

U.S. DEPARTMENT OF STATE

JANUARY 2005

# State

MAGAZINE



Departmental Awards  
Ceremony 2004



*Astronaut Lee Morin, anchored to a mobile foot restraint on the international space station, now jockeys a desk as deputy assistant secretary for science and technology.*



## IN OUR NEXT ISSUE: Astronaut Lands at State

# State

MAGAZINE

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Secretary Powell congratulates Debbie Vaughn, one of the honorees at the annual awards ceremony. *Photo by Ann Thomas*

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## FROM THE SECRETARY

SECRETARY COLIN L. POWELL



### To All of My Troops

I have enjoyed the opportunity afforded by *State Magazine* to share my thoughts with you in this space over these past four years. I leave the Department of State extremely proud of our achievements and optimistic about your future.

I will never truly be able to convey to each of you just how honored I feel to have served as your Secretary. This has been a transformative time for our country and for the Department. We have served together at the dawn of a new era and helped to lay the foundation for many successes yet to come. Consider what we have accomplished:

We have waged a war against terrorism, liberated 50 million people in Afghanistan and Iraq, and are strongly supporting those countries as they break ground on their paths to freedom and democracy.

We have helped to establish the best relations in our nation's history with China, India and Japan—together nearly half of the world's population.

We have reinvented USAID, sharpened the organization's mission in strategic consonance with our own, and doubled the amount of foreign assistance it provides. In addition, we have pledged \$5 billion in new assistance through the Millennium Challenge Account, a program that is nothing shy of a revolution in our thinking about international development.

We have set in motion the largest international health initiative ever undertaken by any country to fight a single disease: President Bush's Emergency Plan for AIDS Relief. The United States now spends more money to stem the spread of HIV/AIDS than all other nations combined. We are committed to ending this scourge—the greatest weapon of mass destruction affecting humankind today.

We have transformed the State Department, hiring 1,100 new employees under the Diplomatic Readiness Initiative and replacing eight to 10 embassies every year with superb new facilities. At the same time, our IT modernization plan, leadership training and new congressional office are ensuring that our State Department family has the tools and the training it needs to succeed for many years to come.

In so many areas, our record of achievement is clear. Yes, there are still challenges on the horizon for our nation, and unforeseen crises will undoubtedly catch us by surprise in the future. But whatever the circumstances, I know America will succeed. After four years serving alongside all of you, witnessing your passion, courage, hard work and dedication, I have the utmost confidence that America's diplomacy is in the best of hands.

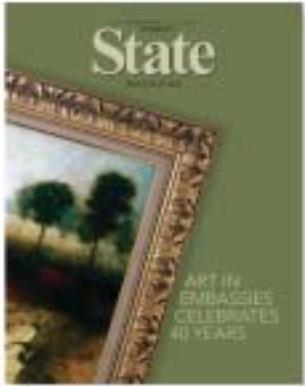
One final thought: From the very beginning, I have always spoken about taking the principles of leadership to heart and putting them into practice every single day. So, as all of you continue on with your careers, always remember to take care of your people. That is the most important thing you can do.

I will forever think of myself as a member of the State Department family, just as I will always consider myself a soldier. Alma joins me in thanking each and every one of you, and your families, for your service to our country and for the warmth you have extended to us. Good luck and Godspeed. ■

**A Sheep with a Story**

The article on Art in Embassies in November brought back a happy memory. My late husband, William Crook, served as American ambassador to Australia in 1968–69.

During our tenure, John Walker, the distinguished director and chief curator of the National Gallery, visited Canberra. We entertained him and his wife, who became ill and was hospitalized in the city for some time. We were delighted that Mr. Walker agreed to



make our residence his home for the duration of her treatment, during which time we enjoyed not only his urbane company but his erudition in the art world.

As he prepared to leave, my husband asked if there was any piece of American art in the embassy we should attempt to purchase for our own collection. “Just one,” he replied without hesitation. “The Bernard Langlais collage in the library.” That wonderful piece from the Maine artist, now deceased, hangs now in our own

library, often admired and much loved. Because it is a wood picket and shingle representation of a rather droll sheep mounted on barn siding, most guests assume it was done by an Australian. It is fun to tell the real story.

*Eleanor Crook*  
San Marcos, Texas

**More Art History**

I enjoyed reading Ms Ash’s article in the November issue. I had the privilege of knowing Nancy Kefauver after the senator died, mainly through my late dear friend, Carol Harford. When Nancy was chosen to head up the ART in Embassies program, she first turned to Carol, a USIA cultural affairs officer working at the White House on a similar program. The two formed a powerful duo to make the program an immediate success, cajoling and arm wrestling art owners to lend their works of art for display in embassies around the world. It was apparent that Carol’s knowledge of embassies and their workings played a large role in the program’s early success. After Mrs. Kefauver’s death, Carol was recruited by Kay Shouse to help make Wolf Trap one of Washington’s great cultural centers.

*Robert A. Bishton*  
Retired FSO  
Albany, GA

**A Jesuit Convent?**

In the November issue’s article on Santo Domingo, I was shocked to read the caption for the photo of the Pantéon Nacional. It stated the building had once been a Jesuit convent! This may have been an editorial comment about what life in a Jesuit community was like in the 18th century. But if so, it was surprisingly different from the tone of most of your articles.

*Edmund Auchter*  
Sarasota, Florida

**China Larger Than U.S.**

I would like to point out a small but important error that occurred in your October issue. In the article on Guangzhou, the land mass of China is listed as 3,705,400 square miles—slightly smaller than the U.S. In fact, China is larger than the U.S. by slightly more than 100,000 square miles. This makes China the third largest country in territorial size, with the U.S. holding the fourth position.

*Mark G. Hambley*  
American Embassy London

**Correction**

Allen I. Weinstein’s name was misspelled in a letter to the editor in the November issue.

**FROM THE EDITOR**

You’d think it was a cultural exchange program the way we swap visitors between the U.S. and Russian nuclear risk reduction centers. In many ways it is. Understanding is the key to reducing nuclear war. Here’s one example of how two former adversaries still keep the balance of power balanced.

Oman’s ties to the United States predate the Civil War and today that desert nation on the southeast tip of the Arabian peninsula is a staunch ally in the global war on terror. This month’s post of the month spotlights a nation that stands out among its neighbors. Oman live

in an open society where religions coexist and women populate the university and enjoy government careers.

Even an army of Orkin men couldn’t stop this invasion. Mauritania and other North African nations are battling the bugs again in one of the worst locust invasions in 20 years. These clouds of voracious pests live to eat and leave no leftovers.

# The Ultimate SACRIFICE

## Employee Gunned Down in Baghdad

James Mollen, a U.S. diplomat working with the Iraqi Ministry of Education, was killed Nov. 24 while in his car just outside Baghdad's heavily protected Green Zone. A political appointee who joined the Department in 2002, Mr. Mollen was alone and died instantly when a gunman in another vehicle shot him in the head, according to the *Press and Sun-Bulletin* in Binghamton, N.Y.

Secretary Powell said Mr. Mollen reflected "the greatest American virtues: courage, commitment, charity and an abiding faith in the promise of a better tomorrow."

The Secretary vowed the Department and the American people would continue Mr. Mollen's efforts to improve Iraqi education.

"His State Department colleagues and the American people will not waiver in their commitment to building a peaceful and prosperous Iraq," said Secretary Powell. "We will stand resolute against the forces that took Jim's life and we will prevail."

An Islamic web site carried a statement the following day in which a group linked to terrorist Abu Musab al Zarqawi claimed responsibility for the murder. Mr. Mollen is the second Department employee to die in Iraq in less than two months. On Oct. 23, Diplomatic Security agent Edward Seitz died when a rocket slammed into the trailer he lived in near the Baghdad International Airport. Also that month, four Diplomatic Security contractors perished when a suicide bomber detonated a bomb that tore through a bazaar inside the Green Zone.

Mr. Mollen, 48, worked in the 2000 campaign for President Bush and first went to Iraq in 2002 working for the Coalition

Provisional Authority. His goal with the Iraqi Ministry of Education was to rebuild Iraq's 20 major universities and more than 40 technical institutes, research centers and colleges. One of his projects involved linking the country's students and faculties with their American counterparts through online videoconferencing. He also designed a medical technology program and programs for business and executive management.

Mr. Mollen was an avid volunteer and charity supporter, making several trips to the Dominican Republic to assist orphaned children, according to his brother Tim. "He didn't want recognition, he wanted children to have homes."

Tim Mollen noted that his brother volunteered to work 16 months in war-torn Baghdad and also made "regular unguarded trips outside the safety of the heavily fortified Green Zone to visit elementary schools, universities and Iraqi government ministries."

A native of Binghamton, Mr. Mollen was single and had no children. His parents and four brothers survive him. Before joining the Bush administration, Mr. Mollen worked for the Coca-Cola Company in Atlanta as a computer systems analyst.



*Jim Mollen plays with orphans in the Dominican Republic.*

## Time Is Right to Engage Algerians—in English

Having just arrived in Algiers for his first overseas assignment, Ron Hawkins departed on May 18 for Bejaia in eastern Algeria to participate in the International Colloquium on the Teaching of Languages held at the University of Bejaia. With him were two American English teachers. This was one of the first visits by U.S. Embassy staff to this university in the Kabylie region, where terrorism once held a tight grip. The trip was part of an embassy effort to reengage with Algerians outside the capital.

Students and faculty members eager to talk with a native English speaker greeted the Americans enthusiastically. One faculty member had a vast knowledge of American geography—down to tiny towns in West Virginia—although he had never visited the United States. Another professor wished to discuss American authors. She greatly admired Edgar Allan Poe and Mark Twain. She completed her master's degree in American literature in Wales and hopes to go to the United States. A student sheepishly asked Mr. Hawkins to send him a letter in English and be his pen pal. They all chose not to discuss American foreign policy, but they certainly wanted to talk about America and to speak English.

Embassy Algiers is transitioning to more normal living conditions after the terrible 1990s when tens of thousands of Algerians were victims of terrorism. This is why

Algeria is now a strong partner with the United States in the war against terrorism. As things improve, the mission believes reconnecting with the Algerian public is very impor-



*Public Diplomacy Officer Ron Hawkins, right, chats over lunch with Algerian students and professors.*

tant. If Bejaia was any indicator, the time is right to get out and tell America's story.



## Hardy Pouches Survive Air Crash, Explosion, Fire

When an MK Airlines 747 cargo aircraft crashed on takeoff from Halifax, Nova Scotia, International Airport in the early hours of Oct. 14, the explosion and fire were so intense that little was left of the aircraft. Even the cockpit voice recorder was destroyed. Amazingly, however, seven diplomatic pouch bags bound for Bishkek survived. Royal Canadian Mounted Police searching the wreckage came across the pouches, secured them and turned them over to Consul General Leonard Hill. Although the contents were battered and soaked, the bags themselves were largely intact.



