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State Magazine, No. 431, Decemb

December 1998

# State

Magazine

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# Santiago

In a Land of Treasures

# Coming in January: Ottawa



## State Magazine

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*State Magazine* (ISSN 1099-4165) is published monthly, except bimonthly in July and August, by the U.S. Department of State, 2201 C St., N.W., Washington, DC. Periodicals postage paid at Washington, DC. POSTMASTER: Send changes of address to *State Magazine*, PER/ER/SMG, SA-6, Room 433, Washington, DC 20522-0602. *State Magazine* is published to facilitate communication between management and employees at home and abroad and to acquaint employees with developments that may affect operations or personnel. The magazine is also available to persons interested in working for the Department of State and to the general public.

*State Magazine* is available by subscription through the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 (telephone [202] 512-1850). The magazine can be viewed online free at [www.state.gov/www/publications/statemag](http://www.state.gov/www/publications/statemag).

The magazine welcomes State-related news and features. Informal articles work best, accompanied by photographs. Staff is unable to acknowledge every submission or make a commitment as to which issue it will appear in. Photographs will be returned upon request.

Articles should not exceed five typewritten, double-spaced pages. They should also be free of acronyms (with all office names, agencies and organizations spelled out). Photos should include typed captions identifying persons from left to right with job titles.

Material may be submitted on disks, emailed or faxed, in 14-point type, to (703) 812-2475. The mailing address is *State Magazine*, PER/ER/SMG, SA-6, Room 433, Washington, DC 20522-0602. Contributions may also be left in Room 3811, Main State. The magazine's main number is (703) 516-1667.

**Deadlines: Jan. 15 for March issue.**

**Feb. 15 for April issue.**

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Pucon Volcano  
Photo by Denise Troy



## FROM THE SECRETARY

SECRETARY MADELEINE ALBRIGHT

*The world is clearly better off  
because we have chosen  
to stay involved.*

**T**he United States enters this last holiday season of the 20th century richly blessed. We are wealthy, powerful and free. We have interests and influence around the globe. And the democratic values we champion have taken root on every continent.

We are, as we should be, grateful for what we have. But our thoughts this holiday season extend far beyond our borders.

Many of you, especially those reading this letter overseas, need no reminder that millions of people around the globe will begin the new century with little or nothing to call their own. In developing nations, one child in three has no access to safe drinking water. One in four has inadequate shelter. One in five receives no basic health care.

It would cost \$6 billion a year to provide basic education to all the world's children who do not now receive it. Twice that amount is spent annually on perfume in the United States and Europe alone.

We all know there are those in our country who believe that the hardships faced by people overseas are not our concern. But they are wrong.

Ninety-five percent of world population growth is occurring in developing nations. Americans cannot prosper nor be secure indefinitely in a world where the majority is in desperate need and where the gap between haves and have nots is both increasing and increasingly visible.

Others say there is nothing we can do, because poverty is too ingrained, societies too ravaged, and ignorance too widespread. They, also, are wrong.

The story of U.S. development assistance is the story of progress beginning with the Marshall Plan in the 1940s and the start of the Truman Administration's "Four Point Program" exactly half a century ago.

In the 1950s, we began an assistance program for the Republic of Korea, a country that was then devastated by war and mired in rural poverty and is now among our most important democratic allies and trading partners.

In the 1960s, we sponsored the agricultural research that sparked the Green Revolution in India, resulting in the most dramatic increase in crop yields in human history.

In the 1970s, we helped eradicate smallpox and developed an oral rehydration therapy that now makes the dif-

ference between death and life for more than a million young people every year.

In the 1980s, our support for elections and democratic institutions helped spark positive political change across Latin America, Eastern Europe, Africa and the Pacific Rim.

And in the 1990s, our micro-credit and other small-business initiatives have provided opportunities for millions of entrepreneurs around the world (many of them women).

Of course, not every effort has been successful. Some lessons have been learned painfully and only after years of experience, and there is still much to be done. But the world is clearly better off because we have chosen to stay involved.

The United States is clearly better off as well. Americans benefit from an expanding world economy. We benefit from having democratic partners who can help us fight evils such as drug trafficking and terrorism. Increases in international travel underscore our interest in halting the spread of infectious disease. And in a world with fewer conflicts, our armed forces will be called upon less often to respond to threats.

In recent years we have heard a lot about globalization and about how trade, not aid, holds the key to future prosperity. There is much truth in this. But to imply that development work and humanitarian assistance are no longer needed is utter nonsense.

The future we want to help build will not materialize without great effort. It will require a concerted campaign in every part of every continent to strengthen democracy, create jobs, educate children, preserve the environment, combat exploitation of all kinds, and establish the rule of law.

These are not jobs for the private sector alone, nor for diplomats alone, nor development experts alone, nor for Americans alone, nor for governments alone. We all have a responsibility and a role to play.

We have much to be grateful for this holiday season. And we know that to fairly represent the American people to the world, we must extend our hand to those around the world who need and deserve our help.

That is one reason that the quest for resources to support our foreign policy is so important. And why we will pursue it with renewed vigor during the coming year.

Happy Holidays to you all. And see you next century! ■



## LETTERS TO THE EDITOR

### Hail, Octavian

Your feature on Thessaloniki, Greece, in September's issue reawakened very pleasant memories of our assignment there 30 years ago. Even then, excavations for basements and sewers were often halted because of the discovery of ancient Greek and Roman ruins.

It was not Julius Caesar, however, who defeated Brutus and Cassius at Philippi in 42 B.C. (Julius was assassinated two years earlier.) The victors were Julius' adopted son Octavian and Antony. Octavian had formally taken his adoptive father's name and was called Caius Julius Caesar Octavianus—until he gave himself the exalted name of Augustus.

**John G. Peters**

*Retired consular officer  
Montgomery Village, Md.*

### The Original Names, Please

I had less sympathy than I might have for the parents of the 4-year-old who, in your September issue, suffered misapprehension that his Foreign Service officer mom was "going to die" instead of "going to Dar." That's because of a practice unworthy of us as members of foreign affairs agencies: We shorten or abbreviate the names of cities or countries.

I feel uneasy when a diplomat from another country talks familiarly about "Philly." I consider it disrespectful to the Argentines and Uruguayans when the British call Rio de la Plata "River Plate" instead of Silver River. In the case of Dar es Salaam, it is even worse because the full name has a

valuable meaning in the original language (haven of peace).

If we want to enjoy a special feeling of status as insiders, I recommend that we use original language names with original language pronunciations.

**Dan W. Figgins**

*Retired Foreign Service officer,  
Raleigh, N.C.*

### Donors Always Needed

The number of donors to the leave donation program varies from bureau to bureau. From January to July there are fewer donors, and the donations are smaller, averaging between 4 and 40 hours. From August through

December, however, the donations range from 24 to 80 hours and sometimes more. The number of donors increases, too, toward the end of the year. And although there are hundreds of donors yearly, more are always needed.

**Veda H. Grimes-Barton**

*Bureau of Finance and Management Policy*

### Invaluable

My compliments to you and your staff on your October edition. The articles were excellent. I look forward to reading every issue of *State Magazine*, an invaluable publication.

**Nicole Peacock**

*Bureau of Public Affairs*

## From the Editor

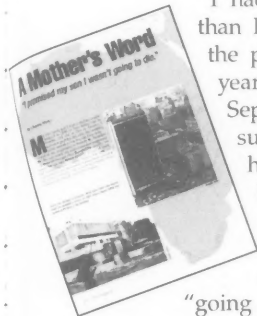
As we put the wraps on our December issue and face a new millennium, we also pause to look back at what the past year has brought.

We continue to be thankful for the loyalty of our readers, and we are grateful that we were able to reward your loyalty recently with full-color printing, starting with November's issue. Some of you at our far-flung posts may not have received your copies yet, and we will be working with others in the coming year to improve distribution.

We are encouraged by the number of new Foreign Service members coming on board, and by the thousands who have expressed interest in taking the Foreign Service written exam, showing that interest in Foreign Service careers is as strong and vibrant as it has ever been.

We are encouraged, too, by the fact that all but five of our Foreign Service Nationals injured in the bombing of our embassy in Nairobi have returned to work. Among those still recuperating at Walter Reed Army Medical Center in Washington, D.C., is Livingston Madahana, who suffered serious eye injuries. He and his wife Judith, who has been with him during his recuperation, were expecting a baby girl when we went to press. Frank Pressley Jr., who was injured seriously in the same explosion, and his wife Yasemin, also an embassy employee, who miraculously escaped injury, were blessed with a baby boy last spring after arriving at their new post in Frankfurt.

So the season and symbols are real. We enter the new century celebrating life, imbued with hope and anticipating the new challenges the millennium will surely bring.



# Secretary Dedicates Interim U.S. Embassy in Nairobi

Secretary of State Madeleine K. Albright, on her most recent trip to East Africa, joined with other officials in formally dedicating the interim U.S. Embassy in Nairobi, in a ceremony marked by memories of the 257 lives lost and the thousands injured during the August 1998 bombings here and in neighboring Dar es Salaam.

"This is a moment of commemoration, of remembering and mourning, but it's also a moment of triumph and a sign of endurance," said the Secretary, who was joined by Kenyan Foreign Minister Bonaya Godana, Ambassador Johnnie Carson, Director General Edward W. "Skip" Gnehm Jr., and Assistant Secretary of State for African Affairs Susan Rice.

In her opening remarks, the Secretary thanked everyone involved in ensuring that the building opened for business so quickly—the embassy staff, the Africa Bureau, the Foreign Buildings Office, Diplomatic Security and the Kenyan government, particularly the Ministry of Foreign Affairs.

The new interim embassy stands as a reminder, Secretary Albright said, that the terrorists who sought to destroy the former embassy failed utterly to achieve their aims. "They wanted to force America to retreat from the world. We have not, and we will not."

"The terrorists wanted to drive a wedge between Americans and Kenyans, but the opposite has happened, as we see in the work of this embassy and in the wel-



Reuters Photo

come presence of the foreign minister with us today. Our two nations are closer than ever, and we are moving forward."

Secretary Albright said that in every country she has visited in Africa, it's been clear that there are no barriers between Americans and Africans. "We are working to build true partnerships; we are committed to building those true partnerships. We are seizing opportunities to work together in pursuit of shared goals and to transform this continent," she said.

She said that during the next three years or so, the interim office building will be a key site for the work of building U.S. cooperation with Kenya and East Africa. The United States will seek

to promote economic reform and good governance, she said, and will support Kenyan efforts to preserve natural resources and fight the twin scourges of poverty and HIV/AIDS.

Secretary Albright said the United States will also work with Kenyans to fight the forces of international crime and terror, seek a lasting peace in Sudan and respond to the region's humanitarian crises.

"I know that this building and its location are not ideal. It's far away from other American facilities in Nairobi, and it's a long commute for many employees," she observed.

But, she added, "I just think that it's amazing that we were able to find this particular place. See related story, "Rebuilding in Nairobi," in October's issue. We have

## Terrorist Arrested

Khalfan Khamis Mohamed, one of five individuals indicted last December in the bombing of two U.S. Embassies in East Africa, was recently arrested in South Africa. He was formally charged in the U.S. District Court, Southern District of New York.

The arrest was the result of a joint investigation by State's Bureau of Diplomatic Security, the Federal Bureau of Investigation and South African law enforcement authorities.

Ahmed Khalfan Ghailani, Fahad Mohammed Ally, Mustafa Mohamed Fadhil and Sheikh Ahmed Salim Swedan were also indicted in connection with the attack. They remain at large. State has offered up to \$5 million for information leading to their arrest and conviction.



Left, during the opening of the new embassy in Nairobi, Secretary Albright touches a plaque attached to a flagpole from the former embassy destroyed in a bomb blast that killed more than 250 people on Aug. 7, 1998. Top, Secretary Albright; Director General Edward W. "Skip" Gnehm Jr., center, meet with Foreign Service National employees at the new embassy in Nairobi. At left is Ambassador Johnnie Carson.

## Secretary Names Terrorist Groups

Secretary Madeleine Albright officially added Al-Qaida to the Department's list of foreign terrorist organizations.

Al-Qaida, led by Usama bin Ladin, was added because it is responsible for several major terrorist attacks, including the August 1998 bombings of the U.S. Embassies in Nairobi and Dar es Salaam.

Twenty-seven other organizations were named during the Secretary's last official report two years ago and were redesignated based on continued terrorist activities.

Two groups—The Manuel Rodriguez Patriotic Front Dissidents and the Democratic Front for the Liberation of Palestine—were dropped from the list because of their absence of terrorist activity, as defined by the Antiterrorism and Effective Death Penalty Act of 1996. A third group, the Khmer Rouge, was dropped because it no longer exists as a viable terrorist organization.

already secured the site and signed the contract to construct a new embassy complex."

She said the complex will bring together all of the American agencies operating in Nairobi. Its security and design will be state of the art, meet the three-year time frame for completion and will be a funding priority. An American and a Kenyan firm are working together on the design, forming another strong link between two nations.

"Americans and Kenyans alike will have contributed to the new embassy and to a renewed certainty that our peoples can unite to build a future that is better than the past," the Secretary said.

The flagpole from the destroyed embassy has been erected at the new site with a commemorative plaque bearing the following inscription:

"This flagpole stood in front of Embassy Nairobi on August 7, 1998. It stands here today as a memorial to all those who fell and a symbol of American and Kenyan resolve and unity. Together we rebuilt this embassy, ensuring that terrorism would not prevail and that our fallen colleagues' sacrifices were not in vain."

During her trip to East Africa, Secretary Albright also attended the funeral in Dar es Salaam of Tanzania's first president, Julius K. Nyerere, who died Oct. 14 at age 77 of leukemia. Known affectionately as "Mwalimu," or "teacher" in Kiswahili—the language he used to unite more than 100 tribes of the former British colony—Mr. Nyerere served as president from 1962 to 1985.

The Secretary was among many dignitaries, including Britain's Princess Anne, who attended the four-hour funeral service at the National Stadium in Tanzania's capital. ■



Photo by Ann Thomas

Secretary of Health and Human Services Donna Shalala, center, chair of the 1999 Combined Federal Campaign of the National Capital Area, brought her "campaign" to the State Department on Oct. 14. The Department's CFC goal this year is \$1.5 million. Appearing at the Department's kickoff with Edward W. "Skip" Gnehm Jr., director general of the Foreign Service and director of Personnel, Secretary Shalala urged State employees "to help make a difference" by pledging their support. "There's something in there for everyone," she said of the catalogue of some 2,800 charitable organizations the CFC supports. Her stop at State was part of a swing through federal agencies across the city to spur interest in the annual campaign, which runs through Dec. 17.

## State Focuses on Population Growth

The world's population recently reached 6 billion, and the Department used the occasion to focus on the myriad issues and challenges associated with population growth.

The forum, "Six Billion World Citizens—Choosing Our Global Future," hosted by Under Secretary for Global Affairs Frank E. Loy, explored the successes and continuing challenges of meeting the health, education and economic needs of the world's citizens. The forum also addressed the environmental implications of global population growth.

Earth's population is expected to reach between 7 billion and 11 billion in 50 years.

## Leave Donation Encouraged

Federal employees facing the loss of their excess annual leave after Jan. 1 can donate it instead and make someone's holiday a little brighter.

Normally, federal employees can't carry over more than 240 hours of annual leave into a new leave year. They forfeit excesses without any form of credit.

Employees who risk losing leave they have built up are encouraged to donate it to State's Leave Transfer Program. The program helps employees who don't have enough annual or sick leave to cover personal or family emergencies.

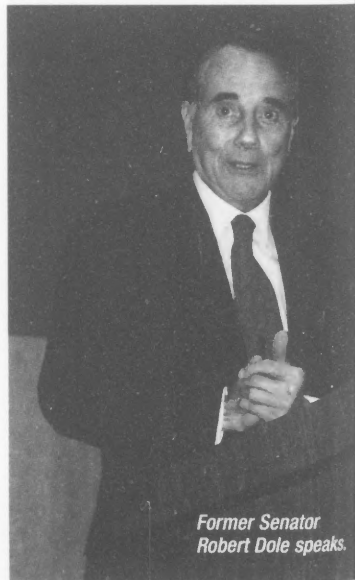
For more information about the program and how to donate unused leave, contact the Office of Employee Relations in the Bureau of Personnel.

## Dole Addresses State

The barriers to America's disabled population are slowly being removed, former Sen. Robert Dole told a State audience during the Department's National Disability Employment Awareness Month program.

He said ramps and carved-out sidewalks are offering better wheelchair access. Technology is helping open up new opportunities for hearing- and vision-impaired employees. The biggest barriers that remain, Sen. Dole said, are attitudinal.

He lauded State's and the federal government's progress in opening opportunities to the disabled. And he encouraged employees to recognize the strengths that millions of disabled people have to contribute to the workplace and the nation as a whole. "I urge you to think ability, not disability," he said, echoing the theme of this year's program.



Former Senator Robert Dole speaks.

Photo by Kathleen Gold



## DIRECT FROM THE D.G.

EDWARD W. "SKIP" GNEHM JR.



### A Holiday Letter

As we enter the December holiday season, much of our focus is on our families, whether they be with us or far away. In a similar vein, much of our focus during the past year in Personnel has been on improving the environment for our families. I'm very proud to say we have made some real progress. I want to take this opportunity to send all of you my best wishes at this very special time of year and to note several significant steps we in PER have taken to improve the lives of the families of all of our employees.

*Tandems*—First, we have made real improvements in our handling of tandem couples, who have been an integral part of the Foreign Service since the early 1970s. The 1,017 individuals involved in tandems currently tracked by the Department account for almost 12 percent of the Foreign Service. We fully recognize the many challenges they face trying to negotiate assignments, advance their careers and keep their families together.

The Department needs to continue attracting the best possible candidates to the Service, so I was particularly concerned about tandem assignment policies as they affected new hires. We have been very successful at assigning incoming tandems, including simultaneously entering couples, at the entry level. Our concern for tandems already in the service has grown, too, as their overall numbers have increased and as more tandems have reached the senior ranks. Our tandem coordinator, Meg Keeton, works with other foreign affairs agencies, legal adviser's office, the regional bureaus and posts to come up with workable assignments as well as alternative supervisory arrangements. We will continue to work toward earlier identification of tandems and better tracking of their careers.

*Family Member Employment*—Our non-Foreign Service spouses are also a great resource, as we were reminded so forcefully by the recent McKinsey survey. The Family Liaison Office has worked hard to improve employment opportunities for these multitalented members of our mission communities overseas. I was very pleased when in May of last year, the Family Member Appointment was enacted, allowing Foreign Service family members working in our missions overseas to become eligible for retirement deductions, life insurance, health insurance and the Thrift Savings Plan. The Family Liaison Office has also worked to redesign the Skills Bank, which will soon be

relaunched as the Resume Connection. It will allow family members' education, training and skills to be sent electronically to their next overseas post in the form of a resume.

We also realize that our Foreign Service family members have a wide range and high level of skills that cannot always be accommodated within the mission. We anticipate that the possibilities for employment in the local economies will improve because of the increasing number of bilateral work agreements—currently 136—FLO has negotiated.

*Foreign Service National Retirement*—Our FSN employees around the world depend

on a variety of government and private retirement plans to provide for themselves and their families when they leave the service. Because we have found that some of these plans are not up to our standards of reliability, we have been working to set up an offshore retirement program for these employees. The Internal Revenue Service ruled in September that this program will not be subject to federal taxation, giving us the green light to proceed with implementation. I know that this news will be a great relief and comfort to many of our Foreign Service National colleagues and their families.

*Eldercare*—How to cope with caring for our aging parents is a growing concern of many State Department families, both Civil Service and Foreign Service, here in Washington and overseas. This year, I established the Department's first eldercare coordinator position and initiated a policy review to look at our existing resources and to examine regulations and practices that affect employees caring for elderly parents. The Eldercare Working Group has presented a series of recommendations for an enhanced eldercare support program and for specific regulatory changes, which we hope will be of use to all of you who are facing this difficult and delicate issue.

As we stand on the brink of a new century, I want the Department of State to be a leader in providing a supportive and welcoming environment for all our employees, both Civil Service and Foreign Service, and their families. Our families are our strength. Keeping them together, productive and professionally satisfied will make our organization stronger and will allow us to continue attracting the best possible candidates. Family concerns, I pledge, will remain a top priority. I wish you all the best for the holiday season and for the new millennium we will enter on Jan. 1. ■

## Post of the Month:

# Santiago

By Jim Foster

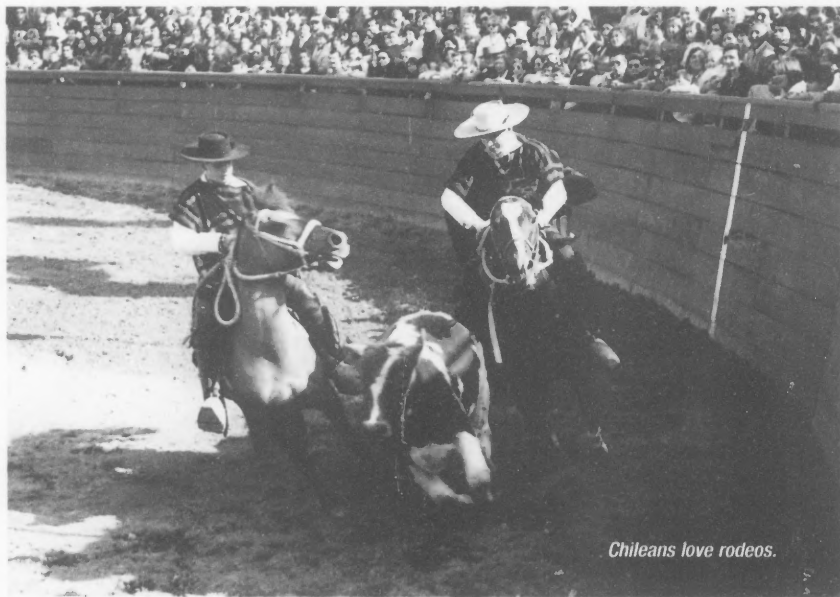
Chile is a geologic and geographic wonder of a country, nearly 2,900 miles long and on average about 100 miles wide. Within its boundaries, one finds almost every kind of climate and terrain.

In the north is a forbidding desert where rainfall averages only one inch a decade. The fertile valleys of central Chile support most of the country's population and a world-famous wine industry. The south features an idyllic lake district, impressive forests, volcanoes and glaciers and the windswept isolation of Patagonia.

