

NATIONAL
SECURITY
AGENCY

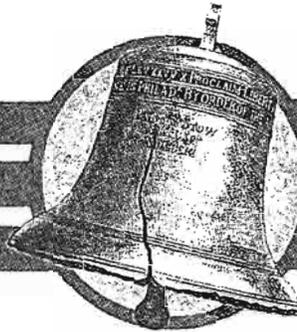
NEWSLETTER

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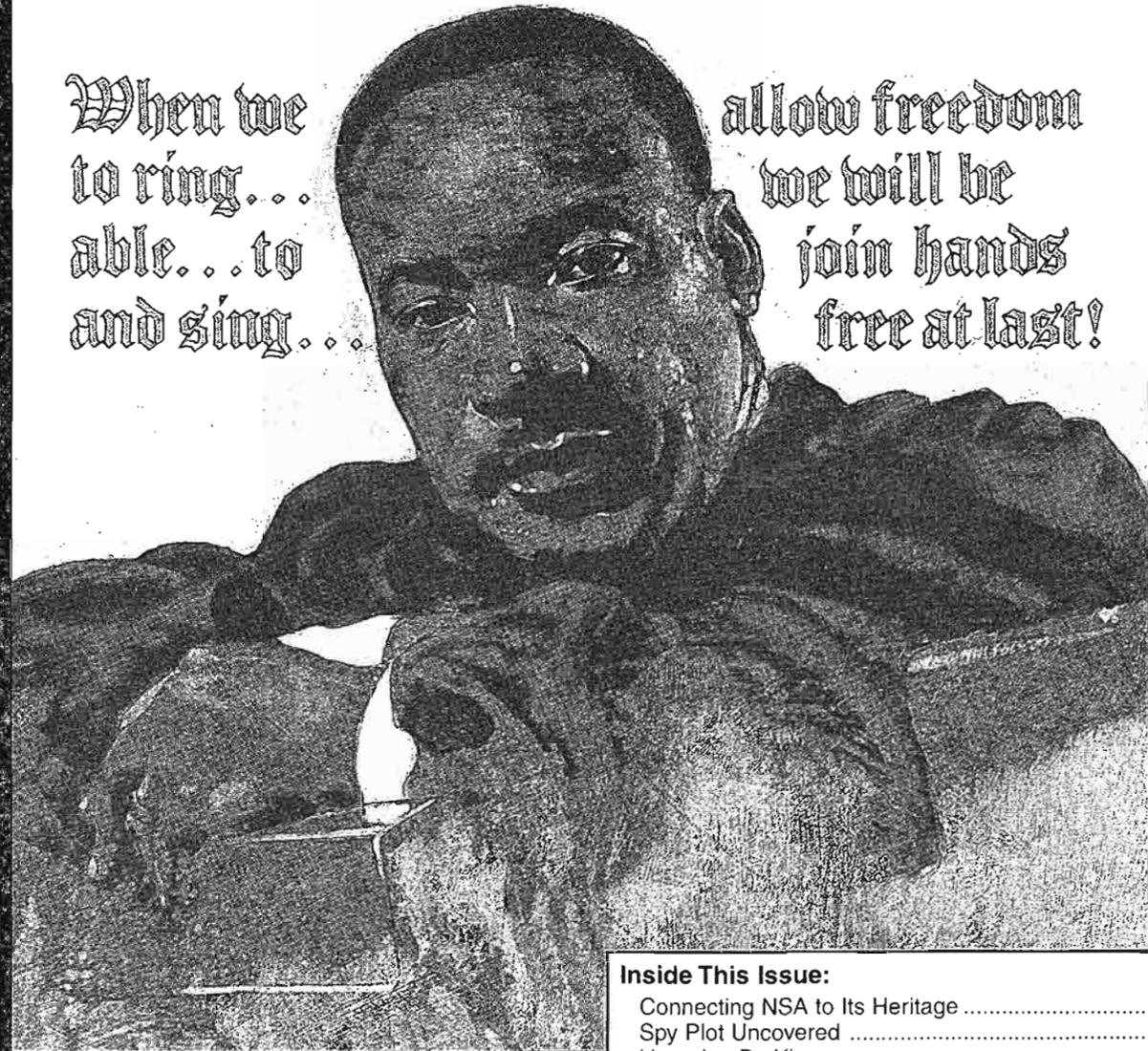
MARTIN LUTHER KING, JR.

LET FREEDOM
RING



When we
to ring...
able...to
and sing...

allow freedom
we will be
join hands
free at last!



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Road Dedicated to Joseph H. Ream

NSA honors its first civilian deputy director

by Tom Johnson, Senior Historian

When the Supercomputer Building, now named in honor of Dr. Louis Tordella, was completed in 1996, a short road was cut through the berm separating the NSA campus from Argonne Hills, and leading to the building entrance. For months it existed, nameless, on engineering sketches. However, every road must have a name, and the Cryptologic History Committee mulled over the issue. Ultimately, the committee recommended that it be named for Joseph H. Ream.

At that time, there probably were not 10 people at NSA who had ever heard of Joseph Ream, NSA's first civilian deputy director. His picture hangs in the OPS 2B entry along with the later, and better-known, deputy directors, including Dr. Tordella.

Mr. Ream, a retired CBS executive vice president, spent only 7 months at NSA before returning to the network. How-

ever, his tenure was important for the precedent it established—NSA would always have a civilian deputy to assist the military director. President Eisenhower insisted on a civilian deputy, and it has been the policy ever since. (The director and deputy director are presidential confirmations, the only two at NSA.)

Ream Family Gathers

Once the Ream name was chosen, a dedication ceremony was planned, and a search began for Mr. Ream's survivors (he died in 1988). Mr. Ream is survived by his wife, four children, and many grandchildren. To the Ream family, the dedication was a great honor. David Ream, one of the three surviving sons, began contacting Reams in all corners of the country. Ultimately, 35 relatives of Mr. Ream began buying plane tickets and reserving hotel rooms.

They came from California, Texas, Illinois, Ohio, Vermont, New York, and

New Jersey. There were 7 children and 28 adults, including 8-month-old Miranda Lis, who flew from California with her parents, Joe and Mary Beth. All four surviving children came, and two of them, Dave Ream and Nancy Ream Rose, spoke at the dedication.

A Resounding Success

Glorious sunny weather and mild temperatures greeted the Ream family. They arrived early at the museum for a 2-hour initiation into cryptologic history and Joseph Ream's role in the business. Following their initiation, the family gathered in the gift shop to select souvenirs of their special day. At noon, they surrounded Lt Gen Kenneth A. Minihan, DIRNSA, and Miss Barbara A. McNamara, the Agency's Deputy Director, at the entrance to the new road. As the

This will not be the last dedication. The Agency will memorialize NSA buildings annually in recognition of those whose contributions to the technology of cryptology are of a unique and lasting value; or whose managerial achievements changed the nature of the business and advanced the profession in lasting and beneficial ways.

crowd applauded, Nancy Ream Rose and Miss McNamara pulled the cover from the sign. The family lunched with Lt Gen Minihan and Miss McNamara in the Canine Suite, and then spent the afternoon learning about NSA through unclassified briefings and tours.

The enthusiasm of the Ream family was apparent. They changed a quiet and unobtrusive dedication into a celebration, and everyone who attended caught the spirit.

Ream's Life

The man who became the first civilian deputy director was born in Iowa in 1904, the son of a Methodist minister. He grew up in Topeka, KN, attended the University of Kansas, and then earned a law degree from Yale. He was practicing law in New York City in 1934 when CBS (then one of his clients) asked him to become their first in-house lawyer. Mr. Ream established the network's

office of general counsel and went on to become the executive vice president. He was known for his folksy humor and corn-cob pipe, which he habitually took to board meetings. He "retired" to Tallahassee, FL, in 1952, partly because of the failing health of his wife, who died in 1955. Mr. Ream established a large cattle ranch outside Tallahassee, but after his wife's death, he became restless and bored.