*Members of the Nomads Adventure Club pose for a photo during a climb.*

## Enviro-Hikers Climb and Clean Mountains

When Romeo Ballesteros and his wife Alma were posted to the U.S. embassy in Manila two years ago, they were anxious to know what life would be like in the Philippines. Their goal, says Romeo, was to find activities that they could do as a family.

The Ballesteros got their wish about a year after their arrival in Manila, when they were introduced to members of a mountaineering club. Soon they had joined the group, known as the Nomads Adventure Club, and were participating in their first climb.

The new activity proved to be daunting. "It was hard because of the tropical weather and the never-ending rain," said Romeo. Adding to the challenge was a surprising twist: the group's environmentally friendly mandate. On each climb, the mountaineers would bring black plas-

tic bags that they filled with trash as they hiked the mountain. They also planted trees to help reverse soil erosion.

The Ballesteros quickly embraced the cleanup efforts and spread the word about the club to their colleagues. Since then, a number of embassy and USAID employees have joined the club, looking to get some exercise and help the environment. They've already had a major impact—on one hike in July, they planted several hundred trees as they climbed the Mount Mayon volcano. On their descent, they collected 20 bags of trash.

For the Ballesteros, the club has been an ideal way to see the Philippines and help preserve its environment. "I fell in love with the group, because I love Mother Nature," said Romeo.

## FULBRIGHT SCHOLARSHIP TO AID NEW ZEALAND HIGH-TECH SECTOR

U.S. Ambassador to New Zealand Charles J. Swindells has initiated a new scholarship that will support New Zealand's push for high-tech entrepreneurs and contribute to bilateral relations.

The Fulbright-Platinum Triangle scholarship, conceived in cooperation with Fulbright New Zealand, will have three elements: a two-year master's degree in any high-tech field, an internship with a U.S. business and a guaranteed position upon return to New Zealand as well as priority introduction to venture capital firms. The first four-year test program has already been funded through a public-private effort that includes U.S. and Kiwi private sector contributors as well as the government of New Zealand.

Ambassador Swindells sees the scholarship program as a way to develop the high-tech sector and create wealth that

can then finance further business expansion. "I think both we and the government of New Zealand see this as an opportunity to work together to show how private philanthropy and public monies can accomplish more together than either can alone."

At the launching of the program on Sept. 8, Prime Minister Helen Clark praised the Ambassador's vision in designing the scholarship and his work in advancing the bilateral relationship.

The first recipients of the Platinum Triangle scholarship will be announced in June 2005.



*New Zealand Prime Minister Helen Clark and U.S. Ambassador Charles Swindells celebrate the launching of the new scholarship.*

## DIRECT FROM THE D.G.

AMBASSADOR W. ROBERT PEARSON



# Growth, Career Development, Readiness Highlight 2004

First of all, I would like to extend my best wishes to you and your family for a healthy, prosperous and productive 2005. The new year is a good opportunity to review the accomplishments of the past year and to look ahead to the

challenges of the coming year.

We have been very fortunate, with the active support of the President, the leadership of the Secretary and the backing of Congress, to add nearly 5,000 employees to our Foreign and Civil Service in the last four years. This is the largest growth in our Department in a similar period since World War II. In fact, one-third of the Foreign Service is new. Our challenge now is to apply that new capacity: to take potential energy, as it were, and turn it into kinetic energy. How to shape, develop and train our new colleagues to meet tomorrow's needs is a central focus for me.

Our responsibilities in the world continue to expand in two broad categories: the traditional functions of foreign affairs and the new international challenges of the 21st century. Requirements for language fluency, crisis management and effective management of complicated programs are coming our way.

To meet our new responsibilities we created a Department readiness reserve. All those with relevant skills make up our active reserve, which we will continually develop. For example, more than 90 percent of our Foreign Service employees have served in at least two geographic bureaus and can speak more than one language. Many of our Civil Service colleagues also have language and area skills. By honing talents we already have, preserving skills already developed and using them to meet changing priorities, we enhance the flexibility and effectiveness of the entire Department. Plans are under way to engage our retired colleagues and others to strengthen our ability to act.

The Department's new skills database, Employee Profile+, or EP+, provides a richer picture of our employees' talents before and during their service at the Department. This database allows our Civil Service and Foreign Service colleagues to make better use of their talents and keeps us on track with the most advanced personnel innovations. By quickly matching needs to skills, the Department can better respond to new priorities as well as improve training and personnel service.

Last winter, the Secretary asked me to create an office to handle civilian recovery efforts in failed states. In April, we set up the Office of the Coordinator for Reconstruction and Stabilization. By presidential authority, the Department is now responsible for managing the civilian response for crises in failed, failing and post-conflict states. In organizing the Department's and other agencies' resources the office performs four functions: it monitors potential crises, plans options, organizes personnel to respond and ensures that crisis plans are carried out. This exciting new tool will enable us to work better with both national and international entities with greater skill and influence.

To further develop our new assets, we've proposed a new career development plan that requires Foreign Service generalists to broaden their careers—speak more languages, serve in crisis situations, receive training in crisis management and deploy more quickly and with other people when crises occur. The plan builds on past experience and future opportunities. We're also working on a similar strategy for Foreign Service specialists.

None of these efforts will succeed, however, without greater family support. That's why we launched a global employment drive reaching out to multinational corporations to hire spouses already in place overseas or on their way. Forty companies participated in the Nov. 19 kickoff and 50 professional spouses are already part of the program. Opportunities include contract positions with Northrop Grumman in several African countries as well as Johnson & Johnson. We're offering this service to nongovernmental organizations as well.

Right now, we're working with more than 50 defense contractors to develop telework opportunities. Spouses have a tremendous interest in this concept. The idea is that work is portable and can follow the person, not the other way around. With our network of local employment coordinators who are committed to creating more jobs through the Strategic Networking Assistance Program, or SNAP, we're well on our way to a robust global employment effort.

This is the five-point strategy my colleagues and I have taken in the last year to create a new capacity from within: nurture our own talents, provide better training, cooperate more directly with national and international players, respond more quickly with more expertise and build that expertise for the future.

With your advice, help and support, I'm confident as we look ahead together at the new year. ■

*An ancient fort along the shore of the Gulf of Oman overlooks the city of Muscat.*



POST OF THE MONTH



# Muscat

**Open-Minded Omanis Joining  
the Modern World**

By Richard Baltimore



*Above: Fishermen landing their catch at dawn. Below: Public affairs staff Said Al-Harthy, left, and Tanya Anderson at an exhibit.*

On a cool spring evening in April 1840, the *Sultana*, a magnificent Omani sailing vessel, glided into New York harbor. On board was the first Arab ambassador ever to reside in the United States and gifts from Sultan Sayyid Said bin Sultan for President Martin Van Buren.

Although Oman lies thousands of miles away, perched on the easternmost corner of the Arabian peninsula, the Sultanate and the United States have enjoyed two centuries of excellent relations. As far back as 1799, the Boston brig *Rambler* became the first American ship to enter Muscat harbor. In 1833, the two countries signed a treaty of commerce and amity.

Oman has historically been a seafaring nation. It exported copper to ancient Mesopotamia, provided rare and much-coveted frankincense gum to Europe and dispatched its merchant fleet to ports in China, India, Malaysia, East



PHOTOGRAPHS: (TOP): CORBIS; (BELOW): U.S. EMBASSY IN MUSCAT

Africa and the Arabian Gulf. Oman's overseas holdings included Zanzibar, parts of east Africa and a coastal portion of what is now Pakistan. Even today, one does not have to look far to be reminded of its multicultural heritage. Some of the music and dancing performed at Omani weddings echoes the stirring rhythms of Africa.

Two mountaintop fortresses flank either side of Muscat's semicircular harbor. In between, the former houses and offices of maritime merchants, the ancient souk and the Shi'a quarter lie nestled along the graceful curve of the waterfront, exuding the charm and beauty of years long past. The U.S. Embassy, once housed in a traditional building in the old city, is now a beautifully designed edifice with Moorish arches at a seaside location farther north, on a narrow strip of land sandwiched between majestic mountains and the dazzling blue waters of the Indian Ocean. Several miles away, beneath the golden dome of the Grand Mosque, lies the world's largest carpet, the labor of 200 Iranian weavers who spent two years working around the clock in three shifts to produce the 22-ton piece of art with 1.5 billion knots.

Almost all 200 members of the embassy have taken advantage of the wide variety of activities available in Oman. Community Liaison Officer Linda Ammons arranged overnight desert safaris to a tent camp in the Wahiba sands, complete with camel rides and sand skiing. Former CLO Alison Griffiths organized a turtle-watching trip to Ras el Hadd, the easternmost point of Arabia. Deputy Chief of Mission Bill Stewart and Defense Attache Mark Avery luxuriated in the breathtaking scenery of the western Hajar Mountains, home to a microclimate where walnuts, almonds, grapes, oranges, pomegranates and cherries are grown.

Ambassador Baltimore traveled to the 13th century archeological site of Qalhat, where he joined an underwater archeological expedition to explore seabed anomalies for ancient ruins and lost secrets. Consular officer Nicholas Griffiths and Marine security guards learned how to scuba dive and appreciate the beautiful reefs and marine life near Muscat and along the Strait of Hormuz. Embassy families have photographed some of Oman's stunning wadis, towns and villages, mountains, castles and forts. A fortunate few have probed some of the hundreds of archeological sites, including Ubar, the fabled "Lost City of the Sands." Others have sailed, watched whales and dolphins, attended camel races or just enjoyed traditional Omani hospitality featuring a strong boiled coffee called "qahwa," a sweet snack called "halwa" and dates.

Of course, there is always the souk, where you can hunt for fine specimens of Omani traditional silverwork, including Bedouin jewelry and the Omani curved dagger, the "khanjar." Those with enough time to journey 1,500 miles to the south can bear witness to the only section of the Arabian peninsula subject to annual monsoon rains from India. The rains transform brown wadis and mountains into a blaze of verdant green, accented by the incongruous presence of camels and cattle grazing together.

## AT A GLANCE



**Country name:** Oman

**Capital:** Muscat

**Government:** Monarchy

**Independence:** 1650 (after expulsion of the Portuguese)

**Population:** 2.9 million

**Religions:** Ibadhi Muslim, Sunni Muslim, Shi'a Muslim and Hindu

**Languages:** Arabic, English, Baluchi and Urdu

**Total area:** 82,031 square miles

**Approximate size:** Slightly smaller than Kansas

**Currency:** Omani rial (OMR)

**Per capita income:** \$13,100

**Export commodities:** Petroleum, fish, metal and textiles

**Export partners:** South Korea, China, Japan and Thailand

**Internet service providers:** 1

SOURCE: CIA World Factbook 2003

*Children crowd a slide at a playground in Muscat.*



PHOTOGRAPHS: (LEFT); CORBIS; (OPPOSITE PAGE); U.S. EMBASSY IN MUSCAT



The embassy's energies are focused on strengthening cultural, educational and commercial ties. Oman has five "American Corners," freestanding computer/library reference centers. The Omani government has embraced the ambassador's request to participate in the 2005 Smithsonian Folklife Festival on the Washington Mall, making Oman the first Arab state ever to do so. (The gifts that the *Sultana* carried in 1840 were among the first of the Smithsonian's holdings.)