For those who want to travel to Chile's farthest extremes, there are the Juan Fernandez Islands, Easter Island and Antarctica. At least since the days of Charles Darwin, visitors have been stunned by Chile's beauty and variety. Most people posted to Santiago for a three-year tour don't find time to see it all.

The embassy, with a staff of 80 Americans and about 150 Foreign Service Nationals and contractors, is located in a modern mixed residential and business section of Santiago, a city of 5 million people that offers all modern conveniences.

Santiago, founded in 1541, is still the center of Chile—geographically, culturally, politically and economically. It enjoys a climate similar to that of



Chileans love rodeos.



# *In a Land of Treasures*

## *Easter Island stands out in many ways*

*Easter Island, Chile's gem in the South Pacific Ocean, is some 2,000 miles west of the Chilean coast.*





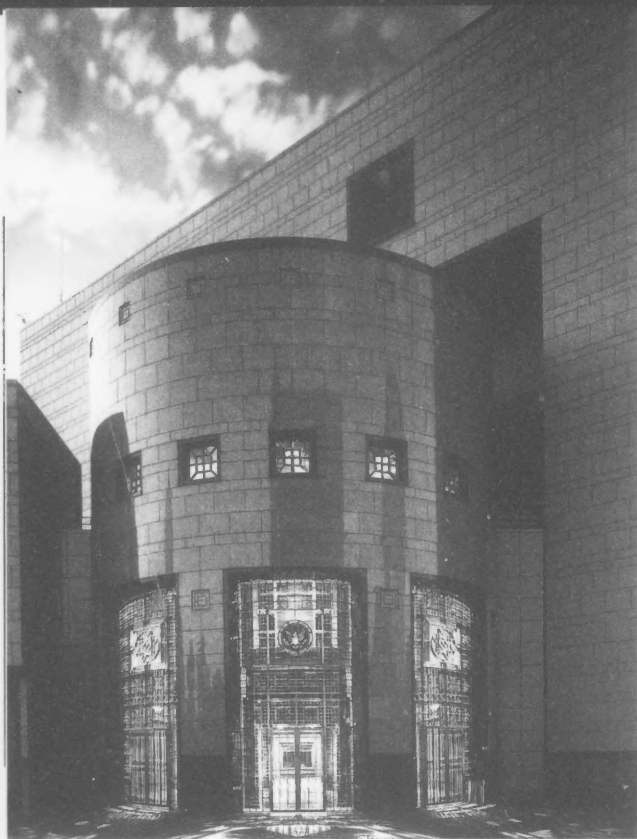


Photo by Eduardo Modol



*Left, the U.S. Chancery in Santiago. Above, Marine Sgt. Ivan Lee with a friend during a July 4 flag-raising. Below, Carl Troy, left, consul general, enjoys downtown Santiago's La Moneda with Susan Trulson and her husband Michael, economic and political officer.*

southern California and is two hours or less from ski resorts in one direction and coastal beaches in the other. Santiago offers a wealth of cultural and artistic attractions, and remarkable tourist and sports activities are available in the capital and throughout the country. From opera and art openings, to mountain climbing and trout fishing, there is always plenty to do and see.

Dining in Chile is a delight for seafood lovers. Fruit and vegetables are plentiful, especially in the spring and summer, and the wine is great. Beef lovers can simply cross the border into neighboring Argentina.

Those fortunate enough to serve in Santiago soon discover that Chile's people are as impressive as her geography. Our Chilean colleagues in the mission are remarkably talented professionals—both collegial and dedicated. Chileans are justifiably proud of their culture and society and happy to explain them to strangers. They are unfailingly hospitable and gracious to visitors and temporary residents.

Communicating with the local people is far easier for those who speak Spanish, and many embassy positions are language-designated. The mission encourages people bound for Santiago to pick up as much Spanish as they can before they







arrive, and the post offers a very active Spanish language program.

Chile is blessed with ample natural resources, and a commitment to free trade has made it an economic model in the region and elsewhere. The United States is Chile's chief trading partner and its leading investor. Chilean fruits, wine and salmon, all of excellent quality, can be found in U.S. markets.

Thanks to open market economic policies, Chile has enjoyed steady economic growth and stability over the past two decades. Its government takes a leadership role in economic globalization and fully supports mission efforts in key areas such as the rule of law, environmental protection and continuing efforts to strengthen democratic institutions. In fact, since Bernardo O'Higgins led Chile to independence nearly two centuries ago, relations between the United States and Chile have never been better. ■

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*The author is the information officer in Santiago.*

*Above, out for a ride are consular staff DanaDee Carragher, Carl Troy and Erv Massinga. Below, Ambassador John O'Leary dances the Cueca during a party at the ambassador's residence celebrating Chile's National Day, Sept. 18.*



# Bureau for International Narcotics and Law Enforcement Affairs

By Julie Shinnick

**T**he work of the Bureau for International Narcotics and Law Enforcement Affairs, or INL, affects you, your family and your community daily. Consider the following facts from the International Crime Control Strategy issued by the White House in May 1998:

- Illegal narcotics cost our society \$110 billion annually, nearly five times the President's annual budget for international affairs.

- International criminals defraud Americans out of tens of billions of dollars annually, particularly targeting the retirement savings of our senior citizens.

- Americans pay higher automobile insurance rates each year because a billion dollars' worth of stolen cars are smuggled across our borders and resold in other countries.

- "Snake heads" smuggle illegal Chinese workers into the United States under brutal conditions and force them to become criminals, prostitutes and slaves to work off their debt—as much as \$30,000 to \$40,000—10 times the average annual income in China.

This is a small sample of the kinds of problems that affect nearly every American community and with which INL grapples daily.

Americans are at greater risk from criminal acts committed abroad than ever in history thanks to innovations in technology and the globalization of world markets—advances that not only benefit Americans but favor international criminals as well as they expand their operations worldwide. Drugs and crime also threaten the political and economic stability of many countries important to the United States.

INL's mandate is to extend America's first line of defense through diplomatic initiatives and

## More Than Narcotics

international programs that strengthen the commitment and abilities of foreign governments to deter these kinds of illegal activities.

Created in 1978 to contain the growing international drug problem, INL—then called the Bureau for International Narcotics Matters—has been leading U.S. efforts on interna-

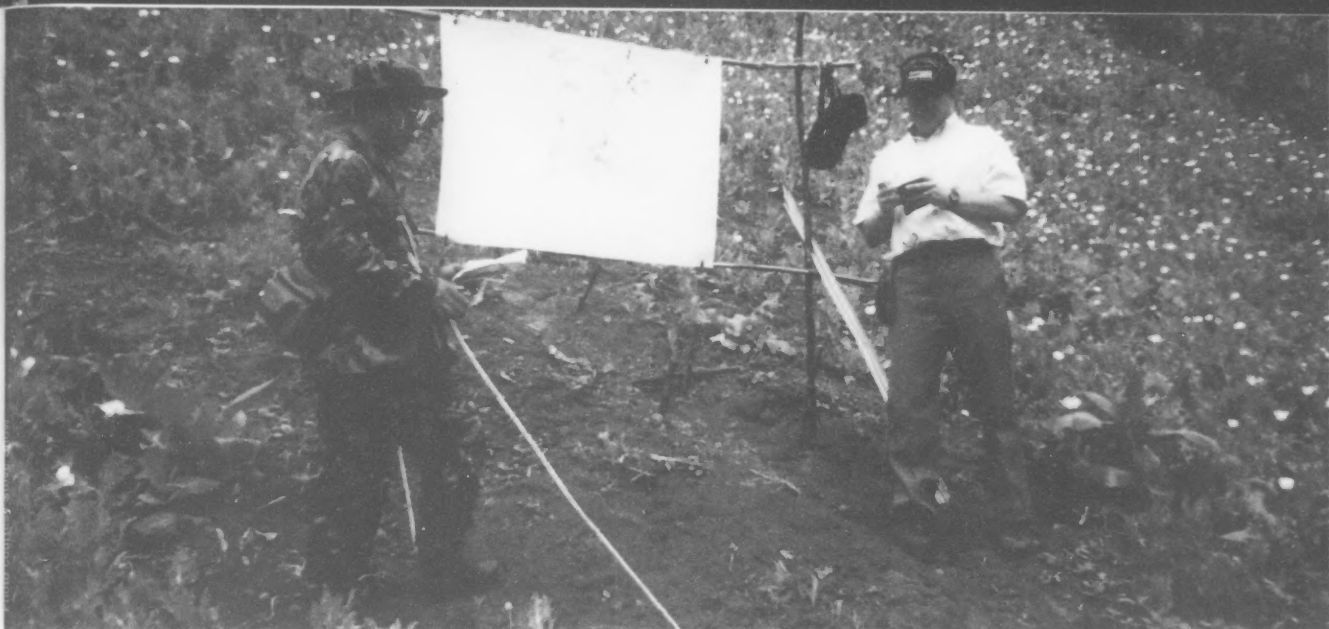
tional narcotics control with a wide range of programs designed to stop the flow of drugs and disable the criminal organizations responsible. This involves providing technical support and training to foreign governments on how to locate and eradicate drug crops, interdict drug production and trafficking activities and dismantle major drug trafficking organizations.

To complement the reduction efforts, coca and opium farmers are offered economic incentives and alternative crops or employment instead of growing illegal drug crops. And INL supports demand reduction efforts overseas as the consumption of illicit drugs has skyrocketed

Photo courtesy Brooke Darby

*Principal Deputy Assistant Secretary Wendy Chamberlin, left, reviews civilian police program in Kosovo with Steve Hargrove, Dennis Coster, Brooke Darby and Yvonne Thayer.*





Above, Peter Loverde, right, a narcotics officer in Thailand, works with a Thai border policeman during an opium eradication mission. Below, former ambassador to Laos Wendy Chamberlin and Assistant Secretary Rand Beers visit alternative development project in Houaphanh Province.

around the world. Countries that once considered themselves immune to drug addiction have discovered that consumption is no longer just a U.S. problem. By making these countries aware of their own drug abuse problems, they are more likely to support and cooperate with the entire range of narcotics control initiatives.

Each U.S. Mission has a coordinator for narcotics affairs, usually the deputy chief of mission, who oversees INL assistance and coordinates U.S. law enforcement, diplomatic and other drug-related activities at post. In a number of countries, a separate Narcotics Affairs Section exists where the resource level is high or the country requires special attention. INL's Florida-based Air Division helps governments worldwide develop their own counternarcotics aviation programs.

INL has made important progress on the narcotics front. Last year the bureau's international drug control programs helped keep a potential 135 metric tons of cocaine worth over \$23 billion in illicit retail sales from U.S. streets. This past decade, despite increases in

Colombia, overall cocaine production in South America has declined to historically low levels thanks to successful coca reduction programs in Peru and Bolivia.

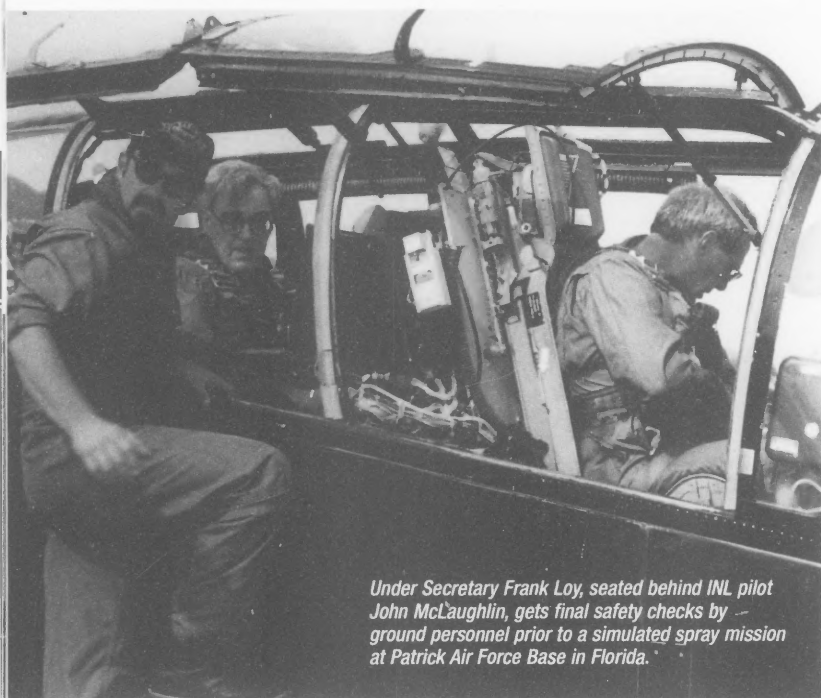
The two major drug cartels based in Colombia were destroyed in the 1990s, with the death or imprisonment of such fearsome kingpins as Pablo Escobar, Jose Santacruz Londono, some of the Ochoa brothers and the Rodriguez-Orejuela brothers.

This past October Attorney General Janet Reno announced the arrests of up to 31 major drug traffickers in a joint Colombian-U.S. law enforcement operation called Operation Millennium. The arrests included Fabio Ochoa, a former leader of the powerful Medellin drug cartel, and Alejandro Bernal Madrigal, a kingpin with close ties to the Tijuana and Juarez cartels in Mexico. This trafficking network was suspected of being able to supply as much as 30 metric tons of cocaine in a month.

To put this into perspective, one metric ton of cocaine is enough to keep several thousand addicts supplied for at least a year. At roughly \$100 per gram, the average street price, each



Photo courtesy Steve Snow



*Under Secretary Frank Loy, seated behind INL pilot John McLaughlin, gets final safety checks by ground personnel prior to a simulated spray mission at Patrick Air Force Base in Florida.*

Photo courtesy of INL Air Division

metric ton is worth approximately \$100 million on the streets of the United States.

The U.S. government is working with the Colombian government to extradite these criminals to the United States to face trial.

Another counterdrug operation in the region at the same time involved 15 countries. Operation Columbus, coordinated by the Drug Enforcement Agency with local counternarcotics units, netted nearly 1,000 kilos of cocaine by destroying drug laboratories and interdicting truckloads of narcotics.

Regional cooperation is key in these kinds of law enforcement operations. For instance, "ship-rider agreements" negotiated by the State Department allow U.S. law enforcement ships and planes to apprehend drug smugglers in the waters and airspace of other countries or to board foreign ships with flag state permission. These operations also underscore the devastating potential of international cooperation in combating drug trafficking and sending a message to international criminals that they have nowhere to run or hide.

## ***Corruption: The New Old Issue***

By Sherman Hinson

**C**orruption is as old as history. Moses taught the people of Israel, "Do not accept a bribe, for a bribe blinds the eyes of the wise and twists the words of the righteous." Corruption is as new as this morning's newspaper, in far countries and our communities.

Until recently, corruption has been an unspeakable word in foreign affairs. James Wolfensohn, president of the World Bank, said his general counsel admonished him when he first arrived that "corruption" was identified with politics, and his board would object if he addressed it. With the Foreign Corrupt Practices Act of 1978, the U.S. government has sought international agreement to outlaw business bribery of foreign government officials. Even when the Organization for Economic Coordination and Development completed its Convention on Combating Bribery of Foreign Public Officials in International Business Transactions in 1997, officials of many countries treated "corruption" as not to be spoken of further.

With the fall of the Berlin Wall and the relentless progress of globalization, this perception that corruption is "acceptable" has withered. In the 1990s, business sees bribery less as a tolerable local business practice than as an impediment to profitability. Economic development agencies recognize corruption as an important deterrent to investment and a drag on growth.

The President's International Crime Control Strategy, announced in May 1998, identified the special significance of corruption among justice and security officials. These officials uphold the rule of law for governments, establishing the framework for business and society to operate. When the President asked Vice President Gore to organize an international conference on this issue, he turned to INL.

Corruption had never been a separate policy issue, but Deputy Assistant Secretary for International Crime Jonathan Winer, who chairs the Sub-Group on Diplomatic Initiatives of the NSC's interagency Special Coordinating Group on Transnational Crime, took the lead. INL's Office of Planning, Policy and Coordination worked with the Department of Justice and Office of Government Ethics to develop working documents on principles and effective practices to promote integrity among officials. Posts in 80 countries delivered invitations and briefed foreign officials. Geographic bureaus brought in dozens of officers from embassies in Washington, D.C. to prepare. Functional bureaus contributed their experience in commercial, development, legal and other aspects of corruption.

Secretary Albright opened the first Global Forum on Fighting Corruption: Safeguarding Integrity Among Justice and Security Officials last February at Main State. The Vice President chaired many sessions with 500 participants from 90 countries, more than 50 of ministerial or higher rank, assessing corruption and its cures. The three-day conference included a unique panel of lay and clerical



But narcotics are not the only major criminal enterprise that threatens the safety and well-being of U.S. citizens. When the Cold War drew to a close, a new generation of global crime issues emerged: official corruption; cyber-crime and its threat to the nation's critical infrastructure; trafficking in humans, firearms and stolen cars; intellectual property theft, money laundering and other financial crimes.

To confront these additional threats to our national security, the State Department expanded INL's mandate in 1994 to include programs that combat international crime and support our law enforcement interests overseas. The President announced in May 1998 the first U.S. International Crime Control Strategy, developed by INL and other concerned U.S. government law enforcement agencies as a roadmap for a coordinated, effective, long-term attack on international crime.

Diplomacy is one way to achieve this goal by working in multilateral and bilateral forums to define global norms for effective criminal laws and by actively encouraging foreign governments to enact and enforce laws based on these norms.

For example, INL led the negotiations for an Inter-American Convention that applies U.S. laws and regulations on the use of firearms apply throughout this hemisphere and improves the ability of authorities to track illegal

firearms transactions. INL is leading efforts to promote these norms globally, with particular focus on Africa as more guns find their way into Africa's tragic civil conflicts.

One of INL's most valuable anti-crime assets is the bureau's training program. Even when criminal laws are in place, many governments lack the capacity to enforce these laws. INL provides essential law enforcement training to police officers, judges, investigators, prosecutors, court reporters and customs and border officials. The training teaches authorities how to prevent, investigate and prosecute these crimes in their countries.

This training, totaling more than \$30 million and involving 696 courses in more than 95 countries, is funded and managed by INL and carried out by over 20 U.S. government agencies, including the FBI, DEA, U.S. Coast Guard and U.S. Customs. Full-time liaison officers assigned from these agencies, assist INL in coordinating these programs, establishing, in the process, valuable working-level relationships with their foreign counterparts.

INL—working with INS, State's Bureau of Consular Affairs and other concerned agencies—is training a worldwide network of immigration and border officials to stop alien smuggling at its source. With the help of these foreign officials, U.S. investigators have crippled major alien smuggling rings stretching from China to Guatemala, Mexico and other countries. INL also plays a

leaders from the Protestant, Roman Catholic, Jewish, Muslim, Hindu and Buddhist faiths, who shared recognition that public corruption is incompatible with fundamental ethical values that are common to all of these world religions.

INL coordinated a first-ever U.S. International Strategy Against Corruption, consolidating anticorruption efforts of many federal agencies. The final report includes a CD-ROM appendix with hundreds of pages of background information from conference participants.

Corruption has now become a recognized priority element of the international policy agenda. The G-8 Kohn Summit welcomed the Vice President's conference. The UN is addressing official corruption in the convention it is negotiating on transnational organized crime. The World Trade Organization is seeking agreement to promote transparency in government procurement. Organizations and groups in the Americas, Europe and Eurasia, Africa and elsewhere are confronting corruption in their regions.

Corruption is also an integral element of the INL mission. Four officers work full-time on anticorruption policy, diplomatic activities and programs. A new global anticorruption project in the international crime control assistance program is funded at just under \$5 million in FY 1999. These funds are promoting innovative anti-corruption efforts in several countries and include a \$210,000 grant to support

*Senior adviser Rob Boone, left, attends a money laundering conference in Buenos Aires with Treasury's Mark Outlaw.*



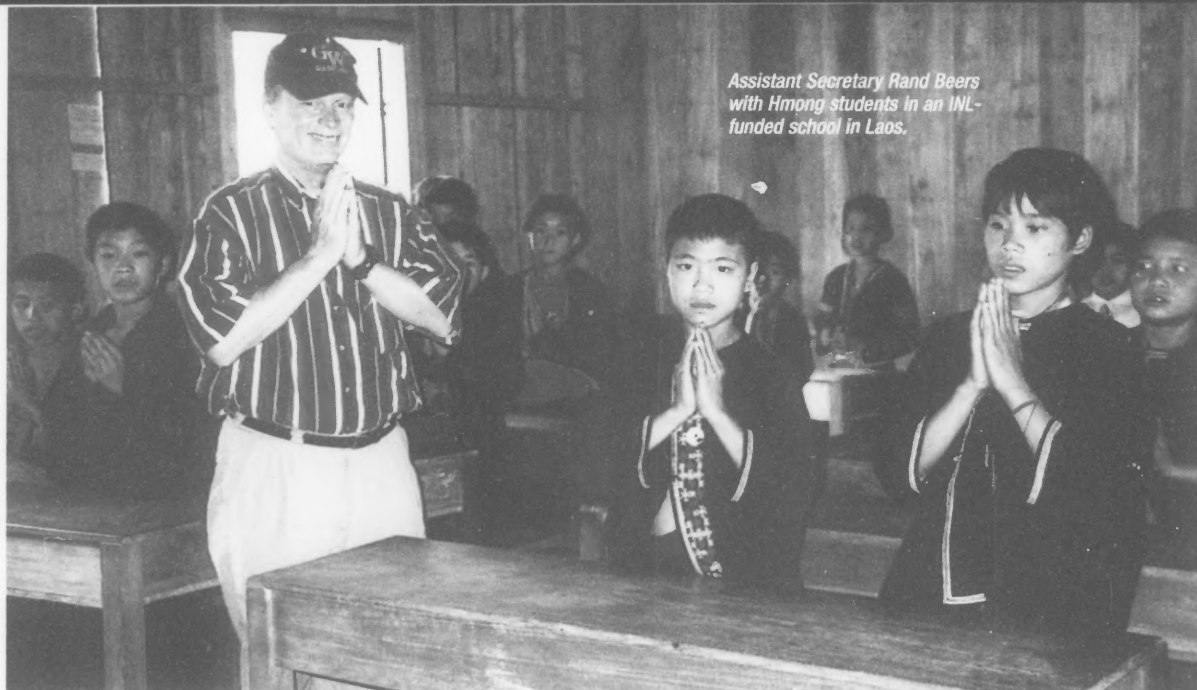
Photo courtesy Rob Boone.

World Bank anticorruption diagnostic surveys in Mali, Malawi, Nepal, Nigeria and the Philippines. The INL-chaired Sub-Group on Diplomatic Initiatives meets monthly or more frequently to promote exchange of information and coordination among U.S. law enforcement, commercial, development and foreign policy agencies.

