice-president; Diana Guenzel (6400), secretary-treasurer; Julia Norwood (3400), women's representative; Wayne Yoshimoto (7412), men's representative; and Reyes Chavez (7412), tournament director.

The tournament season is under way. Here's the schedule:

Nov. 14-15 4-Game No Tap Iceland Bowl

Oct. 24 — 20th Anniversary Gala Celebration, Albuquerque Civic Light Opera Association; 8:15 p.m.; Popejoy Hall, 345-6577.
Oct. 25 — Canterbury Concert Series: Ariezo Chamber Players, music for harp, viola, flute, and cel-lo; 4 p.m.; St. Thomas of Canterbury Episcopal Church (425 University NE), 247-2515.
Oct. 25 — Keller Hall Series: The Seraphim Trio, chamber music; 8:15 p.m., Keller Hall, 277-4402.
Oct. 25 — Siminoff/Coral Choral, NM State University Choir performing "King David"; 3 p.m.; Convention Center, free, 843-1374.
Oct. 26 — Concert, Percussion Ensemble, conduct-ed by Christopher Shulitis; 8:15 p.m., Keller Hall, 277-4402.
Oct. 27 — UNM's Best of Broadway Series: The Golden Gershwin Concert; 8:15 p.m., Popejoy Hall, 277-3121.
Oct. 29-31 — "Dance," dance concert, UNM Dance Division; 8 p.m.; Carlisle Gym, 277-4402.
Oct. 30-Nov. 22 — "The Winter's Tale," Shakespeare's masterpiece about the infinite power of love; 8 p.m. Fri.-Sat., 6 p.m. Sun.; Vortex Theatre, 247-8600.
Oct. 31 — New Mexico Symphony Orchestra pops concert (season opener), featuring photochoreographic concert — slides by James Westwater and music by Aaron Copeland, guest conductor Murry Sidlin; 8:15 p.m., Popejoy Hall, 342-8565.
Oct. 31 — Doll and Miniature Show; New Exhibition Hall, NM State Fairgrounds, 583-0986.

Oct. 31 — Halloween Variety Show for children, sponsored by Albuquerque Police Athletic League, featuring costumed ghosts and goblins, magicians, and more; 2-3:30 p.m., 5-6:15 p.m., and 8-9:15 p.m.; Convention Center, 768-5953.

All Fun & Games held in a building or on a parking lot should be advertised in the following space. Ask for details.
Q. Can something be done to simplify disposal of wastepaper marked Private? Would it be possible to use an envelope similar to the red and white burn bag and dispose of it in the mail?

The average office staff does not accumulate enough Private waste to fill one of the large white plastic bags on a daily basis, and there is no place to store the bags until they are full. I work in a director's office, and two department secretaries and I keep bags of Private waste in my classified repository until we accumulate enough to fill one of the large bags. Right now, my safe runneth over!

A. Your dilemma is currently being addressed in the context of a broader problem: that of destroying classified waste. In procedures being proposed, Private and Confidential waste would be separated from Secret waste. An envelope for Private waste similar to that now used for Classified waste (form SA2909-C) would be created for you and other light users.

In the interim, we suggest that you use the large Private envelopes (12” x 16”), SF7100ABA 699857. Tear up the paper matter and deposit it in the envelope. Write across the top in bold, large letters, “FOR DESTRUCTION.” Those envelopes will be picked up by 3414-1 employees on their routine routes.

Jim Martin - 3400

Q. The grounds people are doing a fantastic job in converting Tech Area I into a beautiful park. It’s a real joy to walk through during the spring and summer and enjoy the plants and flowers. However, it would be nice to know what the names of all these plants are. Would it be feasible to have little plaques of some sort placed in each bed so we can identify these plants? As it is, we can only enjoy these plants here: without a name, we can’t duplicate them in our own gardens.

A. I’m glad that you are enjoying the plants and flowers in and around the Tech Area. We plan to do more landscaping in the future, and I hope that everyone will be pleased with our efforts. Your suggestion that we provide identifying plaques would overwhelm us, but we do want to cooperate so that you may duplicate our plants and flowers in your own garden. If there are two or three plants that you need names for, and you can describe them to Bob Sharp on 4-6641, he probably can help you over the phone. If there are several plants, contact Bob and tell him the location and he may be able to send you a copy of the “blueprint” used as the planting guide.

Ward Hunnicutt - 7800

Q. What is the procedure for shipping inexpensive items from Sandia? If the shipment is not covered by a contract or a purchase requisition, a Property Movement Authorization Number (PMAN) must be issued. To request a PMAN, the requester’s department manager must send a memo to Robert Cooper in the Property Movement Administration Number (PMAN).

