

February 2003

# State

Magazine

**SAVING LIVES  
is one good reason  
to turn in a terrorist...**



**...here are 5 million more!**

# In our next issue: Baku

Azeri women making bread.



Photo courtesy CLO

## State Magazine

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Photo by G. Rossenbach/Masterfile

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One of the posters advertising the Rewards for Justice Program. Photo courtesy of the Protective Intelligence Investigations Division of the Bureau of Diplomatic Security

## FROM THE SECRETARY

SECRETARY COLIN L. POWELL



# The Lessons of Washington and Lincoln

**T**his month, we celebrate the lives of two great Americans—George Washington and Abraham Lincoln.

Both of these remarkable men left an indelible mark on the United States and the world. Both have much to teach us today about ourselves and our role in the world.

Over two centuries ago, George Washington launched us on our great democratic experiment. Looking back through the years of history and myth, it is easy to forget just how fragile America's early democracy was. The genius of the founding fathers had given us a Declaration of Independence, asserting that "all men are created equal and endowed by their Creator with certain unalienable rights that among these are life, liberty, and the pursuit of happiness."

But after a successful revolution, elegant theory ran into harsh reality. Government requires messy trade-offs. For democracy to take root, the young country needed a respected government—and a democratic one. Most important of all, the new country quickly needed to establish a tradition of peaceful transfer of power through the ballot box.

Under Washington's leadership, America got honest and responsive government. Then, in his most important act, President Washington voluntarily relinquished power to an elected successor.

The die was cast. America would have no king. America would have no dictator. America would be spared the bloody aftermath that convulsed other revolutions throughout history.

That was George Washington's legacy to us, a country well rooted in the democratic tradition. He did not leave behind a perfect democracy. The democracy of his day was restricted to a small group of white men. But he bequeathed the succeeding generation a country with a democratic ideal and a commitment to perfecting its democracy. It was a good start.

Abraham Lincoln, the other President we remember this month, believed in the principles of the Declaration of Independence and in the democracy that George Washington had founded. He led the country through a

long civil war to its rebirth as a truly United States, dedicated to "government of the people, by the people, for the people."

Even then, of course, our democracy was not perfect. Great Americans like Martin Luther King Jr., whose birthday we celebrated last month, gave their lives—figuratively and, often, literally—to advance the American idea. But all who followed built on the foundation that Washington and Lincoln left.

What lessons can we take from George Washington and Abraham Lincoln as we go about our lives and our work on behalf of the American people?

**Lesson one:** the importance of leadership. In our personal lives, in our work and in our role in the world, leadership is the key to progress. Washington and Lincoln were great leaders, and they exerted all their leadership to leave the country better than they found it.

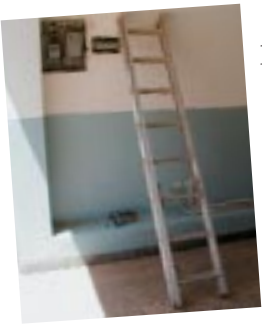
**Lesson two:** the need for principles to guide us to a better tomorrow. Leadership without principle is like wandering in the desert. Leadership guided by principle is a force for progress. Washington and Lincoln followed the principles of liberty and opportunity. As we go through every day, and as we do our jobs here and abroad, we must navigate by our principles.

**Lesson three:** the need to start somewhere. It is not necessary to start with perfection. Here in America, we didn't. But we started. And, guided by the values of democracy and the free enterprise system, and the individual rights of men and women to pursue their God-given dreams, we progressed.

For more than 226 years, the United States has shown that if you believe in the vision of our founding fathers, even though they couldn't make it perfect, and if you never lose sight of that vision, you can achieve great things. This is a powerful example to peoples everywhere striving to be free.

Washington and Lincoln remain giants who inspire us in our daily lives and work. With our help, they will continue to inspire all peoples, everywhere in the world, who aspire to the values these two great Americans held so dear. ■

### Right Angle, Wrong Ladder



I was shocked (no pun intended) by the photo accompanying the article, "Taking Falls Seriously," in your December issue showing an aluminum ladder at an electrical box. While the ladder may indeed be set at the

proper angle, that's nothing compared to the danger posed by working on electrical power while standing on a metal ladder. In fact, a fall from the ladder under these conditions may be precisely the event that saves the person's life. One should always use a wooden or fiberglass ladder while working with electrical power.

**Frank Bates**

*Bureau of Diplomatic Security*

### What Happened to the Obituaries?

Could we be so fortunate that no one in the State Department community died in the period covered by the November issue? I find that hard to believe, but easier to believe that obituaries are no longer a feature. What's up?

**William Newlin**

*Retired Foreign Officer  
Washington, D.C.*

### Response

Most of the obituaries we receive arrive the old-fashioned way: by mail. Since the anthrax incidents of 2001 that killed and injured several federal employees, including a State Department worker at our pouch facility in Sterling, Va., all incoming mail is delayed for irradiation. So even in the best of times, mail is slow.

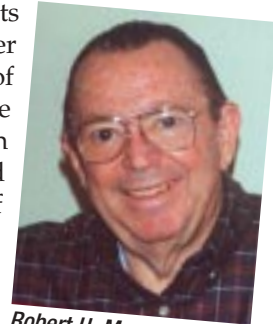
During the weeks prior to our November issue, the federal government was placed on a Code Orange alert status. That effectively halted the delivery of all mail from outside.

As you may have noticed, obituaries resumed in our December issue.

—*The Editor*

### Corrections

*State Magazine* regrets that in the December issue a photograph of retired Foreign Service officer Robert H. Munn mistakenly appeared with the obituary of retired Foreign Service officer Leo E. Crampsey. Both obituaries appear correctly in this issue.



*Robert H. Munn*

## From the Editor

Money talks. And our Office of the Month, Protective Intelligence Investigations, employs that powerful tool in its Rewards for Justice Program to obtain information leading to the arrest and conviction of terrorists who have done harm or are planning terrorist acts against Americans. Since its inception, the office has paid more than \$9 million to 23 informants who have helped to put terrorists behind bars.

The Danube may be more brown than blue but that doesn't detract from the magic of serving in Vienna, home to our Missions of the Month and the city one family, the Hapsburgs, ruled for more than six centuries.

We normally think of patrol boats traveling by water. Think again. Six 12-ton, high-speed patrol boats traveled 750 miles overland by truck through Peruvian jungles and mountain passes to their Pacific Ocean

destination. The U.S. Embassy in Lima navigated the move and all six were delivered intact to Peruvian authorities to help interdict drug traffickers.

Not all retirees know what they want to do when they "hang it up." But Bob Cumming has known for years what he would do—and that's make knives. And that's exactly what he's doing in his workshop near Albuquerque, N.M., where the vista outside his window goes well with the activity inside. He's our People Like You.

On the movie set of *Cold Mountain* in Romania, consular staff got a warm reception and a chance to meet the stars and director. It wasn't North Carolina, where the novel was set, but it sure looked like it. The only thing missing from the feature is photos of Nicole Kidman. Autographs, anyone?

# State Honors Gilman

The State Department honored retiring Congressman Benjamin A. Gilman, longtime ranking member and chairman of the House International Relations Committee from 1995 to 2000, with the Secretary's Distinguished Service Medal, its highest award. The New York Republican was recognized for his contributions in the field of foreign affairs and international exchange, particularly for his leadership in establishing a scholarship program that provides qualified students with the funds to participate in overseas study programs.

Deputy Secretary Richard L. Armitage presented Congressman Gilman the award at a ceremony in the Benjamin Franklin Room during International Education Week in mid-November. Patricia S. Harrison, assistant secretary for Educational and Cultural Affairs, also spoke at the event, calling the congressman "an American leader who throughout his career has been a staunch supporter of international education and exchange." Among his most lasting contributions, she said, will be "the ongoing accomplishments made by the hundreds of students who receive support from the Benjamin A. Gilman Scholarship Program."

Enacted by Congress in 2000, the program provides up to \$5,000 for outstanding American students to study abroad for college credit, aiding undergraduates to study abroad and diversifying the American student population overseas. In 2001, the first year of the program, 302 U.S. students from 179 universities, colleges and community colleges studied in 51 countries. They were selected from among 2,700 applicants from 44 states and Puerto Rico.

Eight Gilman Scholars, who had studied in Argentina, France, Ghana, Japan, Poland, South Africa and Spain, attended the ceremony. After their experiences, many plan to pursue international careers in law, human rights and medicine. While in South Africa, Adam Bushey, who attends LeMoyne College in Syracuse, N.Y., taught and coached at a local high school that lacked running water and electricity and volunteered at the World Summit for Sustainable Development. LaChandra Hare, a student at the College of Charleston in South Carolina and the first in her family to attend college, also spent a semester studying in South Africa. Since returning home, she has been sending school supplies to an elementary school in

Eastern Cape Town and is organizing a fund-raiser on her campus to buy computers for the school. She hopes to obtain a medical degree and return to South Africa to help combat AIDS.

Accepting the award, Congressman Gilman said: "In looking back over the past 30 years, I recognize that the most enduring influence is achieved through our international exchange programs, because people-to-people contact—the seeing, the doing, the interacting—is how we learn to appreciate our similarities and, yes, our differences."

International Education Week was cosponsored by the Department of State and the U.S. Department of Education. For more information on International Education Week 2002 and on the Gilman Scholarship Program, visit <http://exchanges.state.gov>.



*Congressman Benjamin Gilman and his wife Georgia are surrounded by Gilman Scholars at an awards ceremony in the Benjamin Franklin Room, where the New York congressman received the Secretary's Distinguished Service Medal.*

Photo by Ann Thomas

# Fellowship in Diplomatic Studies Named for Cyrus R. Vance

Photo courtesy of Council on Foreign Relations



ferences and seminars in New York. Ms. Finn represents the Department at functions where participants have not had the opportunity to interact with a Senior Foreign Service officer.

Each year, a Council on Foreign Relations selection committee chooses one Senior Foreign Service officer as the Vance Fellow from among those nominated by the Department. Free from the day-to-day pressures of diplomatic life, the fellow spends a year affiliated with the council, reflecting on foreign policy issues and participating in council programs. A highly qualified pool of candidates is expected to compete for the Cyrus Vance Fellowship for 2003–2004.

*Cyrus Vance Fellow Helena Kane Finn, second row center, meets with Turkey experts in the Council's Vance Room.*

The Council on Foreign Relations has named its State Department Senior Fellowship in honor of former Secretary of State Cyrus Vance and has appointed Helena Kane Finn its Cyrus R. Vance Fellow in Diplomatic Studies for 2002–2003. Ms. Finn, a senior career diplomat, previously served as acting assistant secretary for Educational and Cultural Affairs.

Beginning her yearlong appointment at the council's New York City headquarters in the fall, Ms. Finn has shared her expertise on a range of issues, including conflict resolution, preventive diplomacy and track II diplomatic efforts. With four tours as a public diplomacy officer in Muslim majority countries, she is knowledgeable about Islam and democracy and has participated in public diplomacy programs at Princeton, Georgetown and Columbia universities. Ms. Finn intends to research an article on cultural diplomacy and the Muslim world.