Last February, the Netherlands offered to host a follow-up Second Global Forum on Fighting Corruption to be held in The Hague May 28-31, 2001. INL, the interagency sub-group and the Office of the Vice President are cooperating closely with the Dutch to make this event a success.

If a single word, other than "corruption" itself, dominated the Vice President's conference in February, that word was "unthinkable." Domestic politics in virtually all countries has changed with almost unprecedented suddenness and extent and visible intensity to address and resolve issues of public and other corruption that has become virtually universal. INL will continue to offer policy, diplomatic, interagency coordination and leadership to advance this important international agenda.

The author is a senior adviser in INL.



Assistant Secretary Rand Beers with Hmong students in an INL-funded school in Laos.

Photo courtesy Al Matano



Program officer Al Matano holds a "friend" during a recent trip to Peru.

Photo courtesy Al Matano

role in the interdiction of aliens at sea, securing their swift repatriation to their home countries while preventing them from reaching the United States.

INL also cooperates with the FBI, DEA, Customs and other federal agencies to fund and supervise International Law Enforcement Academies in Budapest (established in 1995) and Bangkok (1998). These regional centers train thousands of senior law enforcement officers from around the world on the best practices and techniques for conducting criminal investigations. Plans are in process to establish ILEAs in southern Africa and the Western Hemisphere.

And in peacekeeping situations, INL helps build and train local police forces capable of restoring law and order. This decade INL has deployed U.S. police officers and related specialists to serve in UN civilian police missions and bilateral programs in Haiti, Bosnia, Croatia, Kosovo and East Timor, among other places.

In addition to training, INL pursues negotiations with foreign governments to support the needs of U.S. law enforcement where it operates abroad. These include mechanisms for exchanging information on bank accounts, mutual assistance in criminal investigations, return of stolen vehicles and extradition of fugitives.

INL's mission today tackles the vast range of crimes that originate in foreign countries and affect Americans here and abroad. Through diplomatic efforts and INL training and technical assistance programs, the Department of State will continue to carry out the President's International Crime Control Strategy as the 21st century begins. ■

The author is the bureau's public affairs officer.

# A Season of Celebration



*December is a time of festivals, feasts and special holiday traditions all over the world.*

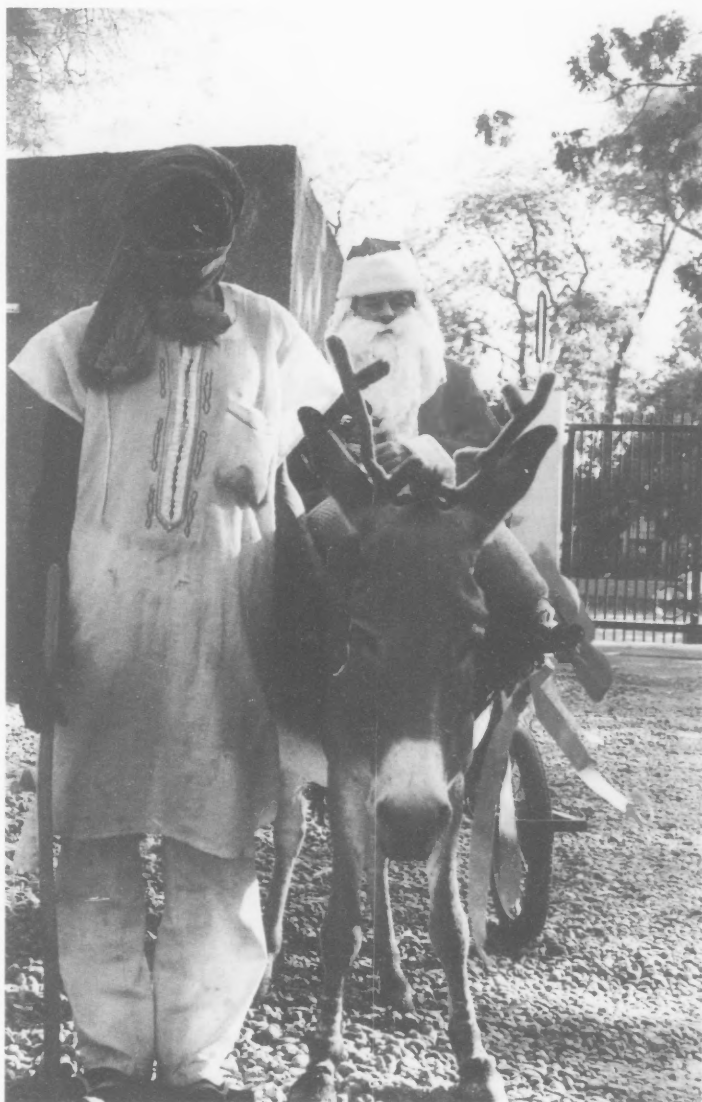
By Donna Miles

**I**t's December, a month of celebrations and festivals all over the world. Since ancient times, people of all races and nationalities have held festivals or feast days during the winter months during which they ate, drank and made merry, generally in honor of their gods.

December is a spiritual time for the world's major religions. Christians celebrate the birth of Jesus beginning on the first Sunday in December through Twelfth Night on Jan. 6. Jews observe Chanukah, the Festival of Lights, to celebrate the rededication of the temple in Jerusalem after it was freed from Greek captivity more than 2,300 years ago. Muslims observe the Night of Ascent in early December to commemorate Mohammed's ascension to heaven during the 7th century following his night journey from Mecca to Jerusalem.

And through much of the world, December celebrations focus on the winter solstice, the lengthening of the day and the return of the sun rites practiced by the Druids. Many of the traditions generally associated with Christmas, such as gift giving, lighting a yule log, singing carols and decorating an evergreen, are rooted in ancient pagan customs observing the winter solstice.

No matter where they're posted overseas, members of the Foreign Service and their families can look forward to experiencing some of the world's many holiday celebrations—some with traditions similar to those back home and some much different.



*Santa arrives at the American School of Niamey Community Center in a cart pulled by a donkey with reindeer antlers.*

Photo by Lelia Lamson



*Santa Claus, a volunteer from the embassy community, arrives on camelback for a celebration in Cairo.*

Christmas is the major December holiday in the United States and throughout much of the world. Yet members of the Foreign Service serving overseas may find that even in predominantly Christian countries, many of the traditional American customs associated with the holiday take on a different twist.

Feasting is a big part of most December celebrations, and few countries take their feasting as seriously as Poland. Foreign Service families posted in Warsaw might want to fast for a day or two before sitting down to a traditional Polish Christmas Eve dinner. It consists of 12 courses—one representing each apostle—and is served just as the evening star appears in the sky.

In Belgium, the Christmas morning treat is a sweet bread shaped like the baby Jesus. The Portuguese feast on a Christmas meal of salted dry codfish with boiled potatoes, eaten at midnight on Christmas Eve. And Swedes fill up on a special dinner of ham, herring and brown beans.

Gift giving, especially to children, is a major part of the many December celebrations. Brazilian children look forward to a visit, not from Santa Claus, but from the gift-bearing "Papa Noel." Finns watch for Father Christmas, who lives north of the Arctic Circle. In Belgium, Saint Nicholas brings

presents to children, not on Dec. 25, but on Dec. 6, St. Nicholas Day. Spanish children don't receive their gifts until Jan. 6, the day three wise men are believed to have visited Bethlehem on the first Christmas.

In Latvia, Father Christmas brings presents on each of the 12 days of Christmas beginning on Dec. 24. In France, Père Fouettard sternly reminds the gift-bearing Père Noel



*Eliana Saxton, community liaison officer in Madagascar, second from right, enjoys a holiday party with fellow embassy employees.*



Foreign Service Nationals in the administrative section at the embassy in Panama City enjoy a holiday feast.



how each child has behaved during the past year. In the days of the Soviet Union, Father Frost brought presents to children on New Year's Day, not Christmas. But with the fall of communism, Christmas is more openly celebrated throughout Russia and the New Independent States, often on Jan. 7—Christmas based on the old Julian calendar used by the Russian Orthodox Church.

Foreign Service members overseas may be introduced to a wide range of other holiday traditions around the world, many of them interwoven with ancient folklore and legends that have been handed down for generations. That's particularly true in parts of the world where Christianity is not the predominant religion, or where missionaries introduced Christianity only during the past century.

In Ethiopia, for example, embassy employees can expect to get awakened when the church bells start ringing at 4 a.m. on Christmas Day.

In South Africa, where Christmas is a summer holiday, Foreign Service families are likely to celebrate, not around a fireplace, but at beaches or on shaded mountain slopes. Families may be invited to make donations for Boxing Day, Dec. 26, when boxes of food and clothing are given to the poor.

During the traditional party at the embassy in Cairo, Santa Claus—a volunteer from the embassy community—traditionally rides into the Christmas party at the post recreation center on a camel. The delighted children take turns riding the camel around the chancery yard enjoying an Egyptian-style holiday. In Thailand, Santa arrives riding a water buffalo.

Christmas in Japan is celebrated much like it is in the United States, with tinsel and lights everywhere and department stores filled with Christmas tree decorations. In Manila, traditional Christmas trees aren't common, but lavish decorations abound—flags, bunting, palms, flowers, candles and a large crepe-paper star that hangs in front of every house.

Along with feasting, gift giving and decorating, December holidays bring with them a whole variety of special ways of celebrating.

For example, no Christmas festival in Mexico would be complete without the breaking of a piñata. And the mission staff might get treated to a glimpse of a traditional Mexican procession in which "Mary" on a donkey and "Joseph" are accompanied by small children who go knocking door to door along the streets in search of "room at the inn."

At the U.S. Mission in Australia, employees may get the opportunity to join in "Carols by Candlelight," the world's biggest carol-singing festival.

In New Delhi, celebrations focus on the Hindi winter solstice celebration, a sacred day when the gods are believed to awaken after sleeping for months. It's a time of feasting, visiting and exchanging gifts, and in southern India the cows and oxen are sprinkled with water, saffron and the flowers and leaves of sacred plants.

In China, the feast of the winter solstice is a day to honor ancestors. During the solstice feast, chairs are placed on the north side of the table for the deceased members of the family who "eat" the food spiritually, after which it is actually eaten by the living family members.

In Israel and other countries with Jewish populations, Chanukah celebrations center on the menorah. One candle is lit each night for eight nights, and gifts are frequently exchanged.

And in Poland, Foreign Service families may get to share in celebrations of Christmas Eve, when animals are believed to talk in human voice and people have the power to tell the future. It's considered a magical time.

December is a magical time—a time of feasting and celebrating, of reflecting on the previous year and anticipating the new one, and of focusing on what unites people rather than what divides them.

To members of the Foreign Service family around the world, no matter what you may be celebrating this month, *State Magazine* wishes you a happy and peaceful holiday season. ■

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*The author is the former deputy editor.*



# Making Christmas Come True

By Nikolai Wenzel

**T**he cellular phone rang mid-morning. As the consular duty officer at the U.S. Embassy in Mexico City, I was expecting a call from the Fundacion Michou y Mau para Niños Quemados, a foundation for burned children.

"The air ambulance is on its way," the foundation representative said, "but neither the child nor her mother has a Mexican passport or a U.S. visa."

U.S. immigration law necessarily is very strict. Basic documentary requirements, reflecting complex laws, underlie the visa issuance process.

But the U.S. government does have a heart. And this situation was different, so I headed to the embassy to prepare the relevant emergency papers.

U.S. immigration law provides humanitarian avenues within its strict criteria. In this case, a waiver of the passport and visa requirements was available. The success, though, lay in getting the necessary information and satisfactory answers to several questions. Was the condition of the child such that treatment was unavailable locally? Had the Shriner's Hospital formally accepted the case and confirmed financial arrangements? Who would accompany the child to the hospital? What documentation did the accompanying adult have?

Absent documentation, how could I be convinced that the adult was related to the child and did not have a history of violations of U.S. immigration law? How could I get all these necessary documents and answers quickly, without jeopardizing the child's life? How could I stress, gently but firmly, the need for certain documents to parents who had just lost their house to a fire and feared losing their child?

The whole case walked a fine line between the urgency of obtaining medical care and the due diligence of following the law and guarding against potential fraud.

A few hours and many urgent telephone calls and faxes later, I had the necessary information. I prepared the waiver and signed the State Department portion of the authorization.

Fortunately, I had bumped into the embassy's Immigration and Naturalization Service district director earlier that morning. I thus avoided disturbing the INS duty officer and obtained INS concurrence for the waiver—but not until I had convinced him with a full explanation supported by documents. I hastily faxed the waiver to the U.S. port of entry where the air ambulance would land a few hours later, getting a badly burned child the specialized medical care she so urgently needed.

The Fundacion Michou y Mau para Niños Quemados was founded by Mexican television celebrity Virginia Lemaitre, after her daughter, Michou, and grandson, Mau, died from burns. "My daughter's death was not preventable, but my grandson didn't have to die," Ms. Lemaitre said during a joint meeting with consular and INS representatives. Advanced burn treatment facilities are unavailable in Mexico, but the Shriner's Hospital in Galveston, Texas, will treat Mexican children free of charge—if they can make their way to Galveston via an air ambulance trip that costs \$7,000.

Ms. Lemaitre started the foundation to disseminate information on burn prevention and treatment and to collect funds to pay for the victims' transportation. Shortly

*The Shriner's Hospital in Galveston, Texas, where burn victims receive free treatment.*

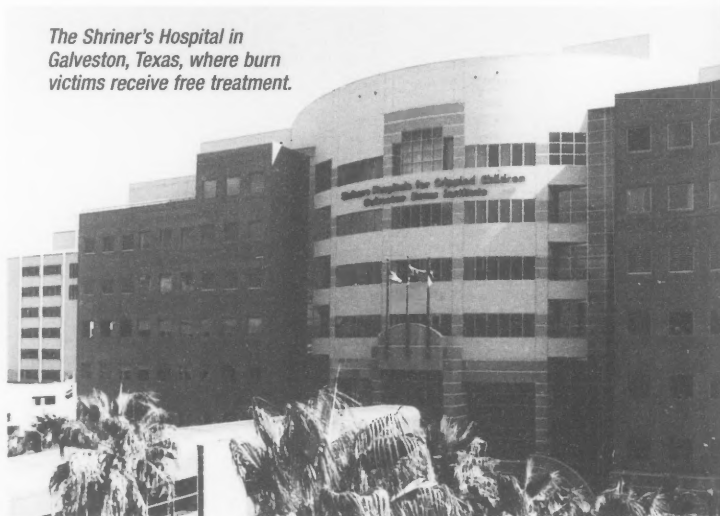


Photo courtesy Shriner's Hospital



Photo courtesy U.S. Embassy Mexico City

*Founder Virginia Lemaitre, standing and holding child, with child burn victims in Mexico City after being treated at the Shriner's Hospital in Galveston, Texas.*

after the foundation's inception, she charged expenses for the first air ambulance trip to her credit card, uncertain as to how she would recover the funds to pay the bill.

The foundation has since been very active in fundraising efforts and has sent 65 children to the Shriner's Hospital. Some children live near the border and do not require air transportation. When necessary, however, the foundation pays for air ambulance transportation and organizes logistics with the Shriner's Hospital and embassy officials. The hospital treats the children free of charge and provides

housing for the accompanying parents. As burns heal extremely slowly, some children must stay as long as 90 days.

The foundation has saved many children, but problems remain. Most of the burns occur in poor, undeveloped areas, where children must dodge open-air fires and water boiled for cleaning and cooking. This, of course, means that most burn victims lack even basic identification and live hours away from Mexican government agencies. There is often no time to issue an emergency passport to a child whose life depends on quickly getting to Galveston. In other cases, documents burn along with the house. Fortunately, that small part of the tragedy has been solved through State-INS cooperation.

Since the first frantic telephone calls and frenzied preparations of visa waivers, we have streamlined the process. Consular officers have met at length with INS and foundation representatives at the embassy to systematize the waiver issuance and develop thorough standard operating procedures for future duty officers. (Since this article was written and the SOP has been in place, the embassy has been involved in about 50 cases involving burned children, according to nonimmigrant visa chief Paul Doherty.)

For sure, the same questions must be asked, the same documents must be produced and the same assurances obtained. But the interagency cooperation helps clear bureaucratic hurdles and obtain emergency medical care for the burn victims. ■

*The author was a consular affairs officer serving in Mexico City when he wrote this article. He has since left the Foreign Service.*



*Child burn victims board aircraft for Mexico after being released from the Shriner's Hospital in Texas.*

Photo courtesy Shriner's Hospital



# War and Peace In West Africa

***A former deputy assistant secretary for Africa finds hope for the future in this tumultuous region.***

Story and photos by Vicki Huddleston

**D**uring a visit last March to Dakar, Bissau, Bamako, Timbuktu, Conakry and Freetown, I was struck by the contrast among West African countries that are well governed and those that are not.

President Alpha Oumar Konare of Mali—the next president of the Economic Community of West African States—envisions a subregion where borders between the 16 states are mere formalities, and the powerhouse Nigerian economy propels the region into a prosperous 21st century. In Bamako, President Konare's brainchild, the West African Moratorium for Small Arms, has committed West African states to banning the importation,

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*Tuaregs with camels gather for Flame of Peace ceremony.*

exportation and fabrication of small arms. Mali also adopted a groundbreaking code of conduct that commits its military to improved civil-military relations and respect for human rights.

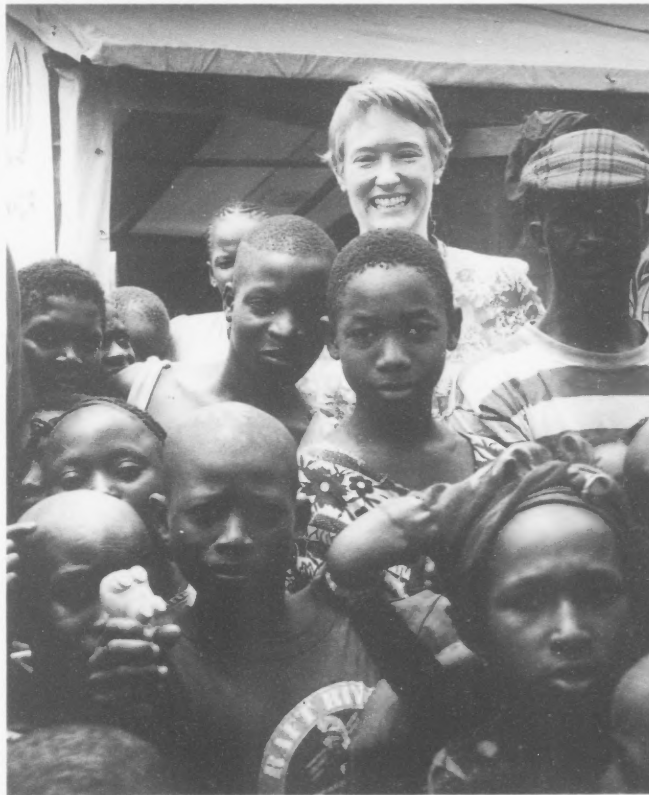
Timbuktu, Mali, honored the anniversary of the end of the Tuareg rebellion and the symbol of the "Flame de la Paix" by burning the weapons of war. Tuaregs, the people who settled Timbuktu in the 11th century, now are working with U.S. assistance programs run by non-governmental organizations to build schools and improve health. The people are part of the process that has metamorphosed this nation from a famine-ravaged dictatorship into a credible grassroots democracy, moving toward decentralized governance with a 5 percent economic growth rate.

When war strikes, civilians are the victims. Sierra Leone's tragedy has become the region's tragedy. Guinea, which just managed its first-ever democratic elections, has opened its territory to more than 700,000 Sierra Leonean refugees while struggling to defend its borders from the Sierra Leonean insurgents. No other country in Africa, or perhaps the world, has been so welcoming as Guinea, one of the world's poorest. Despite the burden the refugees have imposed on the economy and the destruction of land and forest, the Guinean people have welcomed them into their towns and hamlets, allowing them to take scarce jobs and become fully integrated into their Guinean communities.

The mayor of the 12,000-strong refugee camp, Kalia, praised Guinean generosity but acknowledged that his people want to return home. Despite the terrible atrocities, his advice to Sierra Leonean President Ahmad Tejan Kabbah was "to come down and sit with the rebels so we can go home."

Viewed from our helicopter, part of the U.S. logistics package to support the West African peacekeeping troops, Freetown appears to snuggle peacefully among the lush green hills overlooking the Atlantic. But Freetown and Sierra Leone are far from the idealized home the "Amistad" crew sought so desperately to return to. Burnt-out neighborhoods, hospitals filled with civilian

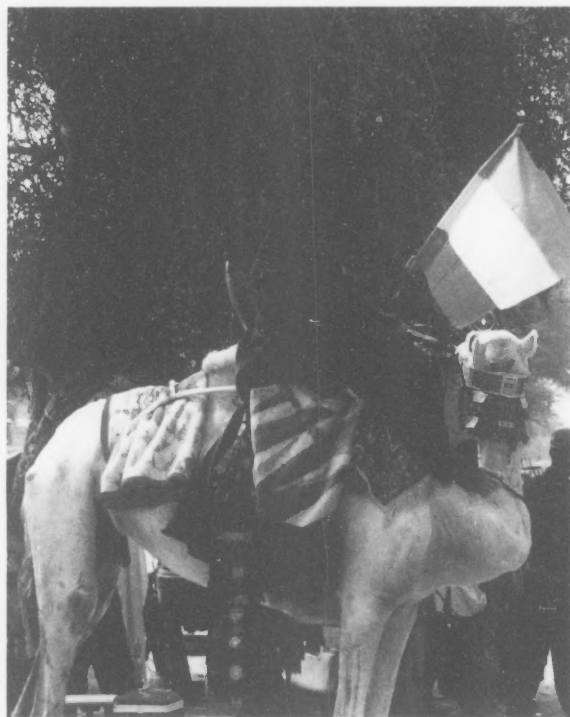
*Political officer Lori Shoemaker with Sierra Leoneans in refugee camp in Guinea.*



amputees and temporary camps for thousands of displaced people profile a ravaged land, misused wealth, broken promises and security so tenuous that thousands continue to live in camps in Freetown where living conditions are minimal.

Many, however, are frustrated and unprepared to begin rebuilding homes and futures. The future of their children, who are without schools, has been shattered by loss of home, parent, sibling or limbs. Worse, many girls and boys have been forced to serve the insurgents as porters, cooks, prostitutes and warriors.

The government and the rebels signed a peace agreement in Lome, Togo, last July. With luck and a lot of hard work it should hold, giving



the people of Sierra Leone a fresh chance to rebuild their country in peace.