The highlight of the embassy's participation in last year's Muscat Festival was a children's "art tent," a hit with Omani children and their parents who drew, painted and sculpted together. Thanks to the Ambassador's Fund for Cultural Preservation, the sole Omani who knew how to produce indigo dye from plant to finished product has gained two apprentices and had his methodology documented for posterity. The embassy has hosted former Supremes signer Mary Wilson and several groups of jazz ambassadors.

With strong embassy backing, local businessmen have launched the successful Muscat American Business Council. The embassy has forged new scientific and educational links with U.S. institutions and helped set up a marine research symposium where U.S. and Omani scientists crafted a plan for cooperative research.

Oman is a strong ally in the global war on terror. Muscat signed a trade and investment agreement with the United States in July 2004 and hopes to enter into a free trade agreement, a crucial step in fulfilling the President's vision of an eventual Middle East free trade area. As a modest oil and gas exporter, the Sultanate also wants to develop a strong tourism base.

Oman is making a rapid transition into the modern world under the visionary leadership of Sultan Qaboos. Oman had fewer than six miles of paved roads and only three schools as late as 1970, when the Sultan came to power. It now boasts a modern infrastructure. Even more important, the Sultanate has invested in all its people. Different religions coexist freely and peacefully in Oman, the only country in the Islamic world with a majority that is neither Shi'a nor Sunni but Ibadhi, a branch known for moderation. The government includes four women of cabinet rank. Half of its primary university's students are female, as is a third of the civil service.

Omanis, like Americans, see themselves as tolerant and open-minded. They are eager to interact with people from all parts of the globe. This is the best aspect of living here. As one visiting high-level U.S. official noted, "When it comes to hospitality, Oman is a superpower." ■

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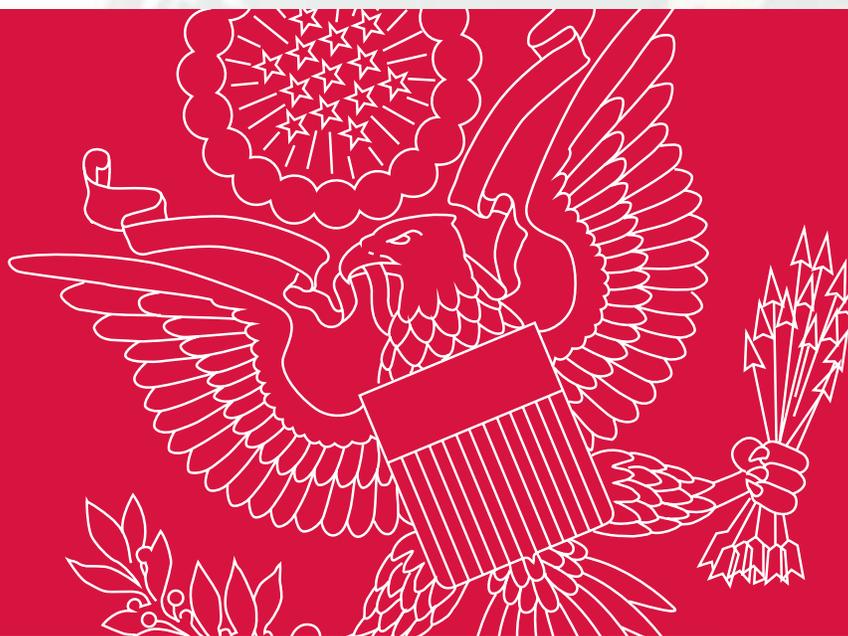
*The author is U.S. Ambassador to the Sultanate of Oman.*

*Top: Ambassador Baltimore visits Omani children at Muscat's Association of Early Intervention for Children with Special Needs before an embassy donation ceremony. Upper middle: Vivian Lesh, administrative counselor, is flanked by two Omani women during a visit to a local school. Lower middle: The ambassador on the southern coast of Oman near Salalah. Bottom: Displaying the renowned Omani affection for children, a Bedouin tribesman takes guests on a boat ride near the ancient seafaring town of Sur.*



DEPARTMENT  
AWARDS  
CEREMONY  
2004

N T A L



## Recognizing the People Who Get the Job Done

Story by Dave Krecke

Photographs by Mark Stewart  
and Ann Thomas

They came from every corner of the globe and from domestic assignments as well—specialists, generalists and Foreign Service National employees from every occupational specialty and from almost every rank. More than 30 awardees gathered with their families and colleagues in the stately Benjamin Franklin Room to be recognized for their outstanding service, often delivered under stressful, even dangerous, circumstances.

While the U.S. Army String Quartet played in the background, awardees received their white boutonnieres and seat assignments and guests took their places for the standing-room-only event.

W. Robert Pearson, director general of the Foreign Service and director of Human Resources, welcomed attendees, and an Armed Forces color guard presented the colors.

# AWARDS DAY 2004



After expressing the Department's appreciation to the military units, the director general thanked the award recipients for their "outstanding contributions to American diplomacy" and the private donors for generously sponsoring the Department's most prestigious awards.

He recognized Mrs. Joyce Hunt and her son Bryan. Mrs. Hunt is the widow of Leamon R. Hunt, who gave his life promoting peace and diplomacy. The Department has named one of its highest awards for Mr. Hunt.

Ambassador Pearson introduced Mrs. Katharine Frasure, wife of Robert C. Frasure, who died on a peace mission in Bosnia. "Bob Frasure was a dear friend and one of the giants of his Foreign Service generation," the director general said.

"It is an honor to present the award, in his name, that represents the highest ideals of service for which he stood."

The director general also recognized Grace Watson, sister of the late Barbara Watson, former assistant secretary for Consular Affairs, for whom the Department has named its distinguished consular award. He introduced Paul Replogle Sewell, grandson of the late Luther Replogle, and Paul's wife Gwenn Gebhard. Luther Replogle was U.S. Ambassador to Iceland and founded the managerial award that bears his name.

Before inviting Grant Green, under secretary for Management, to present the awards, Ambassador Pearson explained that Secretary Powell had been called to the White



*Left: The Secretary speaks to award recipients, their families and colleagues. Below: More than 30 award-winning employees gather with Secretary Powell beneath the portrait of the nation's greatest 18th century diplomat, Benjamin Franklin.*

House for an important meeting but hoped to return to the ceremony before it concluded.

Mr. Green said the honorees demonstrated their commitment to the Department and to public service in many ways, proving that “our greatest diplomatic asset is our people.” He singled out the Foreign Service National Employees of the Year for special recognition, calling them “the glue that holds our posts together.”

After the last award was presented, Secretary Powell appeared at the podium and made brief remarks. “I want to extend my congratulations,” he told the awardees, “and my thanks for what you do for the nation and for the world. I am proud to be your Secretary and to be recognizing the people who get the job done. You represent the team effort. You are the leaders.”

Recognizing the role family members play in supporting employees at work and making sacrifices when loved ones serve at unaccompanied posts far away, the Secretary introduced Jane Hendrickson. The poised high school senior had just accepted an award for her mother Anne Derse, who could not attend the event because she is serving as economic minister-counselor at the U.S. Embassy in Baghdad. Jane’s dad Edwin Hendrickson is a political officer at the embassy working on the Iraqi elections. “If Jane had not told us she thought this was important work and that it was OK for us to go to Baghdad, we would not be here,” Anne Derse said.

The ceremony ended with a group photo of the awardees and Secretary Powell beneath the portrait of Benjamin Franklin.





**The Chief Financial Officer's Award for Distinction in Public Finance**

Betty Ng, the financial manager in the Bureau of Consular Affairs, earned the award for her outstanding performance in the face of enormous challenges and change and for her extraordinary financial management of the Department's border security program as it underwent explosive growth.



**The Director General's Award for Excellence in Human Resource Management**

Janice S. Clements, a career development counselor in the Bureau of Human Resources and a co-recipient of this year's award, was recognized for her leadership, compassion and professionalism in helping to develop successful careers for junior officers

and specialists. She has been invaluable to the Department's efforts and the Human Resources Bureau's efforts to develop a highly skilled work force ready to meet the challenges of diplomacy, policymaking and program management in the 21st century.



**The Director General's Award for Excellence in Human Resource Management**

The group award co-recipients are, from left, Ellen M. Flanagan and Gloria J. Junge from the Bureau of Human Resources and Debbie M. Vaughn from FSI. The other co-recipients, Betty Ann Frankfather, retired, and Cathie P. Roberts, from the U.S. Embassy in Tashkent, were unable to attend the ceremony. They were recognized for their courage and outstanding individual and collective leadership and their commitment to managing human resources programs in a dangerous security environment. The group members applied creativity, innovation and hard work to paving the way for the successful opening of the U.S. Embassy in Baghdad.



**The Director General's Award for Excellence in Human Resource Management for 2002**

Bessy T. Bray, an administrative officer in the Bureau of Nonproliferation, earned the award for her sustained superior performance as a regional human resources officer while assigned to the U.S. Embassy in Bangkok. She provided critical leadership to projects that streamlined HR operations. Her devotion to duty and sustained commitment to excellence helped Bangkok's HR section improve its operations.



**Foreign Service National Employee of the Year Bureau of African Affairs**

Veronica Martins, the lone economic-commercial specialist at the U.S. Embassy in Cape Verde, was recognized for her outstanding performance in advancing the goals of the Africa Growth and Opportunity Act, in improving aviation cooperation and facilitating Cape Verde's accession to the World Trade Organization. In each of these areas, Ms. Martins promoted understanding of American foreign policy, assisted American officers and supported embassy goals and objectives.



**Foreign Service National Employee of the Year Bureau of East Asian and Pacific Affairs**

Ahn Chan Mo, information assistant at the U.S. Embassy in Seoul, earned the award for single-handedly revolutionizing U.S. Embassy Seoul's outreach and communications efforts with young Koreans, by creating, launching and implementing our entire Internet outreach plan in Korea.



**Foreign Service National Employee of the Year**  
**Bureau of European and Eurasian Affairs**

Taimi Alas, an economic assistant at the U.S. Embassy in Tallinn, Estonia, was recognized for her outstanding work addressing Estonia's HIV/AIDS epidemic and her especially successful liaison with host country officials and nongovernmental organizations. Her service was instrumental in convincing the Estonian government to recognize the country's HIV/AIDS problem, in getting international donors to work together and in persuading them to award a \$10 million Global Fund grant to deal with Estonia's HIV crisis.