Presidential Appointment

In 1956, President Eisenhower demanded that NSA appoint a civilian deputy director. This was seen as an important innovation in an agency that depended on superior civilian talent, but was nonetheless top-heavy with military officers. President Eisenhower was known to favor the imposition of

business principles on the Department of Defense, and the Deputy Secretary of Defense, Donald Quarles, was instructed to enlist someone from the

corporate world. Quarles knew just the man. Mr. Ream, still retired in Florida, was well known to Quarles as a former top corporate executive, and was available. Despite Mr. Ream's reservations, Quarles convinced him to take the job and he formally took over in February 1957.

Mr. Ream brought a refreshing new outlook to cryptology and laid the basis for NSA's subsequent use of civilians in that position. However, cryptology was not his field, and in August of the same year he accepted a job heading CBS's Washington, DC office. In 1960, with the quiz show scandals threatening to swallow the network, he moved to New York City to establish CBS's Program Practices Division. Mr. Ream cleaned up the network and its public image. In 1965, he retired for good on his 62nd birthday. He traveled the world with his second wife, Barbara, and finally settled in Alabama. He died there of a cerebral hemorrhage in January 1988.

DIRNSA's Desk



Facing the Future

The beginning of a new year brings with it the reminiscence of past successes and the excitement of resolving the challenges ahead. To all of you in the NSA/CSS family, Barb and I would like to thank you for a great 1998 and wish you the brightest of futures.

The challenges we will face in 1999 will be as difficult as we have ever faced and as diverse as we must become. The Agency was successful in achieving a funding increase from Congress, but we still face the tremendous challenge of achieving the delicate balance between readiness and modernization. We must build on the successes of 1998 and not rest on our accomplishments.

This can be achieved through cooperative ongoing efforts like the pursuit of the Presidential Quality Award (the government equivalent of the Baldrige Award), the implementation of the Cryptologic Architecture for the 21st Century, and the work of the Cultural Diversity Council. Events like Future Day, the "I Am An American Festival," and the various cultural heritage weeks that we celebrate, are excellent ways to broaden understanding of our diverse work force. Our success as an Agency and a Nation depends on our ability to work together—to recognize our differences and similarities and leverage the benefits of both.

To realize the true potential of our team, the Agency has done a great deal to establish an environment that fosters individual development. We must all work together to overcome the challenges ahead that will transcend geographic boundaries, time zones, and technological advancements. The work we do is essential to our Nation's security. It can be performed best when our efforts are inclusive of all people. Mutual respect and understanding are the keys to unlocking the power of our diverse work force. There are no other options. The future demands solutions that only a truly diverse and synergistic team can develop.

We owe the Nation the best we have to offer—the security of our Nation demands nothing less. We have a longstanding history of getting the job done for our Nation. It is this bright past that shines the light into our brilliant future. Our common goals enable us to build on past successes. These goals will be the glue that holds us together during the difficult challenges ahead. If we work together to provide an environment where everyone reaches their maximum potential, we can optimize our strength as a team.

Let's take time to reflect on the special talents and skills that we bring to the work force every day, and appreciate our coworkers for their unique contributions and perspectives. It is exactly this diversity that makes our Agency, and our Nation, great.

May God bless each of you this year with the peace and joy we all work so hard to insure, for the great Nation we are so blessed to serve.

Y. A. L.

Historical Security Agreement Signed at National Information Systems Security Conference (NISSC)

Those attending the 21st National Information Systems Security Conference had the opportunity to see history in the making! On October 5, representatives from the U.S., Canada, France, Germany and the U.K. signed the International Common Criteria Mutual Recognition Arrangement. The Netherlands was represented, but did not sign at that time. This ceremony, attracting a standing-room-only audience, signified the countries' immediate recognition of certificates issued by each other for security products evaluated to Common Criteria specifications using a common evaluation methodology.



Mr. Craig Mundie, keynote speaker

Following the signing ceremony, the conference keynote speaker, Mr. Craig Mundie, Senior Vice President, Consumer Platforms Division, Microsoft Corporation, presented Microsoft's security initiatives. The keynote panel, chaired by Steve Walker of Steve Walker and Associates, consisted of luminaries from several complementary fields—from national policy to research. The panel shared insights into the current status and anticipated breakthroughs in those fields. It identified remaining challenges in building the information security bridge to the 21st century. At the evening banquet, the Honorable Neal Lane, Director of the Office of Science and Technology Policy and Assis-

tant to the President for Science and Technology discussed the direction and importance of Information Technology (IT) Security.

The National Information Systems Security Conference is the premier conference for information security, bringing together people from diverse career fields including research, policy, solutions, system administration, and management. As a leading global forum on computer and information systems security, the NISSC seeks to:

- bring together information security and technology professionals from industry, academia, and government;
- provoke debate, dialogue, and action on major information security issues for today and tomorrow;
- educate the IT community on information security issues and solutions;
- promote demand and investment in information security products, solutions, and research; and
- challenge the IT community to provide solutions, research, and applied technology that are usable, interoperable, scalable, and affordable.

This year, more than 1,500 individuals from worldwide companies, universities, and government agencies participated. A unique international forum for discussing, debating, and understanding critical topics was provided. Discussions and workshops on topics including electronic commerce, the INTERNET, assurance/criteria/testing, education, policy, research and development, future issues, the Common Criteria, incident handling, and much more were offered.

The Armed Forces Communications and Electronics Association (AFCEA) held a security exposition in conjunction with this year's conference. It provided



Common Criteria opening—(l. to r.) Mr. Shukri Wakid, NIST; Mr. Ray Kammer, NIST; Mr. Robert Mallett, DOC; Lt Gen Minihan, DIRNSA; Mr. Art Money, DOD

conference attendees the opportunity to view examples of computer security products and solutions. More than 70 organizations were represented at this exposition. There were also display booths for the National Institute of Standards and Technology (NIST), Information Systems Security Association, Defense Intelligence Agency, James Madison University, Common Criteria, Purdue University, the NSA Information Systems Security Organization, European exhibitors, and a commercial book exhibitor. NSA's Public Affairs Office indicated that 22 reporters attended the conference and several articles have been published.

This annual conference is cohosted by the National Computer Security Center at NSA and NIST. Planning is underway for the 22nd NISSC scheduled for October 17-21, 1999 at the Hyatt Regency, Crystal City, VA. Employee's should provide the Information Systems Security Community an opportunity to hear their perspectives and perceptions on the direction and requirements for today's global environment and the next generation cosmic emergence. The "call for papers" can be found at <http://www.y.nsa/ISSO/nissc/index.html> or call 410-550-0272 for more information.

NSA's Helping Hand

The Employee Assistance Service

Established in 1989, and mandated by Federal regulation, the Employee Assistance Service (EAS) provides free, confidential assistance to employees who are experiencing personal or work-related problems. The EAS is available to civilian and military employees (assigned to USSID 4000 billets) and their families. The primary role of the EAS is to help individuals identify and solve problems before they escalate and possibly turn into crises.

Services

The EAS offers an array of primary prevention workshops including assertiveness training, bereavement, coping with organizational change, dealing with difficult people, eldercare, HIV/AIDS awareness, retirement, weight control and eating disorders, and social skills enhancement.

Financial counseling, management consultation, and information and referral services are also available. NCS courses provided through the EAS include Coping with Organizational Change, Stress Management, and Supervising the Troubled Employee. Employees may seek individual, couple, family, or group therapeutic counseling.

A significant number of EAS clients are treated for depression. Successful depression therapy includes counseling and occasional recommendation of anti-depression medication. While the EAS staff is not authorized to prescribe these medications, they are able to refer clients to outside physicians who can.

The EAS office has an agreement with the Anne Arundel County District Court regarding employees arrested for driving while intoxicated in this county. Employees may choose to seek treatment (if necessary) through the EAS or an outside service. Employees opting to seek treatment through the EAS are required to attend the EAS alcohol education program, as a condition of their probation. Clients may then enter a year-long, group support, alcohol-recovery program. Individual and family therapy is also available. The employee's treatment

progress is reported to the court.

