

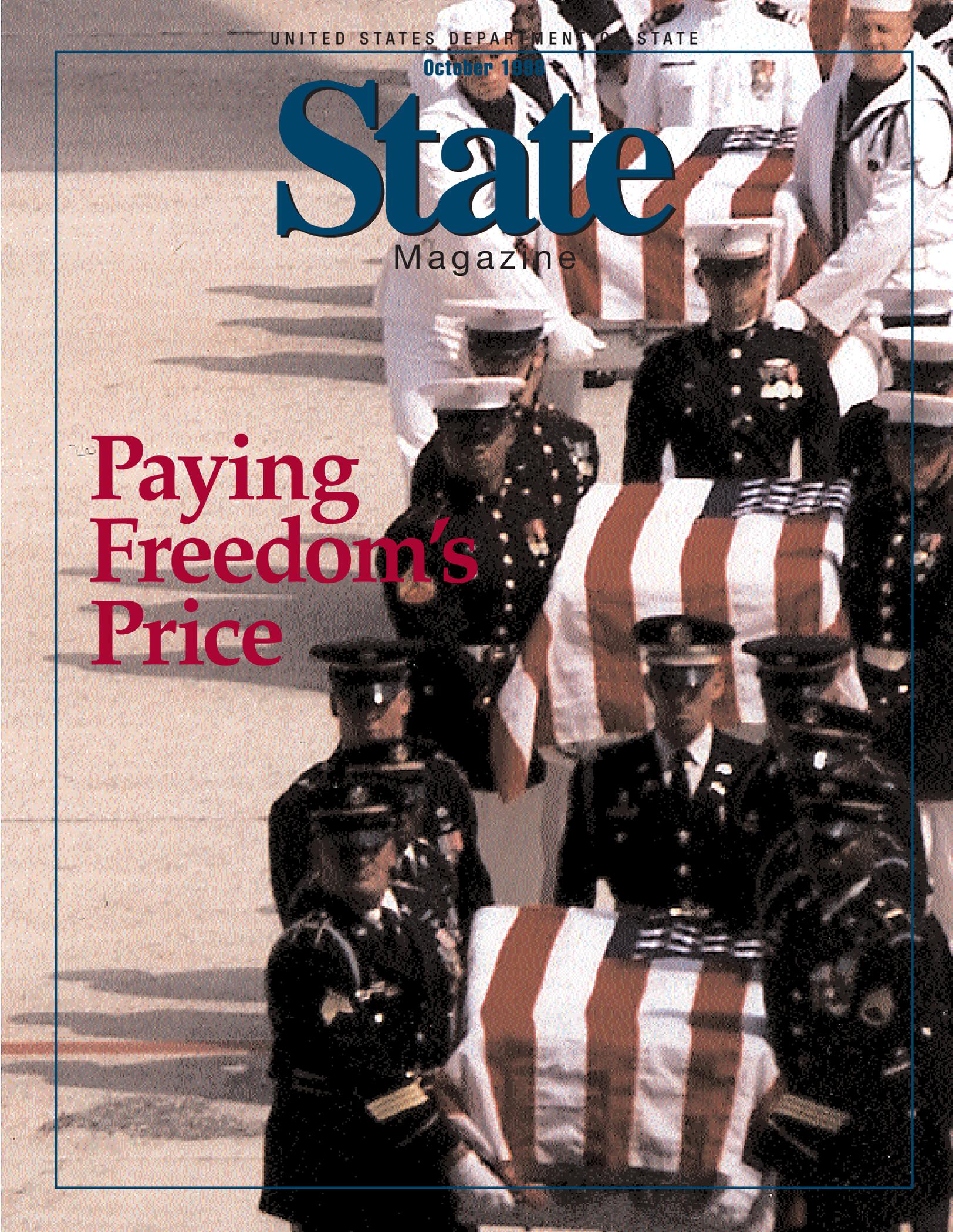
UNITED STATES DEPARTMENT OF STATE

October 1998

State

Magazine

Paying Freedom's Price



Coming in November:

Post of the Month— Antananarivo



State Magazine

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

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Edinburgh.



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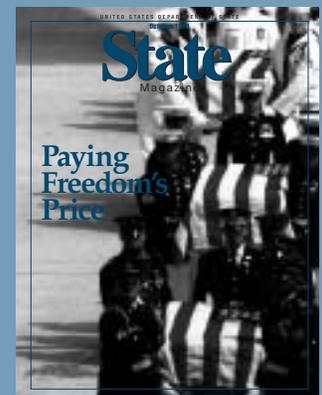
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Department of Defense photo

The nation welcomes home
its fallen heroes.



On the Cover

Honor guards carry caskets of
the embassy bombing victims.

Reuters photo by Win McNamee



FROM THE SECRETARY

“Their memory and our love for them live on.”

The following is the text of Secretary of State Albright's remarks on Aug. 13 at Andrews Air Force Base, Md., during a memorial service honoring those killed by the bombings in East Africa.