In Bissau, still a sleepy village, the war has ended. Disarmament is almost completed by the West African peacekeeping troops from Niger, Benin, Togo and The Gambia. Senegal and Guinea, which sent troops to support the elected government, have withdrawn. Rebel General Ausamane Maré and President Joao Bernardo Vieira signed a peace accord in March. Since then, Mr. Vieira has been forced into exile. Although both sides in the conflict were accused of running illicit arms to rebels in the Casamance area of Senegal, the Guinea-Bissau conflict has not spilled over there.

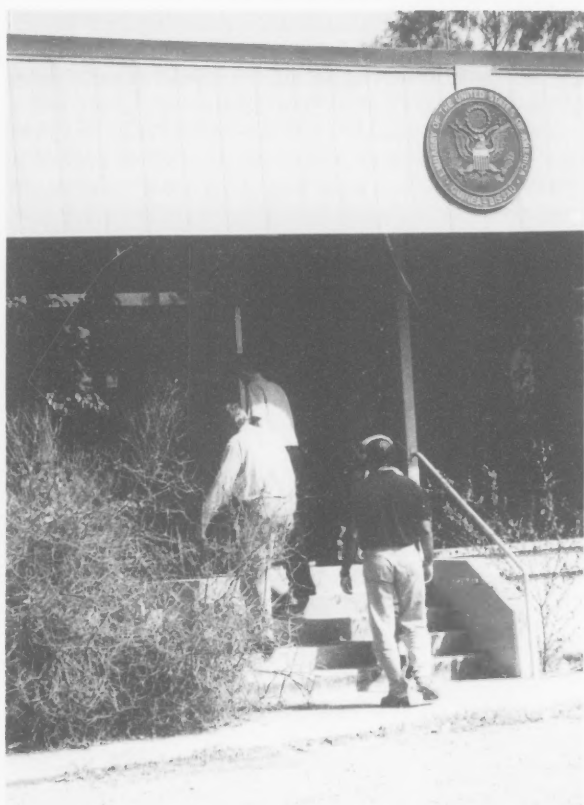
*Above, a Tuareg tribesman with Malian flag in Timbuktu. Below, displaced Sierra Leoneans find shelter in a car inside a large warehouse in Freetown after their homes were burned.*



*The author, below, and Ambassador Tibor Nagy, left, with children refugees in Guinea.*



*Below, the U.S. Embassy in Guinea-Bissau bears a few bullet holes.*



Guinea-Bissau's conflict served as a wake-up call to Senegal, which now seeks a serious resolution to the long-festering violence in the Casamance region. In Bissau, it won't be just the people who must rebuild. Many embassies, including our own, suffered serious damage. Although looters failed to break into the U.S. Embassy chancery, they killed two guards while looting the ambassador's and deputy chief of mission's residences. A fire in the Chinese compound next door destroyed four residences and the property of the officers who had earlier been evacuated.

Let me end this cautionary tale of war and peace with a look at my first stop: Senegal. There, a stable government and sound leadership have resulted in economic growth, respect for human rights and progress in devolving governance to local communities. Although this picture is imperfect, it does illustrate what good can be done with Africa's great potential, even in a country with limited natural resources.

One of the sad lessons of Sierra Leone and Guinea is that closed political processes are breeding grounds for dissent and, ultimately, violence. Wise leaders and prudent use of resources can provide—as Senegal and Mali show—Africa's people the opportunity to fulfill the vision of an integrated, open and prosperous African continent. ■

*The author, formerly principal deputy assistant secretary in the Africa Bureau, is now the principal officer in the U.S. Interest Section in Havana.*





By Donna Miles

*State's new regulation outlines a program that's proving to be good for the Department as well as its employees.*

**A**nybody who's spent the early morning hours in bumper-to-bumper traffic or standing-room-only Metro cars knows all too well the hassles of commuting to work.

Washington, D.C., the city with the largest single concentration of State employees, is also saddled with the United States' second most congested highways.

An estimated 324,000 federal employees in the Washington, D.C., area—almost 8,000 of them from State alone—contribute to that congestion. Some spend three to four hours a day commuting to and from work.

Their commutes take a toll on the highways and the air quality. But they also take a toll on the commuters themselves in terms of their pocketbooks, their safety and, most significantly, their mental health.

That's why the President's Management Council wants more federal employees to telecommute to work.

Telecommuting means working outside the traditional office. Simply put, it's moving the work to the workers, instead of the workers to the work.

The concept would have been unthinkable just 30 years ago. But the explosion in home computers and telecommunications technology means that many workers no longer have to be physically in their offices to do their jobs.

"The intent is to increase employees' flexibility, helping them better balance their work, family and community obligations," said Corinne Thornton in the Bureau of Personnel's Office of Employee Relations, which oversees State's telecommuting program.

Telecommuting has caught on like wildfire in the private sector, where some 9 million employees telecommute one or more days a week. But the federal government hasn't embraced it quite so readily and has fallen far short of the President's Management Council goal of boosting the number of federal telecommuters to 60,000 by September 1998.

State's telecommuting program started as a pilot program in 1995, with each bureau establishing its own policies and running its own program. The programs remained small, with fewer than 40 participants Department-wide, until the U.S. Information Agency merged with State on Oct. 1 and brought with it almost 200 additional telecommuters.

To prepare for this boom, the Department recently published a new telecommuting regulation that provides detailed information about the program, including guidelines for participation.





Although all of State's telecommuters work from their homes, they also qualify to use one of 15 General Services Administration-run "telecenters" in the Washington, D.C., area. These centers are equipped with printers, copiers, fax machines, telephones and other office essentials.

For State employees who work from their homes, some bureaus may be able to loan out excess computer equipment and to reimburse employees for official long-distance calls made from their home telephones.

But with ever-present funding constraints, most State employees will need to purchase and maintain their own equipment if they hope to telecommute. For example, when Mary Reynolds, chief of the financial disclosure divi-

sion in the legal adviser's Ethics Office, started telecommuting one day a week two years ago, she set up a basement office in her home and bought office furniture and a new computer with an internal modem so she could send and receive faxes and retrieve voice mail. She subscribed to an Internet provider and had two extra telephone lines installed at her home so she could work online while talking on the telephone.

The investment, she said, was well worth it, enabling her to better keep up with increasing family demands while actually boosting her workload. She said working one day a week from her home in Spotsylvania, Va., gives her uninterrupted quiet time to focus on the more than 3,000 financial disclosure statements she certifies each year. In addition, it offers her immediate access to the Internet to conduct research and communicate with embassies overseas.

Chip Harman, a webmaster on the Office of International Information Programs' electronic media team, said he's able to respond much faster to problems at missions in the Far East, Middle East and Europe by telecommuting from his home in Bowie, Md. "When dealing with people in so many time zones, you need to be available

## State's Program at a Glance

- ▼ Voluntary
- ▼ Limited to one or two days per week
- ▼ Based on adaptability of the employee and position—not on an employee's personal circumstances
- ▼ Not an alternative for child care or eldercare
- ▼ A management option, not an employee right
- ▼ Described in detail in the new telecommuting regulation, 3 FAM 2350

after hours, and being able to do that from home made a whole lot more sense than having to drive 22 miles into the office," he said.

Telecommuting has increased his productivity, too. "It takes two days in the office to do what you can get done in one day at home," he said. "It's amazing how much more you can get done."

Linda Rhodes, a personnel management specialist in the Personnel Bureau's Office of Overseas Employment, said the best part of working from her home two days a week is that she's able to concentrate on her work without interruption. On Tuesdays and Fridays, she drafts policy regulations on overseas recruitment and employment.

"It's made me much more productive than I could ever be in the office," she said. "Plus, I tend to put in more hours at home because I'm saving the commuting time I used to spend driving 40 miles back and forth to work every day."

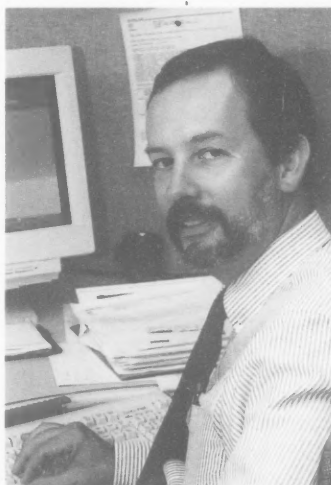
Supervisors, too, are singing the praises of telecommuting. Robert Morris, director of the Office of Overseas Employment and Ms. Rhodes' supervisor, said allowing four members of his staff to telecommute has lowered the noise and traffic in his office while helping the staff reduce its backlog.

"The objective is to get the work done, and the best way to do that is to make it as convenient and comfortable as possible," Mr. Morris said. "From a productivity standpoint, it's a no-brainer. So I guess you could say that I'm all for telecommuting."

But not all managers are as enthusiastic as Mr. Morris about telecommuting. Some feel a loss of control when their employees aren't in close contact. Others feel that managing telecommuters is an administrative burden. Still others don't know how to evaluate an employee they don't see every day.

"Telecommuting puts a whole different perspective on management," acknowledged Ms. Thornton. "It requires managers to assess their workers based on results, not simply on their presence in the office."

*Chip Harman says telecommuting has boosted his productivity.*



It also requires managers to determine which employees are—and more important, aren't—suitable for telecommuting.

"It's not for every employee," said Mr. Morris. The best candidates for telecommuting, he's convinced, are the "self-motivated, high performers" who have proven through their day-to-day work in the office that they can function without close supervision.

But no matter how stellar an employee might be, not all work is suitable for telecommuting. What might work ideally for an employee whose job involves research, writing or budget analysis simply won't for an employee whose job requires regular face-to-face contact with the supervisor, colleagues or the general public. And telecommuting isn't possible for employees whose jobs require daily access to classified material.

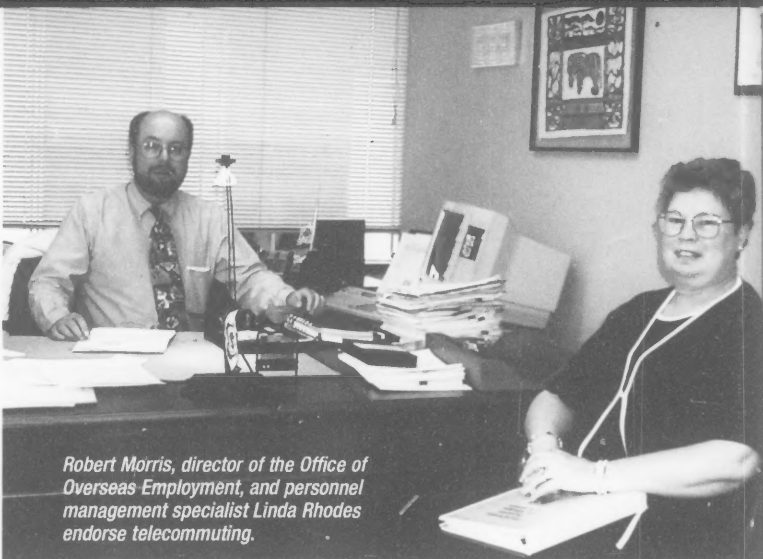
One of the best forecasters of a successful telecommuting arrangement, telecommuters and their supervisors agree, is that both parties go into the situation with a clear understanding of the requirements and expectations.

Brenda Sprague, director of the Office of Language Services, held in-depth discussions with two translators in her office before approving their separate telecommuting requests. "To make this work, we talked out everything in advance—expectations and ground rules—so everyone knew what to expect," she said. "The result was everybody understood the agreement and abided by it. There were no surprises."

No matter how specific a telecommuting arrangement, all telecommuters understand that the needs of the Department—not the convenience of the employee—must come first. That means that telecommuters must be willing to forfeit their telecommuting days when they interfere with office activities.

"If I have a meeting or something pressing in the office on one of my telecommuting days, I have to be flexible and come in," said Ms. Rhodes. "It's the only way this kind of arrangement can work."

Communication, too, is a key to the telecommuting arrangement. When working at home, Ms. Rhodes leaves a recording on her office voicemail so callers know where



Robert Morris, director of the Office of Overseas Employment, and personnel management specialist Linda Rhodes endorse telecommuting.

Photo by Donna W

to reach her. "I get calls at home all the time, and I'm always within reach," she said.

Ms. Reynolds, too, said she maintains regular contact with her office during her telecommuting days. She checks in by phone with her assistant at 10:30 a.m. and 2:30 p.m. each day and notifies the office before leaving the house at an hour other than her regular lunchtime. Even then, she carries her cellular phone so she is within easy reach of her colleagues.

"Communication is critical," she said. "You can't have people questioning your whereabouts when they need to contact you."

State's telecommuters agree that the open communication, trust and respect that go into successful telecommuting arrangements are helping build stronger employer-employee relationships.

"My supervisors have placed significant confidence and trust in me," said Ms. Reynolds, "and I want to do everything I can to make sure they continue to feel that way."

"It's morale boosting," agreed Mr. Harman. "When an institution gives this kind of flexibility, it shows that it values its employees." ■

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The author, former deputy editor, wrote this article while telecommuting from her home in Annapolis, Md.

## Message From the Council on Equality in the Workplace

The Council on Equality in the Workplace reminds Department employees that any employee who believes that a barrier to advancement or imbalances in opportunity exist in the Department on the basis of race, color, national origin, sex, religion, age, disability or sexual orientation may report it, anonymously if preferred, to the council. Reports should be directed to the Council on Equality in the Workplace and sent in the Dirgen Channel. A report to the council is not a substitute for filing an equal employment opportunity complaint under 29 C.F.R. 1614 or for raising EEO concerns through the Foreign Service grievance system or any negotiated grievance procedures. Employees must meet any prescribed filing time limitations under those procedures and their reports to the council shall not suspend or override those time limitations.

# Mustangs

By Donna Miles

**R**ichard Snelsire had all the makings of a great Foreign Service officer. With a master's degree in international affairs and both French and German language skills, he'd spent two years in State's Press Office and had a strong understanding of key foreign affairs issues. In addition, he'd served as a diplomatic courier based in Frankfurt for six years, traveling to and befriending FSOs in more than 80 countries.

During his travels, Mr. Snelsire longed for the diversity of assignments and training opportunities offered to them—more, he said, than was available to him as a Foreign Service specialist or Civil Service employee.

Today, Mr. Snelsire is a political officer serving a two-year consular tour with the Office of American Citizen Services in Manila.

The road from being a Foreign Service specialist to an FSO was the Mustang Program, a little-known program at State that offers Department employees who are tenured in the Foreign Service or have career status in the Civil Service the opportunity to compete for appointments as junior officers.

The Mustang Program began in 1970 to provide top-caliber Foreign Service specialists and Civil Service employees entrée into the Foreign Service officer ranks without taking the Foreign Service Written Exam.

But, in fact, many Mustangs have taken and passed the written exam. Some apply for the Mustang Program simply because it offers expedited entry into the Foreign Service officer corps.

Getting into the Mustang Program is anything but easy. It's so competitive that only one of about 15 employees who apply each year usually makes the cut, according to Julie Moyes, who oversaw the program in the Office of Career Development and Assignments until moving on to a consular position this summer.

This year, however, has been a banner year, with four

Mustang Program candidates being offered Foreign Service officer appointments. "We quadrupled the program in one year!" announced Ms. Moyes, herself a product of the Mustang Program.

Among them were Robert Farquhar, an information management specialist with the Department since 1994, and Jeff Lodinsky, a diplomatic courier for six years.

For these Mustangs, the program offered an opportunity to launch a whole new career. Mr. Farquhar said an assignment with the consular section in Sanaa fueled his long-time interest in becoming a consular officer. And although Mr. Lodinsky said he loved his job as a courier, he was also fascinated with what he calls the "nuts and bolts of diplomacy"—reporting on events, exploring host government policies and keeping informed on topical issues. Thanks to the Mustang Program, both Mr. Farquhar and Mr. Lodinsky are pursuing their new interests while still serving the Department.

Unlike most FSO applicants, Mustangs select their functional career cone when they apply to the program. If they are accepted into the program, they attend training in that cone following their Foreign Service orientation class. Mr. Farquhar selected the consular cone, and Mr. Lodinsky, the political cone.

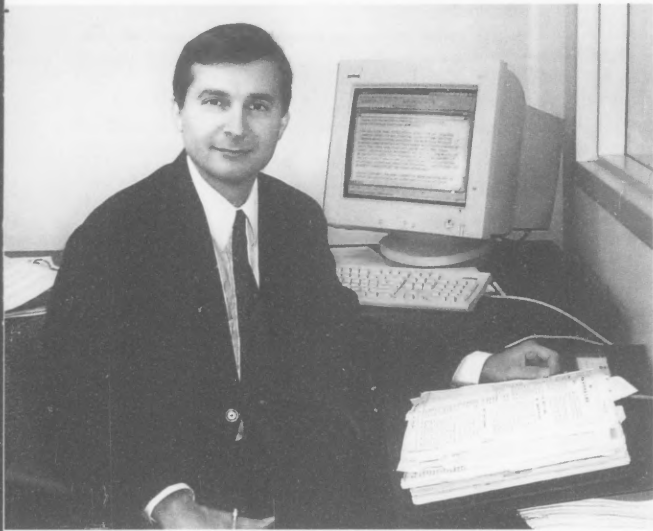
But with that privilege comes the requirement that Mustangs join at the rank of other new FSOs. It can mean a pay cut for some and a temporary loss of status for others.

Mr. Lodinsky was an FS-03 when he entered the program, but, like other Mustangs, could not be hired above the FS-05 level. "In effect, I had to demote myself two grades in order to take part in the upward mobility offered by the Mustang Program," he said. But it's a sacrifice he said he recognized and accepted as he applied for the program.

Mustang candidates submit a thick application packet that details their past work experience and includes an autobiography and statement of their interest in the Foreign Service. The packets also include transcripts of their post-high school education, which must include at



*Richard Snelsire, a Mustang now posted to Manila, volunteered for an observer mission in Kosovo early last year.*



*Robert Farquhar, a former information management specialist, graduated from the Mustang Program to become a consular officer.*

least one semester of college course work relevant to the Foreign Service.

The application packet and the applicant's performance evaluation file are reviewed by a three-member panel from the Office of Recruitment, Examination and Employment, which looks for evidence of the applicant's potential, motivation and ability to work well with others. According to Richard "Steve" Taylor, an assessor who appoints the panels, they evaluate the packets for:

- evidence of a candidate's willingness to take on projects "that call for something extra—particularly projects with a multifunctional or management component" and the ability to successfully carry out those projects;
- a statement of interest or autobiography "that paints a convincing picture of an energetic and ambitious employee determined to become a Foreign Service officer";
- an ability to communicate in writing, "a core skill essential in assuming the responsibilities of an FSO"; and
- evidence that the employee "has proven to be a team player—a trusted and respected member of the State Department family."

But surviving the scrutiny of the assessment panel is just the first step in the competitive process. From there, Mustang candidates complete the oral assessment right alongside other junior officer candidates.

The application process, particularly the oral exam, can be intimidating to even the best-qualified candidates. But Mr. Snelsire advises interested employees to "take the plunge and apply" anyway. "I'm glad I did," he said, "though I do miss the traveling life of a courier sometimes after a hard day on the visa line."

Mr. Taylor said there is no "prototype" of a successful Mustang candidate, "except for the obvious shared quality—ambition."

Teresa Stewart, administrative officer and consul in Maseru, credits the experience she gained in the banking

industry before joining the Foreign Service, plus the educational work she had done toward a master's degree in business administration, with getting her into the program.

She admits that she initially joined the Foreign Service in 1979 as an office management specialist because she wasn't sure she'd "make it" living overseas, but she quickly "got hooked" on the Foreign Service. She applied for the Mustang Program and was sworn in as an officer in 1985. "I'm in the administrative cone and I love it!" she said.

Mr. Lodinsky, a recent graduate of the Mustang Program, believes his experience as a Fascell Fellow in Budapest helped get him into the program. Fresh out of graduate school, which he admits "didn't prepare me for the level of expertise I needed to keep up with the professionals at the embassy," he was assigned to the economics section and tasked to do reporting cables. After what he calls "a baptism under extreme fire," Mr. Lodinsky said he found himself developing as a reporting officer through the support and encouragement of his colleagues.

He has little doubt that that experience, plus the years he spent as a diplomatic courier, expedited his entrance into the program. "I'm sure that having a solid resume of cable writing and reporting was important," he said. "Also, while in the courier service I was promoted rather quickly, and I was serving in managerial positions when I applied. Having that helped as well."

Despite the rigorous requirements they must meet to become Mustangs, some say they're hesitant to admit the source of their entry into the FSO corps to their colleagues. A Foreign Service officer in the Mediterranean who asked to remain unidentified said his experience has shown that some FSOs still look down on Mustangs as second-class officers.