**Foreign Service National Employee of the Year**  
**Bureau of Near Eastern Affairs**

Ibrahim Dalalshah, the political specialist at the U.S. Consulate General in Jerusalem, earned the award for his unceasing efforts to create and maintain open channels of communication between the U.S. government and the Palestinian political leadership, for his insightful analysis and his active advocacy for U.S. foreign policy and goals, which served U.S. interests exceedingly well during the troubling three-plus years of the Al-Aqsa Intifada.



**Foreign Service National Employee of the Year**  
**Bureau of Western Hemisphere Affairs**

Hervé Saint-Jean, motor pool supervisor at the U.S. Embassy in Port au Prince, Haiti, was recognized for his personal courage and exceptional initiative in supporting embassy colleagues during a period of tumultuous unrest and danger in Haiti during the spring of 2004.



**Foreign Service National Employee of the Year**  
**Bureau of South Asian Affairs**

Poonam Jain, the senior consular assistant for American citizen services at the U.S. Embassy in New Delhi, earned the honor of Department-wide FSN of the Year for her sustained outstanding service to the American community in India. Through an impressive range of high-level contacts and a willingness to work long hours when necessary, she consistently developed new solutions to assist and protect Americans in need.



**The Award for Excellence in Labor Diplomacy**

*This award is given as a joint award by the Departments of Labor and State in recognition of the heightened importance of labor issues and advocacy on behalf of worker rights in today's diplomacy.*

Jan Erik Hall, former labor officer at the U.S. Embassy in Guatemala City, was recognized for exercising a fine combination of policy knowledge and diplomatic skills that won substantial improvements in worker rights in Guatemala. In doing so, he personified the best traditions of American diplomacy and the values of fairness and decency on which our nation was founded.



**The Baker-Wilkins Jr. Award for Outstanding Deputy Chief of Mission**

*This award is granted annually to the deputy chief of mission who best demonstrates proficiency, creativity and overall capacity to serve effectively both as DCM and as chargé d'affaires in the ambassador's absence. The award is named in honor of former Secretary of State James A. Baker III and former U.S. Ambassador to the Netherlands, C. Howard Wilkins Jr., who funds the award annually.*

John Ross Beyrle, deputy chief of mission at the U.S. Embassy in Moscow, has demonstrated exceptional leadership in policy advocacy, interagency coordination, improved security practices and concern for U.S. mission community welfare. On issues ranging from HIV/AIDS in Russia to mission security to support for entry-level employees, he consistently achieved the best outcomes for both U. S. policy and mission personnel.



**Warren Christopher Award for Outstanding Achievement in Global Affairs**

*Established in 1997, this award recognizes sustained excellence and initiative in the substantive policy areas of oceans, the environment and science; democracy, human rights and labor; population, migration and refugees; and international narcotics and crime.*

Hazel M. Reitz earned this award for her lifelong commitment and innovative problem solving, which led to concrete improvements in the conditions and prospects for refugees and the most vulnerable populations caught in the midst of humanitarian crises. Through her leadership, the ability of the international community to respond quickly and effectively to emerging humanitarian catastrophes greatly improved.

**The Charles E. Cobb Jr. Award for Initiative and Success in Trade Development**

*There are two annual winners.*



Thomas J. Miller, U.S. Ambassador to Greece, earned the ambassadorial award for his energetic and innovative support to business, including his successful pursuit of U.S. business and employment opportunities during the 2004 Olympic Games in Athens. He worked effectively with local business organizations to create a fair and open business environment

in which U.S. companies can compete and win.



Teresa L. Manlowe, economic-commercial officer at the U.S. Embassy in Colombo, was recognized for her tenacious pursuit of a level playing field for U.S. companies in South Asia and her successful efforts at building Sri Lankan government support for U.S. trade and stronger intellectual property rights enforcement.



**The Director General's Award for Impact and Originality in Reporting**

*This award recognizes high standards in interpretive and analytical Department reporting and is intended to encourage excellence in all types of reporting from the field.*

Benjamin V. Wohlauser, political-economic officer at the U.S. Embassy in Rangoon, is recognized for his consistently outstanding reporting on the complex scene in Burma, reporting that provided Washington decisionmakers with excellent, timely analysis that significantly influenced U.S. policy. His analytical reports coherently presented to Washington policymakers options that broke new ground by examining Burma's economic future.



**Diplomatic Security Employee of the Year**

Bill A. Miller earned the award for his exemplary service as regional security coordinator for the Coalition Provisional Authority in Iraq and regional security officer for the U.S. Embassy in Baghdad. He developed security programs for thousands of people to conduct diplomacy under

constant insurgent and terrorist threats and attacks. His performance throughout this extraordinary period in American and Iraqi history is a credit to the Bureau of Diplomatic Security and to the Department of State.



**The James Clement Dunn Award for Excellence**

*This award was established in 1980 to recognize exemplary performance at the mid-career level. It's made possible by an endowment from the Vincent Astor Foundation and is named, at the request of the donor, in memory of Ambassador James Clement Dunn.*

Lee A. Brudvig, economic counselor at the U.S. Embassy in New Delhi, was recognized for his leadership in reinvigorating a mission-wide effort to expand the U.S. economic partnership with India and in bringing together the American and Indian governments as well as the business communities to create a new bilateral framework for expanding trade and investment.



**The Equal Employment Opportunity Award**

*This award recognizes outstanding contributions toward improving employment opportunities for minorities and women and significant achievements in using affirmative action to employ and advance qualified minorities and women.*

Anita Cary, a program analyst in the Bureau of Overseas Buildings Operations, earned the award for her commitment to diversity, her compassionate service to others and her exemplary leadership in the bureau.



**The Robert C. Frasure Memorial Award**

*Established in 1996 in honor of the late Ambassador Frasure, former deputy assistant secretary in the Bureau of European Affairs and special envoy for the former Yugoslavia, this award honors a Department employee who best exemplifies Ambassador Frasure's commitment to peace and the alleviation of human suffering caused by war or civil injustice.*

Richard M. Miles, U.S. Ambassador to Georgia, was recognized for his critical role in promoting peaceful and productive solutions to multiple crises in Georgia at a time filled with opportunity for democratic gains and risk for widespread violence and regional conflict. His diplomatic skill in engaging the principal Georgian leaders ensured restraint during crucial moments, avoiding needless bloodshed. His leadership in promoting political solutions to bitter conflicts was decisive in marshalling effective U.S. support for Georgia's peaceful transition before and after the "Rose Revolution."



**The Cordell Hull Award for Economic Achievement by Senior Officers**

The inaugural award is granted to Anne E. Derse, economic minister-counselor at the U.S. Embassy in Baghdad, recognizing her vision, intellect, creativity and interpersonal skills as a senior economic officer over the past three years in Baghdad,

Washington and Brussels. She has been an outstanding leader as the first economic minister-counselor at the embassy in Baghdad, as chief of staff to the under secretary for Economic, Business and Agricultural Affairs and as economic minister at the U.S. Mission to the European Union.



**The Leamon R. Hunt Award for Administrative Excellence**

*Established in 1981, this award for administrative achievement recognizes outstanding contributions to administrative operations. The award was renamed the Leamon R. Hunt award for administrative excellence in memory of Mr. Hunt, who was killed by terrorists in Rome on Feb. 15, 1984. Mr.*

*Hunt joined the Foreign Service in 1948 and served with distinction throughout his extraordinary career.*

Lawrence G. Richter, management officer at the U.S. Embassy in Yerevan, earned the award for his proven skill, judgment and dedication to his work. His brilliant handling of the challenges surrounding the construction of and transition to the new embassy in 2005 and his cost-effective solutions will save millions of dollars in construction costs and will allow USAID personnel to move with the rest of the mission. Combining high energy with vision, creativity and leadership, he ensured the security of the mission while improving customer service and saving significant money.



**The Swanee Hunt Award for Advancing Women's Role in Policy Formulation**

Vijitha Eyango, senior education-gender adviser in the U.S. Agency for International Development's Bureau for Asia and the Near East, is recognized for her tireless efforts to broaden women's economic opportunities and political participation, particularly in Iraq and Afghanistan.

After years of repression, women there are undereducated, unskilled and without the tools they need to assume their rightful, productive role in society. Her extraordinary contribution has helped many of these women play a vital part in the reconstruction and democratization of their two countries.



**The Innovation in the Use of Technology Award**

Christopher C. Stitt, security officer in the Bureau of Diplomatic Security, is recognized for his outstanding ability to apply existing technology and best practices that greatly enhance the effectiveness of the entire emergency action plan and materially improve the safety and security of our overseas

missions.



**The Linguist of the Year Award**

Alan E. Eyre, political officer at the U.S. Consulate General in Dubai, earned the award for his exemplary achievements in using his extraordinary command of Persian languages in sensitive posts and for his contributions to U.S. policy.



**The Frank E. Loy Award for Environmental Diplomacy**

*Established in 2001, this award recognizes outstanding achievement in international environmental affairs.*

Lynette J. Poulton, former environment-science-technology-health officer at the U.S. Mission in Geneva, was recognized for her unparalleled command of the issues, creativity,

initiative and sustained dedication to advancing U.S. environmental interests through a wide range of contentious international negotiations in Geneva and New York. She seamlessly integrated the Department's environmental priorities into broader diplomatic efforts related to trade and economic affairs.



**The Thomas Morrison Information Management Award**

James E. Vanderpool, an information management officer at the U.S. Embassy in Cairo who served on a temporary duty assignment in Baghdad, earned the award for his sustained exemplary performance. His broad knowledge of information resource management, his technical

mastery and his managerial talent were demonstrated in his work in Iraq and made him invaluable to the Department.



**The Edward R. Murrow Award for Excellence in Public Diplomacy**

*This award recognizes exceptional contributions in the field of public diplomacy and the special qualities that reflect the integrity, courage, sensitivity, vision and dedication to excellence Edward R. Murrow exemplified.*

Duncan H. MacInnes, former deputy spokesman in the Bureau of Public

Affairs, is recognized for his outstanding leadership and exceptional judgment in designing, coordinating and carrying out U.S. public diplomacy in the Middle East during periods of unusual stress before, during and after U.S. military action in Iraq.



**The Arnold L. Raphel Memorial Award**

*Named in honor of the late Ambassador Arnold L. Raphel, this award recognizes the special qualities he brought to the Foreign Service and his extra efforts to promote and develop the people around him.*

William A. Eaton, assistant secretary of the Bureau of Administration,

earned the award for his commitment and belief in the importance of mentoring and for his tireless dedication to others. He has used his position to promote mentoring worldwide and to establish it as a core Department value.