On behalf of the State Department family, thank you all for being here to share our sorrow, determination and pride.

Above all, I want to welcome the family members and friends of our fallen colleagues and loved ones. We will miss them and grieve for them. We are proud of these fine Americans. They were our best. Their memory and our love for them live on.

We are mindful that the same explosions that caused their deaths killed many more Kenyans and Tanzanians, including at least 42 Foreign Service Nationals who worked for the same causes. We are deeply saddened by this tragedy. We pray for all those who were murdered, and for the speedy restoration to health of those who were injured. We pray that the burdens of grief will be tempered by the affection of so many who knew and worked with those who have been lost.

At the same time, we must act to prevent such outrages in the future.

The plague of terror has claimed victims on every continent. The people of every continent must unite in defeating terror. And the world must understand what terror can and cannot do.

Terror can turn life to death, laughter to tears and shared hopes to sorrowful memory. It can turn a building to rubble. But it cannot change America's determination to lead or to strive, with others, to build a world where there is more hope and prosperity, freedom and peace.

Make no mistake. Terror is the tool of cowards. It is not a form of political expression and certainly not a manifestation of religious faith. It is murder, plain and simple, and those who perpetrate it, finance it or otherwise support it must be opposed by all decent people.

Rest assured, America will continue to be present around the world wherever we have interests to defend, friends to support and work to do. America will not be intimidated.

We will maintain our commitments to the people of Africa. We will do all we can to protect our diplomatic and military people around the world. We will do everything possible to see that those responsible for last week's

bombings are held accountable. America's memory is long, our reach far, our resolve unwavering and our commitment to justice unshatterable.

To the families, let me say I know that words are not enough. Love is the most wonderful gift in life, but at times like this, also the most painful. The loss you have suffered is without measure.

We are all diminished, for those we remember today reflected the strengths and diversity of our country. They were the kind of unpretentious but remarkable people who represent America in diplomatic outposts around the world. People doing their jobs, day in and day out—working for peace, strengthening democracy, healing the ill, helping those in need, winning friends for America. Above all, they were builders, doers, good people who acted out of hope and with the conviction that what will be can be made better than what has been.

This has been a mission of pride and sorrow. I am honored to bring them home to America.

It is beyond our power to turn the clock back to before last Friday. We cannot alter the past. We cannot bring back the ones we love.

But we can choose what they chose. To be animated not by fear, but by hope. To define ourselves not by what we are against, but by what we are for. To acknowledge the presence of evil in this world, but never lose sight of the good. To endure terrible blows, but never give in to those who would have us give up, or turn away from our responsibilities or abandon our principles or surrender our faith.

By so doing, we can ensure that the perpetrators of the bombings will be foiled in whatever purpose they may have had. And that America will continue to stand tall and straight and strong in the world.

May our fallen colleagues and loved ones be forever honored, for we will never cease to be proud of them. May they rest in peace, for we will never forget them. And may their deaths inspire us to be fully worthy of freedom, which we hold in solemn and sacred trust, for our generation and for generations yet to come. Thank you and God bless you.

Madeleine Albright
Secretary of State

From the Editor

It's been nearly two decades, but I still remember clearly our hostages returning home from Iran after more than a year of captivity. I stood with other federal employees at the intersection of Independence and Pennsylvania avenues, with the Capitol in the background, waving jubilantly. The buses bearing these colleagues had traveled from Andrews Air Force Base to a welcome ceremony at the White House. *State Magazine* paid tribute to one of those hostages, Ambassador L. Bruce Laingen, in the July/August 1998 issue, for 50 years of public service.

The memory of my recent bus ride to Andrews to attend a memorial service for colleagues killed by terrorists in East Africa will remain with me, too. There was no jubilation this time, only quietness and sadness. My seatmate had known one of the victims, and he was attending the ceremony out of respect for her memory. Most employees, however, said they were attending out of respect and support for "family," an extended family bonded by years of public service at home and overseas. They came to say "Welcome home" and "Good-bye." Our coverage of this terrible tragedy continues.

We also help our colleagues in Edinburgh mark 200 years of consular history—as we did for Barcelona last January. The United States shares a rich heritage with Scotland, even if one of our early emissaries there skipped town for 16 years! He might have at least sent a cable. But even the use of the cable—long the diplomat's communications tool of choice—is declining. What's replacing it? The folks in Information Resource Management, our featured bureau, tell us in this issue.

We also acknowledge National Disability Employment Awareness Month. Two women, both Foreign Service officers, demonstrate clearly that disabilities don't preclude a career in the Foreign Service.

We hope you enjoy this issue, and thank you for your suggestions and support.



how complex our responsibilities are. If people must have a bumper strip slogan, let it be: "For every complex problem, there is a simple solution—only it is always wrong!"

The mission statement does have, I believe, a glaring omission. It seemed to delineate the tasks for all the foreign affairs agencies except for the U.S. Information Agency. We need to do a better job of "Telling America's Story to the World."