The Staff

The EAS staff consists of 13 mental health professionals, licensed by the State of Maryland, as either clinical social workers or clinical psychologists. Each staff member is qualified to work independently with clients. Regardless of the problem (anxiety, alcohol, family problems, gambling, relationships, stress, etc.) the EAS staff is qualified to effectively counsel and help individuals.

The EAS provides free, confidential assistance to employees who are experiencing personal or work-related problems.

Sessions

Employees seeking to resolve personal or job-performance problems are encouraged to schedule a session with an EAS counselor. Normally, counselors meet with individuals for up to 10, 1-hour sessions. For long-term problems, clients may be referred to outside community services, which may be reimbursed through their healthcare provider. If new problems arise, clients are welcome to return for additional assistance.

If an employee requests, supervisors are required to grant duty time for EAS appointments. Supervisors then have the right to contact the EAS to learn whether an employee kept their appointment. Understandably, supervisors are not allowed to question why an employee has scheduled a session. Supervisors are encouraged to contact the EAS for guidance on handling a difficult employee; however, use of the EAS is voluntary and individuals cannot be forced to go to the EAS for assistance.

Reaching Out

Seventy-two percent of EAS cases are self-referred. However, employees may meet with the EAS to learn how they can assist a coworker or family member in dealing with a specific situation. Family members may also schedule an appoint-

ment regarding a problem in need of intervention. For example, spouses may seek assistance in getting counseling for their mate, or they may need individual counseling for their own problem.

Confidentiality

All EAS files are confidential and kept separate from personnel and security files. While the Office of Security will be aware of an employee's visit to EAS, they will not investigate the reason why individuals have sought EAS assistance.

Employees should be aware, however, that there are limited circumstances when confidentiality must be broken. These circumstances include when the client is threatening to harm himself or someone else, when national security is threatened, when the client commits or confesses to a felony crime, when the client admits to child abuse, or when records are subpoenaed by a court. Every EAS client must sign a written agreement confirming their understanding of these limitations to confidentiality.

Location

For convenience and purposes of anonymity and confidentiality, the EAS office is located in the Parkway Corporate Center in Hanover, MD. Counselors may be reached at 410-712-4444 or via E-mail at eas@nsa. Employees may also browse the EAS HomePage at <http://www.s.nsa/OHESS/s214/EAS.html>. The EAS also provides its services at two field sites located in England and Germany.—sda

All Newsletters distributed to Agency facilities outside NSAW should be treated with extreme care; these Newsletters should not, under any circumstances, be taken outside of the facilities. Because the Newsletter contains information about NSA employees and activities which is not routinely made available to the public, reasonable care must be taken to keep it within the circle of Agency employees, retirees, and immediate families. Newsletter copies received in the mail or taken from Agency buildings should be given special care and should be destroyed as soon as they have been read.



also contact the club vice president, Vince, at 301-688-7482.

Single People in Activities Recreational and Cultural (SPARC) events for January include trivia and happy hours, dining out, a singles dance, and a pot luck dinner. For more information or a membership form, send name, organization, and complete mailstop to SPARC, P.O. Box 635, Fort Meade, MD 20755.

Sun, Snow, and Surf Ski Club invites individuals to consider a great ski vacation this winter. The weeklong U.S. trips and 2-week European trip are Big Sky Mountain, MT, January 16-23, 1999; Mont Tremblant, Canada, February 7-12; Switzerland and Austria, February 12-27; Mammoth Mt., CA, March 13-20; and Vail, CO, April 3-10. For addi-

tional information, contact Lee Patrick at 301-688-6925.

Parkway Coin and Stamp Club will hold its monthly stamp meeting Thursday, January 14 at noon. The monthly coin meeting will be Thursday, January 21 at noon. Meeting locations will be displayed in the showcase opposite the OPS 1 Cafeteria entrance during the respective week of each meeting. Anyone interested is invited to attend. For stamp club information, call Grover Hinds at 301-688-4598. For coin club information, contact Mitch Ross at 301-688-8428.

Work and Family Resource Group (WFRG) will feature a speaker on extended family relationships at its January program. Subscribe to ESS 1208 for more details.

Deep Sixers SCUBA Diving Club will hold its monthly meeting Thursday, January 21 at 7:00 p.m., in the Colony Seven Club Room. Everyone interested in scuba diving is invited to attend. Discussion regarding possible dive trips and the 1999 dive season will be initiated. For more club information, see the bulletin boards in the OPS 1 center corridor (near the bank), or FANX III (near the barbershop). Interested individuals may

Air Force Top Three Association

The Air Force Top Three Association is a nonprofit organization open to Air Force senior noncommissioned officers (E-7 through E-9). Its purpose is to enhance the mission and morale of Air Force members stationed or residing on Fort Meade and to increase community understanding and awareness of the Air Force presence on Fort Meade.

There are approximately 150 members in the association. Senior noncommissioned officers who have retired are also welcome to join. The association is financed through membership dues and fundraising activities. Membership dues are \$20 a year and may be paid monthly or yearly.

Meetings

Meetings are held the second Wednesday of every month. Meeting locations alternate between the OPS 1 Building, the SeaLandAir Recreation Center, and the Sports Zone. The association strives to present a guest speaker at each meeting. Occasionally, former Chief Master Sergeants of the Air Force speak to the organization about the past, changes they have seen through the years, and the organization's future direction. Local commanders also provide guidance to the association on what is expected of them as senior noncommissioned officers.

The association has five permanent committees with approximately seven members serving on each. The Merchandising Committee is responsible for addressing the merchandising needs of the organization, including T-shirt and mug orders. The Professional Development Course Committee provides much needed education and direction to Air Force middle enlisted members assigned to Fort Meade. The Publicity and Membership Committee publicizes the Association's existence via a Top Three HomePage and introduction letters to newly assigned personnel.

The Community Outreach Committee coordinates the association's interaction with the local community.

The Fundraising Committee searches for fundraising opportunities for the organization's participation. The money raised is put back into the Air Force and local community, for example: subsidizing junior enlisted tickets for military functions.

For more information regarding the Air Force Top Three Association, contact the president, MSgt Robert O'Dea (rgodea@nsa) at 301-688-6372. The association's Webpage address is <http://www.94is.usaf.nsa/694home/top3/top3home.html>.

Worth Repeating

"It is time for a new generation of leadership to cope with new problems and new opportunities. For there is a new world to be won."

—John F. Kennedy
U.S. President

"I'll turn over a new leaf."

—Miguel de Cervantes
Spanish Author

"Ring out the old, ring in the new,
Ring happy bells across the snow:
The year is going, let him go;
Ring out the false, ring in the true."

—Alfred Lord Tennyson
English Poet

"A new broom sweeps clean."

—Anonymous

"Old friends is always best, 'less you can catch a new one that's fit to make an old one out of."

—Sarah Orne Jewett
U.S. Author

"O brave new world that has such people in 't!"

—William Shakespeare
English Poet

To Catch a Queen

Cryptology and the Downfall of Mary, Queen of Scots

by Robert Hanyok
Center for Cryptologic History

More than 400 years ago, on February 8, 1587, Mary Stuart, Queen of Scotland, Queen Mother of the French monarch, and romantic martyr-symbol of the Counter Reformation, perished under the executioner's axe for her involvement in the Babington plot, a scheme to assassinate Queen Elizabeth I of England.

What is remarkable is that the entire plot unfolded before the eyes of British authorities. The conspirators' encrypted letters, describing details of the plan, were collected, decrypted, copied, and returned to the couriers—double agents for Elizabeth's government. When the final points of the plot against Elizabeth were known, the English authorities swooped in and broke it up. All the key players, including Mary, were executed; but the romantic legend of Mary, Queen of Scots, took on a life of its own.