An expert on Turkey, Ms. Finn has organized a series of briefings for council members and senior staff featuring prominent specialists in Turkish affairs. She has also contributed to council study groups on Iraq and South Asia and has led nationwide teleconferences with council members and senior corporate officials.

The Vance Fellow meets with heads of state and other international leaders and participates in high-level con-

## Santa Visits Diplotots



*Santa's helper Dick Shinnick and Santa look-alike Grant Green deliver gifts to children in the Diplotots child care center.*

Photo by Dave Krecke

## Toys for Tots Campaign a Major Success

Collection bins throughout the Harry S Truman building and at more than 20 State annexes overflowed with toys at the end of the Marine Corps–sponsored campaign. Uniformed officers from Diplomatic Security served as box monitors and delivered the toys to the central toy-storage room while the Office of Facilities Management provided logistical support during the campaign. Special thanks go to Jonathon Myers from the Bureau of Diplomatic Security, a major in the Marine Corps Reserve, for chairing the Department’s collection effort for the second year.

Last year, Department employees donated approximately 2,000 toys valued at \$20,000, the largest donation of any federal agency.

This year, generous employees and friends of the Department gave more than 4,500 toys to needy children from the national capital region. An additional \$6,500 in



*Ever wondered what 4,500 toys stacked in the same office looks like?*

cash brought the total value of donations to approximately \$74,000, nearly four times the value of the previous year.

In a Dec. 19 ceremony, campaign organizers and volunteers presented the toys to Secretary Powell, who in turn presented the gifts to Brigadier General Leif Hendrickson of the Toys for Tots Foundation in Quantico, Va.

## Credit Union Announces Scholarship Competition

The State Department Federal Credit Union is accepting applications until April 11 for up to \$20,000 in scholarships. Winners will be announced in early June.

For the past 26 years, the credit union has awarded scholarships to outstanding student members needing financial assistance.

To qualify for the competition, students must:

- Describe their need for financial assistance to continue their education;
- Be a credit union member in good standing;
- Be currently enrolled in a degree program and have completed 12 credit hours of course work at an accredited college or university; and
- Have achieved a minimum overall grade point average of 2.5 and submit an official cumulative transcript. Members who have won credit union scholarships in the

past are eligible to apply for subsequent years. Students who are entering graduate school or transferring to a different school must include a copy of their acceptance letter.

Scholarship applications are available at all five SDFCU branch offices, including room B641 of the Harry S Truman Building and room 1505 of SA-44. Interested applicants can also call the Member Service Center at (703) 706-5000. Students living overseas should contact their volunteer credit union liaisons at embassies, consulates and overseas schools worldwide for an application. Or write to SDFCU; Attn: Marketing Department; 1630 King Street, Alexandria, VA 22314. You may also request an application by fax at (703) 549-5695.

For additional information on the 2003 scholarship competition, please call the credit union’s marketing department at (703) 706-5019.



## Passport Employees Walk for Breast Cancer

The Houston Passport Agency raised more than \$700 during a fall walkathon for breast cancer sponsored by the American Cancer Society.

The annual 4.5-mile walk, held in the stadium of the University of Houston, has been raising awareness and dollars to fight breast cancer since 1993. Beverly Ellis, passport specialist and the agency's Federal Woman's Program coordinator, organized the team of walkers—officially called the Jaguars.

Before the walkathon, Ms. Ellis and several colleagues held a Cajun lunch. The proceeds from the lunch, as well as those from the sale of T-shirts and donations, went to the walkathon.



## Foreign Affairs Day Set for May 9

Secretary Powell will deliver the keynote address on Foreign Affairs Day, May 9.

Civil Service and Foreign Service retirees are invited to participate. The invitation list is the cumulative list from

last year's event plus all new retirees. If you'd like to attend and you're not sure you fall into either of those categories, send an e-mail to [foreignaffairsday@state.gov](mailto:foreignaffairsday@state.gov) or phone Peter Whaley at (202) 663-2383.



*Ruth A. Davis, director general of the Foreign Service and director of Human Resources, introduces Secretary of State Colin Powell at the Foreign Affairs Day 2002.*

# Lima Raises Funds to Help Victims of Bomb

The U.S. Embassy in Lima raised \$16,000 to help families of Peruvian police officers killed last March by a car bomb in a shopping mall across the street from the embassy. The blast claimed 10 lives, wounded some 40 others and caused extensive property damage.

No Americans were killed or injured in the bombing that occurred just days before President Bush and Secretary Powell paid the first visit by a sitting U.S. President to the Republic of Peru.

The embassy hosted a private ceremony honoring the police victims and their families last September, when proceeds from the memorial fund were donated to the survivors. Interior Minister Gino Costa and several high-ranking



*Chargé d'Affaires John Caulfield, Interior Minister Gino Costa, wounded officer Manuel Rubio and senior police officials meet with families of officers killed and wounded in the March 20, 2002, bombing outside the U.S. Embassy in Lima.*



*Charles E. Williams, chief operating officer of Overseas Buildings Operations, shows Hor Nam Hong, minister of Foreign Affairs of the Kingdom of Cambodia, the plaque on the site of the future U.S. Embassy. Alexander Arvizu, chargé d'affaires of the U.S. Embassy, looks on.*

Photo by Pore Hor

Peruvian government officials also attended.

In his remarks, Chargé d'Affaires John Caulfield recalled the tragic events of that night and recognized the heroic actions of the deceased officers and the ultimate sacrifice they made helping protect innocent victims during the attack. He also expressed the deep sympathies of the American community in Peru and the U.S. Department of State.

The embassy community raised the funds through personal donations, ads in its weekly newspaper, an administrative notice, sales from food and beverages, a series of long-distance runs and contributions from several State Department sources stateside. —Brian Cook

# Security Is Serious Business

**T**his month I want to focus on a matter that affects every American employee in the State Department: security awareness.

I issued a cable in November on this subject. So why then, you might ask, am I now devoting an entire column to security awareness? Because it is with us for the long haul; Department management focuses on it every day; and concerns in this area will not go away. Perhaps of more immediate interest, a pattern of security lapses will have consequences for an employee's career.

I do not want to sound ominous with this last statement, but I have seen too many otherwise promising careers sidetracked, or even ended, by the accumulation of security incidents. This is serious business. Security incidents can delay promotions; they can make officers non-competitive for consideration for deputy chief of mission or chief of mission positions or for jobs requiring special security clearances; and they can even result in dismissal for cause.

Let me note the following statistics. First the good news. The Bureau of Diplomatic Security estimates that 75 percent of State's American employees have no more than one security incident during the course of their entire careers. Most of the other 25 percent have just a handful. Given the amount of classified information we handle and the difficult circumstances under which many of us work abroad, this is a record we can be proud of.

Here's another statistic. Approximately half the discipline cases in the Foreign Service during the past years have involved security. Employees have received letters of admonishment or reprimand, suspension without pay and proposed separation for cause.

According to DS, the two most common security incidents occurring over the last two years were unsecured documents, safes and bar lock cabinets. Other problems included unsecured disks, combinations, vault doors and burn bags, as well as transmission violations, processing classified material on unclassified computers, classified trash in wastebaskets and pouch violations.

How can we avoid these problems? Here's my checklist:

- properly safeguard all classified information and material, including your classified computer, at all times;
- implement a clean desk policy;
- lock and check all safes.

It is all common sense and it is mandatory. Those in sen-



ior management and supervisory positions bear an additional responsibility to set an example for others.

Since the 2000 Selection Boards, the Bureau of Human Resources has applied a security-based "point system" whereby the names of Foreign Service employees at grades FS-02 and above with 30 or more points are temporarily removed from promotion, performance pay, Presidential awards and, since the beginning of 2002, Meritorious Service Increase lists. More information on the point system is available on the HR/PC web site at [hrweb.hr.state.gov/dg/pc/hottopics.html](http://hrweb.hr.state.gov/dg/pc/hottopics.html).

I encourage all employees to find out the number of points they have. I have seen too many people "surprised" by their point totals. You may learn your security point total by contacting Jack Gibbons in Diplomatic Security via classified or unclassified e-mail.

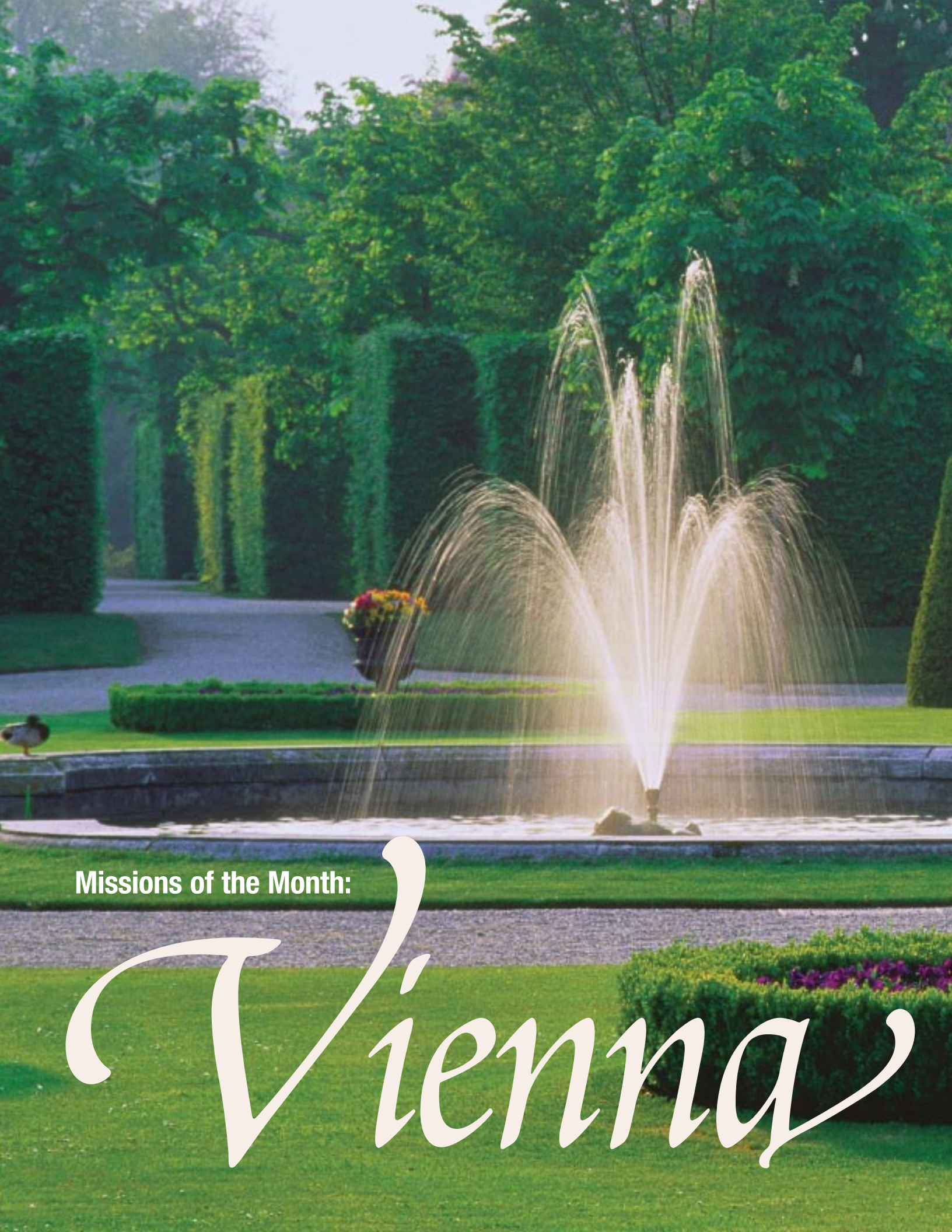
The EER instructions require that patterns of security lapses be reflected in EERs, and the Selection Boards also have before them disciplinary letters issued by the Office of Employee Relations that have been included in an employee's Official Performance Folders.

