Result of Budget Shortfall: G&A Increase, Consideration Of Voluntary Reductions in Force

A funding shortfall for fiscal year 1998 (FY98) has prompted BNL Interim Director Peter Bond to take actions to reduce costs in the Lab's overhead units by about $3 million.

"As you are aware," Bond wrote in a memo to BNL management on Wednesday, February 18, "we are continuing to work with the Department of Energy [DOE] to address our funding issues for this fiscal year. While we are hopeful that the Department will provide additional assistance, it is clear that we must also implement further measures at the Laboratory to facilitate resolution of these issues.

"Towards this end, Bond said, "Overhead costs must be substantially reduced. Some savings will be achieved through the hiring freeze which is in effect and through reductions in our travel and materials budgets. Further savings are needed, and voluntary reductions in force in the overhead accounts will be considered."

In addition, Bond announced that the general and administrative (G&A) rate by which other BNL departments are assessed for overhead expenses has been raised by one percentage point, retroactive to October 1, 1997. He noted, "I am hopeful that the outcome of the initiatives outlined above and our cooperative efforts with DOE will be successful and that no further adjustments in the G&A rate will be required this year."

In the Brookhaven Bulletin story of October 31, 1997, the headline read: "Lab's Budget for FY98 Still Taking Shape, Expected to Increase Over Last Year." Unfortunately, said BNL Budget Officer Richard Melucci, "Those expectations never came to pass.

At that time, the Lab's final budget for operating, capital and construction expenses was projected to finalize at about $408 million by the middle of FY98; it would have been raised by about $1 million above what it had received in FY97.

With the midyear approach, however, BNL's budget projection for FY98 still stands at about $407 million, down about $1 million from FY97. In addition, FY98 Brookhaven's budget has had to cover about $8 million in expenses related to the ongoing transition of the Lab's management from Associated Universities, Inc. (AUU) to Brookhaven Science Associates. DOE has so far provided $3 million to help with transition expenses and is currently exploring the possibility of several million more.

About 85 percent of BNL's funding comes from DOE, but "Although we are still hopeful that we will receive some additional funding during the year, at this late date, it is clear that we will not approach the projection of $408 million."

For more information about voluntary layoff, contact Robert D'Angio, Manager of the Human Resources Division, Ext. 2113.

Communiqué From BSA

DOE Reviewing BSA's Readiness To Take Responsibility for BNL; Meet the New Deputy Director For Science & Technology

This is one of a series of weekly messages, addressed to the Laboratory, by the Assistant Director for Human Resources and Personnel, Roger Stoutenburgh.

At a recent management meeting, Peter Paul, whom Brookhaven Science Associates has designated to be BNL's Deputy Director for Science & Technology, sits front and center.

This is the first message in what will be a weekly series of messages about transition activities from the BSA Transition Team.

The BSA Transition Team believes that the work during these seven weeks on program assessments, on establishing good communications with all stakeholders and on orienting managers to BSA objectives has gone very well.

As I've written before, all the persons who have come to the Laboratory on behalf of the Transition Team have expressed admiration for the professional, dedicated and collaborative assistance of BNL incumbents. The team also much appreciates the thoughtful advance planning on the part of BNL, which has resulted in excellent working accommodations for the team.

So far, I've used this column to give brief bios on most of our new senior personnel. Today's focus is on the new Deputy Director for Science & Technology, Peter Paul.

Peter is an experimental nuclear physicist and received his education in Germany. He comes to BNL from the State University of New York at Stony Brook, where he has been Chair of the Department of Physics and Astronomy for several years. He came to Stony Brook as an Assistant Professor in 1967, from Stanford University.

Peter is no stranger to BNL. Until Stony Brook built up its own nuclear physics laboratory, he collaborated directly with the nuclear physics group at Brookhaven. During the late 1970s, he headed the group of faculty and students at Stony Brook that designed and built the superconducting linear accelerator for the laboratory, which was in operation today. During this period, he again profited from BNL through the person of Ernest Courant, who developed the basic concept for the beam dynamics of the machine.

During the 1980s and early '90s he was associated with the Nuclear Science Advisory Committee, which advises DOE and the National Science Foundation on their nuclear physics programs. From 1989 until 1992, he served as chair of this important committee. Peter recalls this as a most exciting time and a period when nuclear physics worldwide was defining its priorities for the next stage of complexity.

In 1989, the committee developed an overall program for nuclear physics, and one of its main recommendations was to begin the construction of the Relativistic Heavy Ion Collider (RHIC) at BNL. Today, with the RHIC Project and its detectors nearing completion, Peter comments, "BNL can take great pride in the way that this complex accelerator has been..."