Treachery Plotted

It began in 1568, when Mary, a Catholic monarch and former Queen of France (married to Francis II), fled Scotland after a disastrous attempt to rule the predominantly Protestant kingdom. She sought refuge in England with her distant cousin, Elizabeth I. Proud, beautiful, tempestuous, but also unwise and capricious, Mary was the heir apparent to Elizabeth, and was a threat to the latter's rule. Her refuge soon turned into protective custody as the religious and political wars between England and Spain intensified. After 18 years of enforced house arrest, Mary found that, to exiled English Catholics, she had become the paragon of Catholic martyrdom. This image is ironic, since Mary, in her early years as the queen, was hardly an exemplar of faith and morals; her second marriage was in a Protestant ceremony. Still, she had become a light that attracted the dreamy, romantic men of a new generation—men like Anthony Babington. Rich, gallant, and educated in France by the Jesuits, Babington moved in a society filled with plots and conspiracies against Elizabeth and her Protes-

tant advisors. While in France, Babington concocted a new scheme to remove Elizabeth.

In January 1586, Mary received her first "secret" letter from Babington's contacts in France. Carried by a trusted courier (in reality, a double agent, Gilbert Gifford) these messages were Mary's pipeline to all of the conspirators. Mary would compose her response in French. Her secretary would translate them into English and then encrypt them in a cipher that was popular then—a single substitution system of English by Greek letters including additional substitutions for repeating words, common syllables, and nulls. The letters, wrapped in a leather packet and slipped down a cork tube in the bottom of a beer or wine cask, were transported to Babington in France. This system was thought so safe and secure, that the letters carried nearly every detail of the plot: plans to invade England, uprisings by local Catholic sympathizers, the rescue of Mary, discussion of new codes and ciphers, and, the most damning of all, a reference to the "dispatch of the usurping Competitor."

Snare Set

Mary and the others never had a chance. At the center of this web of double agents, informants, and conspirators stood Francis Walsingham. He is arguably history's first great spymaster. He was brilliant and dogmatic in his devotion to Puritanism and Elizabeth. Due to her legendary parsimony, Walsingham bankrupted himself to finance his European secret service activities.

Walsingham's strength was in the recruitment of brilliant young Englishmen dedicated to the Protestant cause and living throughout Europe. These agents included such famous writers as Philip Sydney and Christopher Marlowe. Not least among this group was perhaps the one who would render Walsingham the greatest service—Thomas Phelippes. Phelippes, the son of London's collector of customs was Walsingham's roving agent. While in Paris, Phelippes had learned cryptanalysis from a Flemish nobleman, Philip Van Marnix, who had been deciphering Spanish messages con-

cerning the insurrection in the Netherlands and passing them to the English. Walsingham brought Phelippes to London to help him catch Mary.

Walsingham designed a net to snare the unwary, arrogant conspirators, baiting it and waiting for them to be caught. Unbeknownst to Mary and Babington, her courier Gifford would deliver the letters to Phelippes. Phelippes would easily decrypt them and forge copies of them all. (He was an expert forger—perhaps history's first cross-trained cryptologist?) The originals were then replaced in the cask and sent on their way.

Quest Complete

On July 17, 1586, Mary sent a long letter to Babington accepting all the details of the plan against Elizabeth. So damning was it in Phelippes' view, that he drew a picture of a gallows on the outside of the copy he sent to Walsingham. To better implicate Mary, Phelippes forged an encrypted postscript asking Babington for the names of the other conspirators. On August 3, Babington replied, acknowledging the fatal letter. The next day the plot collapsed and all of the conspirators fell into Walsingham's net. Babington confessed to the plot and reconstructed the fatal letters that he had destroyed, helped along by Phelippes and his decrypted copies. Mary was arrested a week later after her apartments were searched and more incriminating correspondence was found.

Mary's execution followed in February 1587. Some question remains concerning her guilt. There was no doubt that Walsingham's agents, who had infiltrated Babington's group, may have acted as agents provocateurs. Mary's perspective was centered on possible release; any plot giving hope of it would gain her support. Yet, in her letters she never opposed the plans to kill Elizabeth; it was the integral part of Babington's plan. Mary's complicity was marked with her own words, if not in her own hand.

After Mary's execution, a letter was sent to supporters in France describing it in detail ("...three blows before he severed it from her body."). This letter was encrypted in the Botley system that was similar to the one used by Mary. It too was intercepted by Walsingham's agents. He allowed it to go on.

Dr. Martin Luther King, Jr.—His Life Remembered

by Tonya J. Young and Gail Nathanson

A large portion of the Agency population is too young to remember the life and work of Dr. Martin Luther King, Jr. As the primary leader of the Civil Rights Movement, King led an American nonviolent revolution that enriched the moral purpose of our Nation and demanded social justice for African Americans. His noteworthy contributions won him the 1964 Nobel Peace Prize and gave him the honor of being the second American whose birthday is observed as a national holiday. For those who grew up in the 1960's or earlier, the memories of this dynamic man and his many contributions are vivid. It is easy to recall where we were when we experienced the anger, horror, and pain of his assassination.

Fortunately for younger people, there are many visual and auditory records of Dr. King's famous marches and speeches, which illustrate his leadership in the Civil Rights Movement and capture his gentle manner and magnificent speaking ability. There are films that demonstrate his creed of nonviolence through his words and actions, some of which made him the target of the very violence he so fervently condemned. A better understanding of his stand on Civil Rights and his philosophy of nonviolence can be found in the list of writings noted below.

- ❖ "Stride Toward Freedom" (1958)
- ❖ "Strength to Love" (1963)
- ❖ "Why We Can't Wait" (1964)
- ❖ "Where Do We Go from Here: Chaos or Community?" (1967)
- ❖ "The Trumpet of Conscience" (1968)

Chronology

Dr. King's life was marked by many significant milestones. This chronology recaps some of those events. It will bring back memories for some and increase the knowledge of others.

1929 King's Birth

- January 15—Michael King, (later known as Martin Luther King, Jr.) born in Atlanta, GA.

1944–54 Education Background

- September 20, 1944—King begins his freshman year at Morehouse College.
- February 26, 1948—King ordained and appointed Associate Pastor at Ebenezer Baptist Church.
- June 8, 1948—King earns a Bachelor of Arts degree in sociology from Morehouse College.
- May 6–8, 1951—King graduates from Crozer Theological Seminary with a Bachelor of Divinity degree, as valedictorian, and student body president.
- September 13, 1951—King begins



graduate work in systematic theology at Boston University.

- June 18, 1953—King marries Coretta Scott at the Scott home near Marion, AL.
- October 31, 1954—King ordained Pastor of Dexter Avenue Baptist Church in Montgomery, AL.

1955–56 Montgomery Bus Boycott

- December 1955—The Montgomery Bus Boycott begins and King elected president of the Montgomery Improvement Association (MIA) 5 days after Rosa Parks' arrest for refusing to obey the city's policy mandating segregation on buses.
- January 26, 1956—King arrested for speeding and jailed for the first time in Montgomery, AL.
- January 30, 1956—King's home bombed.
- February 21, 1956—An all-white grand

jury indicts King and 88 black leaders of the MIA for violating a state anti-labor law prohibiting boycotts.

- December 20, 1956—Montgomery buses integrated after the U.S. Supreme Court declares Alabama's segregation laws unconstitutional. King among the first people to ride an integrated Montgomery bus.

1957–58 Southern Christian Leadership Conference (SCLC) Formed

- March 1957—King attends the Ghanaian celebration of independence.
- May 1957—King leads Prayer Pilgrimage for Freedom in Washington, DC.
- June 23, 1958—King meets with President Eisenhower.
- September 17, 1958—King publishes his first book, "Stride Toward Freedom: The Montgomery Story."
- September 20, 1958—King stabbed in Harlem, NY.