I should also add that a promotion does not mean that your record is cleared. Again, I have seen employees "relax" after a promotion, get another violation which then puts them over the threshold.

Neither the D Committee, which approves ambassadorial, assistant secretary and deputy assistant secretary appointments, nor the Deputy Chief of Mission/Principal Officer Committee look favorably on candidates with a track record of security violations or infractions. While some have complained about this policy, these committees believe ambassadors, deputy chiefs of mission and principal officers should be role models at posts; security awareness is a critical element in the leadership of any of our missions. In this vein, I would like to ask chiefs of mission to personally ensure that repeat violators are counseled appropriately, if necessary, by the chief of mission.

We are still exploring additional ways to further invigorate our security awareness program. Stay tuned for more information on training and other measures.

I hope you find this review useful. Together, I am confident that we will remain on the path of improving security awareness. This is our goal; it is in your professional interest; and it is the way business is conducted at the Department of State. ■



Missions of the Month:

# Vienna

By Rosemary Casey and Walter Coleshill

*M*ost capital cities are host to diplomatic missions from all over the world. In Vienna, you multiply those numbers by three. Apart from the bilateral embassy, Vienna also hosts the Organization for Security and Cooperation in Europe and the United Nations. The separate and distinct missions represent the U.S. government to these organizations, each with an ambassador and a deputy chief of mission.

*The fountain and gardens in Schoenbrunn, Vienna.*

Photo by Bryan Reinhart/Masterfile



*Former President George H. W. Bush greets embassy staff.*

The U.S. Embassy in Vienna is the bilateral American representation to the Austrian government. It performs the full range of functions and services found at a large-sized

mission. Additionally, the embassy and the Joint Administration Office provide substantial support for various U.S. regional activities, focused mainly on Central and Eastern Europe. Servicing 26 countries are a Regional Medical Office, Regional Information Management Center, Regional Program Office, Department of Agriculture, Drug Enforcement Administration, Federal Aviation Administration, Immigration and Naturalization Service, Federal Bureau of Investigation, Federal Broadcasting Information Service and U.S. Customs Service.

A political decisionmaking body that operates by consensus, the Organization for Security and Cooperation in Europe has 55 participating states. What started as a conference and agreement with the Helsinki Final Act of 1974 became the OSCE at the Budapest Summit in 1994. OSCE is a primary instrument for early warning, conflict prevention, crisis management and post-conflict rehabilitation in Europe and Central Asia. With the fall of communism, the OSCE has focused on democracy building and conflict prevention. It has more than 20 active missions operating in areas as disparate as Chechnya and

Tajikistan, Belarus and Albania. The organization is also responsible for the arms control element of the Dayton Peace Agreement, the Nagorno-Karabakh peace process



*The U.S. Embassy in Vienna.*

Photo courtesy of U.S. Embassy, Vienna

and election monitoring throughout the region. The mission's multiagency team comes from State and the Office of the Joint Chiefs of Staff.

The U.S. Mission to the U.N. System Organizations in Vienna represents the United States to U.N. agencies in Vienna, principally the International Atomic Energy Agency, the U.N. International Drug Control Program, the U.N. Crime Prevention and Criminal Justice Division, the Comprehensive Test Ban Treaty Organization and the Wassenaar Arrangement on Export Controls for Conventional Arms and Dual-Use Goods and Technologies. UNVIE is staffed by employees from the Nuclear Regulatory Commission, the Department of Energy and the State Department. UNVIE works with diplomats assigned to other U.N. missions in Vienna in coordinating policies with various U.N. agencies and other international organizations in Vienna. The mission participates in dozens of conferences and meetings each year of the United Nations and other international organizations attended by hundreds of delegates and experts from the U.S. government, nongovernmental organizations and the private sector.



*Immigration and Naturalization Service employees, from left, Bettina Maglock, Walter Stettner and Christine McCollum, assisted world famous conductor and musical director of the Vienna State Opera Seiji Ozawa with his return to his residence in the United States.*



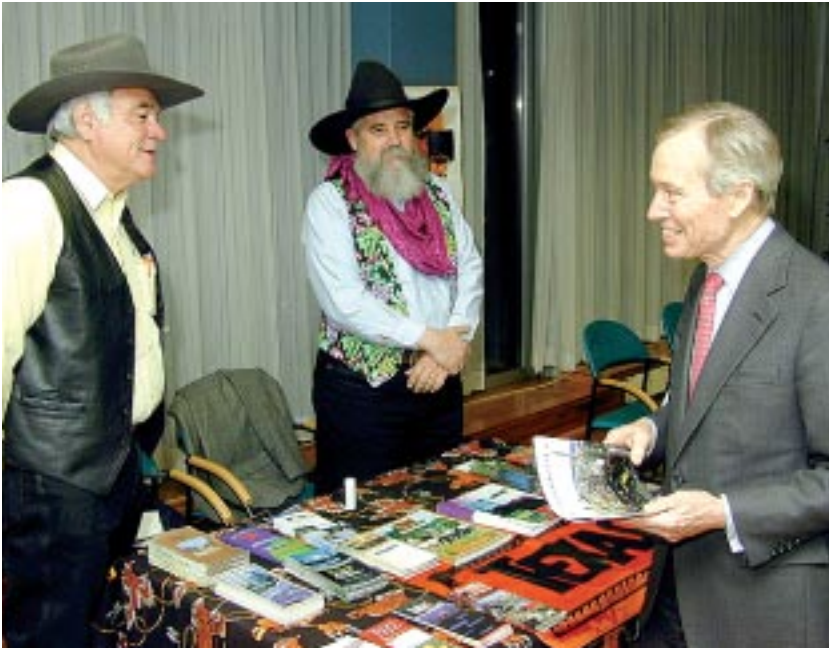
*The embassy was involved in negotiations with the Austrian military to buy F-16 aircraft.*

Vienna has a magic all its own. The nearby Vienna Woods stretch for nearly 30 miles around the north and west of the city, providing a mecca for walkers, joggers and bikers. There are also palaces, museums, churches, gardens and open spaces to explore. Feeding a certain whimsy, one of the most famous sights is a giant Ferris wheel at the Prater, an amusement park of some 1,500 acres.

Austria has been inhabited since the Paleolithic era. The Romans retreated from Vienna in the fourth and fifth centuries. In the 10th century, the Babenberg dynasty settled the area and ruled for 270 years. At the end of the 13th century, the Hapsburg family began a rule that lasted for 640 years.

The Hapsburgs left their mark on the city. The wide boulevard, or Ring Road, circling the Old Town boasts scores of impressive buildings: the Rathaus (City Hall), Parliament, the Stadt Opera, the Berg Theater, beautiful hotels, Stadtpark (City Park), the Hofburg Palace and its magnificent gardens.

The Hofburg Palace stands majestically in the center of the city. Horse-drawn carriages clip-clop through cobblestone streets, symbols of a bygone era. But the palace is not just a relic of the home of a former emperor. It is a lively, central part of modern Vienna and the headquarters of the Organization of Security and Cooperation in Europe. The grand rooms are used for official functions, and the collection of china, silver and serving pieces purchased by and presented to the former royal family are used for official dinners. The Hofburg Palace is also the home of the Lipizzaner stallions and the Vienna Boys Choir. Visitors may tour a museum and the apartments of the former royal family.



*Ambassador Lyons Brown Jr., right, chats with Don Bigbie, left, and Paul McCallum about Texas tourism at a travel fair.*

Music lovers are seldom disappointed here. Vienna is Europe’s music capital. Music is everywhere—from traditional and classical to modern rock. Concerts and operas are performed daily. People dressed in period costumes walk along the pedestrian shopping areas selling tickets for these concerts. In the summer you can enjoy many of these concerts under the stars.

Living in Vienna is a delight—whether you reside in the outlying suburban districts or downtown. Although Vienna is the capital, it is still small, relative to London, Paris and Rome. You can see the vineyards on surrounding hills. The city also has one of Europe’s finest integrated public transport systems.

Vienna is known as a “City for Everyone.” Whether you are seeking Mozart and Strauss, apple strudel or the Blue Danube, you will not be disappointed—even though the river really isn’t blue.

Food and drink are also important to the Viennese. With Vienna’s compactness and slower pace of life, those who have the pleasure of living here can always find time for eating and drinking. Superb hotels, restaurants and cafes abound. And whether your pleasure is a six-course meal in a five-star hotel or sausage and mustard in a bun at a stand-up street-corner food stand, Vienna can accommodate you. And in the city where coffeehouses began there are 20 types of coffee. You can sit all day, nursing a cup of coffee or a glass of wine, reading newspapers, and never be hassled to leave the well-lit and well-appointed establishment.

So come to Vienna. Slow down. And enjoy life. ■

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*Ms. Casey is an office management specialist and Mr. Coleshill the community liaison officer at the U.S. Mission in Vienna.*



*A group of embassy employees relaxes after running in the Wachau Marathon.*



## Office of the Month:

# PROTECTIVE INTELLIGENCE INVESTIGATIONS DIVISION

# Their Vigilance Protects Us

Story and photos by Dave Krecke

**P**rotecting State Department employees worldwide from the threat of terrorism is a full-time job for the Bureau of Diplomatic Security's Protective Intelligence Investigations Division. Division chief Walter Deering borrowed a phrase attributed to Thomas Jefferson to sum up his unit's mission: "The price of freedom is eternal vigilance."

"We've heightened awareness and we know how to be vigilant," Mr. Deering stated.

The division plays a critical role in the Department's overall counterterrorism efforts, domestically and internationally. In the United States, its agents investigate threats and seek to prevent possible attacks aimed at the Secretary of State, Department employees, and the foreign diplomatic corps and their families in the United States. They conduct identity document fraud investigations with possible terrorist links and maintain a global network of law enforcement contacts. The PII agents assigned to the FBI's counterterrorism division at the Bureau's headquarters and to 19 national Joint Terrorism

Task Forces throughout the country are key players on these interagency teams. They participate actively in FBI investigations, such as the shoe bomber case in December 2001, and play an important role in protecting our homeland from terrorist attack.

Overseas, the division works closely with DS regional security officers at U.S. missions abroad to vigorously seek information and to coordinate investigations of threats and attacks against U.S. government personnel and facilities under the authority of the chief of mission. As members of the Coordinator for Counterterrorism's Foreign Emergency Support Team, the interagency response team for international terrorism and weapons of mass destruction, PII agents assist regional security officers in assessing intelligence and conducting after-action investigations to determine how an attack took place and how to prevent future attacks.