Charles B. Green

*Retired Foreign Service officer
Malibu, Calif.*

Don't Forget FSNs

Dear Editor:

When the names of those killed in the bombings at Dar es Salaam and Nairobi are known, please publish those of the Foreign Service Nationals as well as Americans. Many of us have served at those posts and we would like to know. If a fund to assist survivors' families is established, please provide details of how we may contribute.

James F. Prosser

Green Bay, Wisc.

The information you requested is in this month's coverage of the bombings on page 18.—The Editor

A Correction

Dear Editor:

In reference to the "Passing the Torch in Brussels" article that appeared in *State Magazine* in the July/August 1998 issue, the U.S. ambassador to Austria's name appeared as Ambassador Kathryn Walt. The correct name of the ambassador is Kathryn Walt Hall.

Patricia Able

U.S. Embassy Vienna

Interested in Diplomacy

I am a 35-year-old male studying international relations with future plans to take the Foreign Service exam. Your magazine (and related web sites) is an invaluable tool for those of us interested in diplomacy.

Pete Breen

Troy, N.Y.

On State's Mission

Dear Editor:

As a retired Foreign Service officer, I very much appreciated the

International Affairs Mission Statement that appeared in the June issue of *State Magazine*. We need to get this message out to our citizenry so that people can fully realize that it's impossible to encapsulate our complex and multiple responsibilities into a bumper strip slogan.

Looking back, we must see that we were in serious error when we overlooked many very important issues in our anti-communist zeal. People must be helped to realize that we cannot wrap everything into a nice neat package such as calling for a "new world order." Hopefully, the mission statement will get widely publicized so that people will know

DIRECT FROM THE D.G.

BY EDWARD W. "SKIP" GNEHM JR.



We woke up on Aug. 7 to the horrifying news that our embassies in Nairobi and Dar es Salaam had been the targets of devastating car bomb attacks. From the confusion and horror of the following days, the final toll emerged: Fifty-two employees of the U.S. government were killed, with 28 seriously injured. The deaths and woundings of thousands of innocent Kenyan and Tanzanian nationals who were in the proximity of our missions further deepened our sorrow.

For each of us in the Department, this tragic loss holds a personal meaning. Many of us knew our fallen American colleagues personally, but whether or not we knew them, we already knew a lot about them by virtue of the life they had chosen. They were drawn first and foremost to life in the diplomatic corps. They relished the challenges of overseas life and the adventure of travel. Above all, they wanted to serve our country in a very direct way.

Although the U.S. media and the American public focused on the American dead and wounded, colleagues worldwide were terribly worried about the fate of our Kenyan and Tanzanian colleagues. The task force fielded questions from far-flung veterans of Nairobi and Dar es Salaam about the welfare of the local staff. Contributions to the FSN Emergency Relief Fund (to ease the financial burden of all local employees affected by the bombings) totaled over \$37,000 in the first weeks following the tragedy. It was particularly moving to read that our FSNs in Bangladesh contributed \$2,000 to assist their African counterparts.

At times like this, I am reminded that the State Department *is* a family and that we care for each other very deeply. Daily life in a large bureaucracy can sometimes obscure the underlying dedication we feel to our mission and each other. We, like any good family, pull together in times of trouble. Our embassy in Germany established a task force to coordinate the transportation of our dead and wounded. Our colleagues in Washington responded overwhelmingly to a short-notice blood drive. In two days, a record 262 employees rolled up their sleeves in a turnout that produced waits of an hour or more for the donors. Approximately 1,000 Department employees went to Andrews Air Force Base

in Maryland to welcome home our fallen comrades. Countless people volunteered for task forces laboring on the seventh floor. I was especially moved to see members of the 88th A-100 class, who had entered the service only four weeks before, volunteering for weekend and midnight task force duty while attending their normal daytime classes. Their presence reminded me that each of us is a part of a long and honored tradition running from the 1700s through today. It is a tradition that cannot be broken by a tragedy, no matter how great.

In her remarks to Department employees on Aug. 10, Secretary Albright said, "...the highest purpose resides not in what we can acquire for ourselves, but in what we can achieve through our kinship with each other." Her remarks are a wonderful reminder of the values we so dearly cherish in our relationships with each other. The Secretary subsequently traveled to Germany to bring our friends home, and later to Nairobi and Dar es Salaam to offer support to those who stayed behind to keep our missions running. She saw in all these places what our kinship means.

In the nearly 30 years that have passed since I joined the Foreign Service, 81 names have been added to the plaques in the Diplomatic Lobby honoring those killed in the line of duty. Some I knew, others I did not. When I walk through the lobby, my eyes move toward the plaque, and I, like all of you, hope each time that no names will be added to the plaque this year. In more years than not, these hopes are dashed. In the days following the Aug. 7 bombings, small bouquets of flowers, usually placed anonymously, lay beneath the plaques, next to more formal floral wreaths. They were our expressions of love and affection for those we had lost.