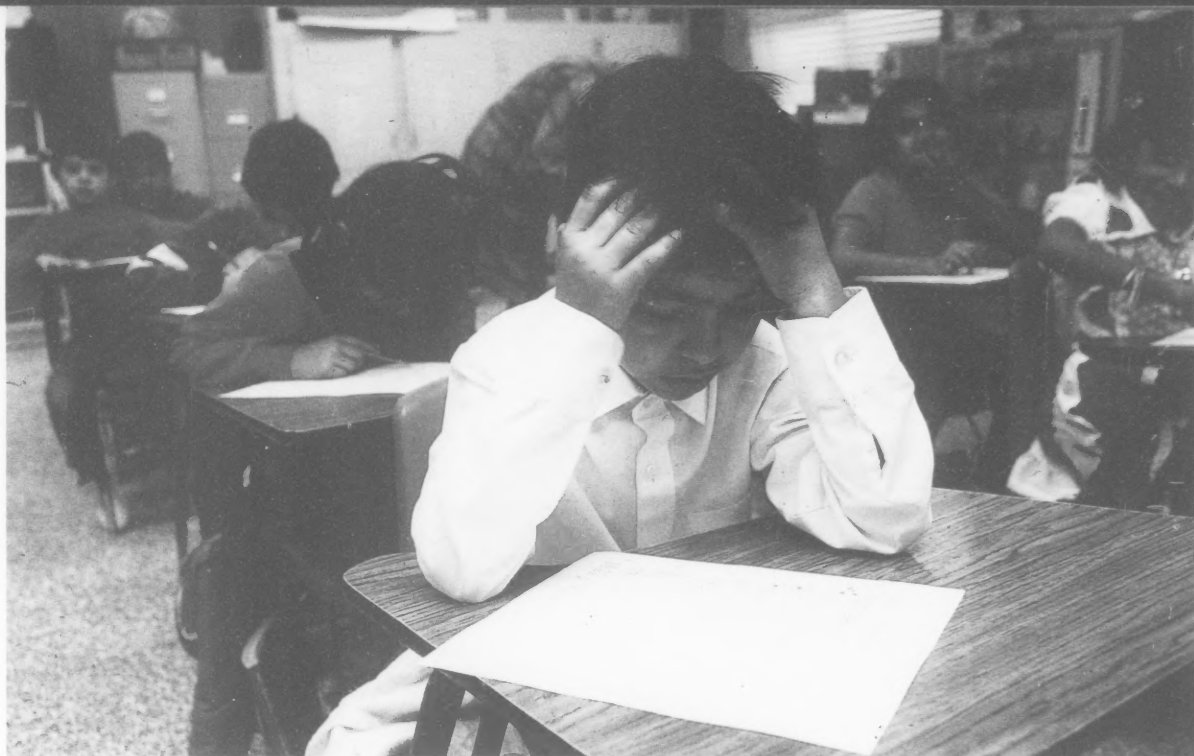
"While I do not hide the fact that I received my commission via the Mustang Program, neither do I advertise

*Continued on page 35*

*Teresa Stewart, third from left, administrative officer/consul in Maseru, has high praises for the Mustang Program. With her, from left, are Carol Chappell, Michelle Hecker, Ambassador Katherine Peterson and Linda de Sola.*







# Learning Disabilities and Your Child

By Dr. Cedric Dumont

*My daughter is lazy. I know she's very bright, but she's failing English and math. If she set her mind to it, she could get all "A's."*

*My son seldom follows directions. I'll ask him to run upstairs to get something for me, and by the time he's climbed to the top step, he's forgotten what I've asked him to get. If he'd only listen, he wouldn't have trouble remembering.*

*My 4-year-old doesn't speak clearly and gets mad when people can't understand what she's saying. She's just a late bloomer, but it bothers me that her 3-year-old brother speaks more clearly than she does.*

**B**esides frustrated parents, what do these children have in common? All have problems that will affect their self-esteem, and all may have undiagnosed learning disabilities. These are neurological-based developmental disorders found in children with average or above-average intelligence. The most common are reading disorders, called dyslexia; mathematics problems, called dyscalculia; problems involving written expression, called dysgraphia; and those involving oral communication.

The National Institute of Mental Health estimates that nearly 4 million school-age children have learning dis-

abilities. Of these, at least 20 percent also have attention deficit disorder.

Language-based disorders, ranging from obvious delays in speech to hidden language processing problems, affect the most learning disabled children and have the biggest negative impact on academic performance. Speech and language disabilities include articulation disorder, meaning a child has difficulty making speech sounds or controlling the rate of speech. Expressive language disorder denotes a child's difficulty in speaking or finding words or responding to simple questions. Receptive language disorder describes an auditory processing problem. A child hears what is said but has difficulty interpreting or making sense of what's been heard.

Auditory processing problems directly affect a child's performance in school, where learning depends on understanding what the teacher says. Some common auditory processing problem areas are recognizing different sounds in words or similarities between words; auditory memory, recalling information given verbally; and auditory sequencing, recognizing the order of sounds in a word or the order of words in a list.

Visual processing disorder describes difficulty in perceiving or interpreting visual information, which especially affects a child's ability to read and comprehend. With visual sequencing problems, children reverse letters and words and easily lose their place. With visual motor

*Continued on page 35*

# You've Got

## Virtual Connectivity: The Internet as a Community

By Tara Wells

**D**espite all the talk of their being "global citizens," Foreign Service families are often geographically isolated from family and friends. In the not-so-distant past, incoming mail pouches were eagerly awaited for news from "home," and phone calls were a rare treat.

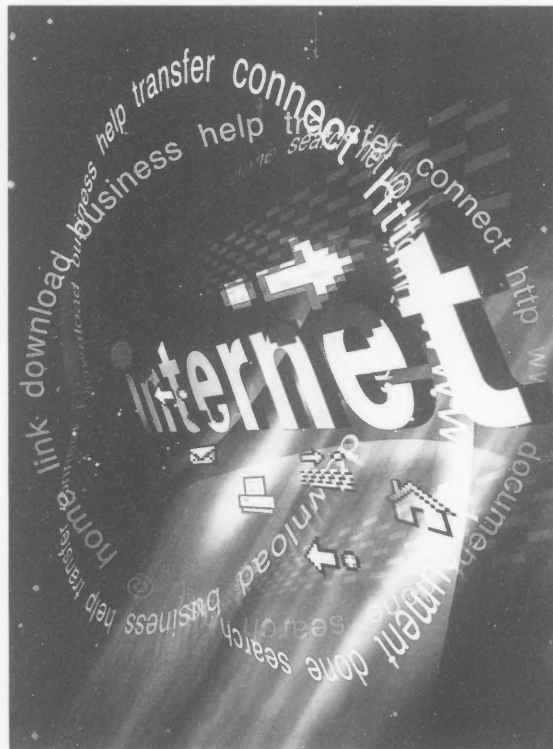
More frequent communication between post and "home" is now possible for many of these families, thanks to the spread of email and Internet providers around the globe and the installation of computer kiosks in many embassies and consulates. The ability to share the passages of life as they happen with people important in our lives is something we might not have dared dream of just 10 years ago. Now, notes, announcements and—for those who are really into computer technology—pictures and graphics are sent via email, or even posted on a personal web site!

So, has the advent of the Internet and email made any noticeable impact in Foreign Service family life? As a graduate student at the University of Alabama, I conducted a recent pilot study on the Internet to see if Americans living overseas

who have Internet access maintained better relationships with family and friends. Sixty-two Foreign Service families responded to the survey. Of that group, 44 said they use email as a primary source (more than phoning and regular mail) for maintaining family contact, 42 said they use email in their daily professional life and 40 said they use email as their primary source for maintaining contact with friends.

Although costly phone line charges in some developing countries make regular email communi-

cation prohibitively expensive, most respondents said they believe that Internet access has contributed to their feeling better connected to far-away relatives and friends. Recently relocated Foreign Service members also reported feeling less isolated in their new surroundings when they had Internet capabilities and could "write home" on a regular basis. All respondents in this study said they have access to the Internet on a regular basis and use their available Internet capabilities regularly throughout the week.



### Intentional Communities

Intentional communities are community sites set up as a series of connected web pages filled with information about a particular topic. Several sites cater to Americans living abroad. Some are more interactive than others, offering chat rooms for special topics such as how to do your taxes correctly while living abroad, how to make informed educational decisions for children and how to get involved in cultural learning exchanges. Sites are also posted for children, adolescents and parents who are living abroad.

### The Pluses and Minuses

Does this mean that Internet usage for Americans living overseas has a rosy future? Actually, a short word of caution applies for this group as

*Continued on page 34*

# Connections

## Have Email, Will Travel

*A Foreign Service officer offers email strategies for people on the move.*

By Bruce R. Matthews

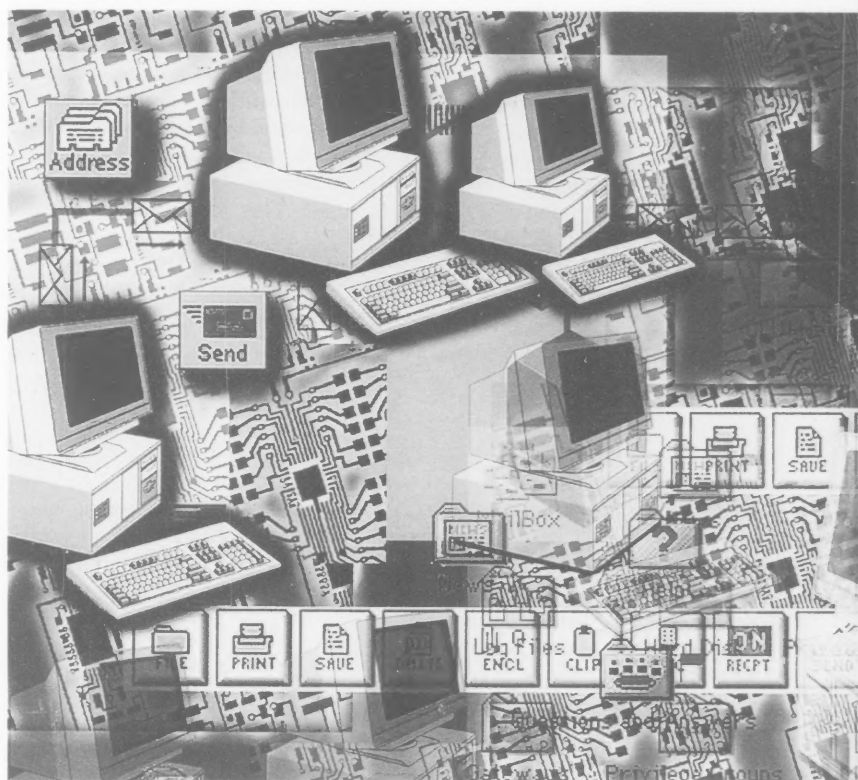
**Y**ou're ready to make the exciting move to a new post and have a zillion things you have to think about. Among them: what's your new email address?

You don't want to miss important emails during this transition or lose track of friends. But how do you stay mobile and still retrieve your electronic messages? And how do you reduce or eliminate the annoying task of emailing everyone you know to tell them that you're terminating your current email address and will get in touch with them again as soon as you open a new one?

Here are some strategies that make moving fairly painless—at least with email. You're on your own with all the other transfer headaches.

Planning begins with selecting a new ISP, or Internet Service Provider, which you pay for Internet access. If you choose an international ISP with local dial-up service at your new post, your email address won't change, so the transition will be fairly transparent.

I also recommend that you contact your new post and ask which ISPs seem to be reliable, which modem speeds are supported and what costs average. A high-speed,



high-cost connection may not be worth the money if you always get a busy signal when dialing in.

Your new ISP will give you an email address. But if you want one that is more permanent, two types of services come to the rescue: free-mail accounts and email forwarding. Hotmail, a popular free-mail service, stores your mail for access with a web browser instead of your normal email program. Services such as Diplomats.NET let you choose an "alias" email address, then forward

your mail to you for a modest fee, usually about \$15 to \$30 a year.

With email forwarding, email received at your alias address is automatically redirected to your forwarding address. This can be your local dial-up account, a free-mail account, your office account or even a temporary account such as a friend's electronic mailbox.

The downside of free-mail accounts is having to use a web browser for access. This means reading each incoming message and com-

*Continued on page 34*

## Virtual, *Continued from page 32*

well as every other group of Internet users—that the hours spent online may reduce their inclination to interact directly with members of their immediate community.

But overall, advances in communication technology appear to be positive for Foreign Service families. The ability to communicate regularly through email, to develop personal web sites and to participate in international communities creates new opportunities for social support. ■

*The author, a doctoral student in human resources at the University of Alabama, served as a summer intern in State's Family Liaison Office.*

## Links

Web addresses for Americans living overseas:

■ <http://www.artintliving.com>

This site, designed for expatriates, includes an online newsletter and information on employment opportunities overseas and other aspects of living abroad.

■ <http://www.escapeartist.com>

Jump off into the global village: travel, invest, find overseas resources, read international newspapers online. This site is conscious of international human and environmental concerns and works to promote global citizenship.

■ <http://www.expataxchange.com>

■ <http://www.overseasdigest.com>

An online intentional community for expatriates around the world, this site delivers a wide range of in-depth coverage on life issues for Americans residing abroad. There are bulletin boards, chat groups, tax information, regional/cultural sections and sections devoted to moving children and the issues of repatriation.

■ <http://www.iorworld.com>

IOR is a cross-cultural consulting group with relevant information online for making successful transitions abroad and repatriating back to the United States. The site is a bit cumbersome to navigate, but offers high-quality information.

■ <http://www.lonelyplanet.com>

This site is full of useful travel information and trivia. A bit irreverent, it provides low-cost, interesting insights into locations around the globe.

■ <http://www.outpostexpat.nl>

This site, sponsored by Shell International for its expatriate employees and families, offers detailed information about countries and cultural regions where Shell does business.

■ <http://www.tckworld.com>

This site is dedicated to the support and understanding of Third Culture Kids: military "brats," missionary kids, Foreign Service and corporate kids, international exchange students and others who have lived as children in foreign cultures.

## Email, *Continued from page 33*

posing outgoing messages while remaining connected to the Internet. In areas where telephone or hourly Internet connection fees are high, free-mail may not be quite so "free." Also, due to the large number of users, it's rare to get the email name you desire with a free-mail service. But free-mail accounts are an ideal place to temporarily store and access email until you're settled.

So here's strategy number one: About a month before your departure, sign up for a free-mail account. Then let everyone know your new address and ask them to send all

future email to it. After you arrive at post and establish a local dial-up service, you can notify everyone of your new email address, and return to using your favorite email program for off-line reading and composing.

Strategy number two is to sign up with a forwarding service about a month before your departure. With a forwarding service, you provide everyone in your electronic directory with your alias address, then always have electronic mail forwarded to your desired address. Anytime you give out your email address, such as on your business card, you list only your alias.

After you choose an alias email address, set your forwarding address to your ISP email address and give everyone your new alias.

A week or two before you cancel your current ISP to move, sign up for a free-mail account. Next, send a single message to your forwarding service advising it to forward your mail to the free-mail account. You can also make the change at the web site.

After you arrive at your new post and establish a local dial-up service, change your forwarding address and return to using your favorite email program.

A third strategy is to register your own Internet domain name, but it's a bit more expensive and the available names are quickly disappearing. Thousands of sites are willing to register your name for you, generally charging \$100 to \$150 initially, and slightly less every year after that. Costs are considerably more for storing email and hosting a web site.

All of these strategies help you avoid losing emails. The first is less expensive, but the second gives you more choices and convenience. The third gives you the same benefits as the second option, but with an added expense for the domain name of your choice.

Whichever strategy you choose, happy moving and happy emailing! ■

*The author teaches information systems security at the Diplomatic Security Training Center.*



## Mustangs, *continued from page 30*

it," he said. "My perception—based on experience—is that there still exists an elitist bias within the Service against anyone who does not, or did not, become an officer via the standard exam process."

But Ms. Stewart said she's proud to call herself a Mustang and to encourage other qualified employees to apply. "The advantage to the employee is personal satisfaction with a career track that works," she said. "The advantage to the Department is a satisfied employee in a career track that works."

Edward W. "Skip" Gnehm Jr., director general of the Foreign Service and director of Personnel, agreed that Mustangs also enrich the Foreign Service generalist talent pool with officers offering a wide diversity of skills.

In addition, Ms. Moyes said they bring the Foreign Service officer corps a level of commitment not always shared by other new officers. "These people know the Foreign Service, and they've already proven their worth to the Department," she said. "They have maturity, dedication and experience and they've worked hard to get where they are. You're not going to see them bailing out."

Mr. Snelsire said that Mustangs also bring the Department experienced officers who more clearly understand and appreciate the integral roles that Civil Service employees and Foreign Service specialists play in the foreign affairs mission.

Mr. Lodinsky said he's thrilled by the new opportunities that have opened up to him since joining the Mustang Program—and encourages other specialists and Civil Service employees to consider the program.

"Couriers feel that they and ambassadors have the two best jobs in the State Department," he said. "Well, I've had one. Now I'm working on the other." ■

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*For more information about the Mustang Program, contact Antoinette Corbin-Taylor in the Office of Career Development and Assignments at (202) 736-7439 or via email.*

## DACOR Seeks Applications

The DACOR Bacon House Foundation is seeking candidates for its Dreyfus scholarship/fellowship project for the 2000-2001 academic year.

Several scholarships and fellowships are available for children of U.S. Foreign Service officers to study at the Hotchkiss School and Yale University.

The application deadline is March 15.

For more information, contact William Hamilton of the foundation's education committee by phone at (202) 682-0500 or (800) 344-9127 or by fax at (202) 842-3295.

## Learning Disabilities, *continued from page 31*

integration problems, a child has difficulty copying from a board or a book. Visual processing problems also complicate a child's ability to learn mathematics.

Children with learning disabilities have difficulty with organization, a problem also commonly seen in children with attention deficit disorder. Although this disorder is not considered a specific learning disability, the problem with focusing attention and the overactive and impulsive behavior seen in attention deficit disorder with hyperactivity have profound consequences for classroom performance. Developmental motor coordination problems may also challenge children learning to write and participate in playground activities.

While learning disabilities are frustrating for children and their parents, there are ways to help children compensate at home and school for learning disabilities.

The first step is to obtain an early and accurate assessment of your child's problems. Talk with your child's teacher about the specific difficulties you have observed and ask to have your child assessed for possible learning disabilities. If you are in the Foreign Service, request an assessment before you bid on overseas posts so you can include on your bid list only posts with the educational help your child needs.

If you are assigned abroad and your child can't be evaluated in the school, private evaluations can be arranged through the Employee Consultation Service—the Department's employee assistance program. Private diagnosticians will develop a list of recommendations to accommodate your child.

If your child is found to be learning disabled after a public school evaluation in the United States, an individualized education program will be developed specifying your child's needs, educational goals for the school year and the methods of measuring academic progress.

You can help your child with homework by setting up a regular study time in a quiet place. Be patient and praise your child's efforts. Remember that learning-disabled children learn best when material is presented in a variety of ways. Information gained from your child's assessment will guide you in helping your child with schoolwork.

Self-esteem is especially fragile in learning-disabled children who struggle in school and often face failure and discouragement. Tips for developing self-esteem in children are available from the Employee Consultation Service. The ECS will discuss your concerns about your child, assist in arranging evaluations and help you develop helping strategies. All consultations are confidential.

The ECS is in Washington, D.C., at State Annex 1, Columbia Plaza, Room H246. The office also can be contacted by telephone at (202) 663-1815, by fax at (202) 663-1456 and by email at [med\\_ecs@state.gov](mailto:med_ecs@state.gov). ■

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*The author is chief of the Office of Medical Services. Ann Weiss, director of Employee Consultation Services, assisted with the article.*

# People Like You



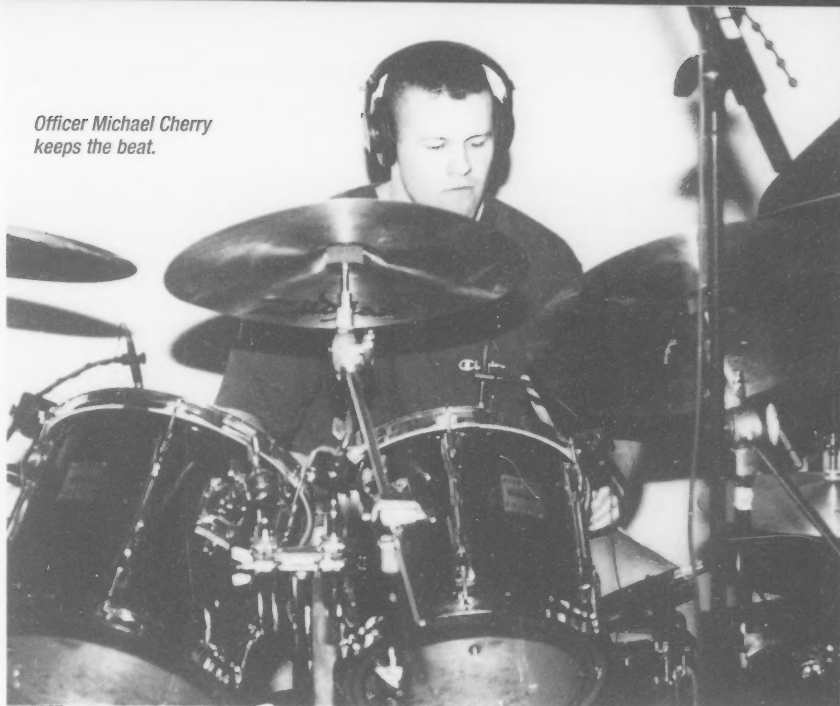
*Jim and Lilli Van Laningham train to cycle around the world.*

## Hitting the Road

While many State employees are busy planning a big New Year's bash to welcome in the new century, Jim Van Laningham and his wife Lilli are likely to be taking the night a bit easy. That's because on Jan. 1, Jim, a Foreign Service officer, and Lilli, a Civil Service employee for the Department until last August, will join 240 other bicyclists pedaling down the streets of Pasadena, Calif., during the Rose Bowl Parade as they set out on a year-long, around-the-world cycling event. During the event, Odyssey 2000, the cyclists will average 80 miles a day as they pedal more than 20,000 miles across 45 countries on six continents. "It's a whole different kind of challenge from anything I've experienced during my career," said Jim, a 52-year-old senior Foreign Service officer, who will be on a leave without pay status for 17 months to participate in the event. "Plus, it's a great way to see the world!"

# The Beat Goes On

Employees who greet him at the security desk as they enter State annexes in Arlington and Sterling, Va., may someday get to say they "knew Officer Michael Cherry when..." The Diplomatic Security officer is the drummer for Element VI, a popular band that's winning accolades in the Washington, D.C., area. The group was among just 10 selected from 110 bands by a popular radio station to compete in a "battle of the bands" competition. Officer Cherry's dream is to some day become a full-time musician—maybe even a rock star—but he's pursuing his studies in criminal justice at George Mason University, he said, "just to make sure I have something to fall back on."

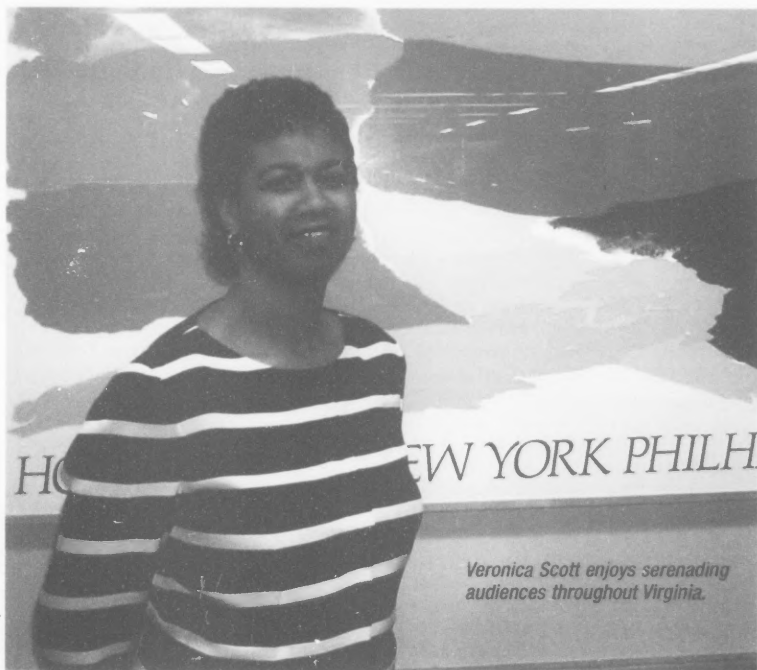


*Officer Michael Cherry keeps the beat.*

What are you and your co-workers doing outside the office? We're looking for short pieces about the adventures and achievements of Department employees in their "other lives" for this section of the magazine. Photos are a must. We're counting on you to make this feature a success!