It is current policy that the PMAN is used only when a shipment cannot be referenced with one of the other authorities (without regard to dollar value). One reason that the PMAN is set up this way is because DOE wants documentation for any government-owned property or material that is leaving the Labs. However, Administrative Policies and Procedures Division 132 will look into the possibility of including a threshold dollar limit below which approvals could be simplified.

In the case of technology transfer activities that require frequent exchange of test samples, certain provisions of the PMAN will help minimize the approvals and paperwork. One PMAN can be set up for multiple shipments and multiple addresses. In addition, PMANs can be authorized for up to one calendar year and are renewable after this time has expired. If these provisions are needed, the memorandum requesting the PMAN should include the appropriate information.

Paul Stanford - 100

Medical Corner

Killing Them Softly — But Still Killing Them

by Lynn Judge (3330)

Alcoholism and drug addiction are lethal diseases. That statement’s tough to accept, but we have no other choice.

Yes, lethal, as in fatal, deadly. If the progress of the disease hasn’t halted, the disease may result in permanent disability or death (a prison term. And ultimately, if unchecked, death.

Too often, family members, friends, co-workers, employers, even counselors, therapists, and clergy, in attempting to help, actually compound the problem and don’t really help the people they’re trying to help.

I’m talking to those helpers, those of you trying to help others but “killing them softly.” It’s like this —

Here at Sandia, as in the rest of the nation, we have our share of alcoholics and drug abusers. And we have supervisors and co-workers trying to “save” the substance abuser by covering up, or compensating for, the consequences of alcoholism and drug addiction.

Let’s look at some examples: If someone has had a rough weekend of drinking and drugging and can’t draw herself to work on Monday morning, she calls and requests vacation at the last minute — and her supervisor grants it. Perhaps an employee is sloppier and slow in his job because he’s smoking marijuana — but co-workers pitch in and compensate by working a little harder, and the division’s overall output seems up to its usual high standards. Maybe a supervisor is surly and irritable because of a hangover or drug withdrawal — and employees go out of their way to avoid ruffling his or her feathers (and, of course, cause a morale problem and, consequently, a quality-of-work problem in the process)

All of these occurrences should be documented and not compensated for. If there’s a pattern of such incidences, it indicates a person has a problem and needs help. Covering up the problem does not make it go away; it does allow the disease to progress unchecked.

Sending a person to Medical is a good way to help. The disease process can be arrested and the person can return to work as a full-fledged, productive employee and have a happy, useful life.

Supervisors and co-workers are hesitant to do or say anything for fear they might embarrass afflicted employees or, worse yet, cause them to lose their jobs. Everybody — the victim, the supervisors, the co-workers — goes underground with the problem. This approach ultimately leads to death. And those who help in the coverup? That’s what I mean by “killing them softly.”

The following story makes my point: Tom and Dick are standing by the coffin at the wake of their dear departed friend Harry and shaking their heads at his untimely death.

“What caused the dear fellow to give up the ghost?” Tom asks Dick.

“It was his liver that gave out — he liked to hit the bottle pretty heavy, you know,” replies Dick.

So Tom asks, “Did you ever recommend he go to Alcoholics Anonymous?”

Dick is shocked. “Good grief, no! He wasn’t that bad!”
I recently made a cash contribution to a university and applied for an AT&T matching gift to the same institution.

I received a letter from the AT&T Foundation saying that Sandia Labs employees do not qualify for the matching gift program. (1) Is that true? (2) Why don't we? (3) Can it be changed?

A. Yes, it is true that Sandia employees are not eligible — and have never been eligible — for matching gifts through the AT&T Foundation. Sandia is operated entirely on government funds, and disbursement of such funds for matching gifts is considered an inappropriate expenditure by the Department of Energy.

It is the intent of the prime contract that the operation of Sandia National Laboratories impose no cost burden on AT&T. Thus, it is also inappropriate for AT&T to absorb the cost of the matching gift program for Sandia employees.

Paul Stanfield - 100

Q. We all completed new W-4 withholding tax forms months ago, but I don't see any change in my tax rate. Will the new rate become effective this year or not?

A. The new tax rates under the Tax Reform Act of 1986 became effective on Jan. 1, 1987. These rates were implemented at Sandia as of that date. Consequently, any pay you have received since that date has been taxed at the new rates.

The Form W-4 you submitted for 1987 was input to the payroll system around August 10, after it was received by Payroll. If you submitted this 1987 Form W-4 after Jan. 1, and the number of allowances was the same as the number claimed on your old Form W-4, there would be no change from the taxes withheld from the first payment you received earlier in 1987.

If you have further questions, please contact Frank Ortiz or Theresa Phelps in Employee Accounting Division 152.