334th Brookhaven Lecture

Looking at the Psychology of Organizations

Vol. 52 - No. 8 February 20, 1998

Brookhaven National Laboratory

Entitled "Psychology of Organizational Change," this lecture is one of a series of weekly messages from the Department of Advanced Technology. Today's focus is on the new Deputy Director for Science & Technology, Peter Paul.

This model, she will explain, identifies 20 dimensions as attributes of organizational performance, including communication, planning, decision-making, problem identification, resource allocation, roles and responsibilities, and performance evaluation. Using these attributes as the basis for hypotheses of what needs to be looked at to see if an organization is functioning safely, effectively and efficiently, Haber will describe the methods that she uses to test the hypotheses and the results of those tests. She will then discuss the implications of her findings in terms of safe organizational performance.

Once at a location — and she will focus on one specific application — Haber’s assessment methods include structured interviews, behavioral scales and observations, and surveys, a methodology that she plans to share with her audience.

Sonja Haber earned her B.A. in science and mathematics at the State University of New York at Binghamton, in 1972, and went on to Miami University, Ohio, for an M.A. and a Ph.D. in experimental psychology, in 1975 and 1976, respectively.

She joined BNL in 1978 as a research associate in the Medical Department, Becoming Associate Scientist in 1978 and Associate Scientist in 1980, she pursued behavioral research into the role of psychological traits as markers for predisposition to certain types of diseases.

In 1981, Haber left BNL for a year to become a consultant in behavioral medicine at the National Institutes of Health.

She returned to Brookhaven in 1982 and was named Scientist in 1984, while involved in experimental design, execution, statistical analyses and evaluation of behavioral data. Transferring to DAT in 1987, Haber took over the operation of the program.

After the lecture all are invited to join Haber for discussions and refreshments. If showing that those wishing to continue the conversation may join Haber at the Brookhaven Center.
During the transition to BNL’s management by Brookhaven Science Associates (BSA), BNL’s Human Resources (HR) Transition Team is providing Lab employees assistance on what the team is doing and what you can expect, and answers your questions.

Having met informally with representatives of the Brookhaven Retired Employees Association (BREA), the HR Transition Team was pleased to meet John Marburger in addressing almost 200 retirees at an on-site BREA meeting on February 2, 1998.

Opening the presentation, Marburger spoke of the Lab’s history and referred to BNL as “a bright star in the constellation of facilities” managed by the U.S. Department of Energy (DOE). Looking to the future, Marburger spoke of the importance of the Lab’s “continuing to be a leading force,” but pointed out that BNL needs to be a part of the community — getting involved in Long Island’s economic development by interacting with local schools, etc. Marburger also emphasized the importance of meeting and talking with the Lab’s stakeholders.

“We have a good story to tell,” he said, referring to the transition of BNL to BSA, which started on January 15 and will be completed February 28. Marburger said that the transition has been very smooth and emphasized that much will stay the same under BSA, as the kind of appointment, almost identical benefits.

The differences, he pointed out, are in the names of some offices, which can be viewed on the BSA website, http://www.pubafs.bnl.gov/tranvere/ . The transition team is providing employees with a list of “several actual people” Benford uses as background figures, “for a note of reality.”

Looking to the future, Marburger said that the transition team is providing Lab employees assistance on what the team is doing and what you can expect, and answers your questions.

The next speaker was Bob Gordon, Director of the Administrative & Financial Management Division for DOE’s Brookhaven Group. He spoke of DOE’s role and the hectic nine months that ensued following the failure of the AUI contract. Emphasizing that there had been no intention to close the Lab, Gordon noted DOE’s commitment to current and retired Lab employees and stressed the importance of involving all stakeholders in decision-making for BNL.

Next, Denise DiMeglio, Benefits Manager of the BNL Human Resources Division, responded to retirees’ concerns about the benefits program. Specifically, “DiMeglio’s message was one of no change.” As she wrote in a January 29 letter to current employees, “DiMeglio’s message was one of no change.”

Within the book, Ludlam is a person to be reckoned with. For instance, on page 12, two BNL physicists are discussing the holodrome on getting the legal go-ahead for Butterworth’s experiment, and the dialogue goes as follows:

“Lawyers never do anything fast.”
“Yeah, or cheap,” Hugh said sourly.
“Lawyers never do anything fast.”

Speaking about dental coverage, DiMeglio pointed out that there are five medical programs — HIP, U.S. Healthcare, and Vytra Healthcare — offer some level of coverage. She closed by asking retirees who have further questions to call the BNL Benefits Office at (516) 344-2670 or contact the BSA HR Hotline by calling (516) 344-8200 or sending e-mail to hotline@bnl.gov.

