

# Paul Stanford leads project to increase national labs' efficiency by weeding out unnecessary bureaucracy

**DOE, Sandia, and LANL cooperate in bureaucracy-busting effort**

By John German

Lab News Staff

Sandians like to point out how difficult it is to operate efficiently when Sandia is subject to so much external oversight, manifested in what seems like myriad federal requirements, DOE audits, and other regulatory miscellany.

Now Labs Financial Advisor Paul Stanford (VP-15000) is spearheading a cooperative project with DOE's Albuquerque Operations Office (DOE/AL) and Los Alamos National Laboratory to loosen bureaucracy's grip on the two labs and allow them to conduct their business more like private industry.

"We've said for years that to really reduce the costs associated with many of our administrative processes, we first need to take a hard

look at bureaucracy imposed by DOE and perfected internally through implementation," says Paul. "As one of my new assignments, [Labs President] Paul Robinson asked me to look at how Sandia and DOE could cooperate to reduce some of oversight's burden on Sandia."

It's all part of Sandia's and DOE's effort to become more efficient as a result of the Galvin report recommendations, the Clinton administration's reinventing government initiative, and current Congressional pressures on DOE and the national labs to reduce spending while increasing efficiency,

*"We are all looking for ways to do more with less."*

Paul adds.

"We — the Department of Energy and the labs — are all looking for ways to do more with less," he says.

## Some early successes

The effort — called the DOE/AL and Laboratories Partnering Initiative — began in January, and significant reform already has been realized in many of the project's seven functional areas: property, construction, integrated oversight (performance management oversight), DOE reporting requirements, procurement, financial management, and human resources. A team has been assigned to each area to identify and implement reforms.

One reform that has had some early,

*(Continued on page 5)*

## Reengineered staff augmentation process, contract consolidation to save Labs millions

By Bill Murphy

Lab News Staff

A number of new contracts — the precise number will be determined by market forces — will be awarded this month under the Labs' "Reengineered Staff Augmentation" process. Purchasing and Human Resources are partnering to deliver the new process. After a period of training for line requesters and for suppliers, the contracts will take effect at the beginning of October.

The new process will result in a dramatic reduction of the current 1,200 separate contracts under which contract personnel are retained by the Labs. The process is expected to save Sandia more than 25 percent — or \$25 million, based on FY95 expenditures — per year in staff augmentation acquisition costs alone, says Gordon Graham, Manager of Professional Services and Staff Augmentation Dept.

10231. The process will also generate additional annual savings and productivity gains of about \$2 million stemming from streamlining the existing processes and eliminating much of the red tape that has characterized staff augmentation.

*(Continued on page 4)*

*The new process will result in a dramatic reduction of the current 1,200 separate contracts by which contract personnel are retained by the Labs.*

## Sandia wins six 1996 R&D 100 awards

Sandia is the winner of six R&D 100 Awards, according to unofficial preliminary word from *R&D Magazine*, sponsor of the awards. Complete information on Sandia's 1996 winners will be in the July 19 *Lab News*. Last year Sandia had one R&D 100 winner. The R&D 100 competition recognizes the 100 most technologically significant new products each year.

# Sandia LabNews

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SANDIA YESTERDAY AND TODAY — John Lewis and son Jonathon, age 8, vacationers from Houston, Texas, examine a new exhibit at the National Atomic Museum titled "Swords to Plowshares — Sandia National Laboratories' Role in the Post-Cold War World." The permanent exhibit highlights several modern-day Labs' technical projects, including the atom tracker, micromachines, the Charge-Induced Voltage Alteration circuit failure analysis technique, the RETRVIR robot (for Remote TeleRobotic Vehicle for Intelligent Remediation), and plans to develop the teraflops supercomputer. Wishing the Precision Technology Airbag in the display was a pillow is Lewis' four-year-old daughter, Christian. The National Atomic Museum is managed by Public Relations and Communications Center 12600. (Photo by Randy Montoya)

- 3 Livermore mayor calls statewide science & technology confab
- 6 National training society honors Labs' Diversity Program
- 7 Peter Feibelman earns American Vacuum Society's top award

# This & That

**Inventive and caring to the end** - Former Sandian Don Wilkes worked at Sandia only 12 years or so and left the Labs 30 years ago, but he continued working with Sandians on various projects. Don died of leukemia at age 64 in Albuquerque June 19 after battling multiple sclerosis (MS) for about a dozen years. He was one of the most inventive people around, with more than 40 US patents to his credit. He's probably best known at Sandia for inventing the rolamite, a nearly frictionless bearing that's used in various devices including automobile airbags. Don was featured in a *Lab News* article last October along with Sandian Jim Purvis (5845) that discussed one of Don's latest inventions - an "infinitely variable" automobile transmission.

Maybe even more noteworthy than his inventions was Don's concern for people. He invented a special wheelchair with a self-adjusting center of gravity, and after contracting MS, Don worked as a volunteer helping people who had head injuries resulting from vehicle accidents. Mrs. Wilkes said in an *Albuquerque Journal* article that Don's inventiveness and concern continued until the end. While in the hospital during his last days and connected to an intravenous tower, Don sketched designs to make the tower less cumbersome for patients. Having come to the Labs long after he left, I never met Don. Obviously I missed something.

\* \* \*

**Tall Paul talks** - Sandia President Paul Robinson's next round of employee dialogue sessions will be July 18 at Sandia/California, and July 22 (BDM Bldg.) and July 24 (Tech Transfer Center) at Sandia/New Mexico. For details, see the announcement on page 5.

\* \* \*

**Some words is hard to use write** - My colleague Bruce Hawkinson (12640), who edits the *Sandia Daily News*, pointed out a recent meeting announcement that invited Sandia "principle investigators" to attend. Bruce wonders if these are our ethics officers.

\* \* \*

**Pays extra for business cards?** - Don't you just love some federal employees' titles? One Sandian received some correspondence from a DOE headquarters official: the Associate Deputy Assistant Secretary for. . . . I suppose this person's main helper is the "Chief Assistant Associate Deputy Assistant Secretary. . . ."

- Larry Perrine (845-8511, MS 0129, [lgperri@sandia.gov](mailto:lgperri@sandia.gov))

## Sandia, universities to offer first-of-a-kind security engineering curriculum

Tornadoes. Earthquakes. Floods. Terrorism. All four have potential to result in deadly catastrophes, yet only one is the product of human maliciousness. Anticipating and preventing tragedies caused by human intent has been a primary focus of Sandia's nuclear security work for the past 30 years. Now Sandia is partnering with two New Mexico universities to develop a curriculum that will offer students formal training in security.

Sandia, New Mexico State University in Las Cruces, and the New Mexico Institute of Mining and Technology in Socorro have joined forces to offer the first undergraduate curriculum in the country to focus on security engineering.

The Southwest Surety Institute was formed in June by these three organizations to provide education in security technology and to conduct security systems research and development. The institute will focus on educating students in the methods and principles of security systems design and implementation to provide a pool of ready expertise to government and private industry in addressing security problems in the United States.

### A unique alignment

"The Institute represents a unique alignment of technology, education, and research and development," says Mary Lynn Garcia of Sandia's DOE Security Programs Dept. 5804. "This curriculum will combine elements from different disciplines - safety, engineering, criminal justice - in order to produce individuals who will be able to design security systems to address issues of concern to all of us - workplace violence, terrorism, and theft, for example.

"Security engineering will equip students with expertise in several areas and will allow them to apply this knowledge to designing safe work environments, sound prison operations, and secure schools."

Sandia's experience designing and developing security technologies for DOE facilities will be applied to the new program. Security experts from Sandia will lecture on various security technologies, including sensors, video assessment and display, access delay, and communications.

NMSU and New Mexico Tech will incorporate distance learning technology, already in place at both schools, into their curriculum to maximize each other's programs and capabilities and to electronically bring Sandia security experts into their classrooms.

Sandia's long-term goal is to develop an advanced degree program in surety at interested universities across the country. Surety, says Dennis Miyoshi, Director of Security Systems and Technology Center 5800, is a term applied to making something safe and secure, and "It means that a system is made to not only resist predictable and natural disasters but also those caused by malevolence," says Dennis. "Students trained in surety will be able to make invaluable contributions to the workplace of tomorrow. Their capabilities will address the security concerns foremost on people's minds today."

- Kathy Kuhlmann

## Three *Lab News* contributors win APEX '96 individual awards of excellence

In our last issue we reported that the *Sandia Lab News* and the entire *Lab News* staff had been honored with a Grand Award in the APEX '96 Awards for Publication Excellence competition administered by Communications Concepts, Inc. The award was for overall publication excellence in the category "Magazines, Journals, and Tabloids."

Now we have been informed that three individual contributors to the *Lab News* have received Awards of Excellence in the same competition. The recipients and their categories are:

- John German, News Writing. For his news article, "Several employees and contractors disciplined for accessing sexually explicit

Web sites," Aug. 18, 1995.

- Randy Montoya, Photo Layout. For his two-page spread of photos "Full-Scale Emergency Exercise Asks 'What if ...?'" June 9, 1995.

- Larry Perrine, Editorial & Column Writing. For his *This & That* column.

Randy and Larry were also among the three *Lab News* APEX award winners last year, the first time the *Lab News* had ever submitted entries. This was John's first.



## Sandia LabNews

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## Technical standards metrology workshop scheduled Aug. 8-9

Sandia and DOE technical standards and metrology representatives are invited to attend a metrology organizational workshop to be held in Albuquerque, Aug. 8-9. Anyone actively working in measurement standards and measurement and test equipment calibration is invited to help form a DOE-wide metrology committee that will coordinate metrology activities and maintain metrology support networks.

The workshop is being hosted by Sandia's Measurement Standards Dept. 1545. Interested parties should contact Bob Wayland at (505) 271-7917 or Ralph Johnson at (505) 845-8241.

The *Lab News* is printed on recycled paper and can be recycled again along with regular white office paper.



# Science and technology leaders convene to support research and bolster California's R&D economy

**Sandia, Livermore officials lend efforts to unique state summit**

By Nancy Garcia

California Reporter

When Cathie Brown became Livermore mayor in 1989, her election coincided with a peak in total research and development spending in the state. Facing possible downsizing of the two DOE national laboratories bordering her city, and the closure of the Alameda naval air station in her county, she began traveling to Washington to lobby on behalf of future projects, such as the National Ignition Facility proposed for Lawrence Livermore National Laboratory.

California has relied on federal R&D spending — particularly defense spending — for decades. But she learned the perception is that the diverse state does not have its act together in competing for projects in Washington.

Her presence at the national level drew an invitation to help organize a statewide summit to address some of those shortcomings. Coordinated by the University of California, with co-sponsorship by state and federal agencies and private businesses, the California Coalition for Science and Technology Summit also included Materials and Engineering Sciences Center 8700 Director Michal Dyer on its steering committee. Distributed Information Systems Center 8900 Director Dona Crawford was one of three speakers at a panel focusing on information technology.



REPRESENTING R&D, both Sandia Center 8900 Director Dona Crawford and LLNL Director Bruce Tarter brought a national DOE laboratory perspective to a science and technology summit that drew leaders and decision-makers to the state capital.

Other Sandians who attended the invitation-only summit included Dept. 8842 Technology Partnership & Licensing Manager Gib Marguth, California Government Relations Manager Jane Ann Lamph (12120), Dept. 8204 Manufacturing Partnerships Development Manager Louie Talerico, and Dept. 8103 Industrial Technology Initiatives Manager Sheridan Johnston. Altogether, some 300 people attended the two-day summit in May.

## Developing a constituency for science

A former probation officer with a master's in public administration, Brown said she believes she has been effective in Washington because she can vouch for community support for the labs and for the value of the science and technology research they do.

"It's the first time we as local government were ever invited to be at the table," she said about planning the summit. "It's incumbent on us to develop a constituency for science and technology, those of us both within and outside the labs. I encourage lab employees to reach the public as often as they can, as long as the information is in lay terms."

Joining together for common understanding and accomplishment also entails informing com-

munity leaders who have a stake in local economic development, such as her. "How can I be most helpful?" Brown asked. "There may be some other roles I could play. I need to know what they are."