Our enemies fail to understand one essential fact about us—that the bonds between us only grow stronger with adversity. The tragedies of Nairobi and Dar es Salaam will not make us run away. Rather, they make us more determined to stay. They reaffirm my choice of profession, my desire to do more and better in continuing the mission of the people we lost. From the overwhelming responses to this tragedy from around the world, I know these are feelings you share. Our pledge to our departed colleagues must be to carry on in service to our country, strengthened in our determination to continue their vital mission.

APPOINTMENTS

DIPLOMATIC SECURITY: *David Gordon Carpenter* was recess appointed by the President on Aug. 11 as assistant secretary of State for Diplomatic Security and director of the Office of Foreign Missions. Ambassador Carpenter, of Reston, Va., recently retired after 26 years with the U.S. Secret Service, where his last assignment was as head of the Washington Field Office. Previously, he was special agent in charge of the Presidential Protective Division and designed and managed security operations for the 1989 Presidential inauguration. As deputy special agent in charge of the Dignitary Protective Division, he managed security details for kings, queens and heads of state. He served on the protective details for Presidents Nixon, Ford, Carter and Bush. After retiring, he directed asset security for a Washington, D.C.-based telecommunications company. Ambassador Carpenter earned a bachelor's degree from Oklahoma State University and received additional management training through the Brookings Institution and George Washington University Senior Executive Management Program.

BAHAMAS: *Arthur Schechter*, of Houston, was confirmed by the Senate on July 31 as U.S. ambassador to the Commonwealth of the Bahamas. President of the Schechter & Marshall law firm, he has been an active member of the community, serving as president of the Jewish Federation of Greater Houston and the American Jewish Committee, the Southwest Advisory Board of the Institute of International Education, a local organization to support the homeless and the local AmeriCorps chapter in Houston. President Clinton appointed him to the Holocaust Memorial Museum Council in 1994. Ambassador Schechter has been honored by the NAACP and Child Advocates of Houston, and he received the National Human Relations Award from the American Jewish Committee. He is a graduate of the University of Texas and the University of Texas Law School, and has done course work toward a master's degree at the University of Houston.



CONGO: *William Lacy Swing*, ambassador to Haiti since 1993, was recess appointed by the President on Aug. 11 as U.S. ambassador to the Democratic Republic of the Congo. Since joining the Foreign Service in 1963, Ambassador Swing has devoted his career primarily to Africa, where he has had four earlier ambassadorial postings—to South Africa, Nigeria, Liberia and the Congo. He also served as deputy chief of mission in the Central African Republic and spent a sabbatical year at Harvard

University focusing on African studies. Ambassador Swing's Washington tours included assignments as desk officer for Germany, as deputy director for Central African Affairs with special responsibility for Zaire and as deputy assistant secretary for Personnel. He received degrees from Catawba College and Yale University. His foreign languages include French, German, Afrikaans and Creole.

DENMARK: *Richard Nelson Swett*, former two-term U.S. representative from New Hampshire's Second District, was confirmed by the Senate on July 31 as U.S. ambassador to Denmark. As a member of Congress, he co-authored the Congressional Accountability Act. Before being voted into office, he was president of an alternative energy development firm and worked for an architectural and engineering company. He was named one of 10 outstanding young Americans by the U.S. Junior Chamber of Commerce and received a presidential citation from the American Institute of Architects. Ambassador Swett received a bachelor's degree from Yale University, where he was awarded the Timothy Dwight Master's Cup for Excellence.

LATVIA: *James Howard Holmes*, a career member of the Senior Foreign Service, was confirmed by the Senate as U.S. ambassador to the Republic of Latvia on July 31. Ambassador Holmes, of Springfield, Va., previously served as State's coordinator for Eastern European assistance, overseeing a program of transitional economic and political assistance to 14 Central European and Baltic states, including Latvia. He previously served as director of the Office of Strategic Nuclear Policy in the Bureau of Political and Military Affairs, as deputy director of the Policy Planning Staff for Europe and as deputy chief of mission at the U.S. Embassy in Ankara, Turkey. Before serving in Turkey, Ambassador Holmes and his wife, Connie, worked at the U.S. Consulate General in Lahore, Pakistan, and the U.S. Embassies in Wellington and Oslo. From 1973 to 1976, Ambassador Holmes was assigned to the White House staff. He received several State Superior and Meritorious Honor Awards. He earned a bachelor's degree from Colgate University and studied at the Johns Hopkins University School of Advanced International Studies and the National War College.

LEBANON: *David Michael Satterfield*, a member of the Foreign Service since 1980, was confirmed by the Senate on July 31 as U.S. ambassador to the Republic of Lebanon. Ambassador Satterfield, of Fairfax, Va., has served overseas in Jeddah, Tunis, Beirut and Damascus. Mr. Satterfield has held assignments in the Bureaus of Near Eastern Affairs, East Asian and Pacific Affairs, and Intelligence and Research. He also served as director of

APPOINTMENTS

the Executive Secretariat staff and for Near East and South Asian affairs on the National Security Council. His most recent assignment was as director of State's Office of Israel and Arab-Israeli Affairs. Ambassador Satterfield is the recipient of several Department individual and group Superior Honor awards, notably for his work on the Middle East peace process. He attended the University of Maryland and Georgetown University and speaks Arabic and French.