## The Sound of Music

If you hear an angelic alto voice singing holiday carols this month, don't do a double-take if you recognize the source as State's own Veronica Scott. She spent almost five years touring the East Coast with the all-women singing group Tenderness before she landed what she calls "a real job" at State. Twenty-one years later, she's advanced from a secretary to chief of the procedures, reports and processing branch in the Bureau of Personnel's Information Management Division. But she's never lost her love of music and remains an active member of two church gospel choirs, one for which she serves as president. The choirs perform throughout Virginia, where Ms. Scott said she delights in "seeing the fulfillment in people when they receive what you're trying to deliver." She calls it "a wholesome feeling" to deliver a positive message to her audiences. "It's a good pick-me-up," she said.



*Veronica Scott enjoys serenading audiences throughout Virginia.*

Photo by Carl Goodman

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



*Catherine E. "Kitty" Allen*, 60, a retired Foreign Service officer, died Sept. 13 in Newark, Del. Ms. Allen, an Arlington, Va., resident, joined the Foreign Service in 1972. Among her postings were Bangkok, Santiago, N'Djamena, Prague, Frankfurt and Brussels.



*William E. Crotty*, 68, U.S. Ambassador to Barbados, Antigua and Barbuda; Dominica; Grenada; St. Kitts-Nevis; St. Lucia; St. Vincent and the Grenadines, died Oct. 10 of pneumonia in Gainesville, Fla. Before his appointment, Mr. Crotty was an attorney in Daytona Beach, Fla.



*Clara M. Davis*, 54, an intelligence operations assistant in the executive office of the Bureau of Intelligence and Research, died suddenly at her home in Washington, D.C., on Sept. 20 after leaving work. Ms. Davis began her Civil Service career in 1969 with the Department's Passport Office. She was reassigned in 1972 to INR, where she remained for the rest of her career.

*Gary D. Dietrich*, 52, a member of the Senior Executive Service and executive director of the Bureau of Intelligence and Research, died Oct. 25 in Washington, D.C., of brain lymphoma. Mr. Dietrich previously served as chief of the retirement division in the Bureau of Personnel. He joined the State Department in 1980 as a researcher in the office of analysis for the Near East and South Asia in INR. Before coming to State, he worked for the Defense Intelligence Agency and served in the Army during the Vietnam War.

*Mary Janice Otto Fleck*, 50, a senior Foreign Service officer, died Oct. 1 of cancer in Fairfax, Va. Mrs. Fleck, who joined the Foreign Service in 1985, specialized in economics and at the time of her death was an instructor in

international economics and commerce at the National War College. During her State career, she was posted in the Ivory Coast, Malaysia and Venezuela. In 1997, she received the Herbert Salzman Award for Excellence in International Economics for her work on a trade treaty with Malaysia.



*Robert Slade Folsom*, 84, a retired Foreign Service officer, died Sept. 6 in Naples, Fla. He joined the Foreign Service in 1941 and served in Port-au-Prince, Budapest, Canton, Hong Kong, Saigon, Mexico City, Thessaloniki and Washington, D.C. He retired in 1971.



*Nicacio Mendoza*, 66, a retired State communications officer, died of cancer Aug. 2 at his home in Fort Walton Beach, Fla. Mr. Mendoza was retired from both State and the U.S. Air Force.



*Daniel Oliver Newberry*, 77, died of cancer Oct. 10 in Washington, D.C. As a Foreign Service officer from 1949 to 1985, he spent four tours in Turkey. He was consul general in Istanbul from 1981 to 1985, when he retired. His other posts included Israel, Laos, Iran, Morocco and Bangladesh. He also served as head of State's Office of Cultural Affairs and as a public affairs officer with the U.S. Mission to the United Nations. In retirement, he wrote and lectured on foreign policy and chaired the editorial board of the *Foreign Service Journal*.

*Betty Anne Waldin*, 77, a retired Foreign Service officer, died Sept. 11 at her home in Bradenton, Fla. During her Foreign Service career, Ms. Waldin served in Baghdad, Santiago, Moscow, Budapest, Mexico City, Wellington and Tel Aviv.



## FOREIGN SERVICE

### Transfers

- Adams, Martin Phillip, Tbilisi to Pol. Mil. Aff.  
 Adams, Richard J., Nonproliferation to Inter. Narc. and Law Enfor. Affs.  
 Adams, William L., Diplomatic Sec. to Diplomatic Sec.  
 Aggeler, Brian C., East Asian and Pac. Affs. to New Delhi  
 Agnew, Elizabeth Jamieson, Almaty to For. Serv. Inst.  
 Ahern, Donald E., Majuro to Kuwait  
 Akgun, Carole Diane, Vienna to Ulaanbaatar  
 Albright, Richard Alan, Paris to Econ., Bus. and Agric. Affs.  
 Alderman, J. Mikel, For. Serv. Inst. to Cairo  
 Allen, Edward L., Manila to Manila  
 Allt, Emily J., Intell. and Res. to Frankfurt  
 Alter, Bernard, Islamabad to Chennai  
 Amis, Donald J., For. Serv. Inst. to Madrid  
 Anderson, Eric Charles, Pre-Assign. Trng. to Casablanca  
 Anderson, Valerie D., Damascus to Damascus  
 Andrews, Chris, Beirut to Beirut  
 Angell, Wanda K., San Salvador to Geneva  
 Armand, Fredrick M., Jr., Santo Domingo to Nairobi  
 Armstrong, John, Warsaw to European Affs.  
 Arndt, John R., Prague to Consular Affs.  
 Atkins, Edmund E., Bonn to Port au Prince  
 Attkisson, Patricia O., Santo Domingo to Montreal  
 Auclair, Regina J., F.S. Spec. Intake to Moscow  
 Austin, Henrietta C., Frankfurt to Personnel  
 Aversa, Martin J., Pre-Asst. Trng. to Vancouver  
 Aybar, Juan A., Diplomatic Sec. to Monrovia  
 Ayoub, Michael Nelson, Frankfurt to Muscat  
 Bacigalupo, James Patrick, Prague to Int'l. Org. Affs.  
 Baltimore, Richard L., III, San Jose to Jeddah  
 Banks, Stephen B., Georgetown to Sofia  
 Barbour, Kiroi R., Paris to Jeddah  
 Barkin, Michael Adam, Montevideo to Dem., Hum. Rights and Labor  
 Barkley, Clare A., For. Buildings to Yaounde  
 Barlierin, Peter H., Antananarivo to For. Buildings  
 Barnett, Elizabeth, Personnel to Prague  
 Barnwell, Dornette M., F.S. Spec. Intake to New Delhi  
 Barrett, Donna R., New Delhi to New Delhi  
 Barth, Philip Karl, Canada to For. Buildings  
 Battle, Vincent M., Cairo to Personnel  
 Bauer, Kevin W., Tunis to Manama  
 Beavers, Alicia S., Sanaa to Panama  
 Bell, Tony R., Moscow to London  
 Belon, Valerie Louise, For. Serv. Inst. to Panama  
 Bemis, H. Jonathan, Econ. and Bus. Affs. to Econ. and Bus. Affs.  
 Benedict, Robert, Frankfurt to Paris  
 Benevento, Frank C., Diplomatic Sec. to Monrovia  
 Benjaminson, Eric David, Stockholm to Brussels  
 Benning, Douglass R., Mexico City to Prague  
 Bergin, Caitlin Dorothy, Pre-Assign. Trng. to Information  
 Berry, Sheila Georgette, War Crimes Init. to Arms Control  
 Bertou, Bruce, Hamilton to Hong Kong  
 Birtsey, David, Fed. Republic to European Affs.  
 Bishop, Clyde, Hong Kong to For. Serv. Inst.  
 Bjork, Michael J., Beijing to Information Res. Mgt.  
 Blaine, William M., III, Manama to For. Buildings  
 Blaney, John William, African Affs. to Pretoria  
 Blankenship, Paul W., Intell. and Res. to Monrovia  
 Blaschke, Brent E., Gaborone to War Crimes Init.  
 Blohm, Robert J., Managua to Panama  
 Bohne, Brent R., Monterrey to Pol. Mil. Affs.  
 Bond, James Bradford, Int'l. Org. Affs. to Diplomatic Sec.  
 Bonner, Jennifer Varrell, Near Eastern Affs. to Jerusalem  
 Borg, Anna Anderson Lehel, Kuala Lumpur to European Affs.  
 Boulware, Mark M., Yaounde to San Salvador  
 Bowers, Leroy M., Diplomatic Sec. to Riga  
 Boyle, David William, Intell. and Res. to Lagos  
 Boynton, Robert W., Beijing to For. Serv. Inst.  
 Bracken, Mary Susan, Islamabad to Near Eastern Affs.  
 Brayshaw, Charles H., Mexico City to Pol. Mil. Affs.  
 Bredeck, Duane R., Accra to Accra  
 Brenner, Barbara J., Spec. Adv. for New. Ind. St. to London  
 Brock, Samuel Vincent, Cotonou to Cotonou  
 Brocking, M. Elisabeth, The Hague to Ofc. of the High Rep.  
 Brodey, Lisa, Oslo to Oceans and Int'l. Envir. and Sci. Affs.  
 Brougham, Kerry L., London to London  
 Brown, Dolores Marie, For. Serv. Inst. to Tallinn  
 Brown, Donald L., Lima to Kampala  
 Brown, Michael K., Sao Paulo to Skopje  
 Brown, Michele M., Information Res. Mgt. to Hong Kong  
 Brown, Norman C., Tegucigalpa to Pretoria  
 Brown, Phillip C., Kampala to Amman  
 Brown, Russel, For. Serv. Inst. to Zagreb  
 Browne, Brian L., Faculty Adviser to Banjul  
 Brudvig, Lee A., Pretoria to Vienna  
 Bruno, James Louis, Hanoi to Hanoi  
 Buck, Kevin A., Accra to Brussels  
 Buck, Ralph M., Hanoi to Export-Import Bank  
 Bullock, Jennifer C., Athens to Montreal  
 Bultrowicz, Scott P., Diplomatic Sec. to Diplomatic Sec.  
 Burgos, Carlos R., Tegucigalpa to Western Hem. Affs.  
 Burke, Jeffrey, Diplomatic Sec. to LaPaz  
 Burnett, David Raymon, Brussels to Ottawa  
 Burns, Charlene Ann, San Salvador to Rabat  
 Burns, Matthew James, III, Ofc. of the Sec. to Chief Fin. Officer  
 Busse, Robin A., Pre-Assign. Trng. to Panama  
 Bustamante, Anna M., Personnel to Nairobi  
 Butler, Lawrence E., Nat. Sec. Council to Copenhagen  
 Buzbee, John R., Dem., Human Rights and Labor to Riyadh  
 Cakinner, Georgeanne F., Shenyang to Shenyang  
 Callinan, Kevin J., East Asian and Pac. Affs. to Phnom Penh  
 Carlson, Aubrey A., Beijing to Hong Kong  
 Carlson, Eric K., Fed. Republic to Seoul  
 Carlson, Mary Kay Loss, Beijing to Hong Kong  
 Carraway, Amy L., Diplomatic Sec. to Bratislava  
 Carter, July L., Spain to Jakarta  
 Cassman, Joel F., Dept. of the Air Force to Quito  
 Castro, Benjamin H., Buenos Aires to European Affs.  
 Castro, Carmen Margarita, LaPaz to Quito  
 Catipon, Lauren W., For. Serv. Inst. to Manila  
 Cavin, Deborah Cunningham, Vienna to European Affs.  
 Chaddic, Joe H., Bangkok to Information Res. Mgt.  
 Chalkley, John Mark, Fed. Republic to Ankara  
 Chapman, Gregory D., Bangkok to Consular Affs.  
 Chaput-Gray, Joan, Geneva to Personnel  
 Chase, Peter H., London to London  
 Chern, Kenneth Stephen, Hong Kong to East Asian and Pac. Affs.  
 Chick, Anne Louise, For. Serv. Inst. to Riga  
 Chipili, William V., Budapest to Paris  
 Christensen, Karen Lise, Seoul to Seoul  
 Christensen, Richard A., Seoul to Seoul  
 Chung, Julie J., Guangzhou to Tokyo  
 Clement, Kathryn A., Buenos Aires to Brussels  
 Climan, Douglas P., Western Hem. Affs. to Buenos Aires  
 Cochran, Sally A., Intell. and Res. to Oceans and Int'l. Envir. and Sci. Affs.  
 Colantonio, Andrew J., Paris to Diplomatic Sec.  
 Cole, Joseph W., Jr., Kuala Lumpur to Ndjamena  
 Coleman, Robert E., Jr., Tel Aviv to For. Serv. Inst.  
 Coley, Theodore Raymond, Warsaw to Frankfurt  
 Collins, Jeanine Marlen, Bonn to Bonn  
 Comiskey, Tamara Gay, Nicosia to Personnel  
 Comiskey, Thomas J., Nicosia to Diplomatic Sec.  
 Connell, Lawrence F., European Affs. to Casablanca  
 Conners, John F., Diplomatic Sec. to Moscow  
 Copeland, Mark S., Frankfurt to Information Res. Mgt.  
 Corsbie, Danny E., San Jose to Kinshasa  
 Courtney, Caryl M., Manila to Consular Affs.  
 Courtney, Robert B., Manila to Personnel  
 Covington, Ann, Consular Affs. to Frankfurt  
 Coyle, David C., Information Res. Mgt. to Jakarta  
 Crammer, Lynn E., Geneva to Information Res. Mgt.  
 Creamer, John S., Buenos Aires to Western Hem. Affs.  
 Crodry, Arnold J., Jr., The Hague to Naples  
 Culpepper, Frances R., Dushanbe to Skopje  
 Curley, Albert, II, Under Sec. for Mgt. to General Serv. Administration  
 Curry, Dennis L., Intell. and Res. to Moscow  
 Cushman, Dan M., Istanbul to Consular Affs.  
 Daffler, Jeffrey Ronald, For. Serv. Inst. to Milan  
 Daly, Kathleen M., San Jose to For. Serv. Inst.  
 Damour, Marie C., Ofc. of the Sec. to East Asian and Pac. Affs.  
 Dando, Lori P., Durban to Oceans and Int'l. Envir. and Sci. Affs.  
 Danilowicz, Jon F., Near Eastern Affs. to Islamabad  
 Darrach, Daniel David, Pol. Mil. Affs. to For. Serv. Inst.  
 Dashnaw, Kathleen S., East Asian and Pac. Affs. to Shanghai  
 Davis, Carol J., F.S. Spec. Intake to Istanbul  
 Davis, Elizabeth R., Fed. Republic to European Affs.  
 Dawson, John R., San Salvador to Western Hem. Affs.  
 Dayton, John W., Intell. and Res. to For. Serv. Inst.  
 DeCampi, Craig P., Brasilia to Diplomatic Sec.  
 Deering, Walter B., Diplomatic Sec. to Beirut  
 DeJong, Albert E., New Delhi to Niamey  
 Degnan, Kelly Colleen, Ofc. of the Sec. to Ofc. of the Sec.  
 Degraffenried, Leslie, Fed. Republic to Fed. Republic  
 Dehmilow, Jay L., Niamey to Ofc. of the Sec.  
 Delahanty, Dorothy A., Kiev to Ankara  
 Delaney, Michael John, For. Serv. Inst. to Canberra  
 DeLaurentis, Jeffrey, Western Hem. Affs. to Havana  
 Dempsey, Gerard M., Algiers to Diplomatic Sec.  
 Dempsey, Nora B., Rome to Nat. Security Council  
 Derham, James Michael, Brasilia to Mexico City

## FOREIGN SERVICE

### Transfers

- DesJardins, Marc L.**, Near Eastern Affs. to Dhahran  
**Deuerlein, Rodger Jan**, Amsterdam to Intell. and Res.  
**Deutch, Ronald James**, Ulaanbaatar to Information  
**Dever, Matthew Bedford**, Brasilia to Cotonou  
**Devilla, Dean L.**, Diplomatic Sec. to Montevideo  
**Dewitt, Robert C.**, Beijing to Quito  
**Dibble, Philo L.**, Near Eastern Affs. to Near Eastern Affs.  
**Dillard, Marc Douglas**, Pre-Assign. Trng. to Seoul  
**Dimitroff, Karen M.**, Ndjamena to New Delhi  
**Dinger, Larry Miles**, Suva to For. Serv. Inst.  
**Dinkelman, John W.**, The Hague to For. Serv. Inst.  
**DiPaolo, Donna Marie**, Personnel to Spec. Rep. Trade  
**Dodman, Michael J.**, For. Serv. Inst. to Warsaw  
**Donahue, Bruce E.**, European Affs. to Personnel  
**Donegan, James Edward**, European Affs. to European Affs.  
**Donnelly, Regina**, Islamabad to Personnel  
**Donovan, Lynn Elizabeth**, Sanaa to Montreal  
**Dorsey, Carol Lynn**, Lima to Med. Serv.  
**Downes, Robert R.**, Fed. Republic to Canberra  
**Driscoll, Richard J.**, Warsaw to Spec. Rep. Trade  
**Drouin, Philip Raymond**, African Affairs to African Affairs  
**Dubrow, Jeannette P.**, Dem., Hum. Rights and Labor to Personnel  
**Duffy, Katherine O.**, Frankfurt to Ofc. of the Sec.  
**Dunne, Charles William**, Near Eastern Affs. to Cairo  
**Durbin, John F.**, Bangkok to Diplomatic Sec.  
**Durnell, Kevin W.**, For. Serv. Inst. to Diplomatic Sec.  
**Dwyer, Dennis J.**, Diplomatic Sec. to Frankfurt  
**Dwyer, Maeve Siobhan**, For. Serv. Inst. to Kiev  
**Dymersky, Debra L.**, East Asian and Pac. Affs. to Kuala Lumpur  
**Dyson, John A.**, For. Serv. Inst. to Kathmandu  
**Eagan, Michael P.**, Beirut to Diplomatic Sec.  
**Earl, Mary Eileen**, Ottawa to Dubai  
**Echaniz, Paul J.**, F.S. Spec. Intake to Beijing  
**Eklund, Jon E.**, Dhaka to Cairo  
**Ellis, Christopher A.**, Brussels to Intell. and Res.  
**Elmo, David S.**, LaPaz to Milan  
**Engle, Thomas Scott**, Singapore to Berlin  
**Ensher, Henry S.**, Dem., Hum. Rights and Labor to Algiers  
**Erath, John**, Brussels to Brussels  
**Escobedo, Louis, Jr.**, Djibouti to Paris  
**Eshelman, Stephanie**, European Affs. to For. Serv. Inst.  
**Esquivel, Jaime**, Kinshasa to Santo Domingo  
**Etelamaki, Mark S.**, Singapore to Diplomatic Sec.  
**Evans, Jewell Elizabeth**, Hong Kong to East Asian and Pac. Affs.  
**Evans, John M.**, European Affs. to Intell. and Res.  
**Eyre, Alan E.**, Abuja to Abuja  
**Fajardo, Carol Marks**, Frankfurt to Frankfurt  
**Fane, Daira M.**, European Affs. to European Affs.  
**Farquar, Timothy Scott**, Hong Kong to China  
**Fellenz, Christine Rita**, Islamabad to Lagos  
**Fendley, Edward J.**, National Sec. Council to Global Affs.  
**Fendrick, Reed J.**, Pretoria to The Hague  
**Fennerty, John J.**, Tel Aviv to European Affs.  
**Ferguson, Mitchell**, Pretoria to Mexico City  
**Fernandes, Anthony C.**, Shenyang to Ottawa  
**Finley, Christine A.**, Belgrade to Yaounde  
**Finver, Frank Jonathan**, Oceans and Int'l. Envir. and Sci. Affs. to Lisbon  
**Fishbein, Jonathan Lyman**, Damascus to For. Serv. Inst.  
**Fisher, David Lawrence**, Pre-Assign. Trng. to Ho Chi Minh City  
**Fisher, Eric K.**, European Affs. to Moscow  
**Fite, Nina M.**, For. Serv. Inst. to Budapest  
**Fladland, Thomas R.**, Pre-Assign. Trng. to Doha  
**Fleming, Alexander C.**, Med. Serv. to Personnel  
**Flohr, Eric Alan**, East Asian and Pac. Affs. to Personnel  
**Flora, Brian M.**, Bonn to Berlin  
**Flores, Marguerite D.**, Islamabad to Riyadh  
**Forbes, Katherine P.**, East Asian and Pac. Affs. to Kuala Lumpur  
**Ford, Jerry M.**, St. Petersburg to San Jose  
**Ford, Robert Stephen**, Near Eastern Affs. to Yaounde  
**Forino, Marc**, Bangkok to Bangkok  
**Fox, John Gilmore**, Tashkent to For. Serv. Inst.  
**Francis, Judith D.**, Lome to Bangui  
**Fretz, Robert L.**, Belize City to Personnel  
**Friedman, Justin**, Ottawa to European Affs.  
**Friedt, Anita E.**, Moscow to Intell. and Res.  
**Frisbie, Russell Louis**, Santiago to Econ. and Bus. Affs.  
**Froats, Daniel T.**, Budapest to For. Serv. Inst.  
**Fuller, Carol S.**, Lima to Oceans and Int'l. Envir. and Sci. Affs.  
**Fuller, Gerry William**, Lima to Intell. and Res.  
**Fuller, Richard Lopez**, Diplomatic Sec. to Conakry  
**Gaffney, Paul P.**, Havana to Diplomatic Sec.  
**Gaines, William R., Jr.**, Port au Prince to For. Serv. Inst.  
**Gallagher, Michael F.**, Brussels to Int'l. Org. Affs.  
**Galvin, Jeffrey E.**, Guatemala to Kathmandu  
**Garcia, Enid**, Western Hem. Affs. to Managua  
**Garcia, Rudolph R.**, Managua to Bangkok  
**Gastaldo, Andrea F.**, Riyadh to Riyadh  
**Gelner, Michael**, Bonn to Intell. and Res.  
**Gencalp, Hortencia T.**, Madrid to Sofia  
**Gentry, Deanna Lynn**, Pre-Assign. Trng. to Seoul  
**Germain, Ellen J.**, London to London  
**Giles, Gratton J.**, Mexico City to Western Hem. Affs.  
**Gill, William**, Casablanca to Intell. and Res.  
**Gillespie, Stephanie A.**, Tegucigalpa to Western Hem. Affs.  
**Glazeroff, Joshua D.**, Santo Domingo to Durban  
**Gleeson, James Dennis**, Kigali to Diplomatic Sec.  
**Glynn, James J.**, F.S. Spec. Intake to New Delhi  
**Godec, Robert Frank, Jr.**, Nairobi to Pretoria  
**Goff, Edward H.**, Panama to For. Serv. Inst.  
**Gomez, Pamela Lisle**, Toronto to Personnel  
**Gonneville, Donald E., Jr.**, Diplomatic Sec. to Abidjan  
**Gotoh, Kay E.**, Nairobi to Nairobi  
**Green, Barbara Jean**, Beijing to Personnel  
**Green, Eric F.**, For. Serv. Inst. to Belfast  
**Green, William S.**, Lagos to Lagos  
**Greene, James F.**, Quito to Pol. Mil. Affs.  
**Greenfield, Lafayette M.**, Islamabad to Geneva  
**Griesmer, Laura Ann**, For. Serv. Inst. to Baku  
**Griffith, William L.**, Intell. and Res. to Intell. and Res.  
**Grondelski, John M.**, Pre-Assign. Trng. to London  
**Gudjonsson, Mary T.**, Jeddah to Reykjavik  
**Gunderson, Brian G.**, Kuwait to Cairo  
**Gustavson, Kristin Rochell**, Pre-Assign. Trng. to Cairo  
**Hahn, Helen H.**, Paramaribo to European Affs.  
**Haines, Robert D.**, New Delhi to Brussels  
**Halstead, Ted William**, Brussels to East Asian and Pac. Affs.  
**Hamilton, Donna J.**, Consular Affs. to Non-Gov. Orgs.  
**Hamilton, Elizabeth**, Lagos to Rangoon  
**Hanson, David C.**, Pre-Assign. Trng. to Hong Kong  
**Hanson, Kathleen D.**, For. Serv. Inst. to Baku  
**Harper, Steven F.**, Guatemala to Dhaka  
**Hartley, Brent R.**, For. Serv. Inst. to Brussels  
**Harville, Susan R.**, F.S. Spec. Intake to Fed. Republic  
**Haskell, Jennifer Conn**, Tel Aviv to Near Eastern Affs.  
**Haskins, Jack S.**, Diplomatic Sec. to Diplomatic Sec.  
**Hassani, Frederic C.**, Durban to Under Sec. for Mgt.  
**Hatcher, Stuart M.**, Sofia to European Affs.  
**Hauptmann, Jerzy J.**, Moscow to Vienna  
**Hawthorne, Margaret**, European Affs. to Madrid  
**Haycraft, Thomas K.**, For. Serv. Inst. to Beirut  
**Hazzard, Brenda L.**, European Affs. to Tbilisi  
**Hedges, William L.**, Moscow to For. Buildings  
**Heffern, John Ashwood**, Tokyo to Brussels  
**Helm, John W.**, San Salvador to Mgt. Division  
**Hewitt, Richard**, Information Res. Mgt. to Tirana  
**Hibler, Nathan L.**, Spain to Santo Domingo  
**Hickernell, Paul E.**, African Affairs to Pretoria  
**Higgins, John Peter**, Panama to Dem., Hum. Rights and Labor  
**Hight, Loretta Micklow**, Personnel to Montreal  
**Hill, Lawrence N.**, Med. Serv. to Pretoria  
**Hill, Mark T.**, Istanbul to Dar es Salaam  
**Hilts, Joseph A.**, Fin. Serv. to Public Affairs  
**Hodaj, Kathleen V.**, East Asian and Pac. Affs. to Bangkok  
**Holbrook, Morton J., III**, Beijing to For. Serv. Inst.  
**Hollingworth, Louis R.**, For. Serv. Inst. to Diplomatic Sec.  
**Holmes, J. Anthony**, Stockholm to African Affairs  
**Holt, Nathan Vance**, Banjul to Nairobi  
**Honnold, Michael J.**, For. Serv. Inst. to Beijing  
**Horowitz, Paul D.**, Operations Center to Ofc. of the Sec.  
**Hsu, Hope R.**, African Affairs to Lagos  
**Huggins, Carolyn Ruth**, Istanbul to Consular Affs.  
**Hulka, Gregory Paul**, Tegucigalpa to Moscow  
**Humphreys, Liam J.**, Yaounde to Cotonou  
**Huot, Gregory M.**, Diplomatic Sec. to Diplomatic Sec.  
**Ibarra, George**, F.S. Spec. Intake to Monrovia  
**Irwin, Jeffrey C.**, Santiago to Western Hem. Affs.  
**Isenbarger, Neevy Pal**, Bangkok to Personnel  
**Jacks, Karen R.**, Personnel to Spec. Adv. for New Ind. St.  
**Jackson, Carole Anne**, Lima to Western Hem. Affs.  
**Jackson, Mark Hansley**, Hong Kong to Nairobi  
**Jamieson, Julie S.**, European Affs. to Ankara  
**Jardine, Clyde Lawton, Jr.**, Bern to Lusaka  
**Jensen, Peter Kincaid**, For. Serv. Inst. to For. Serv. Inst.  
**Johns, Edward Bernard, Jr.**, European Affs. to For. Serv. Inst.  
**Johnson, Jill**, Consular Affs. to Consular Affs.  
**Johnson, Joel B.**, Bangkok to Diplomatic Sec.  
**Johnson, Michael L.**, Caracas to Diplomatic Sec.  
**Johnson, Natalie A.**, Ofc. of the Sec. to For. Serv. Inst.  
**Johnson, Sylvia D.**, Cairo to Kuala Lumpur  
**Jones, Douglas David**, Near Eastern Affs. to For. Serv. Inst.  
**Jones, Eric A.**, Shenyang to For. Serv. Inst.  
**Joram, Philip R., III**, Diplomatic Sec. to Diplomatic Sec.