She envisions having a better-informed private sector match common interests with national R&D laboratories, while local officials market those interests for economic development.

In her remarks opening the summit, she challenged the University of California, which

runs a nine-campus system and manages three national labs, to develop a laboratory management fee for economic development much like Sandia's Technology Ventures Corporation in New Mexico. Economic vitality could be aided by commercializing technology through joint ventures or nonprofit business incubators, Brown said.

"It's all part of this move to partner," she said. The two labs adjacent to her city employ about 10,000 people and have a combined budget of \$1.25 billion. Leveraging those resources in the nation's largest state presents both a challenge and an opportunity, Brown said. "California is a diverse state. It needs to unify its support of science and technology."

Northern California has three multiprogram national laboratories — Sandia, LLNL, and Lawrence Berkeley National Laboratory. Brown called these DOE facilities "essential to maintaining the science and technology foundation for the state's economic recovery."

## 'A risky experiment'

Federal R&D spending may drop 25 percent over the next six years, however. That prospect was labeled a "risky experiment" by Neal Lane, Director of the National Science Foundation. Lane mentioned partnering as well, saying government's role has evolved from "sole patron to limited partner."

Defense R&D accounts for two-thirds of California's federal R&D, but it is expected to drop by more than 30 percent by the year 2002. Since a peak in the mid-1980s, R&D in the defense budget has already fallen more than 30 percent, points out a report issued at the summit by the American Association for the Advancement of Science. The report also underscores that state's strength, saying if California were a nation, it would have the world's eighth-largest economy and the fourth-largest R&D effort, behind the rest of the US, Germany, and Japan.

"We need to encourage and maintain federal investment in R&D," Mike Dyer said. "California has been a good citizen in defense for years. During the recent round of defense cuts and military base closures, California was inordinately hit. Now the government's talking about drastic cuts in R&D in California? The question is, how much can California give?"



LIVERMORE Mayor Cathie Brown gives interviews to *Valley Times* reporter Peter Weiss and *San Jose Mercury* reporter Glenda Chui at the Sacramento summit.

## Sandia California News

On the second day, at a panel on regional economic development, LLNL Director Bruce Tarter said local economies benefit from having national laboratories pursue national scientific and technological missions. Tarter said if national laboratories flourish, they can be a reservoir of technology analogous to a "scientific Nordstrom" (a high-quality department store). Labs can spin off "scientific boutiques" where business and industry may shop for solutions to a variety of problems.

UC President Richard Atkinson also cautioned that cutting R&D would slow the economy. He said in his keynote address that the White House Council of Economic Advisers concluded that half the economic growth since World War II could be traced to scientific advances.

An information-and-knowledge-based economy was emphasized as the key to the future.

## Capitalize on cultural differences

Dona Crawford said participants in her information technology session concluded that the cultural differences between government, industry, and academia "are there for a reason. We need to capitalize on them so everybody can win."

The state of California is in a unique position to improve the environment for telecommunications and information technologies to flourish, she added. For instance, the state could recognize high school equivalency diplomas completed through classes now available over the Internet.

In procurement, meanwhile, processes to protect the public trust could focus more on material issues. For instance, the state attempted to acquire a new computer system to automate Department of Motor Vehicle records but ended up with a system that never worked adequately, Dona said. Participants in her session recommended the state re-examine how it obtains and manages technology.

"California is the world leader in information technology," she said. "Information is a pressing need because it's the way we'll have to do business in the future, so communications present a good opportunity for us to make our case. . . . Everybody is watching California."

## Staff augmentation

(Continued from page 1)

tion acquisition.

The pending contract awards, Gordon says, will take into account Sandia's long-standing commitment to meeting broad-based socioeconomic objectives identified by DOE. As such, the contract awards will include set-asides for small, small disadvantaged/woman-owned, and 8(a) companies.

The contract consolidation, says Gordon, "represents a vastly improved process for acquiring staff augmentation personnel, both from the requester's perspective and from the Labs' perspective as a whole." The new process, Gordon says, "will reduce cycle time, give the line more flexibility, be more responsive to customers, and be more competitive cost-wise in this era of reduced budgets." At the same time,

the contractor personnel retained are expected to retain levels of income and benefits comparable to those provided under previous contract arrangements. The new contracts will be the Labs-wide standard for staff augmentation.

The 25 percent in acquisition cost savings — that's a conservative estimate, Gordon says — will come as the result of acquiring staff augmentation support under a few large contracts rather than through many small ones.

"Implementation of the new process has involved a cross functional team," Gordon says. "Purchasing initiated the new process, but we couldn't get anywhere without line participation, without full partnership with Human Resources, and without upper management approval. DOE has also worked with us and been very supportive of the effort."

The existing process for acquiring the contract personnel involves approximately 200 contractors, requires more than 1,200 contracts (average of two persons per contract), and results in high acquisition costs or "wrap rate"

*Contractor personnel are expected to retain levels of income and benefits comparable to those provided under previous arrangements.*

### Process culminates long effort

Gordon Graham says the new contract consolidation process culminates a long effort by Purchasing Program Manager Skip Reeder (10240) to improve the staff augmentation process. Gordon initiated the new process. Jon Bedingfield, Manager of Human Resources Staffing Dept. 3535, has led the HR team in the partnership and will be providing additional guidance to Sandia personnel. Gordon Smith, Manager of Program/Operations Support Dept. 5807, led the Technical Evaluation Team to score more than 100 proposals and participated on the Design Team. Lynne Starkweather (10231) has been the Sandia contracting representative responsible for the procurement, which Gordon Graham describes as one of the most complex and highest-dollar value procurements ever issued by Sandia. Shawn Shope, an Ernst & Young consultant, provided assistance throughout the development and implementation. Gordon credits the vision of Donna Stimak, Director of Purchasing Center 10200, with stimulating and supporting the effort from the beginning. In total, Gordon says, more than 40 people participated in the reengineering effort, from staff members to Labs President and Director C. Paul Robinson.

## What becomes of contract personnel?

Under the new staff augmentation contract consolidation process, what will become of contract personnel working under existing one- or two-person contracts?

If the contract personnel find their contractor did not win one of the consolidated contracts, at the end of their contract they may choose to remain with that contractor for assignment to a new work station away from Sandia or may choose to join one of the successful contractor companies that will have a financial interest in recruiting personnel for assignment at Sandia. If so, the contract personnel will have an opportunity to select the contractor whose overall offer of employment best suits their needs, says Lynne Starkweather (10231), the Sandia contracting representative responsible for this procurement.

Contrary to a "myth" circulating among some staff augmentation personnel, Gordon Graham (10231) says, Sandia is not trying to reduce costs by reducing contract personnel's benefits. In fact, the contractor's proposed benefit plan was one of the highest weighted factors in Sandia's technical evaluation. In addition, Sandia stipulates a minimum level of benefits that must be offered, Gordon says.

He notes that in benchmark studies undertaken as part of the contract consolidation process, an extremely attractive benefits package was found within the target wrap rate.

"A lower wrap-rate does not equate to a loss of benefits, but to an economy of scale," says Lynne.

What happens to existing contracts? "There are no plans to cancel or terminate any existing contracts to expedite use of the new process. However, we plan to exercise options," Gordon says, "only when there is a valid and justifiable reason for doing so."

The process of acquiring staff augmentation personnel will be easier and quicker under the new process, Lynne says.

In the current system, choosing an individual is bound up with the bureaucracy of making a contract selection and award.

This includes preparing and processing a Purchasing Requisition, developing evaluation criteria and plans, forming and using an evaluation team, constraints on communications with the candidates, and formal documentation supporting all of this.

Under the new process all of these requirements are eliminated.

(current contractors charge an average of 92.35 percent overhead and 7-plus percent profit, making Sandia's staff augmentation wrap rate approximately 100 percent). The existing process also causes cycle times of six to nine months from recognition of a personnel need to availability of the person and results in excessive internal handling costs.

Although Sandia contracts for a relatively large number of staff augmentation personnel, says Lynne Starkweather (10231), "the fractured nature of the contracting effort eliminates the opportunity for Sandia to benefit from the leveraging potential it should command." Consolidation, she says, will largely remedy that problem.

### Why consolidate?

As part of DOE's commitment to reduce total costs by \$2.8 billion over five years, Sandia pledged to reduce its overhead costs by a total of \$250 million by the year 2000 and to provide additional cost effectiveness and a better return on investment for the tax dollar. No organizations within the Labs were immune from identifying cost-cutting measures. Purchasing identified a major cost-saving opportunity in the way it handles staff augmentation processes.

To determine if the process did, indeed, represent a cost-saving opportunity, a benchmark study was done, Gordon says. "We looked for large companies with high-tech business bases that included staff augmentation as part of their overall staffing strategies. Three Fortune 500 companies were found that met these criteria and were willing to be interviewed. Two specialize in electronics manufacturing and the third in aerospace." The benchmark study also compared Sandia's processes to those at two other DOE national laboratories of comparable size.

"Our benchmark studies," Lynne says, "found that [comparable organizations] have a wrap rate of no higher than 53 percent; ours, by contrast, is more like 100 percent." That means the Labs pays a premium of 100 percent, over and above direct compensation, for every staff augmentation person in the Labs.

Compared with Sandia's average of two people per contract, the benchmark average was 200 people per contract. With consolidation, the Labs will come much closer to the

benchmark standard.

"By going to fewer contracts, we will spread the overhead over more people, reducing our wrap rate to an industry standard of 50 percent or so," Gordon notes.

The benchmark study found that "cycle time" (how long it takes to get staff augmentation personnel on the job) averaged less than 30 days, compared to Sandia's six to nine months. Improved, streamlined processes, Gordon says, will bring the Sandia cycle time down to the benchmark standard.

Certainly the existing process is cumbersome.

Acquiring staff via the current process requires line managers to fill out a forest's worth of paperwork: a Purchase Requisition, a technical criteria document, an acquisition plan, a statement of work, an evaluation plan. The new process will require managers to fill out one sheet of paper, a so-called tactical staffing requisition form.

Gordon says the new contracts will be monitored closely and reviewed annually. The key consideration will be to assure that Sandia's high quality standards and expectations are fulfilled. This monitoring will allow those selected to further define their capabilities through achievement of performance objectives.

"The staff augmentation contracts initially will be placed for three years. With options, the contracts can be extended to up to 10 years, so these are long-term arrangements," Gordon says.

*Staff augmentation contracts initially will be placed for three years. With options, the contracts can be extended to up to 10 years.*

### Sympathy

To Michael McDonald (9661) on the death of his father-in-law, Earl Beecher, in St. Paul, Minn., May 17.

To Michael Gorospe (7851) on the death of his father, Pete Gorospe, in Albuquerque, June 18.

To Susie Romero-Sosa (4412) on the death of her sister, Ida Romero, in Albuquerque, June 22.

# Bureaucracy

(Continued from page 1)

tangible results was the raising of the nonsensitive property value threshold from \$1,000 to \$5,000 in time for Property Inventory '96, a change that required the support of DOE (*Lab News*, April 26) and allowed Sandia and Los Alamos to avoid more than \$5 million in property control costs.

In the construction arena, an oversight team of DOE, Los Alamos, and Sandia representatives chaired by Dave Corbett (7913) has developed and proposed a process that would reduce cycle times required to build new DOE "line item" facilities. Typically eight to nine years is needed to conceive, plan, approve, fund, construct, and occupy new buildings. By working with DOE to eliminate pre-planning activities, reduce the number of "hard stops" between project phases, and perform some budgeting and design work concurrently, the team estimates savings in project cycle time by three to four years and reduced total project costs by 14 to 28 percent.

## More like private industry

A procurement team chaired by Cynthia Schneeberger (10210) is finding ways to move from an environment in which the national labs strive to comply with the federal government's procurement practices to one in which they emulate private industry's practices. (See "Reengineered staff augmentation process, contract consolidation to save Labs millions" beginning on page 1.) Already the team, working closely with DOE, has identified more than 50 procurement policies, processes, and procedures that are ineffective and costly and has changed 19 of them to reflect commercial or best business practices, resulting in cost avoidances and savings of more than \$4 million as well as significant cycle time reductions. DOE and Sandia are also working to make changes to the prime contract between DOE and Lockheed Martin to reflect elimination of the "federal norm" in procurement practices.