OMAN: *John Bruce Craig*, a career member of the Senior Foreign Service, was confirmed by the Senate on July 31 as U.S. ambassador to the Sultanate of Oman. Ambassador Craig, of Pittsburgh, Pa., has been posted in Saudi Arabia, Libya, Egypt and Haiti. He was deputy chief of mission in Syria and Colombia. In Washington, D.C., he served in the Bureau of Near Eastern Affairs and was director of the Junior Officer Division in the Bureau of Personnel. His most recent assignment was as director of the Office of Arabian Peninsula Affairs in the Bureau of Near Eastern Affairs. Ambassador Craig received his bachelor's degree from American University. He speaks Arabic, French and Spanish.

PAKISTAN: *William B. Milam*, former ambassador to Bangladesh, was recently named U.S. ambassador to the Islamic Republic of Pakistan. The Senate confirmed his nomination on July 31. A career member of the Senior Foreign Service, Ambassador Milam previously served as deputy assistant secretary for international finance and development, as special negotiator for the environment, and as deputy chief of mission in Yaounde. His most recent posting was as deputy chief of mission in Monrovia. Ambassador Milam received a bachelor's degree from Stanford University and a master's degree from the University of Michigan. He has received two Presidential awards for outstanding service as well as the James Clement Dunn Award for mid-level officers and a Superior Honor Award.

Nominations:

John Melvin Yates was recently nominated as U.S. ambassador to the Republic of Equatorial New Guinea. More complete biographical information will be provided when his nomination is confirmed by the Senate.

Former Ambassador Honored



Julian M. Niemczyk, former U.S. ambassador to Czechoslovakia, was presented with the Order of the White Dual Cross for helping Slovaks achieve statehood and adapt to the challenges of post-communism.

The award, one of the highest orders of the Slovak Republic, was presented to Ambassador Niemczyk by Slovak Ambassador Branislav Lichardus during a special ceremony in May at the embassy of the Slovak Republic in Washington, D.C.

As the first Slavic-American to serve as U.S. ambassador to Czechoslovakia, from 1986 to 1989, Ambassador Niemczyk met often with Czech and Slovak dissidents and arranged meetings between visiting congressional delegations and Czech and Slovak leaders. The ambassador also defied the wishes of communist government officials by laying wreaths at monuments to commemorate the bravery of U.S. Air Force personnel who had crashed or parachuted into Slovakia during World War II.

A former military attaché at the U.S. Embassies in Warsaw and Prague in the 1960s, Ambassador Niemczyk chaired the board of trustees of People-to-People International from 1990 to 1997. In this role, he was instrumental in persuading the organization, a nonprofit group working outside of governments to promote international understanding, to hold its annual regional Europe workshop conference in Bratislava in 1994.

Civil Service Panel Meets

A special panel discussion for Civil Service employees is scheduled for Oct. 14 at Main State.

The session, "Keep Your Career Moving: Opportunities to Enrich Your Career," is sponsored by the Career Development Resource Center. During the session, personnel specialists from the Bureau of Personnel's Office of Civil Service Personnel Management will discuss Civil Service opportunities in the Senior Executive Service, upward mobility programs, overseas employment, developmental assignments, details and lateral moves.

The panel discussion is scheduled from 11:45 a.m. to 1:15 p.m. in Room 1912.

New Commercial Cards on the Way

The familiar government credit cards used by State employees are about to be replaced by Citibank VISA and MasterCard cards. Citibank commercial cards will also be used by the Department for individual travel, IMPAC card purchases and fleet card transactions.

The current government-issued charge cards—American Express for official travel, U.S. Bank for IMPAC purchases and Wright Express for the fleet card program—will expire on Nov. 29.

The Bureau of Finance and Management Policy and Administration are managing the transition to the new cards, to be issued to all current card holders.

Embassies to Receive New Artworks



Photo by Neshan H. Nalcheyan

At a Friends of Art and Preservation in Embassies luncheon at Main State, from left, are Alan Greenspan, Federal Reserve System chair; Andrea Mitchell, NBC News correspondent; Jo Carole Lauder, FAPE chair; and artist Chuck Close, who donated the 1998 limited-edition print.

As many as 200 American paintings, sculptures, works on paper, decorative objects, crafts and folk art are going to U.S. Embassies and ambassadors' residences worldwide.

The "Gift to a Nation" program, part of the President's National Millennium program, is designed to showcase American art overseas. Prominent professionals from American museums and State representatives will select works to be displayed.

The program was launched at a White House dinner with the donation of "Reflections on Senorita 1990," a major artwork by the late Roy Lichtenstein.