**The Luther I. Replogle Award for Management Improvement**

Andrea J. Nelson, former management counselor at the U.S. Embassy in Athens, is recognized for her ingenuity, dedication and exceptional skill in meeting the extraordinary management challenges presented by the embassy in Athens and the 2004 Olympic Games.



**The Herbert Salzman Award for Excellence in International Economic Performance**

*This award recognizes outstanding contributions in advancing U.S. international relations and objectives in economics. The award is funded by the family of the late Herbert Salzman, former U.S. Ambassador to the U.S. Mission to the Organization for*

*Cooperation and Economic Development.*

David J. Ranz, former economic counselor at the U.S. Consulate General in Jerusalem, earned the award for his vital work in pursuing structural reform of the Palestinian Authority with active on-the-ground diplomacy involving international and Palestinian officials. The award also recognizes his timely and insightful reporting and excellent policy recommendations.



**The Rockwell Anthony Schnabel Award for Advancing U.S.– EU Relations**

*This new award is made possible by Rockwell Anthony Schnabel, the current U.S. Ambassador to the European Union. The award recognizes outstanding efforts in advancing U.S. policy through cooperation with the E.U.*

Charles P. Ries, former principal deputy assistant secretary for European and Eurasian Affairs, is the inaugural recipient. The award recognizes his support and dedication to U.S.-European relations, including his efforts to help launch the New Transatlantic Agenda, which triggered a far-reaching, highly productive policy review of the U.S.-E.U. relationship and, above all, through his inspired management, ensuring that America's ties with an enlarged union of 25 states are more beneficial to the United States than ever.



**Civil Service Secretary of the Year**

Judith M. Bridges, a secretary in the Bureau of Economic and Business Affairs, is recognized for her extraordinary contribution to advancing of U.S. transportation policy goals, particularly her critical role in the speedy ratification of the Montreal Convention by the United States and her work to forge closer international

cooperation on aviation security. Her leadership, achievements and can-do approach exemplify the Department's tradition of professionalism and dedication.



**Foreign Service Office Management Specialist of the Year**

Sandra L. McInturff, an office management specialist at the U.S. Embassy in Kabul, earned the award for her critical role in advancing U.S. policy in Afghanistan and establishing the U.S. Mission in Kabul under extremely dangerous circumstances. Her selfless dedication to service,

relentless energy and extraordinary achievements throughout highly challenging assignments—Kabul being only the most recent—reflect the highest ideals and traditions of the Foreign Service.

**The Barbara M. Watson Award for Consular Excellence**

*There are two recipients.*



Mary D. Draper, consular section chief at the U.S. Consulate General in Jerusalem, is recognized for her sustained exemplary performance, leadership and management while providing consular services and protecting U.S. citizens during a tumultuous period in Jerusalem.



Beth A. Payne, former consul at the U.S. Embassy in Baghdad, earned the award for her outstanding work as the only U.S. consular officer stationed in Baghdad. Her proven commitment to the American citizen community in Baghdad, following Operation Iraqi Freedom, demonstrates the highest standards of excellence in the consular service.



*FSNs of the Year, from left, Ahn Chan Mo, Taimi Alas, Veronica Martins, Poonam Jain and Hervé Saint-Jean, pause for a photo with Director General W. Robert Pearson after the awards ceremony. Ibrahim Dalalshah, FSN of the Year for the Near East, was unable to attend the ceremony.*

# FSNs of the Year for 2004

By Dave Krecke

Every year, each of the six regional bureaus nominates one Foreign Service National employee as FSN of the Year. A panel then selects a Department-wide FSN of the Year from among those six finalists. This year, that honor goes to Poonam Jain.



## Poonam Jain

Senior Consular Assistant for American Citizen Services  
U.S. Embassy, New Delhi

The voice on the phone was desperate: "Please find my son in Varanasi before he kills himself."

Poonam Jain, the senior Foreign Service National employee in the New Delhi consular section's American Citizen Services division, listened intently as the father in California explained that his son had just called from Varanasi to say he was about to end his life. Could Ms. Jain try to save him?

Poonam promised the father she would try her best, but added that she was about 600 miles away in New Delhi and Varanasi was a teeming city of more than four million. She needed more information. Did he have a hotel or restaurant name, anything that would help her locate his son? No, came the reply. Poonam asked if the man was using a cell phone.



He said he was and recovered the number of the pay phone in Varanasi from his own cell phone's memory.

In minutes, Ms. Jain was calling the chief police inspector in Varanasi, pleading with him to send a team to the phone's location and save the young American. The police officer said he would. Not long afterward the inspector called back: "The team is at the phone and we've confirmed that the man was here, but he is nowhere in sight."

"Please keep looking," Poonam told the officer and hung up. A few minutes later, her phone rang. It was the boy's father. "My son just called from the Varanasi airport to say he has a gun and intends to shoot himself. Please stop him."

Poonam called the chief inspector once more to say that the tall 20-year-old American was now at the airport. In a matter of minutes, Varanasi police found the young man, disarmed him and placed him under medical care Ms. Jain arranged until his father arrived to accompany him safely back to California. He is now recovering in the care of his family.

Poonam Jain doesn't save an American life every day, but over the past 14 years she has provided protection and welfare to countless U.S. citizens traveling and living in northern India. The nominating cable calls it "difficult and complex work." Spiritual centers draw religious pilgrims to the region, but they also attract disturbed Americans. The lack of psychiatric facilities and the distance from these centers

**"I took this job because I like to help people."**

to New Delhi often make it difficult to provide adequate care for those who need it. But Poonam's imaginative approach to problem solving, her tenacity in seeking solutions and her superb network of contacts throughout the region combine to resolve even the most intractable problems.

"I took this job because I like to help people," she says. "You have to have that kind of mentality to succeed in this work."

Poonam's husband Sanjay is an information technology professional who visits the United States frequently. They live in New Delhi with their seven-year-old son Saman.

*Poonam Jain, right, reconnects with Virginia Fredericks, now working at the Foreign Service Institute. The two were good friends when Ms. Fredericks and her husband were stationed in New Delhi in the 1990s.*

*Secretary Powell greets political specialist Ibrahim Dalalsheh in Jerusalem.*



## Ibrahim Jibril Dalalsheh

Senior Political Specialist  
U.S. Consulate General, Jerusalem

Ibrahim Jibril Dalalsheh, senior political specialist at the Consulate General in Jerusalem, is this year's FSN of the Year for the Bureau of Near Eastern Affairs. He had planned to come to Washington with his wife to accept the award, but decided that he could not leave his home and work at this highly sensitive time for Palestinians, as they prepare for a post-Arafat era.

Ibrahim told us he is proud to be working for the U.S. Consulate General and feels that his efforts in opening channels of communication between the U.S. government and the Palestinian leadership are serving our shared goal of pursu-

ing a peaceful resolution to the conflict and helping the Palestinians establish an independent state that will live in peace with its neighbor, Israel.

**"His efforts in opening channels of communication.. are serving our shared goals of pursuing a peaceful resolution to the conflict..."**



## Hervé Saint-Jean

Motor Pool Supervisor  
U.S. Embassy, Port au Prince

The Bureau of Western Hemisphere Affairs chose Hervé Saint-Jean, motor pool supervisor at the embassy in Port au Prince, Foreign Service National Employee of the Year. He earned the award for his “personal courage and exceptional initiative in support of his Port au Prince colleagues in a period of tumultuous unrest and danger during the spring of 2004.”

At the height of the political unrest surrounding the ouster of President Aristide, armed thugs and hooligans manned roadblocks and roamed the streets of the Haitian capital. Water, fuel and electricity were in short supply. A platoon of 55 Marines arrived at the post to secure the scaled-down embassy and the ambassador’s residence.

Throughout this chaotic and dangerous period, Mr. Saint-Jean provided daily transportation for the remaining



American staff and supported the local guard force, the Marines, 24 Diplomatic Security agents and other civilian and military personnel on temporary duty. He arranged transportation and helped scores of American embassy employees, their families and other U.S. citizens safely depart Haiti.

With no water or electricity in the city, Hervé Saint-Jean kept diesel fuel deliveries flowing to the 93 residents to keep generators and appliances running. His actions saved thousands of dollars’ worth of government and personal property.

Working closely with the regional security office and leading by example, he persuaded his 30-driver staff to stay on the job despite the danger. According to the nominating cable, “when tempers flared or spirits wavered,” Mr. Saint-Jean strapped on “body armor and jumped behind the wheel himself.” A model manager, he never asked others to take risks he wasn’t willing to take himself. There was no loss of life or serious injury to any member of the embassy community throughout the turmoil. Mr. Saint-Jean deserves much of the credit for that fortunate outcome.

When congratulated for winning his bureau’s FSN of the Year Award, Mr. Saint-Jean modestly responded, “I was just doing the job I was paid to do.” He has the highest praise for Franz Newbold, his assistant, and for the embassy’s administrative team: Peter Wessel, the general services officer, and Paul Folmsbee, the administrative chief. “They treat employees with respect and trust,” Hervé says. “I wish they’d stay in

**“I was just doing the job I was paid to do.”**

Haiti forever.” He began working at the embassy in 2002 as a driver and was promoted a year later to motor pool supervisor. No stranger to dispatching vehicles, Hervé owns two tap-taps—25-seat, brilliantly painted buses—he leases to drivers who carry passengers throughout Port au Prince. He recently sold a small grocery store he owned in the city after it was robbed.

Mr. Saint-Jean lived for 17 years in New York City, earning an associate degree in electrical engineering and driving a cab. He says he’s more familiar with the streets of Brooklyn than those of Port au Prince. His two sons, Charles, 13, and Patrice, 10, live with Hervé’s former wife in Brooklyn.

*Hervé Saint-Jean stands in front of his Washington hotel on a sunny November day.*

## Ahn Chan Mo

Information Assistant  
U.S. Embassy, Seoul

Chan Mo (Ahn is his family name) is a modern Korean, completely conversant in online communication in one of the world's most Internet-savvy nations. An information assistant in the public affairs section of the U.S. Embassy in Seoul, he is credited with revolutionizing the embassy's outreach to young Koreans. He has organized programs using live streaming video to engage Internet news organizations in dialogue on critical bilateral issues.

In a nation where many claim the Internet elected the current president, Chan Mo has established a broad network of contacts in the Internet media. These contacts have proven valuable in giving U.S. views a fair hearing in a media environment not always sympathetic to American policies. Last February, for example, Chan Mo organized an interview for Ambassador Thomas Hubbard with Media Daum, the news arm of Korea's largest Internet portal, with 35 million registered users. The program's format gave average Koreans an opportunity to pose questions directly to the ambassador. When the program ended, Daum received more than 2,000 messages on its bulletin board, spurring a lively online discussion of U.S.-Korean relations.