Another team chaired by Virgil Dugan (4500) is working to redesign the Labs' integrated management assessment structure, including the annual appraisal by which DOE rates Sandia's performance. As part of the project, an expanded self-assessment process has been developed by which functional areas within the Labs (such as procurement) assess themselves relative to a set of predetermined performance objectives and measures. DOE then uses this self-assessment "evidence" in place of its standard set of audits and completes a single, annual oversight review. Savings for these activities could potentially be in the millions of dollars per year range, says Virgil.

In a related project, Corporate Policies and Procedures Dept. 15105 is engaged in a one-year effort to remodel the Labs' policy architecture — including Sandia Laboratories Policies and Operating Instructions — to eliminate redundant and unnecessary policies and provide a unified, consistent set of business rules by which the Labs can conduct its operations and measure its performance. Program manager Shirley Wallace (15105) says the group has committed itself to reducing the number of corporate policies by half. In addition, a new

*"We couldn't reform our processes unless DOE supported it. Everyone's been tremendously helpful."*

## Employee dialogue sessions scheduled this month at New Mexico and California sites

Labs President and Director C. Paul Robinson this month will conduct the second series of employee dialogue sessions since assuming the Labs' top leadership position last autumn.

Here is the schedule:

- Thursday, July 18, 8:30-9:30 a.m. and 10-11 a.m., Sandia/California, Bldg. 902 auditorium.
- Monday, July 22, 3-4 p.m., Sandia/New Mexico, BDM Bldg.
- Wednesday, July 24, 8:30-9:30 a.m. and 10-11 a.m., Technology Transfer Center, Bldg. 825.

Employee dialogue sessions do not follow a prescribed agenda. They generally begin with a brief, informal presentation by the Labs president about current issues and then offer attendees an opportunity to submit written and oral questions about their concerns.

policies hierarchy on the Internal Web will provide one-stop shopping for DOE directives, corporate policies and procedures, and other requirements.

Various other efforts are in progress in each of the project's functional areas. The *Lab News* will cover any major developments as they occur.

## Cooperation essential

To glean the most benefit from the effort, Paul enlisted the cooperation of Los Alamos Chief Financial Officer Alan Johnson and DOE/AL Assistant Manager for Management and Administration Rich Marquez during the early stages of the project. That has helped increase the combined savings from the project and allowed reforms to be coordinated among participants, Paul says.

"We've received a lot of support from DOE, both locally and from Washington," he says. "We couldn't reform our processes unless DOE supported it. Everyone's been tremendously helpful, particularly Rich Marquez."

Los Alamos' Johnson agrees. "It's a good project," he says. "There's not a contractor in the world who wouldn't be in support of this project."

Because changing a DOE requirement often

involves modifying the contract between DOE, the national lab, or the lab's management and operating contractor, the project at times has required the cooperation of DOE Headquarters, Lockheed Martin, and the University of California (Los Alamos' management and operating contractor). In addition, in some cases federal laws pertaining to the requirement need to be changed as well, which requires DOE coordination with Congress.

Marquez notes that the project is in part a response to criticism of DOE and the national labs from the Galvin Commission. "It's the first time we've been formally engaged to partner and try to achieve better efficiencies," he says. "The goal is to eliminate non-value-added requirements from DOE and some of the internal redundancies within the labs by identifying processes that have passed their utility."

"We're already seeing some million-dollar efficiencies and avoidances, and there is more potential for big-dollar savings," he adds.

He says the project is also an opportunity to increase the level of trust between DOE and the labs. "There's been too much emphasis on requirements and compliance and not enough on the positive missions of the laboratories," he says. "It's time to move from a relationship built on oversight to one built on insight."



HALE FELLOWS WELL MET — Mark Dickinson, center, Manager of Military Liaison, Navy Projects, and Use Control Dept. 5514, explains Sandia's nuclear weapons training mission to a group of White House Fellows. The Fellows, including Sandian Rob Leland (1424), visited Sandia as part of an end-of-the-year tour of facilities related to the work they have performed in Washington. In addition to visiting the Labs' Weapons Training Center, the Fellows toured a number of other Labs facilities. The President's Commission on White House Fellowships offers up to 20 fellowships each year to give outstanding Americans a chance to receive first-hand experience in the workings of the federal government at the highest levels.

# Labs' Diversity Program garners national award for employee awareness, community diversity efforts

Sandia's Diversity Program received a national award from the American Society for Training and Development (ASTD) recently for its efforts to increase awareness of diversity issues among its 8,000-plus employees and for establishing a unique diversity forum in the community.

Berweida Learson, Manager of Diversity Planning Program Dept. 3612, accepted the award on behalf of Sandia during the ASTD's International Conference and Exposition in Orlando, Fla., June 2. Called the Multicultural Network Award for Outstanding Contribution to the Training and Development of Special Populations, the award recognizes "achievements of a corporation or business that has provided training and development activities and programs for special populations." (In Sandia's case, "special population" refers to its R&D workforce.)

Sandia was selected for its "Workforce Diversity Initiative directed toward the entire workforce at both the New Mexico and California sites," according to the ASTD, an association of some 58,000 professionals in workplace learning and performance. "Sandia has

evolved as a leader in the Department of Energy and at Lockheed Martin Corporation for its comprehensive and innovative diversity efforts."

Berweida says the award recognizes several programs sponsored by Diversity Leadership and Education Outreach Center 3600, including internal programs such as the Diversity Champions program (a formal education process that has trained more than 350 employees to drive diversity progress in their home organizations and at the corporate level) and Sandia's Division Diversity Councils (which are intended to shift responsibility for diversity performance from Sandia's Human Resources organization to line organizations).

The award also recognizes the Labs' three-year involvement in the Executive Forum on Diversity, a consortium of New Mexico corporate, government, and community leaders that meets semiannually to discuss diversity management as a business issue.

Sandia founded the Forum in 1993 (*Lab News*, Dec. 17, 1993) as a way to improve its diversity performance in the community, and

through it developed the Labs' first Diversity Leadership Strategic Plan, now used as a guide for achieving progress in diversity, not only in the workplace but also in areas such as education outreach, subcontracting, technology transfer, and community involvement. The Forum has attracted participation from the top levels of Sandia management.

Since 1993, the Forum has become more community focused in both scope and membership; Sandia transitioned the group's leadership over to Judy Zanotti, Public Service Company of New Mexico Senior VP for Human Resources, during an April meeting. In June, Sandia received accolades from the membership for driving the Forum's development during the last three years.

"We're appreciative of the award," says Berweida, "but there's a great deal of work that still needs to be done here at Sandia and throughout our communities about building more productive workplaces and increasing organizational capabilities through people. For organizations in a competitive age, these issues are a matter of viability and survival."

— John German

## Feedback

**Q:** I understand that a number of people are unhappy about their new jobs after the recent reengineering. Is any effort being made to really match the "right person to the right job?" In other words, what can you do if you were impacted and moved to a new job but can't stand the type of work you do?

**A:** During the recent workforce realignment, some of the impacted peer groups were resolved through employee movement into nonimpacted organizations/positions. For such a transfer to occur, the receiving manager had to concur that the employee would be an appropriate match for the opening. However, in any movement situation, there is the chance that it might not work out as expected.

Because the employee being transferred in this situation came from an impacted group, by definition that organization/job function was downsizing and, as such, a position in that same group was no longer an option. Employees must be willing to be agile in today's environment and to learn new skills when appropriate. However, if the employee has made that attempt and still does not "fit," the employee should first consult with his or her new manager and discuss options. The Employee Development Center (EDC) is also available to meet with affected employees and to talk through other options that might exist.

While it is natural that employees who are moved as a result of being in an impacted function may find themselves on a learning curve, people must expect and be willing to experience some period of transition as Sandia continually seeks to realign skills with work available. If the bottom line, however, is a "no fit," both the employee and the manager must be involved in discussions as to the most appropriate resolution. The EDC can facilitate such discussions.

Don Blanton (3500)

**Q:** Why are MTS job postings listed before MLS? Is this an indicator of importance since it is not a forward alphabetical listing? After eight years, seven as an MLS, this strikes me as a bit strange.

**A:** Because Sandia has a far greater proportion of technical jobs, it is to be expected that there would be a correspondingly greater number of job openings in the technical areas. Certainly, the order of the postings does not in any way reflect a "ranking" but rather simply the order in which a greater number of people would be searching.

Don Blanton (3500)

*The Feedback Program provides a communications channel to management from employees who have questions and comments about Sandia policies, procedures, benefits, and work environment.*

*Your immediate supervisor is the best source of information about Sandia and your work, but if you have an unclassified question or comment you'd like answered, contact the Feedback Administrator by interoffice mail at MS 0165, by e-mail at [jacarbe@sandia.gov](mailto:jacarbe@sandia.gov), or through the new Feedback page on the Sandia Internal Web at <http://www-irn.sandia.gov/corpdata/feedback/fbindex.html>. Answers to topics of general interest may be published on the Internal Web Feedback page or in the Lab News. Include your name and return address to receive an answer to your question from the Feedback Administrator.*

*Submitters' names are never published and, unless otherwise requested, are kept confidential by the Feedback Administrator. If you do not include your name with your Feedback, you will not receive an answer nor will your question be published, but your Feedback will be forwarded to the appropriate director for his or her information only. For information about Feedback, call Janet Carpenter (12640) at 844-7841 after she returns from vacation on July 15.*

## Sandia's level of participation in Savings Bond drive lower this year

Seven out of ten Sandians participated in the Labs' US Savings Bond drive this year. This fell short of expected goals despite the addition of on-line registration and an extra week added on to the campaign. Organizers had hoped that the new bond drive Web page (on Sandia's Internal Web) would have encouraged participation, but almost 15 percent fewer Sandians bought savings bonds this year than last.

"Compared to other companies we did quite well," says Juanita Sanchez (12671), the campaign coordinator. "Compared to previous years, not so good."

Sandia has been consistently recognized for high employee participation for an organization with more than 5,000 employees. High participation is defined as over 50 percent.

"At the end of the campaign we were at 70 percent," says Juanita. "We extended it another week, to pick up latecomers and to give people another chance, but we only increased by one percent," leaving Sandia's final participation at 71 percent.

A Web page was added at the start of the campaign to ease registration and provide easy access to information on bonds. "We don't know if the page helped or hurt; we're pretty sure the loss of the bond-a-year program hurt us," Juanita says. Before 1995's campaign, participants had been able to make a one-time annual deduction from their paychecks to purchase a \$100 Series EE bond, but the practice was done away with last year.

"The bond team is always looking for ways to buy bonds that are similar to the bond-a-year program," says Juanita. "We're always looking for ways to ensure that every Sandian has the opportunity to buy bonds."

Employee questionnaires will be given out to gauge Sandians' attitudes about the bond drive. Results of the survey will be published in a future issue of the *Lab News*.

# Sandia theorist Peter Feibelman wins top physics prize

*American Vacuum Society award cites importance of Peter's 'first principles calculations'*

A Sandia theoretical physicist who says he wants his science to make a difference "in the real world" has been selected as the recipient of one of the top honors in physics.

Peter Feibelman, a Distinguished Member of Technical Staff in Surface and Interface Science Dept. 1114, has been named the recipient of the 1996 Medard W. Welch Award, one of the highest honors the American Vacuum Society can bestow. The award, which consists of a \$5,000 cash prize, a struck gold medal, and a certificate bearing the award citation, will be presented to Peter during the society's national symposium in Philadelphia in October.

The citation reads: "For his insightful predictions and explanations of surface phenomena based on first principles calculations."

A letter to Peter from AVS President William Sproul and AVS Board of

Trustees Chair John Coburn said, "Your selection reflects the quality and impact your work has had in surface and thin film science over the years."

Peter, who has been with Sandia almost 22 years, has devoted most of his career to the study of surface phenomena. This subject has significance for many aspects of Sandia's mission, for example the preparation of materials required for advanced microelectronics applications, and the need to stabilize components against materials failure over long periods of time.