*Division Chief Walt Deering.*

# Rewards for Justice Program

By Sandra L. Smith

**W**hile it may conjure up images of the Old West and the smell of gun smoke, the Rewards for Justice Program is one of the most valuable assets the U.S. government has in its fight against international terrorism. The program, established by Congress in 1984, is administered by the Department of State's Bureau of Diplomatic Security.

Under this program, the Secretary of State may offer rewards of up to \$5 million for information that prevents or favorably resolves acts of international terrorism against U.S. persons or property worldwide. Rewards also may be

paid for information leading to the arrest or conviction of terrorists attempting, committing, conspiring to commit or aiding and abetting in the commission of such acts.

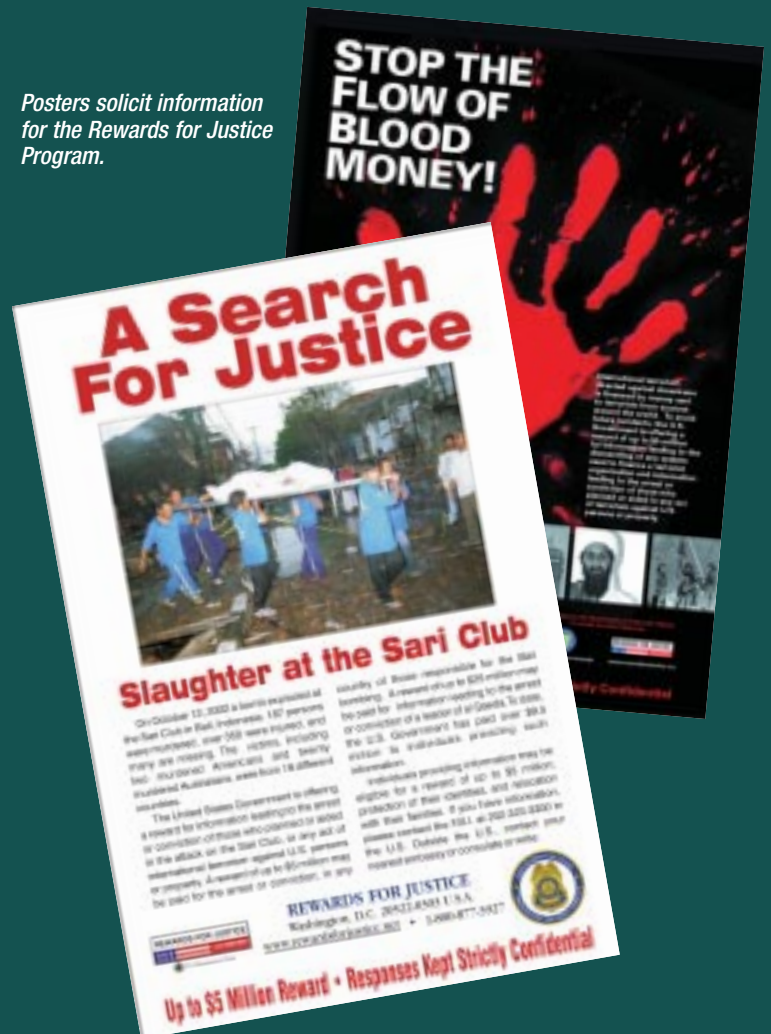
The USA Patriot Act of 2001, in effect since Oct. 26, 2002, authorizes the Secretary to offer or pay rewards of greater than \$5 million if it's determined that a greater amount is necessary to combat terrorism or to defend the United States against terrorist acts. Secretary Powell has authorized a reward of up to \$25 million for information leading to the capture of Osama bin Laden and other key al Qaeda leaders.

The rewards are publicized in radio and television broadcasts, posters, leaflets, flyers, matchbooks and newspaper advertisements in various countries.



The author fields calls for the rewards program.

Posters solicit information for the Rewards for Justice Program.



The Rewards for Justice Program has been effective. Since the program's inception, the United States has paid more than \$9.5 million to 23 people who provided credible information that put terrorists behind bars or prevented acts of international terrorism.

Perhaps the program's greatest success story was the arrest of Ramzi Yousef, the convicted mastermind in the 1993 World Trade Center bombing. In February 1995, Yousef was in Pakistan developing a plan to simultaneously blow up 12 U.S. airliners over the Pacific Ocean. Thanks to information provided by an informant, Yousef was arrested by Pakistani authorities with the assistance of Diplomatic Security Service special agents and convicted of his terrorist crimes.

People with information on any past or planned act of international terrorism against the United States anywhere in the world are urged to contact the nearest FBI office, or the Bureau of Diplomatic Security via any one of the following ways:

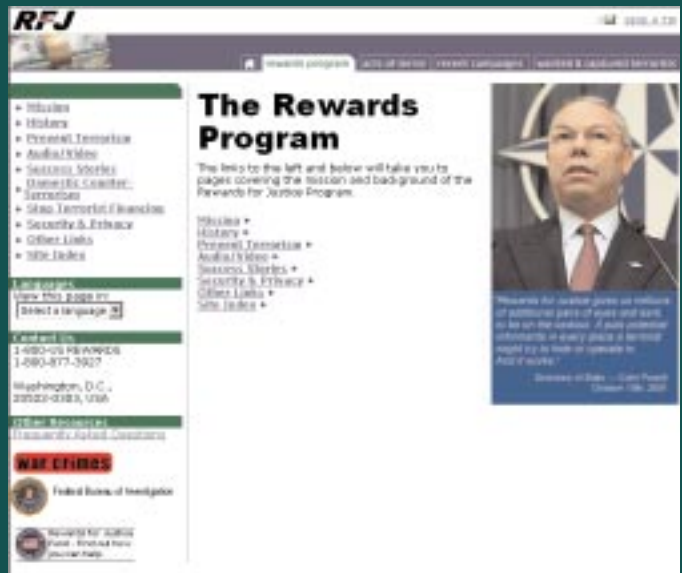
**Internet:** [www.rewardsforjustice.net](http://www.rewardsforjustice.net)

**Telephone:** 1-800-USREWARDS (works from some overseas locations)

**Address:** Rewards for Justice, Washington, DC 20522-0303

In addition, people located overseas may contact the regional security officer at the nearest U.S. embassy or consulate.

Terrorism threatens the security of all people, and U.S. determination to fight is greater than ever. The United States has tracked terrorists aggressively and made them pay for their crimes. Through this program, thousands of innocent lives around the world have been saved through the prevention of terrorist attacks. The Rewards



The Rewards for Justice web site.

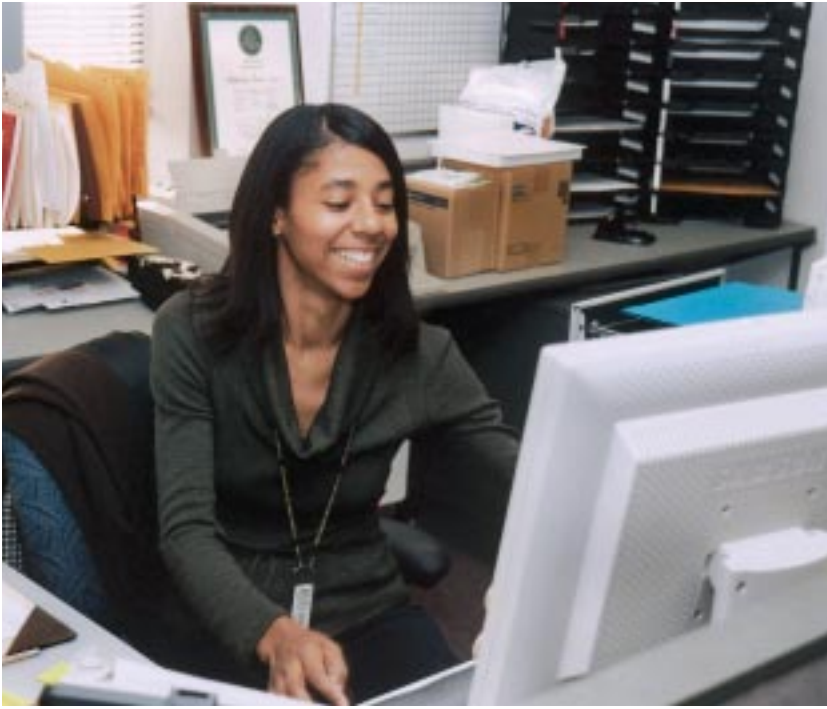
for Justice Program is likely to continue being a formidable weapon in the U.S. arsenal to combat the threat of international terrorism.

The author is a research analyst in the Bureau of Diplomatic Security.



The Rewards for Justice Operations Center.





*Leslie Jones, administrative assistant, prepares a report.*

Since the bombings of the U.S. Embassies in Dar es Salaam and Nairobi in 1998, the division has dispatched agents in response to assassinations, assaults, bombings, facility seizures, hijackings, kidnapping or hostage situations, arson, threats, and surveillance and incidents involving the Secretary of State. In 2002, PII agents tracked more than 1,300 incidents involving worldwide terrorist threats and incidents, including the murders of embassy employee Barbara Green and her daughter Kristen Wormsley in a terrorist attack on an Islamabad church, the assassination of USAID employee Laurence Foley in Amman, the car bombing at the U.S. Consulate General in Karachi, the mob attack on the U.S. Embassy in Bahrain and the discovery of tunnels under the U.S. Embassy in Rome.

PII also plays a preventive role as an early warning system, detecting and disrupting terrorists engaged in pre-operational surveillance or studying potential targets before an attack.

In addition, the team manages the successful Rewards for Justice Program, which has paid out \$9.5 million for information leading to the apprehension of terrorists (see sidebar).

“Money talks,” Mr. Deering adds in discussing the Rewards for Justice Program. “We’re making significant progress contacting people willing to share vital information with us. But we’re looking for information, not people.” The Rewards for Justice Program is not a bounty program that encourages people to be vigilantes or take the law into their own hands by capturing the sought-after terrorists.

“We’re not asking people to ‘bring us the head of Osama bin Laden,’” the division chief says. “These campaigns are not directed at individuals. We don’t profile or stereotype. We go where the information leads us to find those responsible for the deaths of innocent people.”

While the program has focused primarily on past acts of international terrorism against U.S. persons or property worldwide, an increased emphasis has been placed on the prevention of such terrorist attacks.

The Protective Intelligence Investigations Division plays an essential, behind-the-scenes role at the State Department. While its work does not gather high-profile headlines, PII’s vigilance helps to provide a safe environment for the conduct of foreign policy and to secure U.S. borders. As long as the threat of terrorism exists, there will be a need for the men and women of the Protective Intelligence Investigations Division. ■

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*The author is a writer/editor for State Magazine.*



*PII Special Agent Sarah Motil, right foreground, searches for evidence at the Bali terrorist bombing scene with colleagues from the Australian Federal Police and the FBI.*

Photo courtesy of PII

# Lone Diplomat 'Joins' Army in Afghanistan

By Steve Kraft

I served last year in Herat in western Afghanistan with a U.S. Army unit, an unexpected opportunity for a Foreign Service officer.

Through an agreement between Lt. Gen. Dan McNeill, commander of U.S. forces in Afghanistan, and Ambassador Robert Finn, I was the first State officer to live and work, from August to November, with an Army civil affairs unit involved in Afghanistan's reconstruction. It was an honor to serve with the Herat unit—a team of

dedicated and talented soldiers. Their civil affairs activities and my diplomatic efforts were mutually reinforcing, and we also had some great times together.