In supporting the Millennium project, the Friends of Art and Preservation in Embassies also plans to renovate Talleyrand, a historic

State-occupied building in the heart of Paris. Considered a superb example of 18th-century architecture, it was the residence of Maurice de Talleyrand, minister of foreign affairs and foreign minister from France to the United States in the 1800s. Later it served as the headquarters for the Marshall Plan, and today it houses the consulate and employees of the U.S. Information Service and the Marshall Center, a military training center based in Germany.

Meeting Your Tax Payment Obligations

Federal employees have an obligation to obey the tax laws of the land both as citizens and as public servants who uphold the public trust. The Office of Government Ethics' government-wide standards of ethical conduct for employees of the executive branch require all employees to file all required tax returns timely and properly. In addition, other federal agencies may also have ethics regulations requiring employees to do the same.

The Internal Revenue Service wants to help all federal employee taxpayers meet their tax-filing and payment requirements to avoid costly penalties, potential enforcement actions or possible disciplinary action for failing to comply with their agency's ethics regulations.

The IRS provides free tax information and services to inform and assist taxpayers concerning the tax laws and their responsibilities. If you have questions or need assistance with your taxes, whether it be withholding taxes, estimated tax payments or any other tax concern, call (800) 829-1040 and an IRS representative will help you.

Combined Federal Campaign Is Under Way

The State Department's 1998 Combined Federal Campaign kicked off in October and continues through Dec. 18.

The campaign seeks to raise approximately \$1.2 million to support some 2,500 national and international



organizations whose goals vary from feeding the hungry and protecting the environment to providing scholarships and technical assistance.

The annual CFC drive is the only time of the year that federal employees are canvassed officially for charity. While individual gifts averaged more than \$336, only 32 percent of State employees contributed last year compared with 53 percent for government agencies of comparable size, campaign officials said.

Last year's campaign raised more than \$1.1 million.

The officials encouraged State employees worldwide to use payroll deduction to make their contributions to the CFC.

Scholarship Winners Named

Nine State Department Federal Credit Union members were recently named winners of the 22nd annual scholarship competition.

The credit union has awarded more than \$100,000 in scholarships since the competition's inception in 1976. This year's \$15,000 award fund was divided among nine recipients.

The winners are Candace Claiborne, a criminal justice student at the University of the District of Columbia; Vanessa Bradford, a business administration and accounting major at Bowie State University; Matthew J. Folan, a social work major at George Mason University; Lorrie M. Hebert, a nursing student at Hawaii Pacific University; and Lolita White, a doctor of pharmacy student at Howard University. Other winners are Jennifer Gibson, an engineering student at Syracuse University; Joshua Michaud, an epidemiology and infectious diseases major at Johns Hopkins School of Hygiene; Diane Osborne, a public relations and communications student at Chapman University; and Yokizozet Smith, an early childhood education major at Prince Georges Community College.

Labor Diplomacy for the Future

By Nicole Perrygo

"We must pursue an ever more open global trading system," President Clinton told a World Trade Organization meeting in Geneva last May.

To build that system, the President said, "we must do more to ensure that spirited economic competition among nations never becomes a race to the bottom in environmental protections, consumer protections or labor standards. We should be leveling up, not leveling down. Without such a strategy, we cannot build the necessary public support for continued expansion of trade. Working people will only assume the risks of a free international market if they have the confidence that the system will work for them."

Building that confidence and implementing that strategy were dominant themes at State's recent labor officer conference. The conference drew current, recent and retired Foreign Service labor officers from posts worldwide, along with representatives from the White House, the Departments of Labor and Commerce, the International Monetary Fund and the AFL-CIO.

Panelists reviewed such topics as the labor dimension of the Asian economic crisis, the role of labor in the global economy and the future of the labor diplomacy function.

John J. Sweeney, president of the AFL-CIO and keynote speaker, praised the labor officers' work and warned that "now, more than ever, support for independent trade unions is essential if the new global marketplace is, in fact, to further democracy rather than undermine it, to lift people up rather than grind them down." If we are to meet President Clinton's challenge, he said, "we must elevate, not eliminate, the role of labor diplomacy."

Acknowledging Mr. Sweeney's concern, as well as that of others in the audience's over declining numbers and downgradings of labor officer jobs, Foreign Service Director General Edward W. "Skip" Gnehm Jr. said the years from 1992 to the present were unkind to both the Department and the Foreign Service. During this period, many positions, including some labor officer slots, were eliminated because of budget constraints. There is a need, Ambassador Gnehm said, to strengthen labor diplomacy and other global issue areas. The Department has reinstated a labor job in Rome, created a new one in Beijing and is looking at some 15 other posts where labor positions may be established. To ensure that the promotion system allows officers doing global issue work to be competitive, he said, labor and other global issue jobs have



John Sequeira, left, receives the Department's top labor diplomacy award from Deputy Secretary Strobe Talbott.

been made multifunctional. The director general said that Secretary Madeleine Albright has authorized him to do whatever is needed to restore labor diplomacy's prominence in the Foreign Service.