1960–61 Sit-ins and Student Movement

- January 24, 1960—King copastors Ebenezer Baptist Church with his father, Martin Luther King, Sr.
- June 22, 1960—King meets privately with presidential candidate John F. Kennedy.
- October 19, 1960—King arrested for sitting-in at the Rich Department Store in Atlanta, GA. He refuses to post bail and goes to jail with student protesters.
- May 21, 1961—King addresses Freedom Riders and black residents at the First Baptist Church in Montgomery, AL.
- December 11–14, 1961—King responds to an appeal from William B. Anderson, president of the Albany Movement, to join the protests in Albany, GA.

1962 Albany Movement

- October 16, 1962—King meets with President Kennedy and urges him to issue a second Emancipation Proclamation to end racial segregation.

1963 Birmingham Protest

- 1963—Birmingham Protest, March on Washington, DC.

- April 16, 1963—King jailed in Birmingham, AL, and writes the "Letter from a Birmingham Jail."
- August 28, 1963—King delivers the "I Have a Dream" speech at the March on Washington for Jobs and Freedom.
- September 22, 1963—King eulogizes girls killed in the 16th Street Baptist Church bombing in Birmingham, AL.
- September 1963—"Strength to Love" published.
- October 10, 1963—Robert Kennedy authorizes the FBI to wiretap King's telephone in Atlanta, GA and subsequently approves taps on SCLC's phones.

1964 Nobel Prize

- June 1964—"Why We Can't Wait" published.
- December 1964—King receives the Nobel Peace Prize in Oslo, Norway.

1965 Selma Campaign

- January 2, 1965—King announces the start of Project Alabama, a campaign of mass marches centered in Selma, AL to arouse the Federal government to protect black voting rights through Federal legislation.
- March 21-25, 1965—King leads Selma, AL citizens to the Montgomery, AL march.
- August 6, 1965—King present when

President Johnson signs the Voting Rights Act.

- August 1965—King publicly opposes the Vietnam War, urging negotiations and a halt to the bombing of North Vietnam.

1967 Vietnam and Poverty Campaigns

- April 4, 1967—King delivers antiwar speech at the Riverside Church in New York City, NY.
- 1967—"Where Do We Go From Here: Chaos or Community?" and "The Trumpet of Conscience" published.

1968 Memphis and King's Assassination

- March 28, 1968—King leads a march of approximately 6,000 protestors in support of striking Memphis, TN sanitation workers.
- April 3, 1968—King delivers his last speech, "I've Been to the Mountain-top," at the Mason Temple in Memphis, TN.
- April 4, 1968—King assassinated in Memphis, TN.
- April 9, 1968—King buried in Atlanta, GA.

(Chronology taken from the Martin Luther King Website at Stanford University)

REPORTING ON FRAUD, WASTE, AND INEFFICIENCY

The Secretary of Defense has solicited the cooperation and support of all DOD personnel in reducing fraud, waste, and inefficiency in DOD. All personnel should be alert to opportunities for improved economies and efficiencies in NSA operations. Recommendations should be made through appropriate management channels.

To report suspected instances of fraud, waste, and inefficiency within NSA, call either the NSA Inspector General at 301-688-6666 or the DOD Hotline at 1-800-424-9098. The Hotline operates from 8:00 a.m. to 5:30 p.m. each workday and is staffed by personnel from the Defense Criminal Investigative Service. The identity of all callers will be fully protected.

Personnel using the outside telephone or contacting the DOD Hotline are reminded of security requirements; they should discuss only unclassified information. Classified conversations should be held only over the secure phone with the NSA Inspector General's office or with the IG's representative in person in OPS 2B, Room 2B8076. Shift personnel or others wishing to leave a message with the NSA IG may do so by calling on the secure phone and leaving a recorded message.

NSA's Medical Screening Services Available for Civilians

Occupational Health, Environmental and Safety Services (OHES) is committed to the health and well-being of the work force. It has reinvented what used to be "sick call" and formulated a new medical screening process to help keep employees on the job supporting the NSA/CSS mission.

New Focus

The OHES' focus has changed to allow military and civilian personnel to avail themselves of service anytime the center is in operation; therefore, allowing employees to return to work as quickly as possible. Now after signing in at the "front desk," employees will be directed to either Urgent Care in an

emergency, or through medical screening to determine if referral to TRICARE Primary Care Manager, a private healthcare provider, or an OHES provider is necessary. OHES providers will be available either at the time of walk-in or by appointment, depending on the caseload at the time of arrival. More information is available on the OHES Home Page at <http://www.s.nsa.OHES/s214/MedicalCenter.html>.

Service Availability

The OPS 1 Medical Center is open Monday through Friday from 6:30 a.m. to 4:00 p.m., to identify occupational injuries and illnesses. The OHES staff is available to assess and treat minor

wounds and illnesses. For complicated and chronic health problems, employees must seek care from their primary medical providers through their Federal health insurance provider or TRICARE Military Health Services.

The OHES Mobile Health Clinic makes scheduled worksite visits to provide services including health information and counseling, travel medicine, and blood pressure checks. The Mobile Health Clinic schedule Webpage can be found at <http://www.s.nsa/OHES/s214/MobileHealth.html>.

In Case of Emergency

As always, the OHES staff is ready to attend to urgent and life-threatening emergencies. In an emergency, dial 911 on any Agency nonsecure phone.

IAAAF Quilt Presented to Museum: On November 16, 1998 the Director presented the "I Am An American" Quilt to the Cryptologic Museum and the employees of NSA/CSS. The quilt, begun in 1997, is a beautiful expression of our diversity and similarities as Americans.

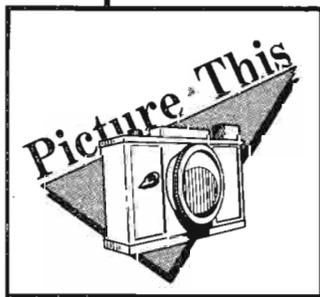
The making of the quilt began as an activity of the first "I Am An American Festival." Agency quilters were challenged to create an NSA/CSS quilt made of 10-inch squares. Using their creativity, the quilters began the task. They came up with 63 unique squares, all containing some of the "Spirit of America" challenge fabric, as their submissions for the quilt.

Sixty quilters of all skill levels, across the Agency, participated in this challenge. Some were experts who had specific designs in mind; others were beginners with a desire to learn and a patriotic story to tell. All of the quilters enjoyed participating in the project.

The quilt represents the best of the American culture—team spirit, creativity, and pride. Be sure to visit the Cryptologic Museum and see this unique quilt.



(l. to r.) Jon Zeigler, Ramona Cooper, Mary Garvin, Terri Oettle, Julia Wetzel, Lt Gen Minihan



Coast Guard Joins Agency: For the first time, a United States Coast Guard service member has been permanently assigned to NSA. Lieutenant Commander Arlyn Reese Madsen, Jr.

became the first Coast Guard Liaison Officer in August. The U.S. Coast Guard is one of the five armed services; however, it is the only service that falls under the Department of Transportation. This unique situation allows the Coast Guard to perform its law enforcement mission and its military role. Other Coast Guard missions include search and rescue, marine environmental protection, maritime safety, and interdicting smugglers of drugs, aliens, or other contraband.

Not everyone recognizes the Coast Guard uniform. Several NSAers have approached LCDR Madsen to ask if he is an Air Force officer, while others have asked if he is in the Canadian Forces. LCDR Madsen says that he is very happy to explain his Coast Guard uniform, and his NSA assignment.

Raised in a military family, LCDR Madsen's father is a retired Army colonel who once worked at NSA. His father was the Director's liaison for the Foreign Science and Technology Center from 1964-66. LCDR Madsen is a 1985 graduate of the Coast Guard Academy in New London, CT.

LCDR Madsen looks forward to his tour at NSA and is excited about the challenges and rewards that come with creating a new position. He believes that the Coast Guard offers outstanding career opportunities for young people. For additional information regarding the Coast Guard or the Academy contact LCDR Reese Madsen at 963-1417(s), 301-688-1417, or armadse@nsa. There is also a Coast Guard Website at <http://info.s.nsa/Libraries/Periscope/nations/usa/usa/coguard/index.html>.