Answers to Hotline Questions

Retirees Meet With BSA President, Human Resources Team

John Marburger, President of Brookhaven Science Associates and BNL’s next Director, spoke at a meeting of the BREA in Brookhaven.

At the beginning of the book, Butterworth is eager to begin her experiment using heavy ions of uranium, which had not yet been collided in RHIC. But her plan is also an award-winning science fiction writer, having penned 18 novels including Foundation’s Fear, Great Sky River and Timescape, and having won two Nebula Awards, a John W. Campbell Award, the Australian Ditmar Award and the United Nations Medal in Literature.

For RHIC to have captured Benford’s imagination so strongly as to launch her experimental world into a new timeline, with its whole life, from its earliest moments to its death throes, condensed into mere months.

If one can imagine that this wonderful sphere could be brought into being in 2005 at BNL’s Relativistic Heavy Ion Collider (RHIC), then you have a nanosecond view of life, from its earliest moments to its death throes, condensed into mere months.

Imagine a sphere about the size of a bowling ball that proves to be more than just a bowling ball and, as it turns out, a timeline, which can be viewed on the BSA website, http://www.pubafs.bnl.gov/tranvere/ .

A physics professor at the University of California, Irvine (UCI), Benford is also an award-winning science fiction writer, having penned 18 novels including Foundation’s Fear, Great Sky River and Timescape, and having won two Nebula Awards, a John W. Campbell Award, the Australian Ditmar Award and the United Nations Medal in Literature.

For RHIC to have captured Benford’s imagination so strongly as to launch a new novel about a micro-Cosm universe is quite a compliment, says BNL Interim Director Peter Bond.

Both also caution that imagination is the key word: What Benford describes starts from a blend of fact and fiction.

When the novel opens, RHIC has been operating for five years, which will be the first quarter of the year 2005 — based on the RHIC Project’s continued budgetary support and on-schedule construction.

It’s also factual that RHIC will be a huge colliding accelerator, 3.8 kilometers in circumference, in which heavy ions of species as heavy as gold will collide in 2005 at BNL. These collisions will produce particles in a high temperature, high density fireball that is expected to be created that have not existed since the earliest moments of the universe.

Working with the above facts, Benford has fictionalized UCI physicist Alicia Butterworth, who stationed at RHIC, conduct an experiment using RHIC at RHIC.

At the beginning of the book, Butterworth is eager to begin her experiment using heavy ions of uranium, which had not yet been collided in RHIC. But her experiment, and the novel, does not start until a court-ordered enviro review report is completed.

Sounds factual so far, but the fiction really takes over when Butterworth bypasses safety channels and runs her experiment anyway. And then, in a physically impossible scenario given the actual energies at which RHIC will be operating, an explosion occurs and destroys Butterworth’s experiment.

In the wreckage is the mysterious sphere, which she manages to hide from the surviving safety inspectors and physicists, then transport back to UCI using a secret escape route, as cargo on her transcontinental flight.

As BNL management and staff catch on to what has happened, they realize there’s more to the story.

And, even though Butterworth’s grad student was killed at UCI because he was piloting the escape route, it turns out that the backup plan, scientists at BNL were not given enough information to realize how dangerous it might be. They run uranium in the much larger PHENIX experiment, creating a much larger explosion, in which one person is killed and from which a much, much larger sphere results.

Regardless, he added, “If you take it as science fiction, then whether it’s factually correct or not, doesn’t matter.”

One breath of fact in Cosm is a fictionalized Tom Ludlam — Ludlam, who is RHIC’s Associate Project Head for Detectors & Experiment Support, is the only real-life BNLer who is cameoed in the book and one of “several actual people” Benford uses as background figures, “for a note of authenticity.”

Within the book, Ludlam is a person to be reckoned with. For instance, on page 12, two BNL physicists are discussing the holodrome on getting the legal go-ahead for Butterworth’s experiment, and the dialogue goes as follows:

“Lawyers never do anything fast.”
“Yeah, or cheap,” Hugh said sourly.
“Lawyers never do anything fast.”

The reality is, as Bond reiterates, “This is not only science fiction, but also safety fiction and environmental fiction. The Laboratory has never and will never act with such callous disregard for the safety of people or the environment.”

But also, he added, “If you take it as science fiction, then whether it’s factually correct or not, doesn’t matter.”

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BNL’s New, State-of-the-Art Waste Facility Called ‘Best on Long Island’

A ribbon-cutting ceremony last December formally opened BNL’s new, state-of-the-art Waste Management Facility (WMF). Built with the most advanced environmental-protection systems and features, the new facility allows the Lab to handle its waste with the utmost consideration for the environment.