If one word summed up the conference's purpose, Ambassador Gnehm said, it was "linkages." In the age of globalization, he said there are links between labor standards and trade, between respect for worker and human rights and resolution of East Asia's institutional and financial crises, and between worker productivity and competitive success. The director general called for building better institutional links between those who work on labor issues and those involved in other foreign policy issues.

Acting Secretary Strobe Talbott joined the conference to present the Deputy Secretary's Award for Excellence in Labor Diplomacy. This year's winner was John Sequeira, whose work in South Africa helped strengthen democracy, a market economy and growing civil society there. Runners-up were John Ritchie in Mexico City, Greg Fergin in Jakarta and Dennis Ortblad in Manila. After President Sweeney's speech, Counselor of the Department Wendy Sherman honored John LaMazza and Richard T. Booth, recently retired officers who have devoted most of their careers to labor diplomacy, with the Secretary's Career Achievement Award. Mr. LaMazza's last post was at the U.S. Embassy in Rome, and Mr. Booth's, in the Bureau of Inter-American Affairs. ■

The author, a student at the University of Maryland, was a summer intern in the Bureau of Democracy, Human Rights and Labor.

Paying Tribute to Fallen Heroes

By Carl Goodman

They boarded buses by the hundreds in Washington, D.C., and Arlington, Va., on a hot, humid August morning, bound for Andrews Air Force Base in nearby Maryland, to welcome home and say good-bye to colleagues felled by terror on another continent.

Before entering the massive hangar at the air base, the estimated 1,250 State employees filed quietly through a security control point, appreciating more than most the need for such measures at the military facility, the home of Air Force One. There, along the tarmac, the President and First Lady and the Secretaries of State and Defense were also arriving to honor the dozen Americans killed by a bomb blast outside the U.S. Embassy in Nairobi on Aug. 7.

Standing and waiting respectfully behind chairs reserved for family members and guests and surrounded by media, employees watched as the giant C-17 cargo transport plane bearing the remains of 10 of the 12 Americans killed in Kenya touched down about 30 minutes before the ceremony's beginning. The sense of loss seemed to mount as the massive airplane neared the open hangar to unload its cargo of coffins.

Before the plane's arrival, President and Mrs. Clinton met for almost an hour with family members in a screened-off section of the hangar. When the President emerged from the meeting, employees standing nearby could see that he was visibly shaken by the experience.

As the flag-draped coffins were carried from the aircraft to the hearses waiting inside the hangar and an Air

Airmen unload a casket from an aircraft at Andrews Air Force Base, Md.



Photo by Airman Ric Kositzke

Force band played the hymn "Nearer My God to Thee," silence set in and many employees fought back tears.

Each of the officials who spoke acknowledged the sacrifices of the many Kenyans and Tanzanians killed and injured in the blasts and pledged to see that those responsible for the tragedies were apprehended and brought to justice.

Secretary of Defense William Cohen, the first official speaker, said those killed risked life and limb for all Americans. "They lived with action and passion. They were the best that America has to offer," he said.

President Clinton pays tribute to bombing victims. Behind him are Secretary of Defense Cohen and Secretary of State Albright.