Paul Stanfield - 100

Waffle is making a surprising comeback in our town and cities, thanks in part to the attention of Roger Kruston, professor of biology at Franklin College. Common Ammonites of Roads, Streets, and Highways: A Field Guide: Natural history of roadsides with a focus on fossil snails. New Scientist

Deadline: Friday noon before weekly edition closes. Deadlines may be changed by holiday. Mail to Div. 3162.

Ad Rates

1. List 200 or more words, each name and home phone.
2. Include organization and full name of employer.
3. Submit each ad in writing. No personal checks accepted.
4. Use 8½ by 11-inch paper.
5. Use separate sheet for each ad.
6. Type or print ads legibly; use only acceptable abbreviations.
7. One category per page issue.
8. No more than two instances of same ad.
9. No “For Rent” ads except for empty units and office space.
10. No commercial ads.
11. Include the name of landlord and DDC employees.
12. Housing listed for sale is available for viewing with or without regard to race, creed, color or national origin.

MISCELLANEOUS

OPEN STOCK TRAILER w/wood load gate, high sides, rubber tires for general hauling. $450 Aspy, 296-9868.


Two COMPUTERs, TRS-80 Level 2, extended interface, one w/3 disk drives, 32K RAM, 120K disk drives, $400. 299-2227

CONCRETE TREE Rings, 3 ft., diameter, $5. Mason, 293-7266.

UK: PR REGISTERED BLUETICK HOUND PUPPY, female, 2 months old, $400. Indian Wells, 293-0671.

MONDAY-NIGHT FOOTBALL in Eldorado. $25-$50 per game. 829-8158.

TENNIS COURT for 79 m., w/heat, new court, 20 m., $205. 881-3107.

ONE DODGE DART, 7.2”, 5x115 disc brakes, 8” Aluminum wheels, 350 cu. in., 175 HP, automatic, 76K miles, $1750. 829-0174.

BOOKS: 5000 10th edition textbooks, $250. 296-9868.

SHOES: Size 8, $10-$20. 275-2103.

UPRIGHT PIANO, 75 years old, oak, restaurateur, $175. 829-8166.

LAMINATE pellet stove, over-sized lot, covered patio, deck, landscaped, courtyard, timed sprinklers, $820. 296-5813.

BOOKS: 4000 for sale, $3 per book. 822-9154.

ONE WHEELED SKATEBOARD, 72”, 220#, $95. 829-1786.

TROTTED Tortoise by a Tank?

TROTTED Tortoise by a Tank?

WANTED

BOOK SHELF. Coulter, 275-2183.

CAST IRON BATH TUB, 1 ½”, 3 foot, 7:30 a.m. to 5:30 p.m., Mon.-Fri., starting 2:00 p.m. 821-9574.

DOGGIE PAPER: Large, female, do not need papers. Johnson, 296-1244.

BEDROOMS: 2, $170-$200. 822-2288.

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WANTED

BOOK SHELl. Coulter, 275-2183.
**Head for Halloween High Jinks, Haunted House, Magnificent Magic**

DOES THE HAUNTED HOUSE have bats in its belfry? Only the Shadow knows — and, of course, the kids who explore it at the annual Halloween party this Sunday from 5 to 8 p.m. Wear that favorite costume — scary, funny, whatever — because there's a big costume parade, with best-digisizes prizes. From 5 to 7, scaredy-cats scurry to a low-cost buffet that features ghost-and-goblin gastrinal delights like hamburgers, hot dogs, ice cream, and more. The not-so-hungry can buy popcorn and soft drinks or fill up on free punch and cookies. Festivities include games throughout the evening and scary movies — for those who can uncover their eyes long enough to find out what's going on! It's all topped off (7:30-8) by the appearance of Mandrake the Magician (alias Gib Richards), who has all sorts of tricks up his sleeve. The $1/child admission fee includes a goodie bag for each kid. This one's limited to members' children only, so be sure to bring along the membership card.

SCINTILLATING SAMIBAS AND RHYMICAL RHUMBAS are what's in store for you when you face the music tonight from 8 p.m. to midnight. Freddie Chavez and the gang belt out those Latin lyrics right after the two-for-one special dinner featuring prime rib or fried shrimp. Flash your membership card and get a $1/person discount on the dinner bill.

A week from tonight (Oct. 30), you’ll fly to the storm-strewn of Western Flyer, when that popular group puts out the country/western music from 8 to midnight. There's some choice chuck-wagon chow beforehand: filet mignon or snow crab. Don't forget to make that dinner reservation (265-6791).

SHARE SOME SHUFFLE-TIME next Thursday (Oct. 29) with T-Bird card sharks as they get together for fun and games, plus cookies and conversation; door prizes too (and it’s all free!). The action starts at 10:30 a.m. Mandrake may have tricks up his sleeve, but these folks don’t.