The hardships and occasional dangers of living in provincial Afghanistan were more than outweighed by the opportunity to witness and report firsthand how a country devastated by 23 years of conflict was gradually getting back on its feet. Roads were being built, schools reopened, ancient mosques restored and fields cleared of mines. Kids were roller skating in the streets and flying kites again—activities once banned by the Taliban. Herat's colorful

*After a meeting, the author, center, and U.S. Special Forces pose with a tribal leader and his men.*



bazaars were alive with a hustle and bustle not seen for decades. Civil society was slowly developing and people were discussing the novel notion that Afghanistan might actually become a united and democratic nation.

Although the changes are impressive, more reform is still needed, such as greater acceptance of democracy and women's rights.

I found gratitude to the United States and its allies in ousting the Taliban deep and nearly universal wherever I traveled. Young people in particular were effusive in their thanks for the new mood in their country, and almost all told tragic stories of how their lives had been touched by war. People were aware of the terrible events of Sept. 11, 2001, and understood why the United States had led a coalition to attack terrorism at its roots. In Herat, and even more so in the villages of western Afghanistan, people treated me—a real, live American diplomat—as something like a rock star, surprised and delighted that the United States would send such an “important” person to talk with them.

Herat, founded some 5,000 years ago, was once a center of learning and religion. As a rich and agriculturally productive oasis, the city has always been strategically important, weathering numerous invasions throughout its history. Herat featured prominently in the “Great Game” of the 19th century when Russia and Great Britain competed for land and control of Asia. More recently, the city suffered heavily in the war against the Soviets. Entire neighborhoods lay destroyed by carpet bombing and artillery attacks from two decades before. Thankfully, some of Herat's most beautiful structures survived centuries of conflict. Its Timurid-era mosque, the fabled fort rising above the old city and wonderful minarets stand in testament to the city's past greatness.



*Although Afghanistan is reforming, these burkha-clad women at Herat's main bazaar prove some habits die harder than others.*

The mountains and deserts of western Afghanistan are harsh and beautiful, and the magnificent scenery is worth the agony of traveling over bone-jarring roads little better than goat trails. We passed rustic villages and the tents of nomadic tribes on our trips and found the people warm and hospitable. Some of the local leaders were truly colorful characters. With ready smiles and weather-beaten AK-47s, they would cheerfully invite us into their homes for the traditional cup of tea. A local militia leader even offered us a parting gift of anti-aircraft missiles he no longer needed. Life in Afghanistan is not without hazard, of course, and there is a constant need to focus on security.

Land mines remain a real danger. Brigands may appear on the roadways. Deadly clashes between rival militias occur regularly.

I welcomed the Herat assignment as an opportunity to do some real diplomacy far from the corridors of Main State. My appreciation of Washington colleagues, however, grew suddenly and dramatically as my assignment ended. In October, three civil affairs soldiers and I were in a serious car accident in Turkmenistan when a driver decided to play chicken on our side of a divided highway. I will always be grateful and proud that State and the Department of Defense worked so effectively to airlift us out of southern Turkmenistan and save a comrade's life. Similarly, I will remain proud of the efforts of my government to help the war-weary people of Afghanistan move toward a brighter future. ■



*Afghan children become excited about their American visitors.*

*The author is a desk officer in the Bureau of South Asian Affairs.*

# Patrol Boats Arrive by Land

By Paul Koscak

Six 40-foot, 12-ton patrol boats were transported through Peru to the Pacific Ocean the hard way—mostly by land.

The vessels, a gift to Peru from the Department of Defense, are intended to help Peru's coast guard clamp down on drug trafficking. The assistance is provided through the Riverine Program, under the DoD's Military Advisory and Assistance Group.

Getting the boats to the sea from Iquitos, a Peruvian port on the Amazon River, however, proved the biggest challenge, according to State's Richard Loveland, the narcotics

affairs logistics section manager at the U.S. Embassy in Lima, who supervised the boats' delivery.

"At first, the plan was to ship the boats from Iquitos down the Amazon River through Brazil into the Atlantic Ocean and to Texas where they would be prepared for shipment again through the Atlantic Ocean and the Panama Canal to Peru," Mr. Loveland said. "I proposed that a land/river trip would be more economical."

To accomplish the feat, the six vessels were pushed on specially reinforced barges 420 miles up the Amazon from Iquitos to Yurimaguas. "It's the last town before going up out of the jungle," Mr. Loveland said.

At three knots, the trip took 11 days.





*Hairpin turns and careful maneuvering characterized much of the trip.*

From Yurimaguas, the vessels were hauled by truck another 750 miles on a bone-jarring jungle road leading to a frosty 10,000-foot-high pass through the Andes. Before climbing the world's longest mountain chain, the boats needed to traverse a tight 100-yard tunnel that was widened and its ceiling lifted to fit the oversize load, the embassy official said.

The convoy of six Volvo trucks rigged to 40-foot trailers attracted attention as it snaked through dozens of backwater villages. Supporting the parade was a detachment of Peruvian Navy SEALs, three police cars, a maintenance truck, several utility trucks, two motorcycles and a front loader. To prevent a power outage as the procession rolled through each community, two workers scrambled along the boats' decks gingerly lifting electrical and phone lines out of the way. A 30-inch brown monkey even took up residence among the boats, becoming the entourage's mascot.

Roads at many locations were treacherous, with sheer cliffs on one side and heart-thumping drops on the other. Sometimes, large portions of the boats were suspended over the edge of a gorge while

maneuvering very narrow stretches of the road.

Just north of Tarapoto, the convoy was ready to take on the tunnel. Mr. Loveland said he wanted the ceiling lifted five feet. The Peruvian engineers assured him that just three feet would do.

"So far, the boats hadn't been damaged," Mr. Loveland recalled. "A possible turn in my career concerned me instead." With the road covered by water and mud and the tunnel's ceiling just a surface of protruding rocks, it was difficult to accurately measure the clearance, he added.

Then, like a hand slipping into a glove, each truck blocked the light from the other side of the refitted tunnel as it made the delicate passage. Three feet, indeed, proved sufficient and the caravan shortly arrived at Tarapoto, completing the most arduous portion of the journey.

All that remained now was a two-day ascent to the crest of the Andes and then a brisk cruise along the flat stretches of the highway as it led west of the mountain chain to Paita, an ocean port just south of Ecuador.

The patrol boats, swift interceptors powered by two 350-horsepower diesels with speeds up to 38 knots, were finally transported to Lima by ship. ■

*The author is a writer/editor for State Magazine.*



*Six boats, supported by a police and navy motorcade offered quite a sight for the locals.*



# Helping Our Children



## Cope with Terrorism

By Sydnee Tyson

**R**eal life sometimes feels scarier than any movie, especially since 9/11 and the recent sniper attacks in the Washington, D.C., area. The fear and anxiety a traumatic event evokes can be even worse for a child. As parents and caring adults, what can we do to help our children cope with their fears and worries and

Photo by Davie P. Hall/Masterfile

encourage their hopes and dreams? The Department offers a surprising number of programs and services—from information and education to direct counseling—to support employees in times of crisis.

In November, at an Open Forum discussion in the Ralph J. Bunche Library, a panel of experts shared their views on what really happens when a child is confronted with a violent event. They offered guidance on how to be more effective in helping a child feel safe and learn needed coping skills.

Dr. Harlan Wadley, the Department's director of mental health services, underlined the most basic fact: children do not have the coping skills adults have. "Their ability to cope...is not going to be quite as good as ours. So they need...extra support." He said children respond to trauma in different ways at different ages and that some children are more resilient than others. While individualizing our approach, we must acknowledge each child's fear and make the child feel loved and cared about.

Pamela McCoy Ota, an experienced school psychologist on the panel who recently worked with staff and children at the Benjamin Tasker Middle School, where a student was shot by a sniper, highlighted behaviors parents might see in traumatized children at different ages.

She said we must remember that even infants from birth to 2 years old can be traumatized, taking in alarming changes in the emotions of their caretakers and their routines, and that this age group has no language and no reference point. Infants need reassurance through physical contact, "more hugs, more kisses, more cooing, more speaking in a high voice."

Preschoolers and kindergartners perceive that what they thought was a safe world has suddenly become an unsafe world. They can feel insecure, helpless, powerless and unable to protect themselves. Out of fearfulness, they may show regressive behaviors: bed-wetting or thumb-sucking may return or they may want to crawl into bed with you at night. What helps children this age is plenty of reassurance that their world is secure and that they are safe. We can say, "Yes, a terrible thing did happen. It's finished, and we're going to be moving on with it to the best of our [ability]. Mommy and Daddy are going to be safe, your brother, your aunt and uncle, your friends are going to be safe."

School-age children have more language and more cognitive ability. By 8 or 9 they have a sense of empathy. They may be preoccupied with the details because they are trying very hard to understand what has happened.

# Resources

For a copy of a bibliography prepared by the Ralph J. Bunche Library for the Open Forum panel discussion on "Helping Our Children Cope with Terrorism," e-mail the library at [library@state.gov](mailto:library@state.gov).

Employees can learn more about effective parenting from Work/Life Programs in the Office of Employee Relations, Room H 236, SA-1, Washington, DC 20522, (202) 261-8180.

The Foreign Service Institute offers periodic training on such topics as "Raising Resilient Children" and the Youth Security Overseas Seminar. FSI's Transition Center and Leadership and Management School are creating two videos for the Foreign Service community that will complement "Crisis Response." (Copies of this tape are available from the Transition Center. Overseas, ask the community liaison office coordinator or the regional security officer for assistance in getting a copy.) One tape targets the special parenting issues within the community during times of crisis. The other will feature Foreign Service kids who have experienced difficult

times talking to their peers about coping. Parents and foreign affairs community young adults who have encountered stressful and traumatic situations at post and who are interested in participating in these FSI projects are encouraged to contact the Transition Center's director Ray Leki at [lekirs@state.gov](mailto:lekirs@state.gov) or (703) 302-7266.

Useful educational materials are available free from IQ: INFORMATION QUEST, the Department's 24/7 resource referral service. Online, at the web site, read articles by experts such as noted pediatrician Barry Brazelton or copy one of the parenting guides on helping children cope with school violence, trauma and war. IQ: INFORMATION QUEST can save you time by researching volunteer service opportunities in your community that offer children constructive courses of action to work for a better world. Access IQ: online 24 hours a day at [www.worklife4you.com](http://www.worklife4you.com) New users must register. Enter company code: `statedepartment`. User ID is: first name + middle initial + last name + MMDD (month and day of your birthdate; i.e., JaneCStrider0524) or by telephone at (800) 222-0364. If you are hearing impaired, call (888) 222-0364.

A number of offices in Washington offer personal counseling and advocacy services:

The Family Liaison Office focuses support on

To help them, we must be patient in answering their questions and explain the event using vocabulary they understand. This is an excellent age for using literature and stories to tell tales of how the dragons were beaten.

Pre-adolescents and adolescents want to be viewed as adults and recognized for the skills that they do have. At the same time, they need to know they are not the only ones who are feeling bad.