In early 1998, Chan Mo was working in the clothes division of industrial giant Samsung. It was the height of the Asian economic crisis and he was using the Internet to develop new markets and to explore regulations that might sug-

**"He has revolutionized the embassy's outreach to young Koreans."**

gest new trade opportunities. In the course of his research, he visited the U.S. Embassy's web site. Chan Mo didn't find information useful to Samsung, but he did encounter an intriguing job offer posted by the embassy's public affairs section. He applied for the job along with 350 other aspirants and won the competition for the job.

"The job is challenging," he says. "I feel honored to be here."

Chan Mo and his wife Jiyeon live in Seoul with their two-year-old daughter Mirie.



*Ahn Chan Mo, holding glasses, participates in a conference on bilateral issues.*



## Taimi Alas

Economic-Commercial Assistant  
U.S. Embassy, Tallinn

Taimi Alas, the Foreign Service National Employee of the Year from the Bureau of European and Eurasian Affairs, is an energetic economic assistant in the embassy in Tallinn, Estonia. She earned the award for tirelessly encouraging the Estonian government to recognize the country's burgeoning HIV/AIDS crisis, for persuading donor nations to focus on the problem and for getting them to award the Baltic nation \$10 million in Global Fund money to address the HIV crisis.

For a long time, Estonian officials denied that their small country—about the size of Vermont and New Hampshire, with a population of about 1.4 million—even had an HIV/AIDS problem. In 2001, when she learned that Estonia's rising HIV infection rate among intravenous drug users in the economically depressed border region was one of the highest in Europe, Ms. Alas raised the issue with her contacts in the Ministry of Social Affairs. But no one seemed concerned.

Convinced that ignoring the problem would only heighten the crisis, she began arranging discussions on HIV for the new ambassador, who campaigned enthusiastically in the media and in official meetings to raise Estonian awareness of the need to contain the spread of HIV/AIDS. Meanwhile, Ms. Alas developed a strategy to engage her contacts at the ministry and persuade them to work with nongovernmental organizations and with the international donor community.

In 2003, with coordination on the issue still lagging, Ambassador Joseph DeThomas, with Ms. Alas's help, formed an international HIV/AIDS donor group. Ms. Alas ably led the group at the working level and created a database of international HIV efforts in Estonia. All members of the international group consult with her regularly in coordinating their HIV projects.

Thanks in large measure to Ms. Alas's persistent efforts, the Estonian government now recognizes the threat HIV/AIDS poses to the nation. The government has passed a supplemental budget increasing funds for prevention and treatment programs in schools, prisons and within the intra-

venous drug and homosexual communities. The ministry of social affairs is working closely with donor nations to attack the HIV problem.

**"Her work is evidence that one person can effect massive change on a national area."**

Taimi Alas started working with the embassy as a translator and protocol assistant in 1992, not long after U.S. relations were established with newly independent Estonia. She became a political-economic assistant two years later and, in



*Sigrid Anderson from USAID, left, Taimi Alas, Gina Dallabetta from Family Health International, and Ambassador Aldona Wos discuss HIV/AIDS prevention projects in the ambassador's office in Tallinn.*

1999, took the economic assistant position. She continues to write economic reports, but it was her environment, science and technology portfolio that drew her to the issue of AIDS.

She and her husband Jüri have two teen-age daughters. In their free time, the family enjoys visiting their cottage on the Gulf of Finland.

## Veronica Martins

Economic-Commercial Specialist  
U.S. Embassy, Praia

Veronica Martins, the economic-commercial specialist at the U.S. Embassy in Praia, Cape Verde, is the Bureau of African Affairs' choice for Foreign Service National Employee of the Year. She earned the honor for her work promoting the goals of the Africa Growth and Opportunity Act and for assisting Cape Verde's accession to the World Trade Organization.

A veteran of 12 years of U.S. government service, Ms. Martins helped the Cape Verdean government learn what it had to do to qualify to export under the new trade act. Once the island nation qualified, its exports of finished textiles increased dramatically, from \$500,000 in 2002 to \$3 million in 2003. She played a critical role in generating that increase and in creating the estimated 600 jobs that came with it.

Once products began moving to the United States, Ms. Martins served as an agile troubleshooter, moving informa-

tion back and forth between the United States and Cape Verdean exporters whose shipments were being detained in U.S. ports. She intervened with customs officials to clear shipments in a matter of hours. Without her prompt response, the exporters could have lost their U.S. contracts.

The regional USAID office called on Ms. Martins to help set up an Africa Growth and Opportunity Act Information Center in the National Export Promotion Agency. The center is now up and running.

The WTO accession issue was a new area for Ms. Martins, but she handled it skillfully and with enthusiasm. She helped the U.S. technical assistance team settle in and arranged information meetings with senior Cape Verdean officials, including the minister of economy.

Ms. Martins has been instrumental in moving both nations' economic agendas forward over the past year. She understands American and Cape Verdean ways and effectively bridges the differences. "I enjoy my job," she says, "because it involves helping both countries."

Ms. Martins' great-grandfather came to Cape Verde from Goa, the former Portuguese colony on the west coast of southern India. A diligent student in high school, she earned a USAID scholarship to study geology at the University of Arizona and, four years later, was selected outstanding senior in the college of earth sciences in 1982. While she enjoyed working outside on fieldwork, there weren't many jobs for geologists in Cape Verde. So she took a position with a Swedish donor organization. About 10 years after earning her degree, Veronica decided she liked people more than rocks.

**"I enjoy my job because it involves helping both countries."**

When the American ambassador asked if she would like to work part time to help establish a commercial section in the embassy, she said yes. Six months later, he asked her to join the embassy team.

Veronica and her husband Pedro, an architect, have two sons, Kunta, 15, and Iany, 10. "They are the best things in my life," she says. The family lives in a beautiful home designed by Pedro not far from the ocean. ■

*The author is writer-editor for State Magazine.*

*Veronica Martins describes the challenges of commercial work in Cape Verde during her Washington visit. (photo by Dave Krecke)*



# EMBASSY SPURS U.S. COMPANIES TO SERVE COMMUNITY

By Leah Keene

Is it possible to do good, do well and have fun at the same time?

The U.S. Embassy in Singapore put these questions to the test by sponsoring Corporate Community Day in conjunction with the local American Chamber of Commerce.

“Corporate Community Day is the day we encourage all U.S. companies to undertake a community project,” said Ambassador Frank Lavin. “There are over 1,500 U.S. companies in Singapore. Even more telling, 10 percent of the Singapore work force is employed by an American company. This presents an opportunity and a challenge. It gives us enormous reach in Singapore, but how do we harness it? We considered everything from summer jobs and school internships to factory tours and company galas.”

In the end, the embassy and AmCham settled on corporate citizenship and decided that corporate-sponsored charity programs would be the most effective place to start. Although Singapore is a prosperous country, some people are not well off or have needs that American companies can help meet.

But many U.S. companies have community programs at home that might not translate well overseas. Executives don’t always know how philanthropy works in a foreign culture or how to match up with the right local organization.

The companies met the challenge. In the first year, six participated in a variety of charity projects. For the second Corporate Community Day this fall, 16 companies, including Singaporean and third-country companies, joined in. Some 600 volunteers assisted almost 1,700 beneficiaries. The volunteers—American and Singaporean—distributed food to the

poor and elderly, entertained special-needs children, visited the sick and cleaned up a litter-strewn stretch of shore in a nature preserve, among other activities.

These events don’t happen without advance planning. The embassy and AmCham beat the drum for nine months to promote participation. By setting the date early, they had lots of time to publicize the event. The AmCham launched it with a press conference. Participating companies invited members of Parliament, local dignitaries and the press to help in specific activities. Press coverage was extensive and positive.

Afterward, the ambassador invited volunteers and beneficiaries to a reception at his residence. People with AIDS or severe mental disabilities may not get out much, so it was a delight to host them. Ambassador Lavin challenged everyone to make next year’s Corporate Community Day even bigger, better and brighter.

Nine embassy staffers volunteered on Corporate Community Day. Most served at the national Communicable Disease Center. They prepared a nutritious soup from scratch and distributed it to HIV/AIDS patients in the clinic or made home deliveries to outpatients. “Spending time with the patients, either helping them to eat their lunch or just sitting and chatting for a while, was truly ‘soup for the soul,’” one volunteer said. “There was no doubt in my heart when I left the center that I was far richer for having spent a few hours there helping out.” ■

*The author is the community liaison officer at the U.S. Embassy in Singapore.*

## Steps to a Successful Corporate Community Day

1. Get the American business community involved from the start. Create a steering group of company executives and AmCham board members.
2. Plan well ahead—six to nine months. Hold monthly or bimonthly planning meetings.
3. Develop a publicity strategy for both the big picture and individual activities.
4. Invite local dignitaries and press to company events. Invite a reporter to ride with the ambassador on a tour of the activities.
5. Recognize contributions and spread the word. Have a party; award embassy certificates honoring good corporate citizenship; describe the program to host-country officials, other embassies, nonparticipating companies and visitors.



*Children enjoy balloon sculpting with United Technologies volunteers.*

*From left, Col. Topol'tsev, Elizabeth Thompson, Alden Greene and Capt. Gorbunov prepare a START treaty notification.*



# Exchange Program Bridges Nuclear Divide

**By Elizabeth K. Thompson**

On the second day of my visit to Moscow, I stood at a shooting range, hands clasping a Russian Makarov handgun. “Na boy....Ogon!” came the order. (“Action....Fire!”). Twelve bullets and quite a bit of adrenaline later, I had a tattered paper target to bring home with me as a souvenir of my trip to Russia.

This unexpected visit to a shooting range was one of several cultural outings I participated in as part of an exchange program between the U.S. and Russian Nuclear Risk Reduction Centers. The two offices were created in 1987 to increase government-to-government communications and reduce the threat of nuclear war.

Last year, Verification and Compliance Assistant Secretary Paula DeSutter and Deputy Assistant Secretary Karin Look first proposed the idea of a personnel exchange between the Russian and U.S. centers as a way to augment trust between the two nations.

Such trust has been critically important as the number of arms control treaties has grown over the years. Today, the U.S. center has direct satellite links with Russia, Belarus, Kazakhstan and Ukraine. It works with counterparts in more than 50 nations, translating and transmitting updates about international security agreements and arms control treaties.

In March, the Department hosted two Russian military officials in the first half of its exchange. Rebecca Lutz, a staff officer in the U.S. center, introduced Capt. Vladimir Viktorovich Akimov and Col. Vadim Viktorovich Topol'tsev to our watch, the 24-hour office where all treaty notifications are processed. After learning about our operations and observing the office in action, they visited the Defense Threat Reduction Agency, the U.S. agency responsible for actually inspecting facilities and items restricted by arms control treaties.

Because no VIP visit is complete without a cultural program, they also toured the Pentagon, Mount Vernon and the diplomatic rooms of the State Department before heading home to prepare for our visit.