Peter's earliest efforts led to remarkable predictions concerning the interaction between electromagnetic waves and electrons at the surface of a metal. Verified years later by experimentalist Ward Plummer (Oak Ridge National Laboratory and University of Ten-

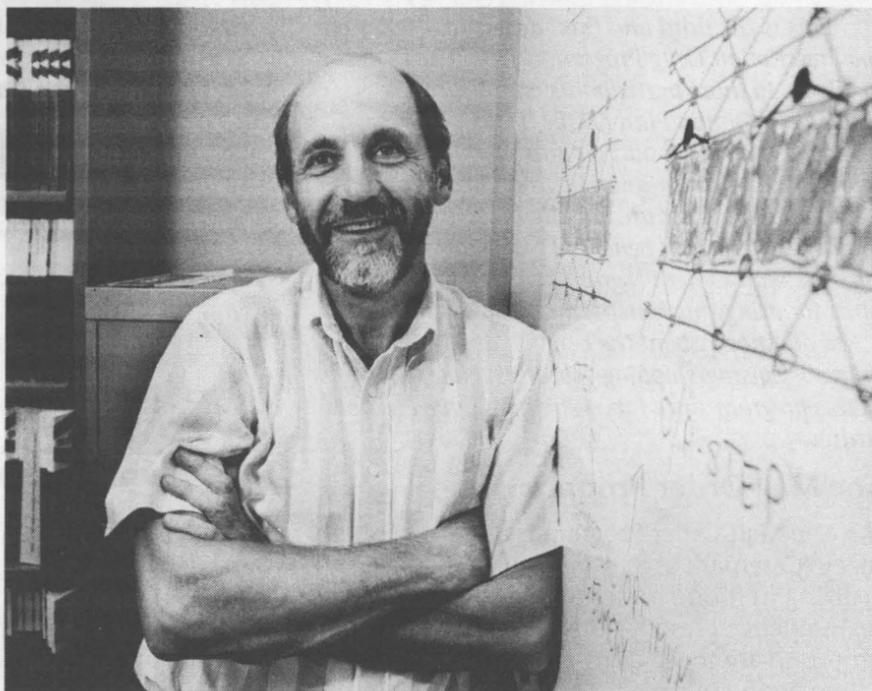
nessee, Knoxville) and his students, Peter's theory was the first major step beyond Fresnel's laws of reflection and refraction in describing how light behaves as it crosses a surface.

In 1978, Peter's work with Michael Knotek (now Associate Lab Director at Pacific Northwest Laboratory) on the disintegration of oxide surfaces bombarded by ionizing radiation revealed new "laws" of radiation damage.

In 1989, Peter was wondering how atoms migrate from place to place on a surface — this is important if one wants to construct a crystal one layer at a time. Using a unique computer code of his devising, Peter showed that atoms on a surface don't necessarily roll around like ball bearings on a bumpy surface, but may implant themselves in the surface while pushing a surface atom out. Sandia experimentalist Gary Kellogg (1114) used field ion microscopy to put this idea to the test. His experiment showed that Peter's substitution process is indeed operative for platinum atoms moving on certain platinum surfaces.

Plummer, who nominated Peter for the AVS award, says the significance of Peter's work cannot be overstated.

"Peter Feibelman has had a larger effect on my scientific career than any other person," Plummer says. "I think that's probably what makes Peter unique as a theorist: the



AWARD WINNER — Sandia theoretical physicist Peter Feibelman, here at the white board in his office, is the 1996 recipient of the prestigious Medard W. Welch Award of the American Vacuum Society. (Photo by Randy Montoya)

impact he's had on other people — Gary Kellogg at your lab, Tsong in China, just many, many people — where Peter has done some kind of detailed first principles calculation and from that extracted predictions and understanding that allows experimentalists . . . to go do something. All the stuff I did on surface plasmons, for example, was really due to Peter's insights."

## Leveraging experimental resources

Peter says he appreciates the close relationship that exists at Sandia between theorists and experimentalists.

"Since the first day I walked into the Labs," Peter says, "the message has been 'you are here to leverage our experimental resources.' But this isn't a burden. The interplay of experiment and theory is what makes Sandia a very desirable place to work."

In Peter's view, "there are two aspects to doing science: choosing a good problem and getting an answer." He says that being a theorist in Sandia's world-class surface experimental group makes the first part easy — "inspiration is always coming out of somebody's lab."

Bob Eagan, VP of Electronics, Materials Research, and Components Division 1000, notes the significant contributions Peter has made to Sandia's mission.

"Peter is one of our most outstanding scientists," Bob says. "During his career, he has successfully demonstrated how physical theory and high-performance computing can be linked with experiment to produce real advances in our understanding of materials structure and properties. In addition to honoring Peter's world-class achievements, the award focuses attention on Sandia's strength in conducting multidisciplinary research that supports our DOE mission."

The AVS award is just the latest in a number of significant recognitions Peter has earned for his work. He was the 1989 recipient of the Davison-Germer Prize of the American Physical Society "For his pioneering work in developing the theory of electromagnetic fields at surfaces." He won a 1994 DOE Basic Energy Sciences award for "Sustained Outstanding Research in Solid State Physics: Surface Atom Energetics," and a 1991 BES award with Gary Kellogg for "Outstanding Scientific Accomplishment: Surface Diffusion by Atomic Substitution."

— Bill Murphy



WINNING CRAFT — Thomas Gutierrez (1486), left, and David Rogers (1481) check out June's episode of LM1, Lockheed Martin's monthly news show. Here they are watching an animation featuring VentureStar, Lockheed Martin's winning entry in NASA's competition to build the X-33 Advanced Technology Demonstrator. Vice President Al Gore announced July 2 that the Lockheed Martin Skunk Works had been selected to design, build, and fly the demonstration launcher, which will be fully reusable and features a new rocket technology. The contract is worth almost \$1 billion. Video monitors around Sandia, including those in Bldgs. 836, 880, and this one in 802, show the LM1 video on a regular schedule. LM1 provides news briefs on a variety of projects performed at different Lockheed Martin locations as well as at Sandia and other national labs.

# Sandia's Mail-Order Program benefits explained

## Perscription Drug Program, Part 3

This is the third and final article in a series on the Prescription Drug Program (PDP). The PDP is available to those participants enrolled in the Triple/Two Option Plan (TOP<sup>3</sup>/TOP<sup>2</sup>); however, covered TOP<sup>3</sup>/TOP<sup>2</sup> participants who have primary coverage under another group health plan other than Medicare are not eligible to use the Mail-Order Program benefit. This article will discuss the Mail-Order Program benefits, provide hints for using this benefit, and answer frequently asked questions about the benefits and the mail-order dispensing/shipping processes. Note: Changes in this program since Jan. 1 are highlighted in bold italics.

### The Mail-Order Program

The Mail-Order Program is a licensed pharmacy (Caremark in San Antonio, Texas) specializing in filling prescription drug orders for maintenance prescriptions. Maintenance prescriptions are those drugs taken routinely over a long period of time for an ongoing medical condition. The prescriptions are delivered directly to the covered participant's home by

first-class mail or United Parcel Service (UPS). The participant is **not** responsible for shipping and handling fees (unless the participant requests special shipping arrangements).



Copayments for mail-order purchases are \$8 per generic prescription and \$15 per brand name prescription, for up to a 90-day supply. **The 300-unit limitation has been removed.** These copayments do not apply to the Prescription Drug Program or

TOP<sup>3</sup>/TOP<sup>2</sup> deductibles or the out-of-pocket maximum (stop loss provision) under the TOP<sup>3</sup>/TOP<sup>2</sup>.

Obtaining a maintenance prescription through the mail is easy and can save you repeated trips to the pharmacy. All you need to do is:

- Complete a Patient Profile/Mail-Order

form and attach your **original** written prescription, with refills, and mail to Caremark at P.O. Box 659557, San Antonio, TX 78265-9557.

- Enclose your required copayment using a check or money order, or a Visa, MasterCard, or Discover credit card number.

- Expect delivery to your home by first-class mail or UPS within 10 to 14 days from the **date of receipt by Caremark**. An adult's signature may be required for acceptance.

- Place refill orders by calling 1-800-833-4914 (24 hours a day, 7 days a week). Have your prescription number, social security number, and credit card ready.

### Helpful hints

To avoid delays in the processing of your mail-order prescription, these steps will ensure the efficient processing of your order.

- **To get a 90-day supply with refills, make sure your physician has written the prescription correctly.** For example, if you take one pill a day, your physician will need to

*(Continued on next page)*

## Answers to your questions about the Prescription Mail-Order Program

*Where can I obtain a Patient Profile/Mail-Order form?*

From the Benefits Department or by calling Caremark at 1-800-833-4914 and speaking with a mail-order customer service representative. You can also get it through Sandia Line and the Web. For Sandia Line, call 845-6789 (1-800-417-2634 then 845-6789 if outside Albuquerque), press "9" for quick dial codes, and press "1284#" for a fax of the form or "1286#" to have a form mailed to your home address. For Web access (at Web site <<http://www-irn.sandia.gov/corpdata/corpprofiles/formhp.html>>), click on the Services icon and scroll down to Documents, Forms, and Templates. Click on Corporate Forms, then click on Form SF4400-CMK and follow the instructions.

*I received my prescription from Caremark but it was only for a 30-day supply. Why is this?*

More than likely it was because the physician wrote the prescription for a 30-day supply. This is the reason behind the vast majority of these cases. Make sure your physician understands that this prescription is for mail-order and that he needs to write the prescription for a 90-day supply, with refills. By law, Caremark cannot dispense more than the physician initially prescribes, even if refills are listed on the prescription.

To remedy the problem, first call Caremark to verify the reason for the 30-day supply. If your physician wrote the prescription for a 30-day supply, obtain a new prescription from your physician, with refills, and resubmit it to Caremark on a new Patient Profile/Mail-Order form, along with the required copayment.

*Why are some prescriptions allowed only via mail?*

The prescriptions that are allowed only via mail are required to have an appropriate medical diagnosis prior to dispensing. Make sure your physician has written the medical diagnosis on the prescription; otherwise, Caremark will have to contact your physician and verify the medical diagnosis before dispensing the medication, which will delay your order.

*What benefits do I receive by using mail-order rather than a network pharmacy?*

With most drugs, using mail-order can save

you time and money on your maintenance prescriptions. You will receive up to a 90-day supply by mail-order versus a 34-day supply at a retail network pharmacy, per copayment. For a brand-name drug, the copayment is \$15 by mail and retail. For a generic drug, the copayment is \$8 by mail and \$5 at retail. There are no monthly trips to the pharmacy.

*I ordered a brand name prescription from mail-order but they sent me a generic medication. How can they do that? What do I do if I don't want a generic?*

Every prescription drug has two names: the trademark, or brand name, and the chemical, or generic name. By law, both brand name and generic drugs must meet the same standards for safety, purity, strength, and quality. For example, tetracycline is the generic name for a widely used antibiotic. Achromycin is the brand name. Many drugs are available in generic form. Generic drugs offer substantial cost savings over brand names; therefore, Sandia's Mail-Order Program has a generic substitution component. Unless your physician has specified otherwise, your prescription will be filled with the least expensive acceptable generic equivalent when available and permissible by law. If you do not want a generic drug, have your physician write "dispense as written" on the prescription.

*I want to use mail-order but what if I need the medication right now?*

Have your physician write two prescriptions — one for up to a 90-day supply, the other for a 30-day supply. Have the 30-day supply filled immediately at a retail network pharmacy and send the 90-day prescription to Caremark, along with the completed Patient Profile/Mail-Order form and the appropriate copayment. The prescription from the pharmacy will tide you over until you receive your mail-order prescription.