Ms. Ota also reminded her listeners that children with disabilities need special consideration. They take in what's going on around them and they need the same kind of extra care at stressful times as other children. Use common sense to figure out how to reach a disabled child who may lack language or experience physical contact differently.

Mary Livingston Azoy, an experienced counselor on the panel who was also a Foreign Service spouse for 20 years, said there are three basic ways to help children: talk with them, listen to them and be creative about inventing other opportunities to help. It is important not to hide your own fears or offer false reassurances. Talk to children about how you are coping with your own fears. Not being afraid to say, "I don't know the answer" can enhance the lines of communication. Look

for opportunities to offer your children your undivided attention. Encourage them to talk and be sensitive to a moment when your child is ready to talk, no matter how inconvenient it may be to you. If your child raises important issues at 11 p.m., be ready to listen. Brainstorm some rituals to make the child feel safer, especially at bedtime when the lights go out. Look for and emphasize the things that your child has control over, from dressing to eating favorite foods. Encourage play and the expressive arts. When children act things out with their action figures, that's important self-expression. You can help them process what has happened by joining in such games. Finally, if symptoms that worry you persist over time, seek professional help.

"Most of all, take care of yourself," Ms. Azoy emphasized. "If you don't feel strong, you can't be strong for your kids. Give yourself plenty of time to do whatever it is you do to cope with everyday stresses, and those same things will serve you well, whether it be exercise or taking time out for reading or whatever." ■

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*The author is the dependent care coordinator in the Office of Employee Relations.*

employees who serve overseas and their family members, and assists both evacuees from overseas posts and individuals who suffer personal crisis. For more information, contact: Family Liaison Office (M/DGHR/FLO), Room 1239 HST Building, 2201 C Street NW, Washington, DC 20520, (202) 647-1076.

The Office of Casualty Assistance maintains close relations with the Office for Victims of Crime at the Justice Department and can access available financial resources. It represents Department offices and external institutions on behalf of employees and family members serving abroad and Department of State employees in the United States who are victims of crime or terrorist acts. For more information, contact: Office of Casualty Assistance (HR/DGHR/OCA), Room 1241 HST Building, 2201 C Street NW, Washington, DC 20520, (202) 736-4302.

The Employee Consultation Service in Washington offers personal counseling by experienced, professional social workers. ECS can make referrals to other mental health practitioners and specialists in the Washington, D.C., area and in other U.S. locations and can be helpful in arranging testing for employees with children overseas. For more information, contact: Employee Consultation Service (M/MED/ECS), Room H-246 SA-1, 2401 E Street NW, Washington, DC 20522, (202) 663-1815, MEDECS@state.gov.

The Department has regional psychiatrists based at 12 posts abroad (with one more expected in 2003) who are well trained in handling family issues related to terrorism and other stresses of overseas living. They travel frequently and are available to any employee who needs their help. For more information, contact your post health unit or the office of mental health services in Washington.



Photo by Carl Valiquet/Masterfile

# For Peace and Prosperity, You Can't Beat an Open Society

By Jarrett D. Basedow

**E**merging democratic nations are more likely learning from each other—not the United States and Britain—in cultivating open societies. And that's how it should be, according to Lorne Craner, assistant secretary for democracy, human rights and labor, who recently returned from the Community of Democracies conference in Seoul, Korea.

"You can't talk to Thomas Jefferson or George Washington," he said. "You can read what they said, but that was more than 200 years ago."

New democracies, Mr. Craner points out, relate to today's problems and identify with nations experiencing similar issues, sometimes within a year or so.

"Indonesia will go to South Africa to see how its legal aid system is set up or Serbia will consult Slovakia to see how political parties work," Mr. Craner added.

Such common problems, a commitment to an open and free society and an opportunity to support and encourage democratic principles not only at home but among neighboring nations is what the Community of Democracies is all about. More than 100 nations met last November in Seoul and pledged to assist each other as their populations now experiment with the liberties Americans take for granted and have enjoyed since 1776.

"As President Bush outlined in his national security strategy, America is now threatened less by conquering states



*An elite South Korean soldier assigned to the DMZ negotiation room 6.*

than by failing ones," Mr. Craner said. "South Korea sought to address this challenge by producing a plan to promote and strengthen democratic values as well as respond to the threat terrorism poses to democracy building."

The conference affirmed democracy as the best weapon to fight terrorism. "Democracy provides a solid foundation for peaceful, thriving societies by empowering people, holding governments more accountable and responsive to the people's needs and facilitating sustainable economic development," the members said in a joint statement. The proclamation credits democracy for "above all, enhancing respect for and protection of all human rights and fundamental freedoms."

"Twenty years ago, this meeting would have drawn just a few dozen nations," Mr. Craner said. "Now we're approaching 200."

Member nations experimenting with democracy, for example, include Bahrain and Oman. Bahrain's parliament, which now counts women among its members, has an appointed upper house and an elected lower house. Oman is expanding its electorate by abandoning its residency rule, he said.

A new and rapidly growing concept, the Community of Democracies held its first meeting in Warsaw, Poland, in 2000. The next conference is set for early 2005 in Chile. ■



*The U.S. delegation to the Community of Democracies at the demilitarized zone between North and South Korea. Under Secretary for Global Affairs Paula Dobriansky, center, led the group.*

*The author is a public affairs specialist in the Bureau of Democracy, Human Rights and Labor.*

# KAMPALA HOLDS HEALTH FAIR

By Jacqueline Holland-Craig

**T**he U.S. Embassy in Uganda implemented a new HIV/AIDS policy in 2002, including the authorization to dispense anti-retroviral (ARV) drugs (see *State Magazine*, October 2002, page 20).

While ARVs commanded most of the attention, the policy also requires annual education efforts for HIV/AIDS prevention and care. Taking their cue from an idea the U.S. Embassy in Nairobi had piloted, the post decided to hold a health fair as a way to attract large numbers of employees and their families. A social event as well, the fair focused broadly on health issues, not just HIV or AIDS.

More than 800 people turned out for the event. Most came early and stayed late. Only an afternoon thunderstorm dampened the occasion but not the enthusiasm of participants for information.

Four nongovernmental organizations in Uganda that work with HIV/AIDS formed the fair's backbone. They dispensed literature on prevention, much of it aimed specifically at teenagers. There were also dancers and actors portraying prevention themes and crafts made by those sick with AIDS. Health unit staff conducted HIV testing and counseling.

To promote a general health theme, the health unit conducted blood glucose and blood pressure checks. The Red Cross solicited blood donations. Peace Corps nutritionists staffed a booth promoting healthy eating, including samples of healthy snacks.

Aromatherapists and reflexologists conducted mini-therapy sessions. A malaria specialist with the U.S. Agency for International



Prize-winning poster.

Development was on hand for consultations. A local dairy firm promoted its products and provided samples of yogurt and milk. A medical supply store displayed a wide variety of condoms.

One of the highlights of the day was a radio talk show that did a live broadcast from the fair, visiting booths and talking to participants and organizers. TV and newspapers also covered the fair.

The event was held at the American Recreation Association, affording plenty of grass and play area. The association also catered the free lunch. A clown entertained the children along with inflatable "bouncy castles."

Contests were held throughout the day. There was a raffle in which anyone who had visited more than eight booths could enter to win a donated prize. Door prizes included T-shirts, pencils and toothbrushes. ■

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*The author is the administrative officer in Kampala.*



Dancers spread the message.

Photos courtesy U.S. Embassy, Kampala

# A Warm Reception on Cold Mountain

By Kara McDonald

While Transylvanian castles, inexpensive skiing and Dracula may entice Foreign Service folks to Romania, the wintry conditions, skilled labor and pristine mountain topography lured the filmmakers of *Cold Mountain* to the Carpathian Mountains.

As thanks for help with their visas, the film crew invited consular staff to visit the set and observe the makings of a major Hollywood film.

Director Anthony Minghella, whose credits include *The English Patient*, said it would have been too expensive to film the entire production in the Appalachian Mountains of North Carolina where author Charles Frazier's Civil War novel is set. Using the Internet, Mr. Minghella sought an "Appalachian stand-in." He discovered what he was looking for in the Carpathian Mountains.

After a quick trip to Romania, he found that Transylvania had more to offer than just the necessary mountain topography. The extreme and distinct seasons in Transylvania allowed the crew to film in all types of weather conditions, simulating various points in time over many years. Inexpensive construction, lodging and production costs, coupled with local labor skilled in traditional crafts, such as blacksmithing and log construction, offered the perfect context for a production set in 19th-century Appalachia.

During our visit, we were struck by the intricacy of the sets. The production team constructed four sites in the Carpathians: a water mill and bridge on the banks of a small river and the town of Cold Mountain—an entire main street of an Appalachian village. The street of log buildings relied on materials available during the 1800s. Another team was responsible for growing and tending the fields of cotton and tobacco used for backdrops. The production team would like to leave the town intact for future use, but if the terms are not agreed upon, they will

have to strike not the traditional set but the entire town.

We learned that one day of filming produces only a minute of screen time, so the production in Romania took nine months—April through December 2002. The director and producers expect the cutting and compiling to take a year, meaning the film won't be released before late 2003.

Although short, our visit had star sightings. We met and chatted briefly with Renee Zellweger and Kathy Baker, both supporting actresses who appeared in period dress to film a night scene inside the water mill. Author Charles Frazier

was also on the set, and he spoke to us about the seven years he spent writing the book and his role in transforming the best seller into Hollywood magic. Over lunch, producer Albert Berger described the difficulties of steering a film through the turbulent waters of Hollywood.

Contrary to the glamour you would expect, this production crew was putting in long days under difficult conditions—slogging through the mud and trying to keep warm under layers of fleece. The crew's base camp was a series of trailers and generators brought in from Britain. Lunch was served every day from a trailer outside. A tent with two heat generators acted as a mess hall. Italian chefs catered

the crew, and we enjoyed a lunch of tomato-basil pasta, chicken with anchovy-caper sauce and grilled eggplant.

As for the film's impact on the local community, the crew employed local construction and production talent through a Romanian film company. Area restaurants, bars and resorts served as host to the almost 100 people in the production crew of Italians, Britons and Americans. The area has certainly benefited from the publicity and heightened interest, so other opportunities may follow.

While brief, our visit to the set of *Cold Mountain* was exceedingly warm. ■



Consular staff at the Cold Mountain Post Office.

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The author is a consular-economic officer in Bucharest.

# Getting the Lead Out

By Ken Doolan

The Office of Safety, Health and Environmental Management receives numerous inquiries about lead. It is Department policy that employees and their families' exposure to this hazardous substance be minimized.

Common sources of lead are paint, leaded gasoline, plumbing solder and pipes, solder in food cans, soil, house dust, drinking water and ceramic ware.

In the United States, lead-based paint is the single most common source of ongoing, high-level lead concentration, especially in older residences. The Consumer Product Safety Commission banned lead from paint for residential applications in 1977. Lead paint secondarily causes contamination of house dust and exterior dust and soil when it peels, chips and weathers.

Children under 7 are especially vulnerable to lead exposure. That's because lead is harmful to the developing brain and nervous system of young children and fetuses. Due to certain behavior, such as hand-to-mouth ingestion, they are especially susceptible to contaminated house dust and soil.