## FOREIGN SERVICE

### Transfers

- Jurczyk, Donald F.**, Diplomatic Sec. to Brasilia  
**Kaidanow, Tina**, European Affs. to Nat. Sec. Council  
**Kalin, Carol Renee**, Econ., Bus. and Agric. Affs. to Near Eastern Affs.  
**Kapadia, Zubin**, Near Eastern Affs. to Mumbai  
**Keegan, Patrick J.**, Diplomatic Sec. to Diplomatic Sec.  
**Keller, Richele**, Personnel to Ofc. of the Inspector General  
**Kenealy, Henry D.**, Information Res. Mgt. to Frankfurt  
**Kennedy, J. Christian**, Western Hem. Affs. to Mexico City  
**Keppler, William Edmund, Jr.**, East Asian and Pac. Affs. to Nonproliferation  
**Kerstan, Robert P.**, Personnel to Mexico City  
**Keyes, John J., III**, Vienna to Med. Serv.  
**Kilkuskie, Mary Ann**, European Affs. to Moscow  
**Kilner, Scott F.**, Ankara to For. Serv. Inst.  
**Kimber, Elizabeth A.**, Int'l. Org. Affs. to European Affs.  
**Klingenmaier, Patricia**, Pretoria to European Affs.  
**Korky, Ann Kelly**, Near Eastern Affs. to For. Serv. Inst.  
**Kraft, Bruce R.**, Caracas to Montevideo  
**Kramer, Sohair W.**, Cairo to Personnel  
**Krause, Elizabeth R.**, Vienna to Moscow  
**Krause, Lawrence J.**, Vienna to Moscow  
**Krc, Jan**, Intell. and Res. to For. Serv. Inst.  
**Krol, George Albert**, European Affs. to Moscow  
**Kurzbauer, Ruth A.**, Pre-Assign. Trng. to Manila  
**Kvien, Kristina**, European Affs. to European Affs.  
**Lacina, Patricia A.**, Vienna to Vienna  
**Lahey, Patrick Leonard**, Guayaquil to Pol. Mil. Affs.  
**Laidlaw, William S.**, Milan to Beijing  
**Landymore, Frank W., III**, New Delhi to Chennai  
**Langland, Allan D.**, La Paz to For. Serv. Inst.  
**Lanier, Jerry P.**, Leg. Affs. to African Affs.  
**Lannon, George C.**, La Paz to Consular Affs.  
**Lanos, William**, Diplomatic Sec. to Diplomatic Sec.  
**Laurance, Peggy D.**, F.S. Spec. Intake to Cairo  
**Lawlor, Kim M.**, Int'l. Org. Affs. to European Affs.  
**LeBourgeois, Julien**, Lisbon to Western Hem. Affs.  
**Lester, Cheryl S.**, Mumbai to Mumbai  
**Levine, Bernadette E.**, European Affs. to Istanbul  
**Lewis, Mark S.**, Diplomatic Sec. to Pretoria  
**Lind, Eric T.**, Bangkok to Diplomatic Sec.  
**Link, Bernard E.**, Oceans and Int'l. Envir. and Sci. Affs. to For. Serv. Inst.  
**Lipping, Imre**, Tallinn to Spain  
**Liptak, Lawrence H.**, Diplomatic Sec. to Diplomatic Sec.  
**Lizzi, Bruce J.**, Diplomatic Sec. to Guadalajara  
**Logsdon, Wayne K.**, For. Serv. Inst. to Western Hem. Affs.  
**Louis, Jean Anne**, Personnel to Personnel  
**Lowenthal, Bennett Y.**, Zagreb to Congress  
**Luck, Albert M.**, Diplomatic Sec. to Diplomatic Sec.  
**Luck, Muriel**, F.S. Spec. Intake to Beijing  
**Ludan, Sharon E.**, Beijing to East Asian and Pac. Affs.  
**Lyon, David L.**, Beijing to Melbourne  
**Lyons, Christopher D.**, Mexico City to Diplomatic Sec.  
**Mack, Kenneth Wesley**, Yaounde to Singapore  
**Magnusson, Lori G.**, Nairobi to Pretoria  
**Mahmood, Najib**, For. Buildings to Moscow  
**Major, Laurie M.**, Auckland to Consular Affs.  
**Malzahn, Karen Lee**, Manama to Manama  
**Mango, David G.**, Copenhagen to Moscow  
**Marchant, Monte R.**, Bamako to Phnom Penh  
**Marcott, Lauren Hueber**, Moscow to Kiev  
**Marin, Margaret C.**, Personnel to For. Serv. Inst.  
**Marjenhoff, William Ansley**, Mbabane to Gaborone  
**Markham, David**, Tunis to Sanaa  
**Marquis, Alphonso George**, Tegucigalpa to Personnel  
**Marten, John A.**, Zagreb to Skopje  
**Martin, Eddie H.**, Port au Prince to Dakar  
**Martin, Michael B.**, Seoul to Bratislava  
**Marwitz, Antoinette S.**, Consular Affs. to For. Serv. Inst.  
**Mathews, Linda Marie**, For. Buildings to Personnel  
**Mathieu, Gail Dennise**, African Affairs to Accra  
**Mathewman, Robin Hill**, Moscow to Western Hem. Affs.  
**Matthews, Bruce R.**, Other Agencies to Diplomatic Sec.  
**Maybarduk, Gary H.**, Havana to Caracas  
**Maybury, Joel Forest**, Lome to Near Eastern Affs.  
**Mayer, Margarete A.**, Frankfurt to African Affairs  
**McBride, Joseph Neal**, Bogota to Res., Plans and Policy  
**McCandless, Matthew M.**, East Asian and Pac. Affs. to Jakarta  
**McCann, Jennifer A.**, Lima to Mexico City  
**McCarthy, Patricia M.**, Dakar to Addis Ababa  
**McCoy, Gretchen A.**, Nairobi to Med. Serv.  
**McGhee, Janet M.**, Information Res. Mgt. to Western Hem. Affs.  
**McGifford, Douglas G.**, Addis Ababa to Addis Ababa  
**McGuire-Pugh, Karen A.**, Med. Serv. to Islamabad  
**McKeever, Thomas E.**, Diplomatic Sec. to Diplomatic Sec.  
**McKelvey, Jay W.**, Diplomatic Sec. to Bucharest  
**McNeilly, Jill**, F.S. Spec. Intake to Kiev  
**Meyers, Randal Edward**, Mbabane to Kathmandu  
**Mico, David Jose**, San Salvador to Budapest  
**Miles, James W.**, Sofia to Libreville  
**Miller, A. David**, For. Serv. Inst. to Stockholm  
**Miller, Heywood**, Rome to Information Res. Mgt.  
**Miller, Kenny R.**, Nonproliferation to Port Moresby  
**Mills, Arthur H., II**, New Delhi to Jeddah  
**Mims, John Anthony**, Diplomatic Sec. to Diplomatic Sec.  
**Min, Phillip A.**, East Asian and Pac. Affs. to Regional Language School  
**Miotke, Jeffrey Allen**, Oceans and Int'l. Envir. and Sci. Affs. to Oceans and Int'l. Envir. and Sci. Affs.  
**Mitchell, Mark Paul**, Tel Aviv to Information Res. Mgt.  
**Mohler, Brian J.**, Tokyo to Econ. and Bus. Affs.  
**Monroe, William T.**, Singapore to Kuwait  
**Montagne, Elizabeth A.**, Personnel to Frankfurt  
**Montgomery, Denise Dell**, Mexico City to Ofc. of the Inspector General  
**Moon, Jeffrey A.**, East Asian and Pac. Affs. to Econ. and Bus. Affs.  
**Moore, Cheryl A.**, F.S. Spec. Intake to Bucharest  
**Moore, Dana Gwen**, Singapore to Personnel  
**Moore, Jonathan M.**, Vilnius to Congress  
**Moran, Darrell J.**, Western Hem. Affs. to Lima  
**Morrison, Andrew Leonard**, Near Eastern Affs. to Tunis  
**Morritz, Robin Jan**, Consular Affs. to For. Serv. Inst.  
**Moss, James C.**, Amman to Banjul  
**Moss, Kendall D.**, Pre-Assign. Trng. to Rio de Janeiro  
**Muench, Sandra M.**, Fed. Republic to Tel Aviv  
**Munchmeyer, Katherine A.**, Tallinn to Personnel  
**Murphy, Harry J., III**, F.S. Spec. Intake to Lome  
**Murphy, Patricia Ann**, For. Serv. Inst. to Havana  
**Murphy, Robert Barry**, Consular Affs. to For. Serv. Inst.  
**Murray, Thomas**, Diplomatic Sec. to Beijing  
**Murray, Thomas S.**, F.S. Spec. Intake to Information Res. Mgt.  
**Murray, Virginia E.**, East Asian and Pac. Affs. to Sydney  
**Mustain, Robert W., Jr.**, Near Eastern Affs. to Personnel  
**Myev, Victor**, Manila to Pretoria  
**Nakian, Elizabeth A.**, Ankara to Intell. and Res.  
**Namde, Noubassem N.**, Manila to Personnel  
**Navadel, George M.**, La Paz to La Paz  
**Needham, Robert Stephen**, Zagreb to London  
**Nelson, Richard W.**, Naha to Manila  
**Nemeth, Winkle W.**, Mexico City to For. Buildings  
**Nemroff, Courtney Robin**, Beijing to For. Serv. Inst.  
**Nesberg, Rosil A.**, Personnel to Personnel  
**Nesbitt, Wanda L.**, Kigali to Dar es Salaam  
**Nguyen, Qui P.**, Athens to Athens  
**Nice, Dennis E.**, F.S. Spec. Intake to Ankara  
**Nichols, Vonda G.**, Fed. Republic to Fed. Republic  
**Nieto, Joseph I.**, Diplomatic Sec. to Diplomatic Sec.  
**Nissen, Andrew Huang**, Pre-Assign. Trng. to Chennai  
**Nissen, Harold Peter**, Lisbon to Lisbon  
**Nolan, Stephen James**, Nairobi to For. Serv. Inst.  
**Norman, Marcia L.**, East Asian and Pac. Affs. to Spec. Rep. Trade  
**Novinger, George T.**, Bandar to Naha  
**Nunnally, David M.**, Tunis to Geneva  
**O'Connor, Christopher M.**, Ottawa to The Hague  
**O'Connor, Mark Brendan**, For. Serv. Inst. to Istanbul  
**O'Connor, Thomas K., Jr.**, Diplomatic Sec. to Diplomatic Sec.  
**O'Gorman, Kenneth Patrick**, Bangkok to Manila  
**O'Hagan, Michael T.**, Diplomatic Sec. to Diplomatic Sec.  
**Oberle, Brian K.**, For. Serv. Inst. to Milan  
**Odette, David J.**, Moscow to Frankfurt  
**Ofutt, Denison Kyle**, Mexico City to San Jose  
**Ogle, Karen L.**, Jeddah to Dublin  
**Olsen, Norman Hartman, Jr.**, Geneva to European Affs.  
**Olson, Robert Leroy**, Ankara to Dhaka  
**Optican, Mitchell Evan**, Toronto to Toronto  
**Ortega, Peggy Ann**, Mexico City to Santo Domingo  
**Ott, Elaine L.**, Islamabad to Oceans and Int'l. Envir. and Sci. Affs.  
**Otto, Stanley A.**, Paris to Econ. and Bus. Affs.  
**Overall, Nedra A.**, Pop., Ref. and Mig. to Leg. Affs.  
**Paige, James A., Jr.**, Jeddah to Geneva  
**Palmer, Larry Leon**, For. Serv. Inst. to Quito  
**Papazian, Elaine S.**, European Affs. to Copenhagen  
**Parmer, Dale, Jr.**, Mexico City to Bogota  
**Pascoe, Gwendolyn Jill**, Pre-Assign. Trng. to Shenyang  
**Patterson, David L.**, Ouagadougou to Prague  
**Patterson, Martha**, Zagreb to Mostar  
**Patterson, Rex-Marc**, East Asian and Pac. Affs. to European Affs.  
**Patterson, Robert E., Jr.**, Kiev to Nairobi  
**Paul, Thomas J.**, Bonn to Guatemala  
**Penner, Gary Dean**, Almaty to Bangkok  
**Perez, Mathias J.**, East Asian and Pac. Affs. to Hong Kong  
**Perrin, Patricia**, Riyadh to Intell. and Res.  
**Phalen, Thomas P.**, Frankfurt to Guatemala  
**Picardy, John C.**, Diplomatic Sec. to Zagreb  
**Pierangelo, Claire A.**, European Affs. to Spec. Rep. Trade