*How am I notified if Caremark cannot complete my prescription order or if there is a delay?*

All prescriptions that arrive at Caremark on one Patient Profile/Mail-Order form are processed together. However, if one or more of the prescriptions cannot be filled, the original prescription will be returned to you, along with

a cover letter explaining the reason for the return. The other prescriptions will be filled. The most common reasons prescription orders are returned are missing prescription information, no copayment enclosed, manufacturer has the drug on back-order, or prescription is not covered under the PDP. If the medication is currently out of stock (as a result of the manufacturer of the drug being out of stock), Caremark will hold the prescription for 48 hours and attempt to obtain the medication and fill the prescription. If the prescription is received with insufficient funds, Caremark will send the original prescription (and check or money order) back to the participant.

Delays in processing are not relayed to the participant; therefore, you may want to call Caremark periodically and check on your order. Delays can occur due to out-of-stock conditions within Caremark's facility (usually corrected within 24 hours), eligibility issues, or prescriptions subject to drug utilization review edits (such as quantity too many, inaccurate dosing, etc.) where a phone call to the physician may be required.

*How often are medications shipped? How are they shipped? What if they require shipping at a certain temperature?*

All medications in the shipping department are shipped every night. Medications are shipped via first-class mail or United Parcel Service. Caremark recently adopted a new shipping envelope for mail prescriptions. The new mailers are made of mylar and are tear-proof and more tamper-resistant than their previous mailers; therefore, the participant can be assured that the chance of their prescription arriving intact is higher than ever. In addition, to avoid medications being stolen or tampered with, shipping packages do not identify that Caremark is a mail-order prescription vendor.

Medication shipments are made only on Monday, Tuesday, and Wednesday to ensure that packages do not sit over a weekend at the post office. Caremark also carefully observes weather conditions across the nation and situations such as postal strikes, etc., that may affect the shipping of certain temperature-sensitive medications. Due to possible delays, it is advisable to order these types of medications early.

*(Continued from preceding page)*

prescribe #90 (90 pills), write instructions to take one pill a day, and indicate the appropriate number of refills (usually three to last one year). If it is a cream or lotion, the physician needs to specify how many tubes/bottles are needed for a 90-day supply (e.g. three 30 ml bottles is a 90-day supply). If you or your physician have a question about how to write a prescription, call Caremark at 1-800-833-4914 for assistance.

- Check your prescription before leaving your physician's office to make sure that the physician's name is legible, the physician's phone number and address are on the prescription, the exact daily dosage is indicated, the exact strength is indicated, the exact quantity with number of refills is indicated, and the full first name and last name of the patient are legible.

- Complete the patient profile section of the Patient Profile/Mail-Order form. If this section is not completed, it could result in a delay or potential drug interactions.

- Call Caremark to inquire about the correct copayment required before you send your order. If the correct amount is not

enclosed, Caremark may return the prescription to you. Since they do not keep a copy on file, you would have to resend the prescription to them with the appropriate copayment in order to get it filled.

- If you are concerned about generic or brand name substitution, you can call Caremark to inquire whether substitutes are available for your medications. If substitutes are available and you do not want them, Caremark can assist you with ensuring you obtain the medication of your choice.

- Call Caremark periodically about your order in case any delays have been encountered. You can then speak with a customer service representative to determine what the delay is and when you can expect your order.

- Registered pharmacists are available 24 hours a day, seven days a week, at 1-800-833-4914 to answer patients' medication-related questions.

The following prescriptions will be dispensed only through the Mail-Order Program when medically necessary for an appropriate diagnosis:

- Anabolic steroids
- Smoking deterrents such as patches

- Diet medications
  - Oral calcium supplements
  - Growth hormones —  
for hypoparathyroidism only
  - B-12 injectables
  - Retin A
  - Prescription-strength vitamins  
(Prescription prenatal vitamins allowed at mail and retail)
- Fertility drugs, blood factors, epoetin, and procrit are available by mail and retail. Note: Minoxidil/Rogaine Topical solutions and nicotine gum are now over-the-counter and are no longer covered under the PDP.

All of the above prescription drugs require an appropriate medical diagnosis to be on file with Caremark. When submitting an original prescription, have your physician write the diagnosis on the prescription. If the prescription is received by Caremark without a diagnosis, a Caremark pharmacist will contact your physician; however, this will result in a delay in the processing of your order.

If you have any questions about the Prescription Drug Program, contact Sandia's focused customer service unit at Caremark at 1-800-833-4914.

## Around the E&E sector

### LOCKHEED MARTIN

Lockheed Martin Energy Systems Inc., the management and operations contractor for the Y-12 and K-25 plants at Oak Ridge (but not for Oak Ridge National Laboratory, which is managed by Lockheed Martin Energy Research Corp.), is offering a Retirement Incentive Program effective July 1 for employees who are: 1) at least 50 with 10 years of company service; or 2) age 65 regardless of length of service or age 62 with 10 years service. Employees in the first group can add 2.5 years of age and 2.5 years of service in equal amounts to their pension credit. Employees in the second group can add 5 years service to their pension credit.

Because the program does not target specific organizations, it is different from the Voluntary Reduction in Force Programs that the company has historically offered.

## Retiree deaths

Mildred Hill (74) .....	4213 .....	May 1
Lorenzo Lopez (74) .....	2123 .....	May 2
Dorothy Lewing (76) .....	9413 .....	May 3
Hyacinth Walker (86) .....	9411 .....	May 3
Howard Feemster (59) .....	8115 .....	May 4
William Hahn (74) .....	155 .....	May 6
John Ransom (73) .....	3425 .....	May 6
Lawrence Lowe (88) .....	4213 .....	May 7
Thomas Conlon (83) .....	1221 .....	May 7
Ben Bright (76) .....	3425 .....	May 12
Gerald Henderson (52) .....	8154 .....	May 13
Kenneth Dickerson (81) .....	3647 .....	May 13
Anthony Chaves (76) .....	3411 .....	May 14
Richard Miller (80) .....	3171 .....	May 19
Francisco Gurule (66) .....	2522 .....	May 21
Nathan Knapp (86) .....	7636 .....	May 21
James Kane (75) .....	1556 .....	May 23
Joseph Boyd (76) .....	1552 .....	May 27
Jacobo Mata (85) .....	4611 .....	May 28
Eunice Wyer (76) .....	9000 .....	May 29

Organization numbers indicate retirees' positions at the time of retirement and may not correspond to present-day organizations.

## Sympathy

To Stanley Jew (7615) on the death of his father, Harry C. Jew, in Albuquerque, June 22.

## C-Club buys swimming pool bubble

*Inflatable cover will make pool a year-round facility*

The members said "do it," so they did.

Armed with the "very positive results" of a membership survey taken during FY95, the Coronado Club has purchased an inflatable "bubble" tent cover for the main swimming pool, converting it from a summer-only facility to one that is usable year-round. The 100 ft. by 120 ft. bubble with inflation fans, heater, site preparation, and utility installation cost \$150,000. The cover, which has been purchased and delivered to the Club, is scheduled to be set up right after the pool ends its summer season on Labor Day weekend. The grand opening of the "bubblized" pool is set for Sept. 16.

According to John Hancock (12304), a member of the Coronado Club Board of Directors and Chairman of its Pool Cover Committee, no Sandia or DOE funds were used in the acquisition.

"Before we made any decisions," John says, "we spent a lot of time up front talking to our customers. After determining the high level of interest in this, it seemed appropriate to use Club money to proceed."

### Endorsed by board, management

Although the decision was made by the Coronado Club, John says the Board received a positive endorsement from Sandia management. "Charlie Emery [VP, Human Resources Division 3000] and Dr. [Larry] Clevenger [Director, Benefits and Medical Services Center 3300] were very supportive of us," John says. "They agreed that this is a health benefit as well as a lifestyle benefit for Club members."

John says the \$150,000 cover is not the cheapest route the Board could have taken, but represents the best long-term investment. "Initially, we were considering a system that cost considerably less, but when we started looking at life-cycle issues, we decided to go with a really high-quality cover. The fabric 'walls' have a thermal/acoustical liner and a UV protective coating and should last at least 10 years; the blowers and heaters, with proper maintenance, will last 15 to 20 years." In addition to its obvious benefits for members, John says the pool cover is a good business decision as well. "When the pool is open, people are more active [using other Club facilities]."

The Club intends to make full use of the

pool during its new year-round availability. Bruce Maxey, Coronado Club Recreation Manager, plans to provide activities that include lap swimming, swimming and diving lessons, SCUBA lessons, water aerobics, and kayaking. The Coronado Club hopes to add a winter youth swimming team and an adult master's swimming program during the first winter the pool is open. Bruce says the Coronado Club will continue to open the pool to the elements during the summer season, installing the cover only during the September-to-May period.

All Sandians, DOE employees, contractors, and other KAFB personnel are eligible to join the Coronado Club. Club dues are \$96 per year.

## Annual pool pass prices; winter pool hours

The information below is the total price for an annual pool pass (not including Club membership fee). Annual passes will be offered at a sale price to club members until July 31, after which they will be sold at regular price prorated for the remainder of the swimming year.

If you have already purchased your summer passes, the amount you have already paid will be subtracted from the figures below.

	Before July 31, 1996	Regular price
\$50	1 person	\$ 72
\$85	2 people	\$108
\$120	3 people	\$144
\$140	4 people	\$168
\$155	5 people	\$192
\$15	each additional	\$ 24

The winter pool hours will be:

Monday-Friday  
Lap swim 6 a.m.-8 a.m.  
Lap swim 11 a.m.-1 p.m.  
Lap and open rec. swim 4 p.m.-7 p.m.  
Saturday and Sunday  
Lap and open rec. swim 11 a.m.-5 p.m.

# Mileposts

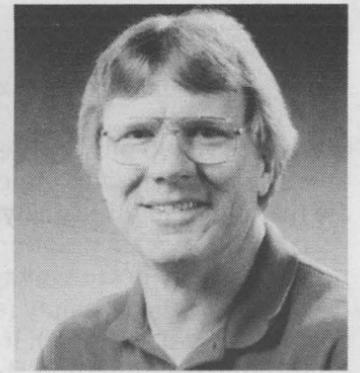
July 1996



Pete Rand 35  
1815



Mary Walker 15  
9111



Tommy Teague 20  
5821



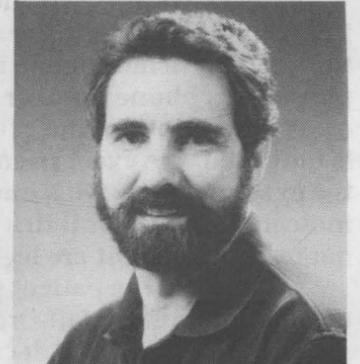
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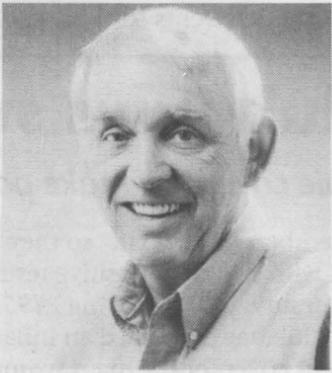
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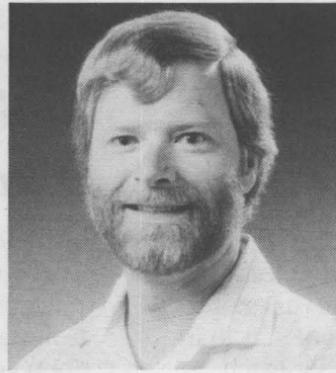
Elsie Yeppa 20  
12617



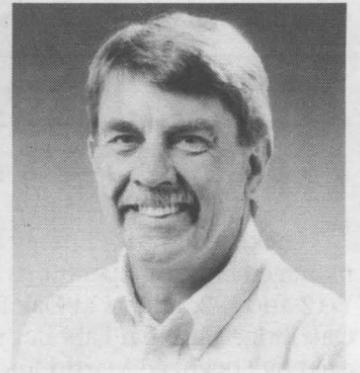
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6215