THE WOOF-WOOF GANG (aka the Coronado Wolfpack) springs back into the thick of things next Wednesday (Oct. 28) with a Lobo basketball tip-off party in the Eldorado room. Members get free refreshments (beer, wine, soft drinks, and munchies) from 6:30 to 7 p.m., after which Lobo head coach Gary Colson shows a video picturing high-lights from the 1986-87 season. Right after the video, get the straight skinny on the upcoming season by Gib Richards, who has all sorts of tricks up his sleeve. The $1/child admission fee includes a goodie bag for each kid. This one's limited to members' children only, so be sure to bring along the membership card.

THAT OLD BLACK MAGIC — and some that's just plain hilarious — is Gib Richards’ specialty. He’ll be doing his tricks (any rabbits in that hat?) from 7:30 to 8 p.m. during the kids’ Halloween party this Sunday.

TINY BUBBLES . . . No, Lawrence Welk won't be there, but the champagne will be. Get set for another big brunch blast on Sunday, Nov. 8, from 10 a.m. to 2 p.m. The menu features some first-class fare: pancakes, scrambled eggs, bacon, home-fried potatoes, a chile fix (salsa and green chile stew), baron of beef, turkey, fried chicken, green beans almondine, tossed salad, fresh fruit and juices, peach and cherry cobblers, and beverages: coffee, tea, and milk, plus a complimentary glass of champagne or wine. Better mark your calendar right now — better still, call in that reservation. And bring along your membership card that day; it’s worth a $1/person discount (limited to $2/family).

**NOVEMBER IS BARGAIN MONTH for would-be C-Club members. Sign up during the month and receive two months of membership free (a savings of $10 off the usual yearly membership fee of $60). Nowhere else will you find so much going on at such reasonable prices. The Club has it all: best pool/patio area in the state, Friday night dinners with live bands and dancing, super Sunday brunches, lots of events for kids, top-notch travel program, and those immaculate tennis courts. It’s easy to get in on this delightful deal; just call the Club office (265-6791) or stop by to sign up.**

SPEAKING OF DISCOUNTS, members get them for movies at UA Cinema, General Cinema, or Commonwealth theatres. To get in on this flick-pick special, just stop in at the Club office and purchase your tickets ahead of time; cost is $3 for UA, $3 for General Cinema, and $2.50 for Commonwealth — and the tickets are good any time.

**DAY IN — DAY OUT, your best travel bargains are those junkets planned by the C-Club travel committee. Here are some of them:**

**Poker Playtime — Treat yourself to an early Christmas present (Dec. 11-13) with this trip to Tinsel Town — more formally known as Las Vegas. The $169/person tab (double) buys you RT air fare, two nights’ lodging at the Four Queens Hotel, fun books for Vegas attractions, and — if you opt for one — a discounted rental car. All you closet gamblers had better get with the program; A $50 deposit is due by Oct. 26 (three days from now, in case you haven’t checked your calendar lately). Final payment not due until Nov. 16.

**Orlando Orbit** is what you’ll be in when you sign up for this fantastic family fling (Dec. 26-Jan. 2). Here’s a real holiday celebration that’s chock-full of things to do every day. Featured are three days at Disney World/Epcot Center, a day at Sea World, a tour of Cape Canaveral, a visit to Cypress Gardens, and a Medieval Times dinner show. Cost is $847/person (adult, double), which covers admissions, round-trip air fare, five buffet breakfasts, seven nights at the Ramada Resort Maingate (Orlando), and ground transportation. Kids sharing a room with parents go for less: $663, ages 12-17; $361, ages 3-11.

**Cosmopolitan Comfort** is what you get when you head for that exotic island off the Yucatan coast (Jan. 22-29). The trip price of $835/person (double) covers everything during your stay at the plush Club Cosmopolitan Caribe. Everything means all meals; unlimited beer, wine, and cocktails; a garden-view suite; nightly entertainments; swimming and snorkeling; movies, parties, fiestas; and more. Deposit $100 to reserve your space; final payment isn’t due until Nov. 30. Find out more about this super sojourn next Wednesday (Oct. 28) at 7 p.m. briefing session in the C-Club dining room.

Here are a couple of current volunteer opportunities for employees, retirees, and family members. If you would like more information, call Karen Sharpe (3163) on 4-3268.

**ALBUQUERQUE CIVIC LIGHT OPERA ASSOCIATION** needs volunteers to help with set construction for its Christmas production of “Oliver.”

**HIGHLAND HIGH SCHOOL** needs biology tutors on Monday evenings from 7 to 9 p.m.

**JIM WEFERK’S CO-WORKERS** in Div. 2852 somehow didn’t notice the attack of the arachnids on his desk and chair. Jim spends a week at a time at NTS and says he’s come to expect something amiss when he returns. (Don’t worry, Office Furniture Folks; it wipes off easily.)