## FOREIGN SERVICE

### Transfers

- Pierce, Thomas Clarence, Amman to For. Serv. Inst.  
Piku, Stephen, Jr., Sarajevo to Diplomatic Sec.  
Pitre, Robert A., Belgrade to Berlin  
Pittman, Howard D., Leg. Affs. to Sarajevo  
Plotts, James Allen, Oslo to Pol. Mil. Affs.  
Pope, William Pinckney, The Hague to Rome  
Pounds, Timothy, Ofc. of the Sec. to Lima  
Praster, Thomas A., Zagreb to Sarajevo  
Price, Lois A., Gaborone to Muscat  
Quinn, Andrew J., Tokyo to Nagoya  
Reams, Peter Robert, Western Hem. Affs. to Personnel  
Reinert, Susan, Quito to European Affs.  
Reistad, Craig R., Diplomatic Sec. to Sarajevo  
Remler, Philip N., Spec. Neg. Nagorno-Karabakh and Nis to Tbilisi  
Rendeiro, John G., Jr., For. Serv. Inst. to Moscow  
Reyes, Norma Valles, Bogota to Inter. Narc. and Law Enfor. Affs.  
Reynolds, Suzann E., Riyadh to Port au Prince  
Rhea, Deborah C., Georgetown to For. Serv. Inst.  
Rice, Jonathan D., Damascus to Near Eastern Affs.  
Rickerman, Lysbeth Johnson, Wellington to Vladivostok  
Riegg, Nicholas H., For. Serv. Inst. to Near Eastern Affs.  
Rittenhouse, David M., Kiev to Diplomatic Sec.  
Ritter, Katharyn A., La Paz to Bogota  
Roach, Heather C., Mumbai to Port Louis  
Roberts, James Milnor, III, Dep. Spec. Trade to Econ. and Bus. Affs.  
Roberson, David L., Information Res. Mgt. to Frankfurt  
Rodgers, John Robert, East Asian and Pac. Affs. to For. Serv. Inst.  
Rodriguez, Karen Miller, Pre-Assign. Trng. to Mexico City  
Rogers, Donald R., Taipei to Taipei  
Rogers, Mary Brett, Pre-Assign. Trng. to Damascus  
Rogerson, Stephen H., Beijing to Bangkok  
Romeo, Claudia D., Rabat to Madrid  
Romeo, Nicodemus, Rabat to Madrid  
Root, Lance E., Sarajevo to Diplomatic Sec.  
Rose, Susanne Catherine, Pre-Assign. Trng. to Port of Spain  
Rose, Theophilus James, Kiev to Bridgetown  
Rosen, Dorothea Maria, Frankfurt to Consular Affs.  
Rosenberry, Sara A., Sarajevo to London  
Ross, Shannon M., Rio de Janeiro to Maputo  
Rowdybush, Marilyn W., Toronto to Consular Affs.  
Ruedy, Shirley E., European Affs. to Intell. and Res.  
Ruterbories, Julie Ann, London to London  
Sabin, Larry A., Near Eastern Affs. to Riyadh  
Sanders, Robin Renee, Nat. Sec. Council to For. Serv. Inst.  
Sarro, Dorothy Krebs, For. Serv. Inst. to Pristina  
Savitz, Philip William, Econ. and Bus. Affs. to Consular Affs.  
Scarbrough-Maleze, Brenda, Paris to Logistics Mgt.  
Schafer, David F., Tashkent to Tbilisi  
Schurman, Christian J., Diplomatic Sec. to Tunis  
Schwenk, Jeffrey C., Kuala Lumpur to Ho Chi Minh City  
Scobey, Margaret, Sanaa to For. Serv. Inst.  
Scott, Demetria Candace, Pre-Assign. Trng. to Bangkok  
Seale, Jamie L., Mexico City to Western Hem. Affs.  
Sende, Marilyn, F.S. Spec. Intake to Nairobi  
Shaw, Donald C., F.S. Spec. Intake to Panama  
Shea, Debra L., Dhaka to Montevideo  
Shepler, Mark A., F.S. Spec. Intake to Information Res. Mgt.  
Shumann, Catherine A., Consular Affs. to For. Serv. Inst.  
Simonds, Katherine, Mexico City to Kinshasa  
Sines, Elizabeth U., Paris to Frankfurt  
Skinner, Frank W., Vienna to Lilongwe  
Slotta, Gregory S., Skopje to Pop., Ref. and Mig.  
Smith, David J., Kinshasa to Harare  
Smith, Edward T., Port of Spain to Brussels  
Smith, Joan V., Personnel to Santo Domingo  
Smith, John D., Diplomatic Sec. to Diplomatic Cour.  
Smitham, Thomas D., Lima to London  
Sneff, Wendy Robin, Pre-Assign. Trng. to Monterrey  
Snow, Andrew, Abidjan to For. Serv. Inst.  
Solomon, Howard T., Seoul to Moscow  
Sparks, Howard Jefferson, Nairobi to For. Serv. Inst.  
Spelman, Douglas Gordon, Hong Kong to Singapore  
Spivak, Matthew A., New Delhi to Pretoria  
Stanley, Kenneth L., Diplomatic Sec. to Frankfurt  
Stefan, Carl E., Jr., Djibouti to Djibouti  
Stephens, Charles A., Information Res. Mgt. to Damascus  
Stern, Fredric W., Singapore to Islamabad  
Streeter, Alvin Henry, Jr., Moscow to Western Hem. Affs.  
Struble, James Curtis, Quito to Western Hem. Affs.  
Struble, Susan M., Quito to Personnel  
Summers, Susan B., Rabat to Tbilisi  
Sutter, Eleanor B., Intell. and Res. to Ofc. of the Inspector General  
Suvari, Agu, Brasilia to Med. Serv.  
Swinko, Paul J., Near Eastern Affs. to Islamabad  
Sykes, Jill Ahearn, Guatemala to Mexico City  
Sykes, Kenneth Edward, Guatemala to Mexico City  
Szczotka, Jadwiga T., Hong Kong to Personnel  
Taylor, Rhett Dewayne, Pre-Assign. Trng. to Banjul  
Tefft, John F., Moscow to For. Serv. Inst.  
Tepper, Lisa Lorraine, For. Serv. Inst. to Tirana  
Tesone, Mark, Port au Prince to Ottawa  
Thomas, Michael David, African Affs. to For. Serv. Inst.  
Titus, Donn-Allan, Singapore to Singapore  
Tobey, Laurence E., European Affs. to Sofia  
Tobias, Jose A., European Affs. to Paris  
Tokola, Mark A., Sarajevo to The Hague  
Toney, Sebron J., Faculty Adviser to Brasilia  
Totten, David L., Information Res. Mgt. to Cairo  
Townsend, Stacy R., Western Hem. Affs. to Mexico City  
Tracy, Shannon Lee, Moscow to Canberra  
Trick, Bryant P., Kiev to Fed. Republic  
Troxel, Alan D., African Affs. to Cape Town  
Tsiros, Sonya M., Guatemala to London  
Turner, Kaolu, Bogota to Western Hem. Affs.  
Tyson, Gregory J., Buenos Aires to La Paz  
Uncu, Lucy Perron, Stockholm to Consular Affs.  
Valle, Vicente, Jr., Dep. Spec. Rep. Trade to For. Serv. Inst.  
Valois, Denise Marie, Algiers to Personnel  
Van Cleve, David H. L., Budapest to European Affs.  
Van der Walde, Kurt, Canberra to Intell. and Res.  
Van Son, Paul Biggs, Pol. Mil. Affs. to Vienna  
Vancio, William J., Diplomatic Sec. to Asuncion  
Vazquez, Edward H., Consular Affs. to Ciudad Juarez  
Velikonja, Marko Gregdr, Pre-Assign. Trng. to Manila  
Verloop, Marja, Warsaw to Warsaw  
Votmer, Chever Zena, Moscow to Dep. Spec. Rep. Trade  
Wackerbarth, Paul H., Personnel to Personnel  
Waldrop, Robert Buxton, Consular Affs. to Consular Affs.  
Walker, Dumont Keith, Niamey to Valletta  
Wallace, Irvina L., Windhoek to Islamabad  
Walsh, Maria Cecilia, Guatemala to Personnel  
Waltz-Davis, Karen R., Copenhagen to Ouagadougou  
Ward, Kevin J., Paris to European Affs.  
Warner, John E., Panama to Windhoek  
Waser, Tamir G., Bogota to Canberra  
Watlington, Calvin T., Fin. Serv. to Managua  
Watson, Benjamin A., Doha to Damascus  
Watson, Maura B., Damascus to Damascus  
Watt, Anthony D., Sanaa to Damascus  
Webb, Donald J., Jr., Diplomatic Sec. to Kampala  
Webb, Henry Frazier, Jr., Ankara to Inter. Narc. and Law Enfor. Affs.  
Weber, Sharon Ann, Tegucigalpa to Guatemala  
Weech-House, Gilda T., F.S. Spec. Intake to Bangkok  
Weiller, Matthew Alan, Tallinn to Almaty  
Weinz, Thomas E., Cape Town to African Affs.  
Weir, Gail R., Moscow to Ottawa  
West, Audrey M., Milan to Shanghai  
Weston, Richard Charles, Tirana to European Affs.  
Whitaker, Kevin M., Managua to Western Hem. Affs.  
White, Edward Anthony, Pre-Assign. Trng. to Caracas  
White, Evita, Beijing to Personnel  
Widdison, Milton Gary, Tokyo to Jerusalem  
Willems, John Leonard, Islamabad to Singapore  
Williams, Dennis Peter, Pre-Assign. Trng. to Port au Prince  
Williams, James H., Lagos to Pretoria  
Williams, Kendi E., F.S. Spec. Intake to Phnom Penh  
Williams, Morris L., Havana to Frankfurt  
Willoughby, Michele L., European Affs. to Windhoek  
Wilson, Robert D., Pol. Mil. Affs. to Personnel  
Wingerter, Patricia Ann, Moscow to Managua  
Winnick, Seth D., Int'l. Org. Affs. to For. Serv. Inst.  
Witmer, Vance R., Moscow to Toronto  
Wolfe, James Andrew, II, Mostar to Western Hem. Affs.  
Wong, Terrence K.H., Port au Prince to Ouagadougou  
Wong, Yvette Marie, Int'l. Org. Affs. to European Affs.  
Wood, Samuel Edward, Moscow to For. Buildings  
Wray, Mareen, Diplomatic Sec. to Accra  
Wutrich, Daniel M., Riyadh to Diplomatic Sec.  
Yazdgerdi, Thomas Kavon, European Affs. to Non-Gov. Orgs.  
Yeutter, David M., Panama to Bangkok  
Young, Dean H., Paris to Information Res. Mgt.  
Young, James M., Lagos to Int'l. Org. Affs.  
Young, Michael L., Diplomatic Sec. to Bangkok  
Zaid, Zaid, Pre-Assign. Trng. to Tunis  
Zappa, Ann V., Beijing to Beijing  
Zimmerman, Jane Buchmiller, Tel Aviv to Tel Aviv



## FOREIGN SERVICE

### Appointments

Adler, Clay Krauss, Pre-Assign. Trng.  
Ainsley, Mishele G., F.S. Spec. Intake  
Alston, William D., F.S. Spec. Intake  
Altman, Jeffery W., F.S. Spec. Intake  
Anderson, Gary L., F.S. Spec. Intake  
Ann, Jonah J., F.S. Spec. Intake  
Atkinson, David Raymon, Pre-Assign. Trng.  
Azad, Bushra A., Pre-Assign. Trng.  
Barrasso, Alexander L., Pre-Assign. Trng.  
Bedessem, Joseph Jude, Pre-Assign. Trng.  
Betso, Kathleen A., Frankfurt  
Blomquist, Scott Andrew, Pre-Assign. Trng.  
Bredin, John S., F.S. Spec. Intake  
Bullington, Timothy H., F.S. Spec. Intake  
Castillo, David, F.S. Spec. Intake  
Cleverley, Mikael, Pre-Assign. Trng.  
Conway, Craig M., Pre-Assign. Trng.  
Dabney, Damon Trent, F.S. Spec. Intake  
Deulus, Albino L., F.S. Spec. Intake  
Ellingson, Tina Jo, F.S. Spec. Intake  
Fetchko, Nicolas A., Pre-Assign. Trng.  
Fletcher, April S., F.S. Spec. Intake  
Frahm, Stephen T., Pre-Assign. Trng.  
Gabrielson, Ann E., Pre-Assign. Trng.  
Garrote, Michael E., Consular Affs.  
George, Virginia T., Pre-Assign. Trng.  
Glenn, Christopher Lee, Pre-Assign. Trng.  
Glenn, Richard Harris, Pre-Assign. Trng.  
Goldrup, Stephen P., Pre-Assign. Trng.  
Gorkowski, John, Pre-Assign. Trng.  
Graves, Michele E., F.S. Spec. Intake  
Grubb, Jason Baird, Pre-Assign. Trng.  
Guild, Denise E., Ndjamena  
Haggard, Henry R., Pre-Assign. Trng.  
Hall, Craig L., Pre-Assign. Trng.  
Hall, Morgan Cameron, Pre-Assign. Trng.  
Hamilton, Daniel O'Connell, Pre-Assign. Trng.

Harlan, Julia L., Pre-Assign. Trng.  
Heckenbach, Ida E., Pre-Assign. Trng.  
Hornbuckle, Patrick M., Pre-Assign. Trng.  
Hultman, Darren W., Pre-Assign. Trng.  
Hunt, Steven, F.S. Spec. Intake  
Jackson, Sherri D., F.S. Spec. Intake  
Johnson, Debra I., Pre-Assign. Trng.  
Jones, Darragh T., Pre-Assign. Trng.  
Kattak, Mahmood H., F.S. Spec. Intake  
Keene, Matthew E., Pre-Assign. Trng.  
Kelly, Martin T., Pre-Assign. Trng.  
Khan, Mahmud H., F.S. Spec. Intake  
Kirk, Thomas S., F.S. Spec. Intake  
Kwik, Christine I., Almaty  
Land, James Gordon, Pre-Assign. Trng.  
Lankford, Ralph L., Jr., F.S. Spec. Intake  
LeClaire, Claire, Pre-Assign. Trng.  
Malzone, Victoria C., Pre-Assign. Trng.  
Maples, Ashley A., Pre-Assign. Trng.  
Martin, Shelby J., F.S. Spec. Intake  
Martin, Thomas L., F.S. Spec. Intake  
McDonald, John K., F.S. Spec. Intake  
McIntyre, John W., Pre-Assign. Trng.  
McPherson, Janice T., F.S. Spec. Intake  
Meron, David M., Pre-Assign. Trng.  
Mestetsky, Emily Ann, Pre-Assign. Trng.  
Miller, John A., F.S. Spec. Intake  
Moss, Mitchell R., Pre-Assign. Trng.  
Mudgett, Carla J., Pre-Assign. Trng.  
Muiruri, Perlitia W., Pre-Assign. Trng.  
Murray, Thomas S., F.S. Spec. Intake  
Myers, Honora L., F.S. Spec. Intake  
Neumann, Virginia R., F.S. Spec. Intake  
Nutzman, Adrienne B., Pre-Assign. Trng.  
O'Connor, Orla J., Pre-Assign. Trng.  
Palladino, Robert J., Pre-Assign. Trng.  
Panagos, Anthony, F.S. Spec. Intake  
Parker, John B., Pre-Assign. Trng.

Parker-Burns, Susan M., Pre-Assign. Trng.  
Pataki, Monica Ann, Pre-Assign. Trng.  
Perry, Jacqueline R., F.S. Spec. Intake  
Pittman, Lisa J., Pre-Assign. Trng.  
Popp, William W., Pre-Assign. Trng.  
Post, Jonathan, Pre-Assign. Trng.  
Quiles, Lillian E., F.S. Spec. Intake  
Rabassa, Kristyna L., F.S. Spec. Intake  
Rancoud-Guillon, Jean-Clau, F.S. Spec. Intake  
Reeves, Clifton L., F.S. Spec. Intake  
Reitman, John M., Pre-Assign. Trng.  
Rezek, James M., F.S. Spec. Intake  
Ricci, Daniel, Pre-Assign. Trng.  
Richter, Neil B., F.S. Spec. Intake  
Rodriguez, Nelson, F.S. Spec. Intake  
Rollison, Brenda M., F.S. Spec. Intake  
Ross, Daniel E., European Affs.  
Sharp, Joseph G., F.S. Spec. Intake  
Sheldon, Suzanne A., Pre-Assign. Trng.  
Shepherd, Maria E., F.S. Spec. Intake  
Sheridan, Ian M., Pre-Assign. Trng.  
Siddique, Muhammad Osman, Suva  
Stallings, Wendy E., F.S. Spec. Intake  
Suddath, Linda M., F.S. Spec. Intake  
Swindle, Joel L., F.S. Spec. Intake  
Tessler, David J., Pre-Assign. Trng.  
Thomas, Mary R., F.S. Spec. Intake  
Tuskenis, Edward, Pre-Assign. Trng.  
Ulrich, Michelle M., Pre-Assign. Trng.  
Walker, Enrico C., F.S. Spec. Intake  
Watnik, Eric A., Pre-Assign. Trng.  
Watson, Diane Edith, Kolonia  
Watson, Micah L., Pre-Assign. Trng.  
Wechsel, Hans, Pre-Assign. Trng.  
Williams, Dana R., Pre-Assign. Trng.  
Wollam, Michelle, Pre-Assign. Trng.  
Zerwas, Mark A., F.S. Spec. Intake

### Retirements

Burkette, Robert D., Nonproliferation  
Crowe, James M., Diplomatic Sec.  
Gauntlett, Joan M., Fed. Republic  
LaFleur, Jerome M., Diplomatic Sec.  
LaMantia, Russell A., Jr., Personnel

McKee, Alan R., Swaziland  
McKune, Kenneth R., Ofc. of the Sec.  
Murphy, Margaret Ann, Personnel  
Pappas, Betty F., Pretoria  
Rawson, David P., Mali

Reece, T. Dennis, Sao Paulo  
Rice, R. Peter, New Delhi  
Rothin, Loyce M., Mbabane  
Wilhelm, Glynn, Information Res. Mgt.

## AFSA Seeks Nominations

The American Foreign Service Association is seeking nominations for its annual awards for a senior, mid-level and junior Foreign Service officer, an office management specialist, a community liaison officer and Foreign Service family member conducting volunteer service.

The deadline for submissions is Jan. 31.

Winners receive \$2,500 and are honored at a ceremony at Main State.

More details are available online at [www.afsa.org](http://www.afsa.org), by phone at (202) 338-4045, extension 521, by fax at (202) 338-6820 or by email at [prof@afsa.org](mailto:prof@afsa.org).

## CIVIL SERVICE

### Appointments

**Aberant, Elizabeth M.**, For. Buildings  
**Abramson, Karin J.**, Under Sec. for Mgt.  
**Albouari, Charlie**, Information Res. Mgt.  
**Amick, John**, Pop., Ref. and Mig.  
**Battle, Rechae D.**, Information Res. Mgt.  
**Bodansky, Daniel M.**, Oceans and Int'l. Envir. and Sci. Affs.  
**Chung, Eun J.**, Personnel  
**Clancy, William E.**, Diplomatic Sec.  
**Connor, Latasha N.**, Personnel  
**Corbin, Ronald D., Jr.**, Information Res. Mgt.  
**Crockett, Hinton A., III**, Information Res. Mgt.  
**Crosby, Jonathan M.**, Diplomatic Sec.  
**Dallara, Jason A.**, For. Buildings  
**Glynn, Mary Ellen**, Int'l. Org. Affs.  
**Harris, Scott T.**, Inter. Narc. and Law Enfor. Affs.  
**Harvey, Kim Marlon**, Arms Control  
**Hinton, Jo Ann E.**, For. Serv. Inst.  
**Holliday, Gregory**, Intell. and Res.  
**Hooper, Cheryl M.**, Consular Affs.  
**Huynh, Hung V.**, Information Res. Mgt.

**Ioannucci, David**, Information Res. Mgt.  
**Irmo, Stephen G.**, Information Res. Mgt.  
**Kaplan, Lisa N.**, Dem., Hum. Rights and Labor  
**Kirsch, Richard J.**, Information Res. Mgt.  
**Lawrence, Thomas W., III**, Information Res. Mgt.  
**McCain, Pamela**, Operations  
**Moore, Gregory A.**, For. Buildings  
**Motley, Ricky J.**, Diplomatic Sec.  
**Owens, Valerie J.**, Under Sec. for Mgt.  
**Parker, Trenton E.**, Information Res. Mgt.  
**Pecoraro, John**, Information Res. Mgt.  
**Phelps, Darlene P.**, Consular Affs.  
**Prosser, Norman P.**, Fin. Serv.  
**Risden, Gary R.**, For. Buildings  
**Siddique, Muhammad Osman**, Suva  
**Solomon, Ula**, Intell. and Res.  
**Thompson, Jonathan C.**, Pop., Ref. and Mig.  
**Todd, William E.**, Chief Fin. Officer  
**Watson, Diane Edith**, Kolonia  
**Ziegler, Diana**, Global Affs.

### Retirements

**Keary, Frank V.**, Western Hem. Affs.  
**Nelson, Dennis E.**, Administration  
**Ritter, Russell Bruce**, For. Serv. Inst.  
**Sablik, Dana**, For. Serv. Inst.  
**Thompson, Guy B.**, Information Res. Mgt.  
**Valloric, John J.**, Logistics Mgt.

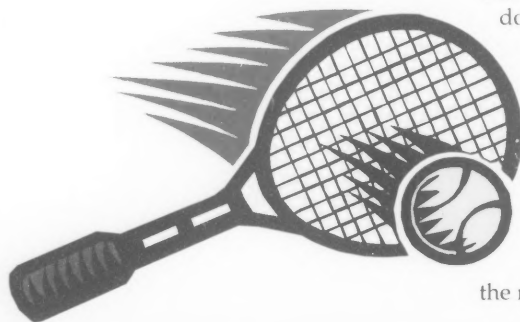
### Reassignments

**Ashton, Kimberly**, Personnel to Nonproliferation  
**Berzins, Patricia C.**, Personnel to Diplomatic Sec.  
**Brandel, Sarah K.**, Inter. Narc. and Law Enfor. Affs. to Inter. Narc. and Law Enfor. Affs.  
**Bras, Carlos M.**, Near Eastern Affs. to East Asian and Pac. Affs.  
**Browne, Thomas M., Jr.**, Inter. Narc. and Law Enfor. Affs. to Inter. Narc. and Law Enfor. Affs.  
**Chandler, Virginia M.**, Personnel to Personnel  
**Dermaut, Jacque M.**, Personnel to Personnel  
**Dowell, Diana K.**, Ofc. of the Inspector General to Ofc. of the Inspector General  
**Ellis, Debora L.**, Econ. and Bus. Affs. to European Affs.

**Holdforth, James E.**, Languages Serv. to Languages Serv.  
**Hudak, Patrick M.**, Econ. and Bus. Affs. to Econ. and Bus. Affs.  
**Hunter, Renee**, Int'l. Org. Affs. to Int'l. Org. Affs.  
**Jackson, Dorothy F.**, Political Affairs to Operations  
**Keyes, Janet C.**, European Affs. to European Affs.  
**Khan, Naveed J.**, Int'l. Org. Affs. to Near Eastern Affs.  
**Kim, Elena Patricia**, Pol. Mil. Affs. to Pol. Mil. Affs.  
**Kim, Yang W.**, Information Res. Mgt. to Information Res. Mgt.  
**Legania, Debra Lynn**, Consular Affs. to Consular Affs.  
**Lytell, Melissa D.**, Consular Affs. to Personnel

**Renner, Nicole D.**, Public Affs. to Pop., Ref. and Mig. Affs.  
**Richardson, Sekou O.**, African Affs. to African Affs.  
**Saunders, Marianne E.**, Information Res. Mgt. to Information Res. Mgt.  
**Scully, Richard T.**, Oceans and Int'l. Envir. and Sci. Affs. to Oceans and Int'l. Envir. and Sci. Affs.  
**Spriggs, Kevin Lewis**, Consular Affs. to Consular Affs.  
**Weisskohl, Marjorie K.**, Western Hem. Affs. to Public Affs.  
**West, Mary B.**, Oceans and Int'l. Envir. and Sci. Affs. to Oceans and Int'l. Envir. and Sci. Affs.  
**Yuan, Margarida Maria**, Consular Affs. to Dem., Hum. Rights and Labor

## FARA Revives Tennis Tournament



State's Calvin Boone and Gerda Lane placed second in the mixed doubles competition during the Foreign Affairs Recreation Association's 40th Diplomatic Tennis Tournament held in September in Washington, D.C.

In addition, Burley Fuselier Jr. from State placed second in the men's singles competition.

During the tournament, FARA's first since 1992, State employees played teams from the embassies of Brunei, Tanzania, Ecuador, Switzerland, the Netherlands, Austria and Great Britain, revitalizing a tradition begun in 1960.

Players from the Royal Danish Embassy placed first in both the mixed doubles and men's singles competitions.

# HOLIDAY SEASON IN A STATE

SANTA CLAUS CAN'T BE EVERYWHERE...

HO HO HO - OKAY, I'M NOT SANTA CLAUS, BUT I'M HIS STAFF ASSISTANT SO, IF YOU TELL ME WHAT YOU WANT FOR CHRISTMAS,

I'LL PRESENT IT TO MR. CLAUS IN A VERY FORWARD-LEADING ACTION MEMO!



GETTING VISAS IS OFTEN A PROBLEM...

LET ME GUESS: YOU JUST WANT TO SPEND ONE NIGHT DELIVERING TOYS, THEN GO BACK TO THE NORTH POLE. YOU KNOW HOW MANY ELVES GIVE ME THAT STORY?



THINGS HEAT UP FOR UNDER SECRETARY FROSTY...

BUT HE SEEMED SO SUBSTANTIVE!



AN AWKWARD MOMENT IN THE OFFICE OF RUDOLPH, THE RED-NOSED AMBASSADOR...

OKAY, DON'T MENTION THE NOSE, DON'T MENTION THE NOSE...

MR. CLAUS IS ON THE LINE, AMBASSADOR NOSE - I MEAN, LINE NOSE, I MEAN...

OH, FUDGE! THERE I GO AGAIN!



TIME IS RUNNING OUT TO APPEAL A RANKING AS "NAUGHTY."

I'LL GRIEVE! NO WAY I'M NAUGHTY!

COULD WE SETTLE ON VENAL AND SELF-SERVING?



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*Happy Holidays*