“For BNL and its neighbors, I cannot think of a more important act with which to usher in the year 1997 than the opening of this state-of-the-art facility,” said Interim BNL Director Peter Bond. “This has been a year focused on environmental issues, and this new facility is part of the community, is serious about its stewardship of the environment.”

“The facility is by far the best on Long Island and a good teaching facility,” said guest George Prolos, Assistant County Executive for Environmental Affairs.

Jeffrey Kasner, Brookhaven Town Director for Planning, Environment, and Development, then commended BNL on all it is doing to protect the environment and shared a message from Brookhaven Town Supervisor Felix Gruidi, expressing hope for a continued partnership with Brookhaven Town.

Dean Helms, Executive Manager of the U.S. Department of Energy’s (DOE) Brookhaven Group, said, “This is a major accomplishment of BNL, and is recognized on the teamwork between BNL and DOE that had made the project a success.”

The WMF is part of BNL’s Hazardous Waste Management Section of the Safety & Environmental Protection Division. Led by Leonard Emmsa, this section’s staff includes, sorts, packages, and stores BNL’s hazardous waste — both chemical and radioactive — in accordance with strict local, state, and federal regulations before it is shipped for off-site disposal. An inspection of these operations in mid-1997 by the U.S. Environmental Protection Agency found full compliance with regulations. The WMF will allow BNL to continue disposing of its hazardous waste for at least the next three years.

“The new facility stands on 18 acres within a controlled-access security fence. Its four major buildings, with a total floor area of about 55,000 square feet, were built by J. kokolakis Contracting, Inc., of Rocky Point. The WMF is in full compliance with Suffolk County’s groundwater protection statutes, some of the most stringent in the nation.

Advanced features and technologies used in the facility to prevent potential environmental insults associated with inadvertent spills and other releases of hazardous material include spill-diversion and hold-up capacity, secondary containment, radiation shielding and sub-floor impermeable membranes, as well as fire protection capability.

On February 6, 1997, the WMF was completed and its commissioning began, and the laboratory is now using the facility. Leold Willilis, Vice President for Environment, Safety & Health for Associates Unlimited (second row, far right) Interim BNL Deputy Director Michael Bebon.

New Seminar Series Focuses On Collaborations at BNL

As part of the interest on developing collaborations across departments for the applications of computational and analytical sciences, Science Director Chairs — Robert Berenyi, Director for Technology; Carol Greven, Chemistry; and Nora Volkow, Medical — have announced the inauguration of a seminar series on the use of collaborations in the imaging sciences.

Senior Chemist Charles Springer, Chemistry, will present the first talk in the Interdepartmental Seminar series. He will discuss “The Molecular Basis of MRI: The Space of Biological Images” on Thursday, March 5, at 1:30 p.m., in the Hamilton Seminar Room in the Chemistry Building.

Like Springer’s talk, the seminars in this series will focus on specific topics, will be understandable by non-experts in the specific discipline and will provide a clear indication of the interdisciplinary collaboration that is sought. The ultimate objectives of these seminars are to strengthen current BNL programs, to explore and secure new programs for the Laboratory, and to promote a more integrated infrastructure for BNL scientific and technical talent.

Special for BNLers

Cellular Phone Offer

On Tuesday, February 24, from 10 a.m. to 2 p.m. in Berkner Hall, CPT Wireless will offer special AT&T wireless services corporate cellular package, with per-minute billing, all-inclusive fares, free digital phones and free features that include caller ID, voicemail with notification and unlimited long-distance calling.

Financial Management & TCU

Representatives from the Teachers Federal Credit Union (TFCU) and the financial-management program Plan America will be in Berkner Hall lobby on Wednesday, February 25, from 11 a.m. to 2 p.m. to open accounts, answer questions and provide product information.

Think Snow & Spring on BERA Bus Trips

Sign on for a Ski Day in Massachusetts

Several seats are still available for BERA’s one-day ski trip to Brodie Mountain ski resort in Ashford, Massachusetts, on Wednesday, March 18.

The per-person price of $45 includes round-trip bus transportation and lift tickets. Ski rentals are $20 for adults and $15 for children 12 and younger. Paid reservations are being taken at the BERA Sales Office in Berkner Hall, weekdays, 9 a.m. to 1:30 p.m.

For more information, call Andrea Dehler, Ext. 3347, or Bob Maraisa, Ext. 7779.

Enjoy a May Day in New York City

On Saturday, May 16, BERA will offer a round-trip bus outing to New York City (NYC), for $17 per person. Once in NYC, you can set your own agenda — browse, shop, visit museums, see a matinee or do anything else you choose.