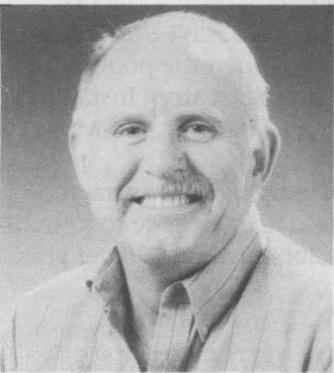
David Johnson 30  
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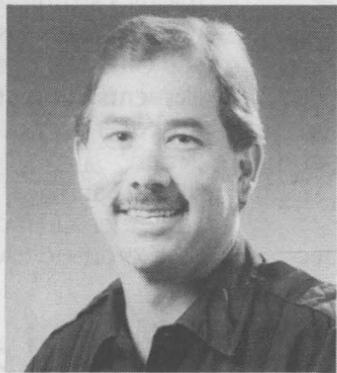
Paul Taylor 15  
9232



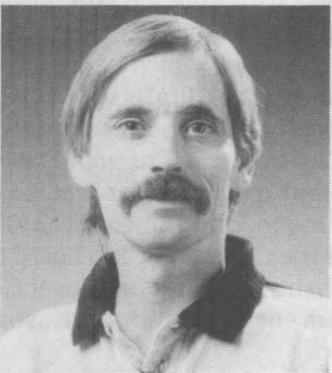
Paul Klimas 20  
6201



Gene Lisotto 35  
2111



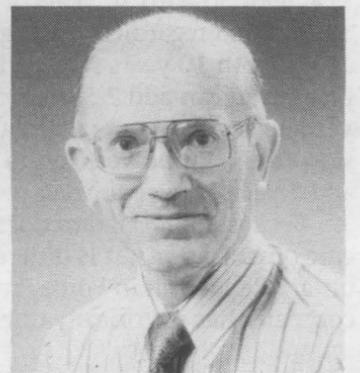
Terry Keim 15  
7435



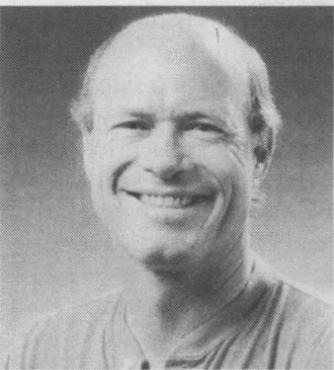
George Bott 20  
5716



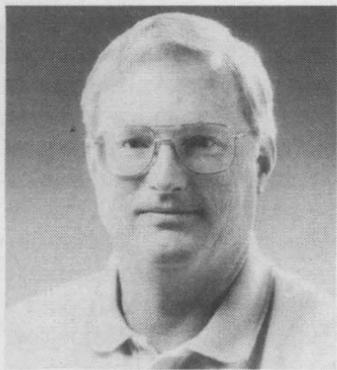
Debra Stephens 15  
9781



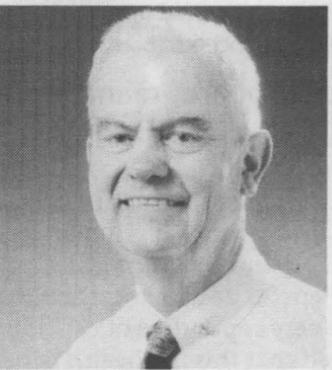
David Larson 30  
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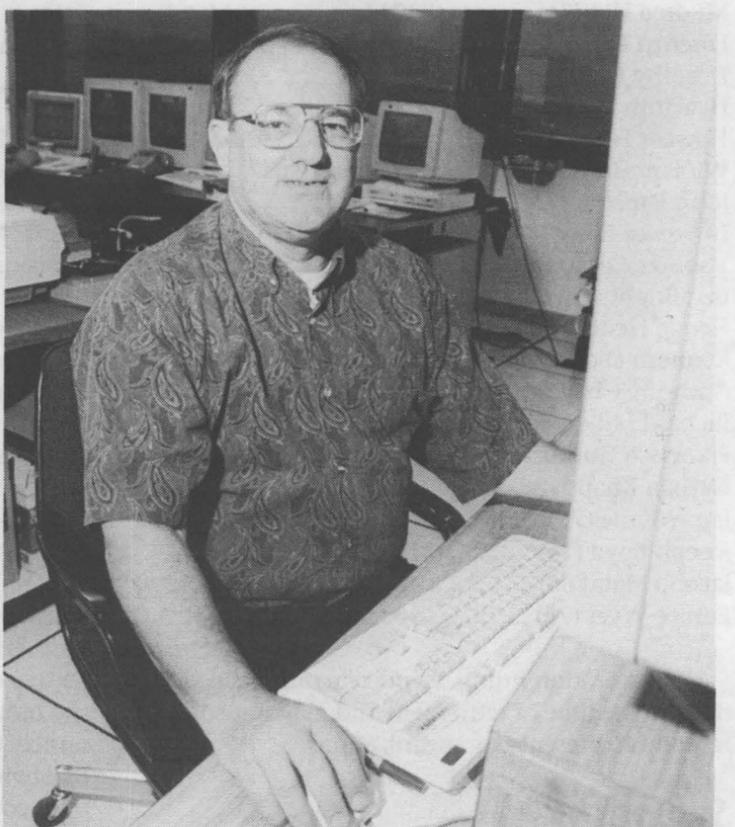
Michael Eckley 15  
2615



Ron Haid 30  
9783



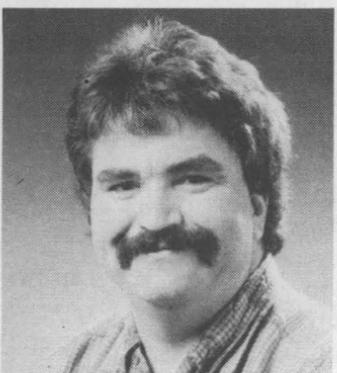
Emile Bernard 20  
6652



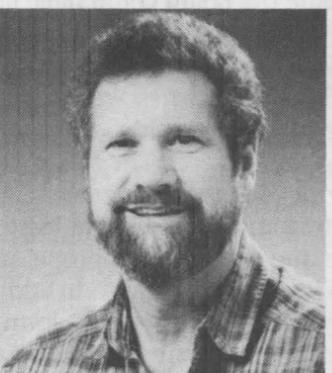
Richard Houser 35  
6215



Phyllis Owens 20  
3526



David Borns 15  
6116



Ron Trelue 20  
9403

# Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads

## MISCELLANEOUS

TWO LOVE SEATS, matching chair & ottoman, earth tones, excellent condition, \$500. Chorley, 296-1454.

MOLDS FOR CERAMICS, 20 to 30 different molds available, price varies (OBO). Giersch, 897-0229.

FREE PET RABBITS: white male, gray female, need new home. Ohrt, 292-1316.

FULL SIZE BED, w/headboard \$50; Weider weight bench & weights, \$150; white spoke 14-in. wheels for mini-truck, \$50. Davis, 828-1931.

ENTERTAINMENT CENTER, mahogany, \$250; Broyhill tables, \$75 ea.; free-standing fireplace, \$125. Martinez, 344-9706.

TWO GOODYEAR INVICTA GL TIRES, 215/70R14, \$50; boy's bicycle, 12-sp., 24-in., all-terrain, excellent, \$175. Sturgeon, 281-9035.

LAPIDARY SAW, Lortone, 14-in., w/diamond blade, excellent condition, \$200; white laminate executive desk, \$50. Bleakly, 888-4608.

NYLON BERBER (STAINMASTER) CARPET, 150 yds., 2 years old, off-white, carpet only, \$14 new, \$5 firm. Freshour, 256-9168.

UNIDEN CELLULAR BATTERY, 4.8V, 850mAh Nickel-Metal Hydride, for Uniden CP7500 cellular phone, charcoal gray color, 6 mos. old, \$50. Aguilar, 238-0567.

FISHING EQUIPMENT, 7 assorted rods, w/reels, 2 tackle boxes, complete w/lures, large net, reasonable prices. Freyermuth, 299-2053.

OFFICE-TYPE DESK, double pedestal, 30" X 60", maple finish, excellent condition, \$175; computer desk, \$40. Grumblatt, 294-4738.

PA SYSTEM, 100-watt amp., 1 pair 100-watt speakers, 2 Omni directional mikes, extras, \$300. Waquiu, 298-8205.

GIRL'S BEDROOM SET, 4-pieces, very nice, \$300; waterbed, super-single, w/bookcase headboard, \$115. Doughty, 296-4142.

TREADMILL, Pro-Form 920, 1.5-hp DC motor, 0-8 mph, extended stride, auto incline, Accusmart Fitness monitor, 3-yrs. old, \$200. Sanchez, 292-1982.

KIMBALL ORGAN, Broadway electronic, 2 keyboards, automatic chord & pedal accompaniment, stereo, bench, almost new, \$1,500. Gear, 344-2009.

CAMERA EQUIPMENT, Olympus & Tokina accessories. Hubbard, 291-8463.

NIKON 105mm LENS, very sharp, excellent condition, new \$520, asking \$200. Montoya, 296-4268, before 9 p.m.

FERRETS, 1 male, 1 female, 2 cages, all accessories, \$200. Knight, 839-0948.

HIGH VACUUM PUMP, Edwards Model 18, \$250. Allen, 299-9075.

VACUUM CLEANER, Eureka canister, attachments, \$20; round rug, 7-ft. diameter, Southwestern patterns, earth colors, \$25. Beard, 828-0673.

COOLER STAND, galvanized sheet metal, 34-3/4 square, 4 galvanized sheet metal cooler covers, 28-1/2 x 34-1/4, \$50. Wymer, 294-0605.

TWIN BED, box springs, mattress, frame, headboard, all \$100. Beck, 294-4591.

AEA PK 900 DATA CONTROLLER, Pack-rat windows, TNT SW, w/warranty registration cards, new, in box, \$375 OBO. Mazze, 883-6681.

WATERBED, king-size, bookcase, 12 drawers, waveless, \$200; Tunturi stairstepper, like new, \$200; spare tire rack. Gunckel, 256-1148.

REAL ANTIQUES, pump organ, pedal Singer sewing machine, commode, fireplace front from old St. Joseph Hospital, crank telephone. Smith, 890-5388.

RUSTIC SOLID WHITE CEDAR BEDROOM, full-size bed frame, dresser, nightstand, mirror, great for boys' room, \$100. Aas, 856-6674.

BACKSAVER, leather ergonomic chair, black leather w/teak-finish base, beautiful condition, rarely used, \$450 OBO. Parrott, 255-3614.

BEDROOM SET, Lane, beige, gold trim; queen-frame sofa; chair, black pattern, gold trim, \$675 OBO. Hernandez, 883-0962.

GATEWAY PC 386SX-16, 4MB-RAM, 100MB-Disk, VGA, DOS 6.22, MS Works, great for DOS, too small/slow for Windows, \$250. Schroeder, 856-1825.

REFRIGERATOR, Sears Kenmore, frost-free, \$150. Aubert, 286-9173.

ELECTRIC RANGE, Hotpoint, self-cleaning oven, microwave inside regular oven, \$200; apartment-size dishwasher, Sears, free. Garrison, 881-1851.

ALTERNATOR, speedometer, for '76 Chrysler 440 engine & '76 Explorer MH; 20-50 Pennzoil, \$.75/quart. Bruington, 255-6164.

DEEP FREEZER, Kenmore, 15.1 cu. ft., white, \$150. Taylor, 275-5925.

SKI BOOTS, Salomon, size 10-1/2, \$75; 4 Yokohama P185-60-R14 tires, \$40; Miata exhaust, shocks, \$20; tripod, \$10. Harding, 254-9515.

SHOPSMITH MARK VII, functions as table saw, drill press, lathe, etc., \$350. Potter 299-6053.

ALTO SAXOPHONE, Yamaha, for student, complete w/mouthpiece & case, \$300. Breckenridge, 797-4901.

DELTA DRILL PRESS, 8-in. bench model, barely used, \$100. Grafe, 897-0776.

PHOTOGRAPHY EQUIPMENT: medium format cameras, studio lighting equipment & backdrop, \$1,000. Alfonso, 237-0793.

KENMORE RADIO/AMPLIFIER, \$50; Nebulizer, \$50; Nintendo games: Mortal Combat Series, \$25 ea.; Killer Instincts, \$25; Fatal Fury, \$20. Cibicki, 877-7098.