LCDR Arlyn Reese Madsen, Jr.



Have a question to ask or a thought to express? Use Action Line! Opinions expressed in letters do not necessarily represent official viewpoints or the views of the Newsletter staff.

LOVIN' LIFE

Dear Action Line,

I want to comment on the support, programs, and information available to NSAers planning for retirement. Too often these services are taken for granted. I also want to advise fellow employees who are considering retirement that they are in *good* hands while their personnel representatives process their retirement papers.

Recently, my husband and I retired. We carefully planned this action and took *full* advantage of the NSA seminars and classes during the 3 years prior to our retirement. We also visited the Career Resource Transition Center and were helped with preparing unclassified résumés and obtaining Soft Landing positions. The wealth of retirement information and services available to NSA employees is awesome. I don't think *any* other Federal agency aids its employees as much as NSA does.

We informed our personnel representatives of our retirement intentions approximately 2 months before our retirement dates. The meetings lasted about an hour and our representatives provided us with information, retirement figures, and paperwork to complete. They scheduled another appointment with us 3 weeks before our retirement to provide additional guidance. During the 2 months before retirement, we contacted our representatives several times with questions and concerns. They were always available to help.

During our 3-day seminar in Spring 1998, we were advised by a representative that the retirement process could take 6 months to complete. However, the processing went much more quickly. My husband's last pay check from the Agency was on October 16, 1998. By October 28, we were notified by the Office of Personnel Management (OPM) in Boyers, PA that they had his records, verified his service, and on October 30, deposited a "tentative" retirement amount into our bank account. On October 28, we received the complete unclassified retirement papers that NSA had sent to Boyers. On November 5, his records were at OPM in Washington, and an additional deposit was put into our bank account. On November 7, we were notified by OPM in Washington that my husband was in *final* status and they had calculated his correct retirement pay. Amazingly, the retirement figure provided to him by his NSA personnel representative was only off by \$2 for the annual figure!

We are *very* pleased to have had such wonderful compe-

tent service from our personnel representatives. They saved us a lot of worry and made our retirement process absolutely wonderful. I feel we were truly spoiled.

—Bonnie E. Wise

ON THE SKIDS

Dear Action Line,

While walking along one of the links between OPS 1 and 2B, I slipped and sprained an ankle. My slip was caused by some kind of liquid that had been spilled on the floor. I was unable to see the liquid as it was transparent. Therefore, I had no chance to avoid it.

I know it can be embarrassing to spill something on the floor. All you want to do is beat a hasty retreat from those who saw you do it. However, liquid spills can turn into treachery for the unsuspecting. I have seen others fall due to these kinds of spills.

If you do spill something on the floor, especially a clear substance, and it is not convenient for you to clean it up, at least mark the spot with a napkin. You could be saving someone a lot of pain.

—Slippin' and a Slidin'

RECYCLING MADE EASY

Dear Action Line,

My office collects cans and bottles for recycling, and I know others do the same. Our problem is that when we take our bags out to the recycling bins, we must insert one can at a time. There are no bins for plastic drink bottles either (we get lots of plastic water bottles).

The bottom line is that we end up hauling all the stuff home in our cars. Could the Agency provide containers that accept large quantities of recyclables at once? I'm sure it would encourage other offices to participate, and it would reduce the amount of trash for the custodial personnel. Besides, handling the cans and bottles one at a time is a sticky, unsanitary business.

—Sticky Business

Dear Sticky,

Recently, the Agency purchased new outside recycling igloos for collection of aluminum cans and newspaper due to the deteriorating condition of the old igloos. Facilities Services and Environmental Compliance personnel worked with the igloo company to redesign the igloo opening. The aluminum can section has a small opening for single cans, but the section cover is on a hinge so that individuals can open it to deposit bags of aluminum cans. Admittedly, this new feature is not obvious, so hopefully this will help educate the work force and minimize any inconvenience.

Watch for additional approved items for recycling and improvements in collection procedures as Facilities Services and Environmental Compliance personnel continue to work together. Thank you for your commitment to environmental protection and cost-savings to the Government through participation in NSA's recycling effort.

—Barbara Krupiarz
NSA Recycling Coordinator

A Standing Ovation for the Worldwide Award Winners

The tension was thick and the excitement was exhilarating in the Friedman Auditorium on November 4—it was the highly anticipated annual



SSgt Larry B. Francisco, USAF accepting the Information Systems Security Award for Individual Achievement from Lt Gen Minihan accompanied by BG Barbara G. Fast (l.) and Mr. Mike Jacobs

Worldwide Awards Ceremony. Former Directors, Deputy Directors, Scientific Advisory Board members, friends, and families gathered for the event honoring the award nominees. Following the National Anthem and the presentation of the colors, Dr. James Hearn, former NSA Deputy Director for Intelligence, gave a tribute to the late Frank B. Rowlett. One of the United States' most prolific pioneers of cryptology, Rowlett was an outstanding contributor to NSA.

Lt Gen Kenneth A. Minihan, DIRNSA, welcomed the distinguished guests and award nominees stating, "this ceremony is a family celebration of the great accomplishments of last year." He introduced the guest speaker, Mr. Arthur Money, senior civilian official at DOD, and a long-term member of NSA's Scientific Advisory Board.

Mr. Money has more than 33 years of management and engineering experience. He was President of ESL, Inc., a subsidiary of TRW, before it was consolidated with TRW's Avionics and Surveil-

lance Group, and Vice President and Deputy General Manager for the TRW Avionics and Surveillance Group. The group is internationally recognized for airborne electronic systems and technologies, including reconnaissance and intelligence systems and advanced integrated avionics.

Mr. Money's message was on change—how the entire world must adapt consistently to it. He said "the events of today are a further manifestation on how dynamic and rapidly changing is the world we live in. However, turning these challenges into opportunities, is what we are about. All that you are doing, with the current leadership at NSA, is making a smooth change and transition into the 21st century." Mr. Money offered his appreciation and congratulations to all the nominees. He concluded with a tribute to DIRNSA. "Lt Gen Minihan will soon be depart-

ing your service and the leadership of this Agency and the United States Air Force in March. I want to recognize the leadership and the magnificent job he and NSA have done to start making the changes required for the world we now live in. The General's vision and commitment in preserving NSA's past, and in directing and leading the change for the future, has been significantly noted and significantly needed," said Money.

A video presentation was then shown detailing each nominee's specific contributions toward the goal of "One Team, One Mission."

Information Systems Security (INFOSEC) Awards

Established in 1989 by former DIRNSA, VADM William O. Studeman, USN, to recognize excellence in the field of information systems security. There are two categories for this award—organizational and individual achievement. The Frank B. Rowlett trophies are presented to the Federal government organization and individual exhibiting the highest degree of excellence and initiative in the field of INFOSEC.

Nominees

Information Systems Security Award (Organizational Achievement)

- ❖ Headquarters, United States Air Forces in Europe Intelligence Directorate Special Security Division
- ❖ HQ USEUCOM Command, Control, Computers and Communications Defense Information-Warfare Division
- ❖ Information Systems Security Branch Command, Control, Communications, and Computer Systems Directorate



LTC Kimberly K. Durr, USA, accepting the Information Systems Security Award for Organizational Achievement from Lt Gen Minihan accompanied by BG Barbara G. Fast (l.) and Mr. Mike Jacobs

**Information Systems Security Award
(Individual Achievement)**

- ❖ 2d Lt Dafina O. Myrick, USAF
- ❖ Mr. Ward C. Parker, Chief, Policy and Concepts Section
- ❖ SSgt Larry B. Francisco, USAF

The Envelope Please...

The Information Systems Security Award for Organizational Achievement was awarded to the Information Systems Security Branch—Command, Control, Communications, and Computer Systems Directorate, USTRANSCOM. LTC Kimberly K. Durr, USA, accepted the award.