The bus will leave the Brookhaven Center promptly at 9 a.m., with an extra pickup at LIE Exit 63, if requested. In the city, the drop-off and pickup location will be Rockefeller Center, at Fifth Avenue and 50th Street. The bus will leave NYC to return to BNL at 6 p.m.

For more information, call Andrea Dehler, Ext. 3347, or Kay Dellimore, Ext. 3673.
Four Nominated for BERA Board

The BERA Nominating Committee has selected the following slate of candidates for the 1998 BERA Board election: Carol Bell, Safety & Environmental Protection (SEP) Division; Tracy Blydenburgh, Reactor Division; Robert Colchico, SEP; and Richard Conte, Relativistic Heavy Ion Collider Project.

During the week of March 29, all eligible BERA members, including all BNL employees, on-site employees of AUI, RSA and DOE, and permanent employees of on-site contractors may cast their ballots to elect two of the four candidates to serve on the BERA Executive Board.

Look for more about the candidates and the election in future Bulletins.

Arrivals & Departures

Arrivals
Kanneth, Galan................Financial Serv.  16-29
Oleg Gerasimov.................Chemistry  16-29
Michael B. Silvert..............Physics  16-29
Yian Biao Zhang................Biology  16-29

Departures
This list includes all employees who have terminated from BNL, including retirees: Donald Cass.........................RHC  16-29

Cardiac Protection

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Service Awards

The following employees celebrate service anniversaries during January:

30 Years
Naomi R. Pappas................Medical
Samuel H. Aronson..............Physics
Warren W. Baumbach.............Plant Eng.
James R. Cullen...............AGS
Roy R. D'Allesandro.............NSLS
Ludwig Frey....................Central Shops
John W. Gallagher..............NSLS
James W. Gordon................Central Shops
Eron E. Lamontagne.............App. Science
John J. Lemmon................Camp. & Comm.
Raymond LoPresti..............Reactor
Jeanne Madalina.................Adv. Technology
Alfred J. Minn....................Physics
Hue-An T. Pham................RHC
Ernst M. Sohn..................Central Shops
Helen K. Todosow..............Adv. Technology

10 Years
Louis D. Mauro................Chemistry
Christopher J. Frosina.........RHC
Gary F. Hanlon.................Plant Eng.
Robert L. Harrington.........NSLS
Robert G. Kelly.................Human Resources
Chau M. Loc....................RHC
Scott L. Newton.................Central Shops

Bowling

Results from week of February 9
Red & Green League

Purple & White League

Volleyball

Standings as of February 12

League I  49-9

Silver Bullets  33-6
Group Sets  35-9
Just 4 Fun  24-15
Utopia Ops  18-18
Just in Time  13-26
Six Samurai  11-28
RWH  6-33

Open League

Bank 24/22  40-24
Sherk & Cary 24/20  40-24
Shack & Cary 26/23  34-16
Pass & Set 23-21  34-16
Shack  24-23  19-35

Placements

The Laboratory’s placement policy is to select the best-qualified candidate for an available position. Candidates are considered in the following order: (1) present employees within the department/division and/or appropriate bargaining unit, with preference for those within the immediate work group; (2) present employees within the Laboratory; and (2) outside applicants. In keeping with the Affirmative Action Plan, selections are made without regard to race, creed, color, religion, national origin, sex, disability or veteran status.

Each week, the Human Resources Division lists new placement notices, first, so employees may request consideration for themselves, and, second, for open recruitment. Because of the priority policy stated above, each listing does not necessarily represent an opportunity for all people.

Except when operational needs require otherwise, positions will be open for one week after publication. For more information, contact the Employment Manager, Ext. 2882; call the OLINE, Ext. 7744 (344-7744), for a complete list of all job openings; use a TDD system to access job information by calling (516) 344-9518 or access current job openings on the World Wide Web at http://www.bnl.gov/OBJ/5495.html.

The following vacancy is exempt from the Director’s hiring freeze.

OPEN RECRUITMENT - Opportunities for Laboratory employees and outside candidates.

NSS237. COMPUTER ANALYST/PHYSICS ASSOCIATE POSITION - (term appointment) Requires an advanced degree in either physics or computer science (physics degree preferred) and experience in the design and implementation of on-line systems for high energy or nuclear physics experiments. Experience in one of the following areas is highly desirable: object-oriented analysis and design, high-speed networks, databases, VME, VxWorks, and EPICS. Will work in a team environment using software-engineering methods to design and implement the on-line computing system for the PHENIX experiment at RHIC. (Reposting) Physics Department.

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