HITCH, Class II, 3500-lb. rating, w/all hardware, fits '90-'96 Isuzu Rodeo or '94-'96 Honda Passport, \$55. Roseth, 856-6964.

PRINTER, HP LaserJet 4MP, Postscript, PCL 5, excellent condition, \$550 OBO. McCormack, 296-3936.

REFRIGERATOR, 1.1 cu. ft., \$45; Turbo portable kerosene heater, 11,500 Btu output, \$75; oscillating fans, \$12 ea. Padilla, 822-9622.

FLUTE, beginner, w/case, paid \$300, asking \$175; futon bed, w/cover & matching comforter, paid \$400, asking \$250. McDuffie, 292-0459.

HONDA GENERATOR, 850-watt, \$300; console 19-in. TV & VCR, \$120; folding rear seat for Dodge van, \$85. Healer, 298-6967.

NEW SOFA & LOVESEAT, black, \$525; medium-stained bedroom set, 4-piece, w/mattress & box, \$225. Ortiz, 831-5657.

THERMAL WINDOW, white aluminum, divided lite, 4 ft. x 5 ft., \$30; trampoline cover, fits up to 14-ft. diameter, \$30. Wilde, 281-7027.

ALPACA, registered male, 4-yrs. old, black/white, halter/lead trained, high-quality fiber, \$1,000 OBO. Phelan, 869-6094.

QUILTING MATERIAL, small prints, solids, large round lap quilting frame, quilt magazines for patterns & ideas. Burch, 857-0654.

CRYPTS, two inside floor-level, Chester French Memorial Mausoleum, under current mausoleum price, \$1,500. Faw, 299-7366.

ROLLAWAY BED, 48-in., \$50; ping-pong table, folding, \$50; picnic table, redwood, 60-in., matching benches, \$50. Booker, 299-3554.

WARDROBE, steel, 2-dr., key lock, 19 cu. ft., ideal for storage of seasonal clothing, \$40. Reed, 884-4505.

CLARINET, good condition, \$125; trombone by King, good condition, \$135. Aragon, 888-3473.

WINDMILLS, excellent condition, 8-ft. Aermotor, w/tower & 10-ft. Challenger, w/heavy-duty pipe tower. Conklin, 505-847-2280.

CHAIN SAWS, Homelite 330, 20-in. bar, \$100; McCulloch 10/10, 16-in. bar, \$75; Hi-Lift jack, \$25. Wright, 296-3850.

ELECTRIC TYPEWRITER, Smith-Corona; vacuum w/attachments; small trampoline; tennis racket; fertilizer spreader; \$15 ea.; ice cream maker, \$10. Doran, 255-9321.

SOFA/LOVESEAT, Autumn Wood, \$1,100; antique radio, upright, \$500; kitchen table, 4 chairs, \$100; 5-piece patio set, \$100. Gallegos, 294-0233.

FUTON MATTRESS, new, unused, X-long, \$100 OBO; Specialized road bike, \$100 OBO; Schwinn mountain bike, 23-in. Banas, 265-0924.

ROLLAWAY COT, w/mattress, \$35; recliner-style stationary exercise bike, \$45. Navratil, 293-5527.

GARAGE SALE, July 12-13, 9 a.m.-5 p.m., generator, \$250; lawn mower, \$150; china, \$10; sewing rocking chair, \$30; ping-pong table, \$50, more. Ruttle, 883-5547.

BEATLES, half-speed, master LPs, \$195; video laser disc player, \$95; infant car seat, \$12; baby swing, \$12. Thomas, 822-1923.

**DEADLINE: Friday noon before week of publication unless changed by holiday. MAIL to Dept. 12640, MS 0165, FAX to 844-0645, or bring to Bldg. 811 lobby. You may also send ads by e-mail to Nancy Campanozzi (nrcampa@sandia.gov). Questions? Call Nancy at 844-7522. Because of space constraints, ads will be printed on a first-come basis.**

### Ad Rules

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

MOVING SALE, July 6-7, 9 a.m.-3 p.m., 144 Sangre De Cristo Circle, Cedar Crest; woman's solitaire engagement ring, \$2,000 OBO. Mahmud, 281-0221.

SOFA & LOVESEAT, fabric covered, like new; queen-size foam mattress. Jerome, 299-6773.

BOX OF BOYS' CLOTHES, toddler size, size 2-4, \$25; suit, size 7, \$20. Mayer, 299-8524.

TWO IOMEGA BERNOULLI 44 drives & 15 cartridges, \$299. Luther, 822-1187.

WATER LILIES, red or white, hardy, will winter, \$10 ea. Halbgewachs, 268-1584.

CAMERA SLR, new, never used, Minolta Maxxum 300si, 35-70mm lens, \$275. Nagel, 298-2779.

TROMBONE, w/cases, new condition, used 3 months, payed \$450, asking \$225. Carroll, 831-1159.

## TRANSPORTATION

'86 JAGUAR SJS, garage-kept, new tires, \$10,500. Brito, 896-2870.

'95 S-10 TRUCK, black, immaculate condition, 13,700 miles, \$14,900 OBO. Lucero, 271-1115.

'86 VAN DODGE 150 RAM, 1/2-ton conversion, needs work, \$900 OBO. Madrid, 271-9752.

'90 FULL SIZE BRONCO CUSTOM, 4WD, factory winch, low miles, \$9,750, books at \$10,865. Young, 298-8623.

'91 FORD EXPLORER, Eddie Bauer, 4WD, red/tan, 90K miles, 5-sp. manual, leather, complete maintenance records, 1 owner, \$14,300. Milligan, 292-1038.

'94 VW JETTA GL, 5-sp., 4-dr., AC, sunroof, 20K miles, excellent condition, \$13,500. Williams, 344-9276.

'89 CHEV. CAPRICE, small V8, fuel-injected, AC, AT, PS, well-maintained, \$4,200. Martin, 343-9719.

'89 DODGE GRAND CARAVAN, V6, 7-passenger, AC, AT, \$3,800 OBO. Padilla, 831-8763.

'87 NISSAN SENTRA, 5-sp., red, 3-dr. fastback, CD stereo, runs great, tint, good tires, 115K miles, \$2,000. Malone, 255-1527.

'93 TOYOTA CAMRY, silver-gray interior, PS, PB, PA, PW, PL, AC, 56K miles, below Blue Book, \$13,500. Aragon, 256-9745, leave message.

'93 TOYOTA CAMRY LE WAGON, blue, 38K miles, AT, 4-cyl., airbag, excellent condition, loaded, extra warranty, \$14,000. McClain, 898-0739.

'88 DODGE RAM CHARGER, 4x4, 150 LE, V8, AT, loaded, low mileage, good condition, \$5,500. McCutcheon, 298-7740.

'89 GMC SUBURBAN SLE, 8 passenger, dual air, 3/4-ton, 454 engine, very clean, loaded. Von Loh, 877-4140.

'84 F150 TRUCK, 4x4, V6, standard, 3-in. body lift, fender flares, brush guard, insulated shell, \$4,800 OBO. Striker, 281-7945.

'88 HONDA CIVIC, 4-dr., 5-sp., AC, tint, rear window defogger, mint condition. Garcia, 343-8207.

'89 GMC Z71, 4x4, 350 V8, 4-sp., 74K miles, new rims/tires, extras, \$9,500. Johnson, 884-1728, ask for Larry.

'79 LINCOLN MARK V, 45K miles, excellent condition, AT, AC, AM/FM, power, Landau, \$3,995. Dillon, 256-0032.

'88 MAZDA 323 HATCHBACK, 4-sp., 2-dr., AM/FM cassette w/equalizer, 72K miles, new brakes, \$2,900 OBO. Williams, 293-4775.

'91 FORD CONVERSION VAN, excellent condition, loaded, V8-302, AT, dual AC, must sell, \$10,900 OBO. Beazley, 252-5652.

'82 CHEV. S-10 TRUCK, 4-cyl., 4-sp., rebuilt engine, good condition, \$2,300. Montoya, 243-7364.

'79 CHEV C30, 1-ton pickup, 2WD, 454, AT, new tires, great for towing, \$2,600. Eldred, 865-1406.

'90 CHRYSLER LEBARON, convertible, V6, AT, AC, cruise, PW, PL, white, below book, \$4,900. Wilson, 865-1406.

'93 HONDA CIVIC, 3-dr. wagon, 5-sp., AC, AM/FM tape, 36K miles, white, \$9,000. Romero, 897-2690.

'93 ESCORT LX WAGON, 5-sp., white, AC, 42K miles, AM/FM, luggage rack, below book, \$7,500. Hatch, 281-0543.

'85 S-10 BLAZER, 4x4, AC, PS, PB, 4-sp., 88K miles, excellent condition, \$3,950. Sparks, 268-2141.

'80 TOYOTA, 3/4-ton pickup, camper shell, 126K miles, original owner, \$2,800 OBO. Jones, 292-1581, call after July 7.

'92 CHEV. CORSICA, AT, V6, AC, AM/FM, cruise, tilt, PL, ABS brakes, 1 owner, 76K miles, \$5,700 OBO. Kaneshiro, 864-8982.

'48 & '50 FORD F-1 PICKUPS, \$1,850 for both. Bailey, 286-9280.

'69 TOYOTA CORONA, AT, new water pump, fuel pump, re-cored radiator, shocks & hoses, very good condition, \$900. Fein, 281-3583.

'90 PLYMOUTH ACCLAIM LX, V6, loaded, new transmission & tires; '82 Ford Bronco, 4WD, 4-sp., new engine & tires. Shortencarier, 856-0618.

'88 NISSAN PULSAR, T-top, damaged, sell all or part out, prices negotiable. Leyba, 865-6195.

'94 TOYOTA, 4x4, extended cab, V6, cruise, bedliner, less than 30K miles. Parr, 254-8510.

'67 CORVETTE COUPE, marina blue/white, 350-hp, 4-sp., frame-off restoration, numbers match, must sell. Von Loh, 877-4140.

'84 PONTIAC FIERO, 4-sp., AM/FM, good condition, runs great, 132K miles, 30mpg, \$1,500. Kahle, 891-1783.

## RECREATIONAL

'94 HONDA MAGNA 750cc, excellent condition, many extras, less than 3300 miles, \$4,500. Retelle, 839-0667.

'82 FORD MOTORHOME, 24-ft., Class C, Onan/gen, microwave, new tires/batteries, 33K miles, sleeps 6, excellent condition, \$12,500. Lusader, 298-3469.

KAYAKS, Wave Sport Lazer, excellent whitewater boats, \$350/\$400; sailboard, \$250; 15-in. Schwinn mountain bike, \$150. Dixon, 254-1782.

TIMESHARE, doubleshare "prime" week, all amenity "home" resort or trade worldwide, valued over \$10,000, asking \$6,995. Cocain, 281-2282.

TOURING BIKE, Bianchi, 19-in., excellent condition, \$150. Walston, 296-0372.

COMPOUND BOW, Martin Cougar, complete w/target sight, counterweight, cover, \$250; Grumman aluminum canoe, 15-1/2 ft., \$300. Van Den Avyle, 898-6474.

'91 HONDA NIGHTHAWK 750, Tracy windshield, saddlebags, backrest, bike cover, only 5,200 miles, mint condition, \$3,100. Griego, 873-9750.

GMC MOTORHOME, Eleganza, 26-ft., front-wheel drive, dual AC, 6-kilowatt generator, new tires, awning, classy. Clement, 890-0515.

'87 HONDA XR600, excellent condition, garage-kept, w/helmet, \$1,300 OBO. Narrow, 256-9159.

'82 HARLEY-DAVIDSON, silver anniversary edition sportster, 1000cc, stock, original condition, 9K miles, plum over pewter, \$6,800 firm. Marchi, 291-9681.

SAILBOAT, Laguna Windrose 26, absolutely loaded, sail it away, open boat, EB Lake, Damsite Marina, July 4-5. Lewis, 291-8181.

WINDSURFING SAILS, 5.4m2, 5.9m2, 6.2m2, booms, masts, harness w/hook, harness lines, flotation vests, helmet, miscellaneous gear. Horton, 883-7504.