A month later, I arrived in Moscow with watch officer Alden Greene. As civilian visitors, we received quite a bit of attention among our Russian counterparts. Our two primary hosts, Col. Topol'tsev and Capt. Nikolay Georgievich Gorbunov, introduced us to many of their colleagues, who explained their jobs and practiced their self-taught English. After observing the operations, Alden and I were even permitted to prepare a notification to send to our colleagues back home.

Given that our hosts were military, most of our cultural excursions followed suit. We visited several military museums and memorials and, of course, had a hands-on session at the shooting range.

After returning home, we shared what we had learned with our colleagues. Upon hearing about our cultural excursions, their first question was always, "So, did you hit the target?" Given the trust, cooperation and goodwill fostered by this first exchange, I must say we certainly did. ■

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*Elizabeth K. Thompson, a former watch officer with the Nuclear Risk Reduction Center, is a consular officer at the U.S. Consulate in Yekaterinburg, Russia.*



*Elizabeth Thompson and Alden Greene chat with military officials Nefedov, left, and Aleksey, right, during their tour of the Russian Nuclear Risk Reduction Center. Col. Topol'tsev, second from right, observes.*

A photograph showing a large number of locusts, likely grasshoppers, covering a green plant. The locusts are brown and orange, and are seen crawling on the stems and leaves. The background is a bright, slightly blurred outdoor setting.

The locusts have no king, yet go they forth  
all of them by bands.

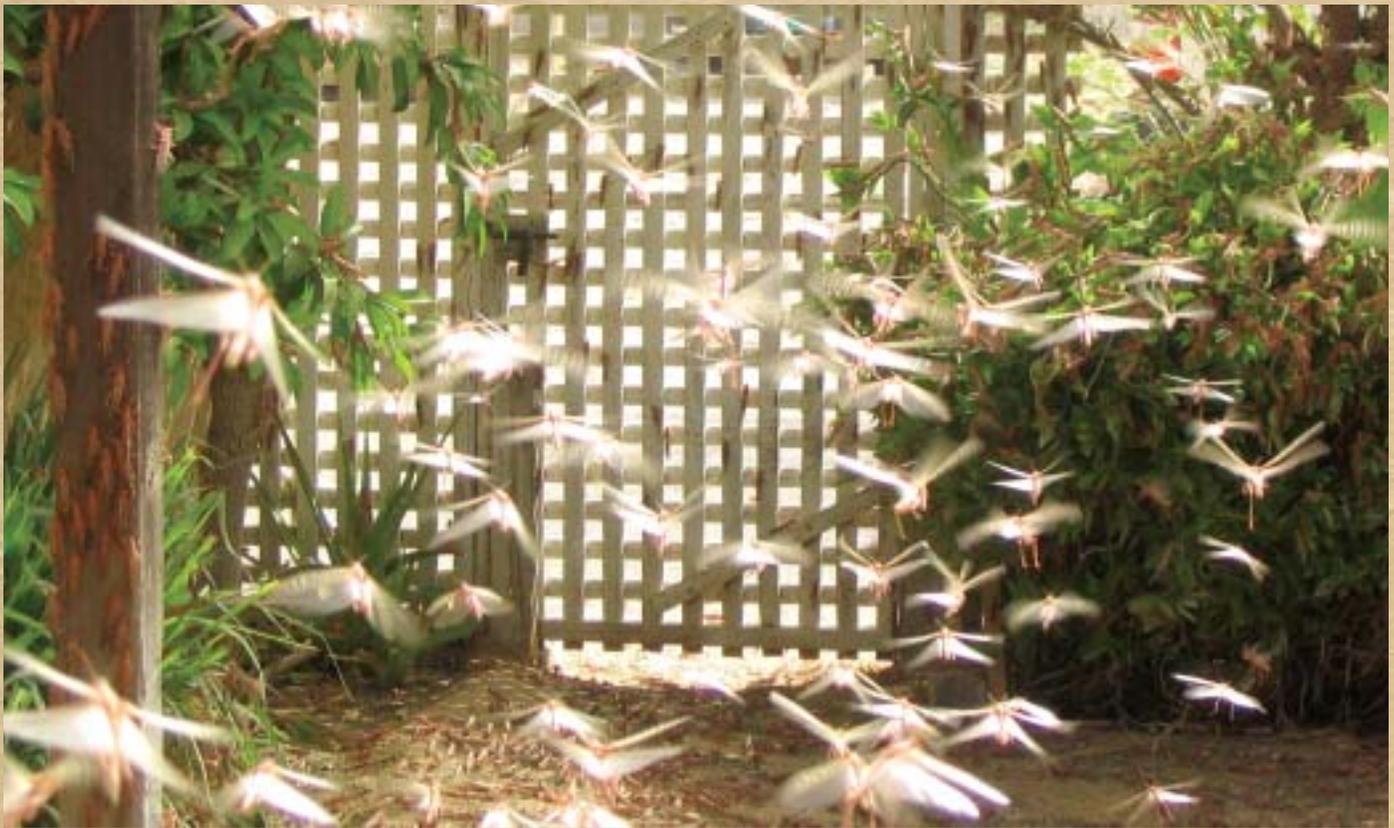
*The Bible, Proverbs 30:27*

AN EMBASSY IN THE PATH  
OF VORACIOUS LOCUSTS

**BY JOSEPH LeBARON**

They will come forth, with humbled eyes from (their) graves,  
as if they were locusts spread abroad.

*The Koran, Chapter 54, Verse 7*



*Opposite page: After they've devoured the leaves, the locusts go to work on the bark. Above: Locusts swarm to their next meal.*

These pictures show an ancient story of invasion and destruction far more effectively than mere words can.

The 250 of us—Americans, Mauritians and half a dozen other nationalities—who work at the U.S. Embassy in Nouakchott watched in early October with a mixture of awe, fascination and grim resignation as millions upon millions of locusts descended on Mauritania's capital, carried in from the east by a strong Saharan wind.

The desert locusts stayed for five long days and nights, eating constantly, turning our seven-acre compound of leafy trees and flowering bushes into a thicket of sticks and twigs reminiscent of Washington in the depths of winter.

We got an inkling of how people must feel watching floodwaters sweep away their possessions or fires consume their homes. There's so little you can do to stop nature's destructive forces. What efforts we could mount were led by general services chief Michael Lampel, who worked valiantly with his team to protect what they could.

The infestation here is the worst in more than 20 years. We Americans no doubt will suffer the least from the

return of this timeless scourge. It's the Mauritians who will bear the burden, as the crops they rely on for survival are destroyed and as the pasture that feeds their camels, cattle, goats and sheep disappears.

An international response already is under way to confront the crisis, which spreads beyond Mauritania to other

Additional teams are busy elsewhere in the region.

The affected states will get the help they need to survive this extraordinary natural disaster. The wheels of international relief sometimes seem to turn slowly, but they turn finely. Equipment and pesticides to fight the locusts are arriving and food relief will come.



*Before and after photos of a tree in the ambassador's yard.*

countries of North Africa, the Sahara and the Sahel—from Morocco and Algeria to Senegal, Mali, Niger and Burkina Faso. The United States is actively involved. An international team of 20 experts, including U.S. Agency for International Development disaster specialist Laura Glaeser, is evaluating damage and needs for Mauritania.

Locust specialists project that the infestation could continue for at least another year and even intensify, resembling a plague. Whether Biblical or Koranic, such a plague will test the mettle of us all. ■

*The author is the U.S. Ambassador to Mauritania.*

# THINK BEFORE YOU DRINK AT 30,000 FEET



## By Rudy Marrazzo

The Environmental Protection Agency recently tested the water aboard 158 randomly selected passenger airplanes at U.S. airports and the results were not good. For Department employees who frequently fly on both domestic and international aircraft, some caution might be in order.

Water in 20 aircraft contained coliform bacteria and two showed evidence of E.coli. When the contaminated water was retested, eight aircraft still didn't measure up to the EPA's drinking water standards, which the Department uses at its overseas posts. The water, used in galley and lavatory sinks, is stored in tanks on the aircraft.

The EPA regulates water supplied to airports and drinking water once it's aboard the aircraft. Of the 158 samples, 87.4 percent met the EPA standards for coliform bacteria. However, 12.6 percent did not.

According to the Air Transport Association, about 90 percent of its members' aircraft can travel internationally and may take on water from contaminated sources. In the

U.S., water loaded aboard aircraft comes from public water systems regulated by state and federal authorities. Water may also be delivered to the aircraft through a hose from a water tanker.

In light of the test results, the EPA is working harder to see that all airlines are taking steps to ensure pure water by emphasizing prevention. This includes monitoring, flushing and disinfecting aircraft water systems.

The EPA cautioned that passengers with suppressed immune systems or those concerned about their health should request bottled or canned beverages while flying and avoid drinking tea or coffee not made with bottled water. While boiling water for one minute will remove pathogens and other bacteria, the water used for making tea or coffee aboard an airplane may not be heated sufficiently to guarantee that all pathogens are killed.

Employees can learn more about these tests as well as new findings by visiting [www.epa.gov/airlinewater](http://www.epa.gov/airlinewater). ■

*Rudy Marrazzo is an environmental engineer in Overseas Buildings Operations.*

# I Fish, Therefore I Am

A DAY IN THE MOUNTAINS FISHING AND REMINISCING BY CARL GOODMAN

Izaak Walton was right. Anglers are made, not born.

To become an angler, I have engaged an experienced younger brother. I took my first lesson after retiring from the federal government and relocating from Northern Virginia to Southeastern Tennessee. Before retiring, at 61, I told colleagues I planned to learn how to fish. The remark, I recall, stimulated more silence than discourse.

I didn't have any particular species in mind. It just so happens that my brother Donnie lives in North Georgia near the Blue Ridge Wildlife Management Area, where streams are stocked with rainbow and brown trout. The native brook trout are still to be found, but in streams less accessible and closely monitored by wildlife officials.

So here I am on a gorgeous summer day in the Georgia mountains taking my first fishing lesson. My enthusiasm is high, but the streams are low—the lowest in years, according to my brother, who has fished here since 1985. I spend most of the afternoon casting from the bank. I try my brother's new fly rod and like it. I am content, however, using a rod and reel with corn kernels for bait. The trout are difficult to see. They hide under rocks and in the shade of overhanging branches. When they do dart, they are shadows.

My outfit—boots, blue jeans, T-shirt and baseball cap—is complemented by a borrowed fishing vest and shoulder pouch. The rod and reel are my brother's, too. We are used to sharing.

And on this particular day, while the fish aren't biting, we share streams and stories. Most are about our growing up on a mountain several hours north, of Huck Finn days catching crayfish along creek banks, of relationships begun and ended, of aspirations achieved and abandoned. Fishing is, as Walton wrote, a contemplative recreation. The number one rule, I learn, is to avoid talk of work. It's a lesson I need to work on.