In 1993, the Department issued an ALDAC directed to controlling exposure to hazardous flaking lead paint and dust. The Department's policy is to manage lead-based paint in place through a systematic, aggressive maintenance program implemented at post. Use of leaded paints is banned, and all residences are to be repainted on their normal schedule with paint certified to be lead-free. The program applies to Department-owned, -leased or -maintained housing and to schools and day care centers where children under 7 attend. When lead paint must be disturbed, the Department ensures that it is done safely following OSHA and EPA standards.

In 1993, the Department prohibited the use of lead-containing solder, pipe and pipe fittings in renovations or construction of all Department-owned or -leased properties. Corrosive (acidic pH, alkalinity and iron) water enhances lead leaching. Safety staff provides technical assistance to all posts in testing their water for the presence of lead. The majority of samples tested thus far did not exceed Department standards. In cases where lead concentrations need to be reduced in tap water,



Peeling lead paint on a window.

Photo by Chris Lowe/PictureQuest

some filter devices sold in grocery stores are effective at removing lead particulates and improving taste.

In 1988, EPA identified various brands of water coolers containing storage tanks with lead linings that could introduce high levels of lead into the drinking water. The Department requested that all posts review their inventory for suspect water coolers. Of the 140 coolers tested, five were removed from service. Water coolers in domestic facilities were also tested for compliance.

Lead-based solder in cans of food was also considered to be a risk. Acidic foods increase the likelihood of contamination from lead solder. It is less and less probable that U.S. consumers will find canned food products with lead solder seams on their grocery shelves. Canned goods in foreign countries are more likely to contain soldered seams. Canned food products with known lead solder should be avoided whenever possible.

Unlike the United States, some parts of the world still use leaded gasoline for motor vehicles. Lead from exhaust emissions in motor vehicles using leaded gasoline is not considered a significant airborne pathway because lead particles rapidly settle out on the ground. Children 3 and younger, however, may ingest lead in the surface dust within 150 feet of heavily traveled roadways by hand-to-mouth activity.

A major unsuspected source of lead exposure is from the use of ceramic ware in various countries outside of the United States. Lead glaze is used on ceramic ware to create a smooth surface and brilliant colors. Improperly glazed ceramic ware can be a source of lead release when food products, especially acidic foods, are consumed after contacting ceramic ware surfaces.

Storing spirits in crystal decanters (usually high in lead content) can result in very high concentrations of lead. Crystal bottles should not be used for feeding formula or juice to babies.

The Department has taken various proactive measures to minimize lead exposure. It is also important for you to be aware and cautious of potential lead exposure due to children's behavior. ■

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*The author is a branch chief in the Office of Safety, Health and Environmental Management.*

Bob Cumming at work on the 72" belt grinder in his workshop.



Photos courtesy of Bob Cumming

# People Like You

## Living on the Edge

Bob Cumming has carved out a niche, literally, in his retirement.

Fascinated since youth by the art of knife making, the retired Foreign Service communications specialist now devotes full time to making, exhibiting and selling handsome hand-crafted knives from his home near Albuquerque, N.M.

Mr. Cumming, who retired in 1997 after serving his entire career overseas, began taking hunting and living outdoors seriously while stationed in Addis Ababa during the late 70s. He had with him at the time a small hunting knife made in Norway that his merchant marine father had given him as a youth. When it disappeared on a hunting trip in the Awash River Valley, he struggled to replace it.

His search led him to the post library where an ad in a sports magazine for custom-made knives “literally jumped off the page.” That, in turn, led to both a knife maker and a special steel supplier near Corpus Christi, Texas. After putting the two of them together, he received at post months later a package that proved “a tremendous turning point” in his life.

He described his new handmade hunting knife, which cost \$135, as “exceptionally well made with very close tolerances where the various components joined, and the blade was polished to a mirror finish. The brass on the guard and butt cap gleamed like pure gold and the French walnut handle was highly figured and superbly finished to a smooth luster with an inviting patina that just begged to be gripped.”





*Bowie knife with scrimshaw handle showing two tigers. The artist spent 60 hours crafting this knife for a Marine security guard in Tel Aviv.*

Soon he was making his own knives and selling them to Marine security guards. Later, after photos of his work appeared in several magazines, he received orders from customers beyond the embassy compound. Then he “was on a roll.”

He continued to make knives in small workshops while serving at posts abroad—from Brussels and Belgrade to Tunis and Tel Aviv—and to long for the day he could build a complete shop and devote his days to making knives.



*Detail of scrimshaw handle, a style dating from the 1700s when whaling was vital to the New England economy.*

That day has come. His current workshop covers 600 square feet, is equipped with the latest in knife making machinery and tools plus such amenities as audio, video and bath. It also commands a view of the Cibola National Forest, which adjoins the home he shares with his Denmark-born wife Kirsten.

Mr. Cumming, who served for five years in the U.S. Air Force before joining the Foreign Service, specializes in contemporary “Bowie” knives and has won several awards. The term “Bowie,” however, doesn’t imply a single style despite the historical association with the Alamo legend Jim Bowie. Rather, it includes most any large knife with a long, double-edged blade, a hefty guard and a strong handle. He said folding knives are

the “hottest thing” in the knife-making trade today, commanding prices of \$5,000 and up.

His standard “Bowie” knife sells for about \$275. A few custom pieces have sold for \$1,400. He does four or five major shows annually and a few locally, allowing time between shows to create new inventory. Wherever he goes—be it Denver, Winston-Salem, Charleston or New York—he finds a fraternity of knife makers who share an uncommon fascination with edged tools. —*Carl Goodman*

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## STATE OF THE ARTS

### Upcoming Calendar

- ◆ **Feb. 26** Pianist Kinisha Forbes, Georgetown University
- ◆ **March 12** Duo Encino: Early renaissance music with soprano Kristen Toldtman and Mark Cudek on the lute, guitar and cittern
- ◆ **March 26** Renaissance music and dance with Peter Burroughs and Friends
- ◆ **April 9** Classical pianist Wayne Dorsey
- ◆ **April 23** Classical pianist Louise Wong, Georgetown University
- ◆ **May 7** Piano recital by Department of State and Georgetown University

*Performances are on Wednesdays at 12:30 p.m. in the Dean Acheson Auditorium.*

## Performances Pay Tribute to Composer, Father

By John Bentel

Before closing the curtains on 2002, the Foreign Affairs Recreation Association and the State of the Arts Cultural Series presented a variety of outstanding performances by a guitarist, pianist, composer and vocalists.

Among these was Francesc de Paula Soler, the "poet of the guitar," who returned for a third appearance and delighted his audience with selections from Sor, Tarrega, Ponce and Piazzolla. His unusual sensitivity to color and attention to phrasing earned him a standing ovation.

The Municipal Opera of Baltimore performed a memorial concert honoring composer Eugene Scheffres, a graduate of that city's Peabody Conservatory of Music. The



*Guitarist Francesc de Paula Soler*

memorial included his poem, "A Child Who Needs a Place to Stay," a tribute to foster parents. Soprano Dorothy Lofton Jones sang the work accompanied by pianist Jacqueline Stokes. Tenor James Nathan Jones and soprano Dickens Warfield sang other works by Scheffres. The composer's sister, Lillian Turner, was a special guest of honor.

Pianist Eric Zuber, 17, offered a program of Mozart's *Sonata in C major*, Liszt's *Liebestraum No. 3* and *La Campanella* and three Rachmaninoff *Preludes*. The program highlighted the young artist's virtuosity. A review by *Washington Post* music critic Joseph McLellan can be found on RedLudwig.com.

Presenting a concert of classical and pop music were soprano Cynthia Taylor Young, mezzo-soprano Barbara Schelstrate and pianist Jason Sherlock. Ms. Young and Ms. Schelstrate perform with local groups and Mr. Sherlock sings countertenor at the National Cathedral. They performed works by Bach, Delibes, Keel, Rossini, Fulton and Niles. Their voices blended perfectly. In a particularly touching moment, Ms. Young, accompanied by Mr. Sherlock on piano, dedicated "You Belong to Me" to her father, a retired Foreign Service officer, who was in the audience. The audience was touched and demanded an encore. ■



*Pianist Eric Zuber*

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*The author is a computer specialist in the Executive Secretariat.*

# Education & Training

Course	Mar.	Apr.	Length
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Dates for FSI Transition Center Courses are shown below. For information on all the courses available at FSI, visit the FSI Schedule of Courses on the Department of State's Intranet at <http://fsiweb.fsi.state.gov>. FY 2003/2004 dates are now available in the online catalog. See Department Notices for announcements of new courses and new course dates and periodic announcements of external training opportunities sponsored by FSI.

## Security

SOS: Security Overseas Seminar (MQ911)	3,24	7	2D
ASOS: Advanced Security Overseas Seminar (MQ912)	11,18	22	1D
TDY Security Overseas Seminar (MQ913)	3,24	7	1D

## Foreign Service Life Skills

Regulations, Allowances & Finances (MQ104)		22	3D
English Teaching Seminar (MQ107)		1	2D
Protocol & U.S. Representation Abroad (MQ116)		12	1D
Tax Seminar (MQ117)	5		2.5H
Going Overseas Without Children (MQ200)	15		0.5D
Going Overseas for Families (MQ210)	15		0.5D
Going Overseas—Logistics for Adults (MQ220)	15		2.5H
Going Overseas—Logistics for Children (MQ230)	15		2.5H
Encouraging Resilience in the Foreign Service Child (MQ500)		30	2.5H
Post Options for Employment and Training (MQ703)	20		1D
Targeting the Job Market (MQ704)	18		2D
Long Distance Relationships (MQ801)	22		0.5D
Communicating Across Cultures (MQ802)	1		1D
Realities of Foreign Service Life (MQ803)		25	1D
Personal Finances and Investments in the Foreign Service (MQ852)		9	2.5H
Traveling with Pets (MQ855)		23	2.5H
Emergency Medical Care and Trauma Workshop (MQ915)	8	26	1D
A Safe Overseas Home (MQ916)		16	2.5H

Course	Mar.	Apr.	Length
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## Career Transition Center

Retirement Planning Seminar (RV101)		29	4D
Job Search Program (RV102)	3		8W
Annuities & Benefits and Social Security (RV104)		30	1D

## School of Language Studies

Increased language enrollments due to the Secretary's Diplomatic Readiness Initiative have required FSI's School of Language Studies to change class schedules. Classes are being run in double sessions. The morning session may begin as early as 7:30 a.m. and the afternoon session may end as late as 5:30 p.m.

## FasTrac Distance Learning Program, Learn at Your Own Pace, When and Where You Want.

FSI is accepting applications for the FasTrac distance learning program. All State Department employees, FSNs and EFMs are eligible. FasTrac offers over 1,400 courses covering numerous subjects. Training is conducted online through the Internet and the Department's Intranet. Students may complete courses for inclusion on their official FSI transcript or take the course module they need to "get the job done." Course length varies from two to eight hours each and testing out of what you already know may shorten learning plans. To view the complete FasTrac catalog, visit the FasTrac web site at <http://fsi.state.gov/courses/distlern/fastrac/default.asp>. For additional information, please contact the Distance Learning Coordinator at the Office of the Registrar, (703) 302-7144.