MOUNTAIN BIKE, Fisher, 21-sp., 20-in. frame, excellent condition, \$250 OBO. Bono, 265-2853.

FOUR-MAN INFLATABLE BOAT, w/SLP Tohatsu motor, great for lake trolling, \$600. Robbins, 823-2492.

OLYMPIC TICKETS, 4 tickets for Track & Field, July 27, 9:15 a.m., \$32 ea. Rogers, 292-4396.

'76 TRAVEL TRAILER, Elkhart Traveler, 31-ft.; family-owned since new, well-maintained, \$3,900. Dean, 281-3489.

SEARAY BOAT, 20-ft. V open bow, 350 Mercury I/O, runs great, roomy, new covers, tandem trailer, extras, \$9,500. Hart, 323-6579.

ROAD BIKE, Wheeler, steel, 56cm, Ultegra STI, Mavic Open 4CD rims, excellent condition, \$1,000. McMurtry, 298-3504.

'85 HONDA 500CX, good condition, w/fairing & saddle bags, \$450. Barnaby, 255-5624.

'90 HARLEY, H-Softtail, \$18,500; quadicycle, red, \$2,300; exercycle, \$70; 12-sp. bicycle, \$100. Gallegos, 294-0233.

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## REAL ESTATE

4-BDR HOME, 2-1/2 baths, 2,740 sq. ft., 3,000 sq. ft. redwood decks/patios, magnificent views, Jacuzzi, alarm system, \$250,000. Rea, 296-4620.

4-BDR. HOME, Sante Fe style, 1,920 sq. ft., 1 acre, custom kitchen, great room, kiva fireplace, \$168,000. Montano, 271-6322.

5-BDR. HOME, country living, on 6+ acres, shown by appointment only. O'Hare, 864-3474.

2-BDR. CONDO, 2 baths, near Purgatory, fully furnished, 1,200 sq. ft., must sell, thousands below appraisal, \$56,800 or lease \$675/mo. Hanks, 815-777-3441.

LOT, Cedar Crest, exclusive gated community, forested, all utilities, \$59,900. Lopez, 299-2441.

2-BDR. CONDO, 1,260 sq. ft., 2 full baths, fireplace, garage, skylights, close to Piedra Lisa Open Space, East of Tramway, off Candelaria, \$105,500. Darr, 275-7392.

3-BDR. HOME, Taylor Ranch, 1,424 sq. ft., 2 baths, family room, fireplace, 2-car garage, large cul-de-sac lot, landscaped, \$128,500. Whitaker, 899-9581.

## WANTED

YELLOW LABRADOR RETRIEVER, 2-3 yr. female, to provide companionship for 3 yr. old male lab (neutered). Page, 275-1665.

HELP NEEDED, part-time gardening & pool, up to 5 hours/week, good pay & use of pool. Gemmill, 292-5910.

HOUSEMATE, north UNM area, spacious sunny room, w/private bath, \$425/mo. Gauthier, 255-7507, ask for Barbara.

UTILITY TRAILER, approx. 4 ft. x 8 ft. Worobey, 296-6003.

TO BORROW OR BUY, owner's manual for NEC 5515 Spinwriter printer. Leeman, 281-7949.

## LOST & FOUND

FOUND: Man's prescription glasses, plain brown frames, black case, left at Aiguard softball field, May 16. Williams, 294-1285.

FOUND: Sunglasses, by picnic table outside Bldg. 804 (Technical Library), 2-4 weeks ago. Olson, 844-9732.

LOST: Keys on safety-pin, w/turquoise head, lost while bicycling from Gibson & Wyoming to Sandia Vista Bldg. Weiner, 856-5011.



**NOW AND THEN** — The Solar Two molten-salt solar central receiver project (featured in the last issue) is a culmination of decades of Sandia solar energy research and development work spurred primarily by the energy crisis of the early 1970s, but Labs solar-related research dates back to much earlier. This historic photo from the mid-1950s shows a searchlight that had been modified by Sandia to track and focus the sun's energy on a central point to produce localized temperatures ranging to many thousand degrees Fahrenheit, according to a Jan. 13, 1956, *Lab News* article about the project. "Called a solar furnace, the newly-developed unit was constructed from an Army surplus anti-aircraft searchlight," the article says. "It is used here to test thermal characteristics of materials and to calibrate instruments. . . Its great silver mirror focuses the sun's rays into a tight circle less than 1/4-inch in diameter, and produces sustained temperatures higher than can be attained by gas torches or electric currents." The unit was rigged to follow the sun with the aid of an automatic photocell tracking system. The photo is the earliest of a Sandia solar project Myra O'Canina (15102) of Sandia's History Project has seen. The fellow in the photo is not identified. (Photo courtesy of the Sandia History Project)

## Sandia News Briefs

### Sandians lend expertise to Hispanic environmental conference

A number of Sandians participated in the recent National Hispanic Sustainable Energy and Environmental Conference at the Albuquerque Convention Center. The conference, the first national event of its kind, was designed to help inform the Hispanic community about environmental issues and to discuss the environmental engineering career opportunities in DOE, its national laboratories, and private industry. Sandia participants included Steve Baca (12650), Art Morales (3613), Leo Miranda (10203), James Chavez (6215), and Juan Abeyta (3613). Steve served as a panelist for a discussion of "Hispanic Community-Based Environmental Organizations" and was moderator for a discussion on "It's Our Environment, Too: The Role Hispanics Can and Should Play." Art was part of a panel that discussed "Educational Challenges Facing the Hispanic Engineering Community." Leo lent his expertise to a panel discussion on "How to Do Business with the US Department of Energy and the National Labs." James served on a panel that provided an overview of DOE and national labs-sponsored environmental technology and research, and Juan offered his perspective as part of a panel discussion on "Environmental Education Programs for Hispanics at the Elementary and Secondary Levels."

Send potential Sandia News Briefs to Lab News, Dept. 12640, MS 0165, fax 844-0645.

### CNBC to feature Sandia profile

Sandia will be featured in a 30-minute program titled "Profiles of America," scheduled for broadcast at 2 p.m. MDT (1 p.m. PDT), Sunday, July 14, on CNBC (NBC's business-related cable channel).

The program includes interviews with several top Sandians, including President and Lab Director C. Paul Robinson and Deputy Director John Crawford, as well as Sen. Pete Domenici and Sen. Jeff Bingaman.

The show provides an overview of Sandia, with particular focus on stockpile stewardship, tech transfer, and the Cooperative Monitoring Center.

### Recent Patents

Kent Choquette, Kevin Lear (both 1312), and Richard Schneider, Jr.: Efficient Semiconductor Light-Emitting Device and Method.

Anthony Geller and Daniel Rader (both 9114): Particle-free Microchip Processing.

Edward Cole, Jr. (1275): Integrated Circuit Failure Analysis by Low-Energy Charge-Induced Voltage Alteration.

## Coronado Club

**July 4** — Fourth of July BBQ buffet. A la carte buffet 11 a.m.-6 p.m. Pool open til 9 p.m. Children's games 1-5 p.m. Music by the Dukes of Albuquerque Orchestra, 12-2 p.m. Music by Coyote Moon 2-6 p.m.

**July 11, 18, 25** — Thursday bingo night. Card sales and buffet start at 5 p.m., early birds' bingo at 6:45 p.m.

**July 12** — "Western Night" dinner/dance. \$7.95 all-you-can-eat buffet, 6-9 p.m. Music by Isleta Poorboys, 7-11 p.m.

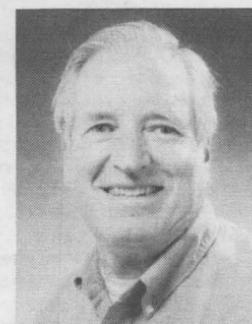
**July 21** — Sunday brunch buffet, 10 a.m. - 2 p.m. \$6.95 all-you-can-eat buffet. Kids 3-12, \$1, under 3 free. Music by Bob Weiler, 1-4 p.m.

**July 26** — Patio BBQ buffet. A la carte buffet 5-8 p.m. Pool open til 9 p.m. Music and dancing on the patio 7-11 p.m. Music by Coyote Moon.

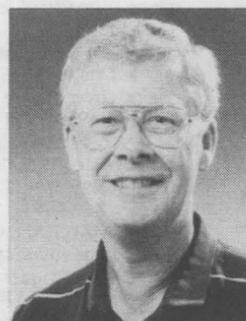
## Recent Retirees



Bob Silva 28  
4919



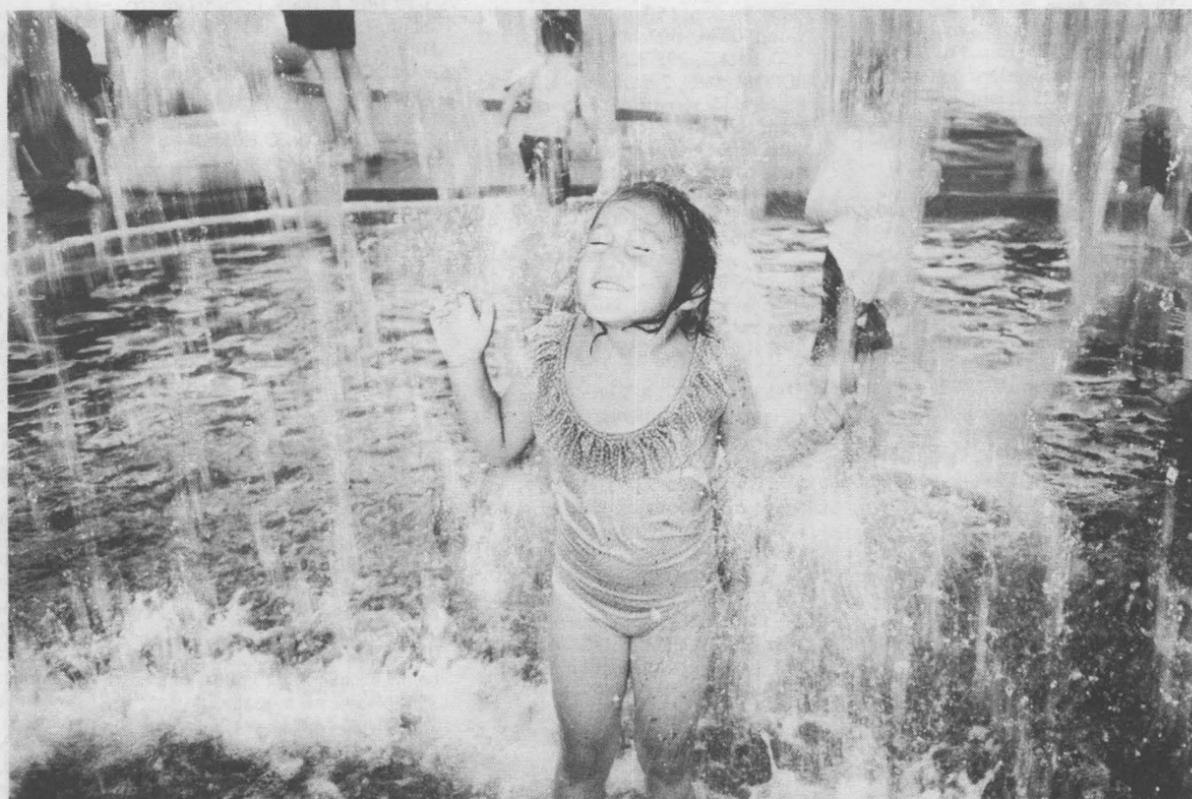
Duane Arlow 37  
5821



Larry Nelson 37  
2671



Bert Westwood 37  
16000



**THAT'S COOL** — Donna Jaramillo, age 5, daughter of Gina (7615) and Pat (7613-2) Jaramillo, revels in the kiddie pool at the Beach Waterpark. The Jaramillos were among the several thousand Sandians and their families and friends who attended the first-ever Sandia Night at the Beach on June 29. According to Sandia Employee Recreation Program Manager Bruce Maxey, the event was so successful that similar events will "definitely" be scheduled in the future. No Sandia, Lockheed Martin, or DOE funds were spent for the function. (Photo by Randy Montoya)