The Information Systems Security Award for Individual Achievement was awarded to SSgt Larry B. Francisco, USAF of the 100th Communications Squadron in RAF Mildenhall, UK.

Congratulations to all the winners of this year's prestigious awards.

RETIREMENTS

43 Years

Robert W. Lantz

38 Years

Eddie M. Paugh

James M. Robertson, Sr.

37 Years

Steven A. Duex

36 Years

Glenn H. Durbin, Jr.

35 Years

Wilfred R. Quellette

34 Years

Charles Carnabuci, Jr.

Patrick J. Clark

Arthur E. Goldman

Jeannette Williams

RETIREMENTS

33 Years

Scott C. Bickell

Carol E. French

32 Years

Howard W. McAdams

31 Years

Daniel M. Piechowiak

30 Years

Francis X. Celeste

29 Years

Joe N. Barnes

28 Years

Kenneth Southerland

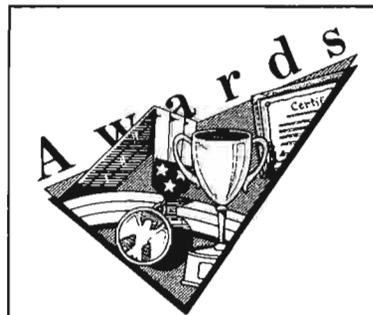
27 Years

Patrick J. Decillis, Jr.

**MERITORIOUS CIVILIAN
SERVICE AWARD**



Richard J. Murtha



**DEFENSE SUPERIOR
SERVICE MEDAL**



Richard J. Burda
CMSgt/USAF

Paul Derthick's HEADLINE PUZZLE by Larry Gray

This month's puzzle contains headlines from recent daily newspapers. Each of the five problems is a different letter-for-letter substitution. All five are derived from the same mixed alphabet at different settings against itself. To pick up a handout with Paul Derthick's explanation of how to do the Headline Puzzle, stop in the *Newsletter* office, OPS 1, South Cafeteria, Room 2.

1. ZDRDLTF LXSUYBFBRM DG T UBL DLXH LUDG UBFDZTM GXTGBY
2. DOQBWXICG PGBU HIQBU DOHS - WA IKQE AIC IKG POXG
3. PVSQGKAAK PZYUQXVKC QXXZHXPX TQGSK UGVPK VXPQKQCKC
4. DJOZQ CT IOCFQ FXOD IJKX'D OQVJNXNCR T MRO DXMQ DNOQQND
5. LRYZGUZ BAFG ZUE MILYMI QUE PIFG GU MIKIZM QYBFIRK

Answer will appear next month.

Answer to December Puzzle (from July 1973):

1. HOUSE PASSES BILL TO SLASH FARM SUBSIDY PAYMENTS
2. EPA PROPOSES TRAFFIC CURBS, REBUFFS AREA CLEAN AIR PLANS
3. FOCUS SHIFTING TO HALDEMAN, IMPLICATED BY MAGRUDER
4. ALLENDE TALKS WITH STRIKING WORKERS AMID RIOTING
5. SECRETARIAT STREAKS TO RACING IMMORTALITY IN BELMONT STAKES

Setting: DUNCE Key: IGNORAMUS Hat: CABBAGEHEAD

SUPER BOWL MVPs

Hidden below are the full names of 25 Super Bowl MVPs from 1967-96.

B A F F O K I N T E L I B D E R F C E D N A N D Y
 D A V I D A D E N N I S C D E L R O Y B N B O B S
 E T I H W Y D N A R A D R B J O E N A M A T H C I
 D O U G L A S B E A R L A R C E R I C E W D F J R
 G N U O Y E V E T S N N C I A N R E T T S A E J R
 B R U C E A B O B C W D E C F T I G N B N J L K A
 A C N A M K I A Y O R T B H D E S F O G N L E N H
 G E O R G E B Y R R E J C A F A N T S D Y E G I O
 C H A R L E S B F R A N K R B C I A R E L D F A C
 H B N E I P Y R K R A M A D C E G D E A F I G K N
 C A N D Y R G I L B E R T D A B G C D F B D W E A
 A B J E R R Y R I C E A C E E D I F N G I J A H R
 B E D A H A R O L D B F G N A C R H A J H K H L F
 U A L J E F F R E Y B O B T D B N C S F T E S G B
 A B O B Y E L W O H K C U H C E H A I B I C D D O
 T J O S E P H A K E R M I T T B O C T D M E A F B
 S A J B D T T E K N U L P M I J J C T E S F R G S
 R B C A L A W R E N C E D V I N C E O E T F B I M
 E L E N K B D O U G W I L L I A M S A C T D Y E M
 G T O N Y E M A T T H E W A M I L T O N I B R C I
 O S A M N O S W A D N E L M I C H A E L M A R B S
 R R O D N E Y C P H I L L I P A B O B C M B E D L
 F R A N K A K N O S C Y R R A L L E N A E C T B I
 R I C H A R D A B T S A M U E L C T Y R O N E D H
 W A Y N E B C A N A T N O M E O J G I L B E R T P

In Memoriam

Albert E. Bobby, a former linguist in the Operations Organization, died October 29, 1998, of a heart attack. He was 77.

Prior to joining the Agency, Mr. Bobby served with the U.S. Navy. He retired in 1986 with 23 years of Federal service.

Mr. Bobby most recently resided in Crofton, MD. He enjoyed traveling, reading, and playing the stock market. Mr. Bobby was an ordained minister. He served as a missionary in Portugal for 8 years.

Mr. Bobby is survived by his wife, Mary; a son Jonathan; two daughters, Patricia Zint and Janet Pack; and eight grandchildren.

Roy H. Cosby, a former electronic engineer in the Technology and Systems Organization, died October 6, 1998, of a heart attack. He was 80.

Prior to joining the Agency, Mr. Cosby served with the U.S. Navy. He retired in 1973 with 28 years of Federal service.

Mr. Cosby most recently resided in Port Orange, FL. He enjoyed astrology.

Mr. Cosby is survived by his wife, Margie; a son Darryl; and a daughter, Phyllis Betts.

James V. Havenner, a former employee in the Technology and Systems Organization, died October 13, 1998. He was 63.

Prior to joining the Agency, Mr. Havenner served with the U.S. Air Force. He retired in 1994 with 30 years of Federal service.

Mr. Havenner most recently resided in Summerfield, FL. He enjoyed golf and fishing.

Mr. Havenner is survived by his wife, Margaret.

Lillian J. Gant, a secretary in the Support Services Organization, died November 13, 1998, of cancer. She was 57.



A resident of Pasadena, MD, Ms. Gant joined the Agency in 1985. She enjoyed going to Ocean City, solving word search puzzles, dancing, and gardening.

Ms. Gant is survived by a son, Kurt; and two daughters, Cheryl Nicholas and Marcia Gant.

Sara J. Williamson Raras, a senior operational staff officer in the Information Systems Security Organization, died November 15, 1998. She was 35.



A resident of Elkridge, MD, Ms. Williamson Raras earned a master's degree from Johns Hopkins University. She joined the Agency in 1987.

Ms. Williamson Raras is survived by her husband, Lorenzo; and a son.

Charles E. Saunders, a former manager in the Operations Organization, died October 31, 1998, of a brain tumor. He was 67.

A native of Lunenburg County, VA, Mr. Saunders earned a bachelor's degree in history from William and Mary College. Prior to joining the Agency, he served with the U.S. Army Security Agency during the Korean War. Mr. Saunders retired in 1992 with 38 years of Federal service.

A resident of College Park, MD, Mr. Saunders was a talented pianist. Through his love of music, he became an avid fan of and close friends of the Andrews Sisters.

Mr. Saunders is survived by his mother, Ellen.

In Appreciation

My thanks to all my friends and coworkers for the many prayers and cards received following the death of my mother, Frances Plesinski. Your comfort and kindness has given all of us strength during this difficult time and will always be remembered.