*Carl Goodman casts out into the stream, but the trout proved elusive that day.*

And work I will. Undaunted by failing to catch a single fish on my first outing, I already have scheduled my next fishing lesson. In due course, I will purchase my own equipment and apparel. I plan to keep it simple. It's unlikely L.L. Bean will be offering me one of its outdoor magazine covers anytime soon. ■

*The author, who retired in June, is former editor of State Magazine. He can be contacted at [cwgoodman@comcast.net](mailto:cwgoodman@comcast.net).*

**Editor's note:** *Not long after he wrote this, Carl reported by e-mail that he had gone out again and caught four trout—three rainbows and one brook—averaging 10 inches in length and weighing about a half pound each. He says they were delicious with fresh corn, tomatoes, rice and slaw. Of the four steps—catching, cleaning, cooking and consuming—he says he most enjoys the first and last.*

## APPOINTMENTS



**U.S. Ambassador to the Islamic Republic of Pakistan.** Ryan C. Crocker of Washington, a career member of the Senior Foreign Service, class of Career Ambassador, is the new U.S. Ambassador to the Islamic Republic of Pakistan. Prior to his appointment, he was international affairs adviser at the National War College and in 2003 was the first

director of governance for the Coalition Provisional Authority in Baghdad. He was deputy assistant secretary for Near Eastern Affairs from 2001 to 2003 and before that served as ambassador to Syria (1998 to 2001), Kuwait (1994 to 1998) and Lebanon (1990 to 1993). Since joining the Department in 1971, he has also served in Iran, Qatar, Iraq and Egypt. Mr. Crocker served at the embassy in Beirut during the Israeli invasion of Lebanon in 1982 and during the bombings of the embassy and the Marine barracks in 1983. He is married to Christine Barnes.



**U.S. Ambassador to the Republic of Zimbabwe.** Christopher William Dell of New Jersey, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Zimbabwe. He was ambassador to Angola from 2001 to 2004. Prior to that, he was chief of mission of the U.S. Office in Pristina. He served as

deputy chief of mission in Sofia and Maputo. His other overseas postings include Lisbon, Oporto and Matamoros.



**U.S. Ambassador to Malaysia.** Christopher J. LaFleur of New York, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Malaysia. Prior to this appointment, he was the Cyrus Vance Fellow in Diplomatic Studies at the Council on Foreign Relations. In 2003, he was special envoy for Northeast Asia

Security Consultations. Before that, he was principal deputy assistant secretary for East Asian and Pacific Affairs, deputy chief of mission in Tokyo and deputy director of the American Institute in Taiwan. His other overseas postings include Paris and Sapporo. He is married to Keiko Miyazawa and they have two daughters.



**U.S. Ambassador to the Republic of Madagascar.** James D. McGee of Florida, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Republic of Madagascar. From 2002 to 2004 he was ambassador to Swaziland. His other overseas postings include

Abidjan, Kingston, Bridgetown, Bombay, The Hague, Lahore and Lagos. He served in the Air Force during the Vietnam War and earned three Distinguished Flying Crosses. He is married to Shirley J. McGee.



**U.S. Ambassador to the Republic of Indonesia.** B. Lynn Pascoe of Virginia, a career member of the Senior Foreign Service, class of Career Minister, is the new U.S. Ambassador to the Republic of Indonesia. Most recently, he was deputy assistant secretary in the Bureau of European and Eurasian Affairs. Earlier, he was ambassador to Malaysia and special

negotiator for regional conflicts in the former Soviet Union. Other overseas postings include Taipei, where he served as director of the American Institute in Taiwan, Beijing (twice), Moscow, Hong Kong and Bangkok. He and his wife Diane have two daughters.



**U.S. Ambassador to the Republic of Albania.** Marcie B. Ries of the District of Columbia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Albania. Until recently, she was chief of mission of the U.S. Office in Pristina and prior to that director of the Office of United Nations Political

Affairs. Her other overseas assignments include London, Ankara, Santo Domingo and the U.S. Mission to the European Union in Brussels. She is married to Foreign Service officer Charles Ries, U.S. Ambassador to Greece. They have two children.

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



*Annemarie Brooks*, 68, a Civil Service employee, died Oct. 12 in Arlington, Va., of pulmonary fibrosis. She joined the Department in 1984 and served overseas as a Foreign Service specialist in Belgium, France, Togo, Yemen and Ethiopia. While assigned to Brussels, Ms. Brooks edited the *Brussels Weekly*, a newsletter circulated to 1,000 Americans. At the time of her death,

she was a special self-help coordinator in the Bureau of African Affairs.

*Jack M. Forcey*, 78, a retired Foreign Service officer, died of complications from a series of strokes on June 2, 2001, in Marin County, California. He served in the Army during World War II and joined the Department in 1951. His overseas postings included Costa Rica, Ghana, Egypt, Brazil, Cambodia, the Philippines, South Vietnam, Guatemala and Saudi Arabia. The Jack M. Forcey Chair in Political Science was created in 2003 at his alma mater, the University of California at Berkeley, as a tribute to his life of service and his dedication to the institution.

*Frank W. Garcia*, 78, a retired Civil Service employee, died Sept. 22 in Tamarac, Fla., of congestive heart failure. He managed television productions for the U.S. Information Agency and was an active member of the Society of Motion Picture and Television Engineers. Mr. Garcia served in the Army during and after World War II. He retired in 1986 to Florida, where he indulged his passion for sailing.

*William Kaslaitis*, 83, a retired Civil Service employee, died April 19 in Pompton Plains, N.J. He was a broadcaster for the Voice of America and was involved in international radio and television work from 1947 until he retired in 1982. He continued television broadcasting after retiring from VOA and was known in the Lehigh Valley, Pa., as “Bill Kastle.”



*Neal Lawrence*, 96, a former Foreign Service officer, died Nov. 2 in Fujimi, Japan. He served in the Navy in World War II. After joining the Department, he served on Gen. MacArthur’s staff in Tokyo. He was the first American diplomat to visit Hiroshima and Nagasaki officially after the nuclear devastation. He also served in Singapore, Malaya and Taiwan. After

leaving the Department, Mr. Lawrence became a Benedictine monk and returned to Japan, where he taught at Tokyo University and other institutions. He wrote Tanka poetry and published four books and many poems in magazines.



*Suzanne Dunning Manfull*, 85, widow of retired Foreign Service officer Melvin L. Manfull, died Oct. 29 in Washington, D.C. She accompanied her husband to overseas postings in Paris, Saigon, London, Brussels, Bangui and Monrovia. She was known for her volunteer work and her love of orchids and gardens.

*Harold T. McCabe*, 86, a retired State Department employee, died Oct. 6 in Reno, Nev. He served in the Coast Guard during World War II. He retired from the Department in 1978 after more than 30 years of service. He settled in Reno and enjoyed traveling with his wife.

*Susan Reed McQueen*, 71, a retired Civil Service employee, died Oct. 24 of complications from pulmonary disease and pneumonia in Baltimore, Md. As chief of the Department’s interior design and furnishing branch, she traveled to 87 countries. After retiring in 1988, she and her husband spent several years cruising waterways from Delaware to the Bahamas on their boat.

*Paul H. Nitze*, 97, retired diplomat and missile treaty negotiator, died Oct. 19 of pneumonia in Washington, D.C. He headed the Department’s policy planning staff during the Truman administration, where he authored a study on the Soviet threat that became a cornerstone of U.S. policy. He held senior Defense Department positions in the Kennedy and Johnson administrations and played a key role in negotiating the Antiballistic Missile Treaty for President Nixon. Under President Reagan, he negotiated an agreement that eliminated intermediate-range missiles from Europe. He retired to the School of Advanced International Studies of Johns Hopkins University—a school named for him in 1989.

*Julie C. Norberg*, 86, a retired Foreign Service officer, died of a stroke Oct. 11 in Springfield, Va. She was a financial officer who had overseas postings to Greece and Afghanistan. She worked for the Red Cross during World War II. She was a volunteer at the Department’s annual book fair.

*Lyle R. Piepenburg*, 88, a retired Foreign Service officer, died of a heart attack Oct. 25 in Evanston, Ill. He joined the Department in 1941 and served overseas in Rome, Lisbon, Algeria, Paris, Athens, Thessalonika, Nicosia (during the civil war) and Niamey. He moved to Illinois after retiring in 1967.

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# O B I T U A R I E S



*Norman E. Warner*, 83, a retired Foreign Service officer, died Oct. 30 in Gaithersburg, Md., of complications from pulmonary and heart disease. He served in the Army during World War II and joined the Foreign Service in 1946. His overseas postings included Belgium, the Dominican Republic, Ecuador, Honduras, the Congo and Haiti. After retiring in

1974, he pursued interests in history and nature and performed community volunteer work.

*Dewey R. Watkins Jr.*, a retired Foreign Service officer, died Aug. 11 in Silver Spring, Md. After joining the Department, he traveled extensively throughout Latin America and Europe and was posted to Mexico City. Previously, he had worked as an accountant with the Veterans Administration and Civil Service Commission.

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## PERSONNEL ACTIONS

### FOREIGN SERVICE RETIREMENTS

Bernier, Lanny Roger	Holland, John E.	McLeese, William Vincent
Boyett, Mark C.	Holmes, James H.	Mills II, Arthur H.
Cohn, Irene P.	Kansas, Patricia Jane	Mudd-Krijgelmans, Judith
Decampoli, Craig P.	Lyons, Kenneth J.	Porter, Gary Lee
Felt, John P.	Marwitz, Antoinette S.	Schrenk, Virginia M.
Galer, Anne Maria	Mason, Nancy M.	Szczesniak, Walter M.
Gatto, Donald J.	McBride, Joseph Neal	Tyson, Gregory J.
Giampietro, Carl J.	McKenna, John B.	Walton, Sharon F.

### CIVIL SERVICE RETIREMENTS

Berrutti, Annabella Zupo	O'Brien, Paul T.
Carlson, Stuart L.	Parton, Min Jin
Davidson, Betty J.	Phillips, Phyllis L.
Feaster, Ernest H.	Piansay, Rolando B.
Fowler, Ardella D.	Ponce, Antoinette M.
Gallmon, Georgia A.	Richardson, Lynette G.
Hocker, Charles H.	Shaloff, Stanley
Holland, Linda A.	Sheahan, Cornelia Marie
Howard, Annette	Slafkosky, Veronica A.
Jackson, Doretha M.	Thurston, Rose
Johnson, Christine Ann	Vogt, Jerry A.
Jones, Charlotte F.	Wallace, Florella
Jones, Merrill E.	Whitney, Thelma J.
Leimanis, John J.	Williams, Janice C.
Lyles, Mildred J.	Yermal, David F.
McCreight, Robert E.	Zafar, Mohammed M.
Novak, Fayeann	



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