**Length: H = Hours, D = Days**

**For additional information, please contact the Office of the Registrar at (703) 302-7144.**

## PERSONNEL ACTIONS

### Foreign Service Retirements

Banks, Larry	Gooch, William A.	Pelych, Richard T.
Boyd, Paula A.	Hofmeister, David Charles	Reilly, Chris
Boyd, Theodore E.	Jasak, Stephen A.	Rocha, V. Manuel
Colloton, Carol A.	Kong, Allen Sung Hu	Ryan, Mary A.
Day, Marcelle Y.	Kozelka, Paul R.	Schoales, Virginia G.
Deane, Judith Meyer	Lee, David J.	Sims, Dudley O.
Fanjoy, William B.	Monblatt, Steven J.	Switzer, Donna E.
Gard, Ronald M.	Norlem, Shirley K.	Tozer, Lyn Grandy

### Civil Service Retirements

Danylyk, John T.	Madigan, John A.
Donnelly, Eileen M.	Mullen, Sarah
Field, Gerald A.	Paschall, Mary E.
Fisher, Alice A.	Patch, Lonnie J.
Herrera, Alejandro	Rini, Jay A.
Johnson, Bernard A.	Rogers, Georgia A.
Kelley, James P.	

## O B I T U A R I E S



*James Allegro, 69, a retired Foreign Service communications officer, died Nov. 17 in Miami Beach, Fla. He served in Santiago, Managua, Lima, Kampala, Abidjan, Wellington, Guayaquil, Dusseldorf, Rome and Montevideo.*

*Alfred L. Atherton Jr., 80, a retired Foreign Service officer, died Oct. 30 at Sibley Memorial Hospital in Washington, D.C., of complications related to cancer surgery. He served 38 years in the Foreign Service before retiring in 1985. A Middle East expert who helped in the negotiations that led to the 1978 Camp David peace accords between Israel and Egypt, Mr. Atherton's career included four years as ambassador to Egypt and four years as assistant secretary for Near Eastern and South Asian Affairs. As ambassador to Egypt from 1979 to 1983, he presided over what was then the largest U.S. diplomatic mission in the world, with a staff of 872 Americans and 500 Egyptians. In the wake of the Camp David accords, hundreds of Americans were dispatched to Cairo to help administer the military and economic assistance that flowed from the United States after Egyptian President Anwar Sadat's agreement to make peace with Israel. In October 1981, midway through Mr. Atherton's tenure, President Sadat was assassinated. Mr. Atherton served as a U.S. Army officer in Europe during World War II. He joined the Foreign Service in 1947 and served in Germany, Syria and India. Before retiring with the rank of Career Ambassador, Mr. Atherton was director general of the Foreign Service and director of personnel.*



*Jacob "Benny" Banin, 71, a Foreign Service National employee, died Nov. 22 in Tel Aviv. Mr. Banin had recently celebrated a half century of outstanding service to the U.S. government. A native of Asmara, Eritrea, then an Italian colony, he began working for the U.S. Embassy in Tel Aviv in May 1952. The Bureau of Near Eastern Affairs'*

*FSN of the Year in 1989, Mr. Banin was the face of the U.S. Embassy and the first employee to greet guests, visitors and incoming employees for more than five decades. He had personally greeted every Secretary of State visiting Israel since John Foster Dulles.*

*Jacob John "Jack" Burghardt, 78, a retired Foreign Service officer, died of cancer Sept. 24 at his home in Center Sandwich, Vt. He served in the Army Air Corps in Europe during World War II and joined the Foreign Service in 1949. He served in Burma, Singapore and Indonesia, both in Jakarta and Jogjakarta. In 1958 he became director of Foster Parents in Vietnam.*



*Leo E. Crampsey, 77, a retired Diplomatic Security agent, died June 5 in Wilmington, Del. Mr. Crampsey joined the State Department in 1951 after a brief stint as a professional football player with the Richmond Rebels and San Francisco 49ers. He was the supervisory regional security officer at the U.S. Embassy in Saigon*

*from 1967 to 1969. During the Tet Offensive of early 1968, he helped repulse a suicide squad of Viet Cong guerrillas who scaled the embassy walls, earning him the Department's award for heroism. He also served at the U.S. Embassy in Guatemala, arriving shortly after the assassination of Ambassador John Gordon Mein by leftist guerrillas. He retired in 1978 as the special agent in charge of the dignitary protective division.*

## O B I T U A R I E S



*James F. Crane, 78, a retired Foreign Service officer, died Nov. 14 from complications related to Parkinson's disease at his home in Oakmont, Calif. He served as an officer in the U.S. Navy after graduating from college and joined the Foreign Service in 1949. He served in Vietnam, Taiwan, West Germany and Belgium. He was a press officer in Germany during President Kennedy's famous trip to the Berlin Wall.*

cer in Germany during President Kennedy's famous trip to the Berlin Wall.

*J. Donald Griffin, a retired Foreign Service communications officer, died Sept. 1 in Snellville, Ga., after a long illness. His wife Muriel R. Griffin died Sept. 15, also of a long illness. Mr. Griffin served in Benghazi, Nairobi, Port Louis, Brussels, Manila, Vienna, Frankfurt, Zagreb and Bonn. He was a Korean War veteran. Mrs. Griffin worked in the consular section in Frankfurt and Zagreb and managed the post commissary in Vienna.*

*Veronica G. Herrick, 82, a retired Foreign Service office management specialist, died Nov. 7 of multiple myeloma in Upper Darby, Pa. She joined the Foreign Service in 1974 and served in Dahomey (later renamed Benin), Pretoria, Maputo and Harare. She retired in 1984.*

*N. Hunt Heubeck, 81, a retired Foreign Service officer, died Sept. 12 in Pinehurst, N.C., after a long illness. He joined the Army Air Corps during World War II and served as a pilot and trainer of pilots. After his discharge, he joined the Department of State's courier service and was based in Miami for South American runs and later in Cairo, where he was a courier for Africa and the Near East. He was appointed a vice consul while stationed in Paris and served in Hamburg, Frankfurt, Bonn, Baghdad, Sri Lanka, Johannesburg for seven years, Lorenzo Marques and Durban. He retired in the mid-70s.*



*Timothy L. Hull, 55, a retired Foreign Service officer, died Nov. 15 of a brain tumor in Fayetteville, N.C. A retired Army lieutenant colonel and a Vietnam veteran who also served in Korea, Granada and Germany, Mr. Hull served nine years with the Department of State in Greece, Belgium and Italy.*



*Alfred J. McGinness, 73, a retired Foreign Service officer, died Nov. 9 in Georgetown Hospital in Washington, D.C., after a long illness. He joined the Foreign Service in 1953 and served in Vietnam, Laos, France, Iran, East Africa, Norway and Spain. Mr. McGinness also served one year with the Sinai Field Mission. He retired in 1988.*



*Robert Henderson Munn, 76, a retired Foreign Service officer, died Sept. 15 in Yuba City, Calif., after a long illness. He joined the State Department in 1956 and was posted to Tripoli, Baghdad, Jerusalem, Khartoum, Ankara and Pretoria. He retired from the Foreign Service in 1977. A veteran, Mr. Munn served in the U.S. Army from 1944 until 1953. His daughter, Lynn Donovan, is a Foreign Service officer.*

*Frances F. Switt, 65, a career Foreign Service officer, died Nov. 9 in New York City, after a long battle with cancer. Ms. Switt entered the Foreign Service after working for the joint U.S.-Brazilian cultural center in Bahia and also served tours in Rio de Janeiro, again in Bahia and Brasilia. She also served as a cultural affairs officer in Buenos Aires and Paris and as public affairs officer in Port-au-Prince. Ms. Switt acquired a large collection of art from Haiti and Brazil, which she donated to museums and galleries, most notably the Bass Museum in Miami.*

## O B I T U A R I E S

*Marilyn Alice Wills, 75, wife of retired Foreign Service officer Warren E. Wills, died Oct. 14 in Nantucket, Mass. As a young woman, she worked as a Foreign Service secretary in Baghdad and Frankfurt, where she met her future husband "Bud." They served together in the Philippines, Japan, Poland, Canada, Italy and Germany before retiring to Nantucket where Mrs. Wills worked as a hospice volunteer.*

*Elouise Withers, 67, a retired Foreign Service employee, died Nov. 28 in Washington, D.C., of complications from a long illness. She served the Department for more than 36 years in Paris, Quito, Tokyo, Mombasa, Jakarta, Geneva, Conakry, Brussels and Washington, D.C. During her last assignment with the policy planning staff, she was known as the legendary "Lady in Purple" to her 7th floor colleagues.*

### In the Event of Death

Questions concerning deaths in service should be directed to the Employee Services Center, the Department's contact office for all deaths in service: Harry S Truman Building, Room 1252, Department of State, Washington, DC 20520-1252; (202) 647-3432; fax: (202) 647-1429; e-mail: EmployeeServicesCenter@state.gov.

Questions concerning the deaths of retired Foreign Service employees should be directed to the Office of Retirement at (202) 261-8960, Retirement@state.gov.

Questions concerning the deaths of retired Civil Service employees should be directed to the Office of Personnel Management at (202) 606-0500, <http://www.opm.gov>.

## What They Are Saying About Mentoring

The Civil Service is in the midst of a one-year pilot mentoring program in the Bureau of Consular Affairs that will be extended to the entire Department this spring. Mentors and protégés met in quarterly forums in July, November and January to discuss their progress. Here's how a few have described their experiences:

*It has been a help to me even though I have 23 years of service with State—new employees would benefit as much, if not more, than I have.*

—Meta Fitzgerald,  
Support Services Specialist, Consular Affairs

*I hate completing forms, but the action plan forces you to take the time to make a game plan, and the six-month evaluation forces you to get back to it. They are very worthwhile.*

—Steven Donlon,  
Citizens Services Specialist, Consular Affairs

*It's an effective way to give people some personal attention and keep mentors connected to the thoughts and ideas of the next generation of leaders. I've become much more aware of the main concerns of our younger employees.*

—Ann Barrett,  
Managing Director, Consular Affairs

For more information, see: Civil Service HR site: [http://hrweb.hr.state.gov/csp/cs\\_mentoring.html](http://hrweb.hr.state.gov/csp/cs_mentoring.html) or call 202-663-2137.



*Deborah Jones, left, a budget assistant in Consular Affairs, and Brenda Adams, an information technician specialist in Information Resource Management, confer during a mentoring session.*

OKAY, WE'VE BEEN TASKED WITH A DECISION MEMO.

A DECISION? SOUNDS RISKY...

YEAH, MAYBE AN OPTIONS MEMO IS SAFER...

EXACTLY-WITH THE OPTIONS "DECIDE" OR "NOT DECIDE."

MAYBE IT'S BETTER TO DO A PRELIMINARY MEMO ON WHETHER TO GO AHEAD WITH THE OPTIONS MEMO.

VERY PRUDENT- THAT WAY WE DON'T GET TOO FAR DOWN THE ROAD ON A DECISION.

BUT ISN'T THE DECISION NOT TO MAKE A DECISION REALLY JUST ANOTHER DECISION?

BIGGLES, DO YOU SEE A FUTURE FOR YOURSELF IN THIS BUREAU?

I'LL DRAFT A DECISION MEMO...

AUGUST 2003