—Barbara Honaker and Family

I wish to express my sincere thanks and gratitude to friends and coworkers who contributed leave during my current time of illness. This shows overwhelming support, concern, generosity, and kindness, which I deeply appreciate. The phone calls, prayers, flowers, fruit

baskets, and cards have really lifted my spirits. I am truly blessed to have such caring and thoughtful friends and coworkers. May God bless each and every one of you. Thank you.

—Katherine G. Gray

Thanks to all of my coworkers and friends for the many cards and personal notes following the death of my mother. My family and I appreciate your expressions of sympathy and support.

—Alan Bowers

I would like to express my sincere appreciation to my friends and coworkers for their kind expressions of sympathy following the death of my husband. The cards, flowers, food, and donations to the MS society have been a great comfort during this very difficult time. Your thoughtfulness will be remembered.

—Linda Lavin

My family and I would like to thank coworkers and friends for their expressions of sympathy after the recent death of my mom. We also thank those of you who made contributions to the Society for Progressive Supranuclear Palsy. Hopefully, medical research will discover treatments to alleviate the symptoms of the disease or, better yet, a cure.

—Bob Brown and Family

Thank you to all our friends and colleagues for their warm support, sympathy, and generosity following the loss of our beloved wife and mother.

—Richard and Margot Oberlander

My family and I wish to thank you for your presence at the viewing and funeral of Rick Gottshall. The flowers, contributions in his name to the American Diabetic Association or St. Mary's Building Fund, the Mass cards, nice stories told of him, notes, and telephone calls we received made a difficult time easier. We will miss his corny jokes, his positive attitude, but most of all his total devotion and love he gave to his family. Thanks for the support you showed our family.

—Nancy Gottshall

Retirements

My family and I wish to express our thanks for the wonderful retirement

sendoff. Words fail me in expressing my appreciation for the food, gifts, and kind words. Special thanks to the folks that helped make it a joyous occasion. After 20 years with NSA and GSA, it was difficult to say goodbye to friends and associates. The friendships will endure as I hope to maintain contact with you as I transition into my new career. Thank you all and may God bless.

—Harold D. Rector

Sincere thanks to everyone who, throughout my NSA career, made my life richer and more rewarding. Thanks for the memorable retirement celebration and the wonderful gifts. I was honored that so many took the time to wish me well and say goodbye. Special thanks to a wonderful boss and friend, Scrib, for his patience, care, and understanding. I wish each of you continued success and happiness in your NSA careers.

—Bonnie Wise

Sincere thanks to everyone who attended my retirement party. That day will be a cherished memory made more meaningful because my mother and my son were able to share it with me. My gratitude goes to Donna and Dave for handling the arrangements and to everyone for the beautiful "remembrance" necklace. I was overwhelmed by the outpouring of friendship and love. Thanks to those who phoned, E-mailed, or came by to wish me Godspeed. It seems impossible that 36 years have passed since my mother drove me to these "hallowed halls" for my interview. Dad certainly knew best when he advised that I could have an interesting and personally rewarding career with NSA.

—Jan Harris

After a rewarding 31-year career at NSA, I want to say good-bye and thanks to those with whom I worked, golfed, sung, crafted, and bowled. Special thanks to Sue and Pat for making my retirement luncheon and ceremony so memorable. Thanks also to Antoinette, Debbie, and Robin for their work in hosting such a wonderful event. I am grateful for the presents and letters of appreciation bestowed upon me. But, the best gift was having you all with Jack and me for this special occasion.

—Jo Ann Wittmann

**Thrift Savings Plan Rates
Through November 1998**

Months	C	F	G
1994 (Jan-Dec)	1.33%	(2.96%)	7.22%
1995 (Jan-Dec)	37.41%	18.31%	7.03%
1996 (Jan-Dec)	22.85%	3.66%	6.76%
1997 (Jan-Dec)	33.17%	9.60%	6.77%
1997			
December	1.71	1.01	.50
1998			
January	1.12	1.28	.51
February	7.20	.07	.44
March	5.11	.34	.50
April	1.00	.52	.49
May	(1.72)	.95	.51
June	4.05	.85	.48
July	(1.09)	.21	.49
August	(14.47)	1.66	.49
September	6.33	2.36	.44
October	8.19	(.52)	.41
November	6.04	.56	.42
Last 12 Months			
	23.52%	9.47%	5.93%

Percentages in () are negative.

The Headline Legacy

by Larry Gray

It has been more than 30 years since NSAer Paul Derthick devised the first Headline Puzzle for the *NSA Newsletter* (although the puzzle existed for years in some form prior to its premiere here).

The Baton is Passed

I assumed the task of creating the puzzle at Derthick's request in March 1992, when he suddenly became ill. After he recovered, he found that he rather enjoyed a life free of "headline deadlines" and asked if I would adopt the puzzle permanently.

Since then, I have sometimes wondered whether it might be time to replace the Headline Puzzle with another diversion; that it is an old soldier ready to fade away. However, if the number of gentle (and not-so-gentle) corrections I receive on my occasional mistakes are any indication of the size and zeal of its audience, it is still as popular as ever.

Agency Tradition Continues

A short time ago, Paul Derthick passed away. As a legacy, a simple puzzle may not be considered among the world's greatest contributions, and Paul Derthick would be the first to agree. He would probably have preferred to be remembered for his staunch patronage of the Savage Boys and Girls Club, church, and other community activities.

However, Paul Derthick's Headline Puzzle is special and unique to NSA. It continues to be "The Puzzle" for an Agency whose very existence is dedicated to the solution of the toughest of puzzles. I compare it to being asked to cater a banquet for a group of world-class chefs, when your specialty is a humble meat loaf. (It better be *some* meat loaf!) So, as long as the Headline Puzzle retains its popularity, I will be proud to carry on Paul Derthick's tradition. Please pass the mashed potatoes.

The Newsletter staff wishes to thank Larry Gray for continuing to invent challenging Headline Puzzles every month. Each week, several requests for the explanation of how to do the puzzle are received from new puzzle devotees. —Editor, NSA Newsletter

**THE NATIONAL SECURITY
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The *NSA Newsletter* is published monthly by the Office of Human Resources Services for the information and enjoyment of NSA employees and their families.

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This publication does not necessarily reflect the official views of the Department of Defense.

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ANSWERS TO THE JANUARY PUZZLE

B A F F O K I N T E L I B D E R H C E D N A N D Y
D A V I D A D E N N I S C D E L R O Y B N B O B B Y
E T T H W Y D N A R A D C B I O C E N A M T H C
D O U G L A S B E A R L A C C E R I C E W D F J J
G N U O Y E V E T S N C C F N R E T T S A E J J
B R U C E A B O B C W D E C F I G B N J L K K
A C N A M K I A V O R T B H D E F D G N L E N H
G E O R G E B B Y R E J C A F A N S U D D Y E G I
C H A R L E S F R A N K R B C H A P E R E D D F A
H B N E T P R K R A M A D C E G G D F I G K E E N
C A N D Y R G I L B E R T D A B O C C D G I J J A H L
A B E R R Y R I C A C E E D T F N G I J J A H L
B E D A H A R O L D B F G N A C E R H A J J H E S G G B
J A C J E F F R E Y B O B D D B N C S F J H E S G G B
A B O B V E L W O H K C U H C E H A S H H D M E A F G B
T J O S E P H A K E R M I T T B O C H E S S E A F G B
S A R D D T E K N U L P M I J C H E S S E A F G B
R B C A L A W R E N C E D V I N C E H E S S E A F G B
E L E N K B O U G W I L L I A M S A C N D Y E M H
G T O N Y E M A T T H E W A M I L T O N M A B B R C C
O S A M N O W A D N E T M I C H A E L M A B B R C C
R O D N E Y P H I L L I P A B O B C M A B B R C C
F R A N K A K N O S C Y R R A L L E N A M C B C D
R I C H A R D A B N S A M U E L C T Y R O N E D H T
W A Y N E B C E N N N O M E O J G I L B E R T E