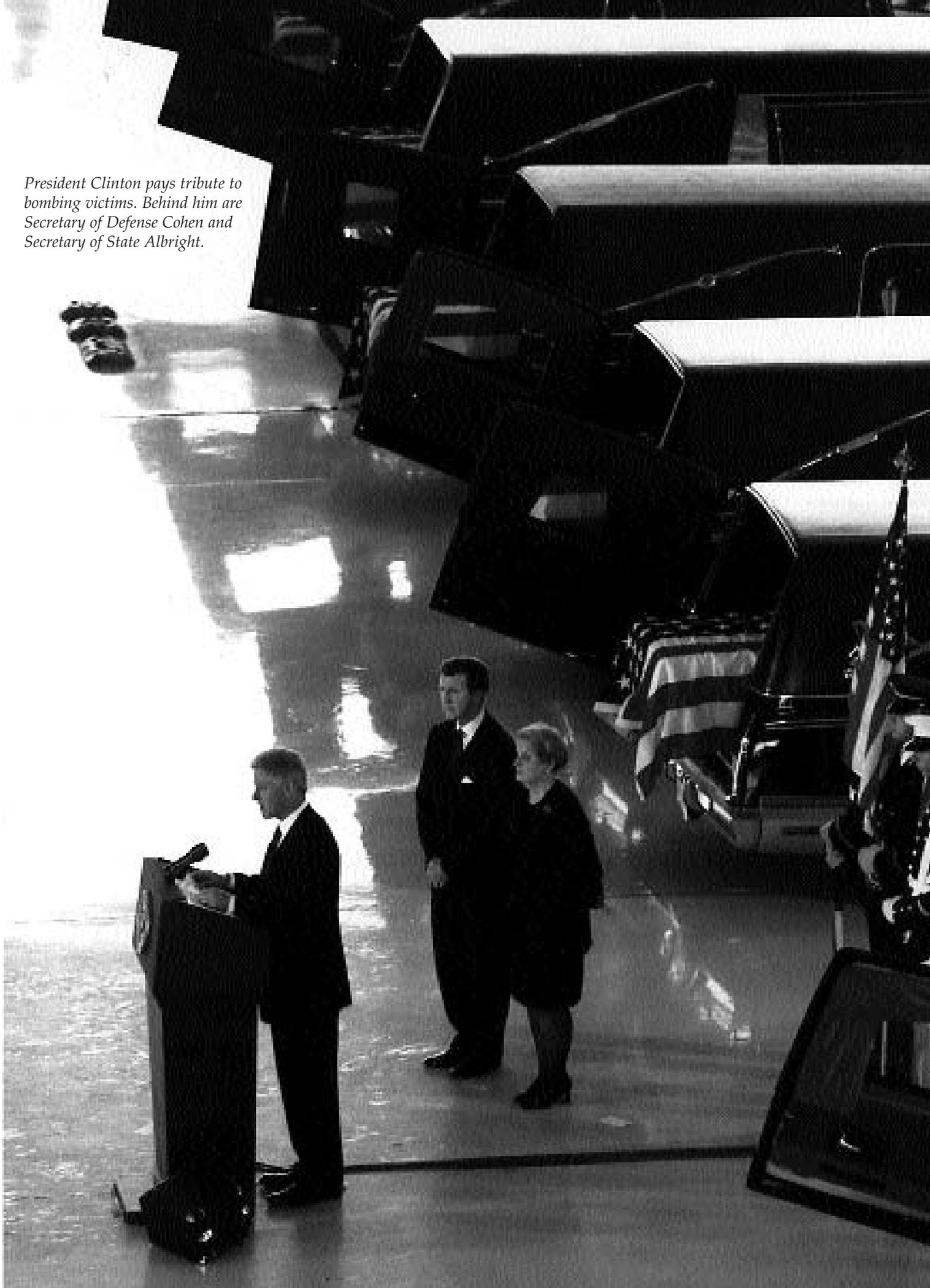




Photo by Sean Moore

An honor guard loads a flag-draped casket into an awaiting hearse.

Secretary Albright, who accompanied the victims' bodies from Germany, noted that they came from the Foreign Service, the Civil Service and the military services. Others killed in the bombings were dedicated Foreign Service Nationals who make up the bulk of the Department's work force overseas and make it possible for State to run U.S. missions abroad.

The Secretary said that while terror can turn a building to rubble, "it cannot change America's determination to lead or to strive, with others, to build a world where there is more hope and prosperity, freedom and peace."

President Clinton, the last official speaker, said, "We must honor the memory of those we mourn today by pressing the cause of freedom and justice for which they lived. It is the burden of our history and the bright hope of the world's future.

"We must continue to stand strong for freedom on every continent. America will not retreat from the world and all its promises nor shrink from our responsibilities to stand against terror and with the friends of freedom everywhere. We owe it to those we honor today."

The President ended his remarks by naming each of the victims: Sgt. Jesse Nathaniel Aliganga Jr., Julian Bartley Sr., Julian Bartley Jr., Jean Rose Dalizu, Molly Huckaby Hardy,

Sgt. Kenneth Ray Hobson III, Prabhi Gupta Kavalier, Arlene Kirk, Mary Louise Martin, Ann Michelle O'Connor, Senior Master Sgt. Sherry Lynn Olds and Uttamlal T. Shah.

Among those attending the memorial service was Joel Edillon, a mechanical engineer with the Office of Foreign Buildings Operations, who boarded one of the 25 leased buses at a State annex in Rosslyn, Va. He had met Ann Michelle O'Connor, a general services officer killed in Kenya, in 1995 when he visited the U.S. Embassy in

State employees at Andrews Air Force Base, Md.



Photo by Carl Goodman



U.S. officials and the families and co-workers of the bombing victims grieve at the service. They are, from right, President Clinton, First Lady Hillary Clinton, Secretary Madeleine Albright and Defense Secretary William Cohen. Below, Secretary Madeleine Albright addresses families and co-workers of the bombing victims as President Clinton looks on.

Montevideo to assess its need for a new air-conditioning system. Before his four-day visit to Uruguay, he had spoken with Ms. O'Connor numerous times by telephone and e-mail about the project she headed. "She was an extremely nice person to work with, and I wanted to pay my personal respect to her work and memory," Mr. Edillon said en route to the service.

Clara Allison, a Foreign Service secretary in the Bureau of Diplomatic Security, who boarded a bus at Main State, said she wished to pay her respects to all of those killed

and injured. She had visited both embassies while a secretary in Kampala, her first assignment after joining the Foreign Service in 1993. Robbed at gunpoint in the Ugandan capital and earlier evacuated from Ghana while visiting relatives, she said she could appreciate the hazards of life in the Foreign Service. "It's dangerous work," said the Lexington, Ky., native.

Emmie Hoover, a secretary in the Bureau of Personnel who caught a bus at Main State, had worked for Consul General Julian Bartley Sr. in the early 1990s in Seoul, where he was deputy consul general and chief of the immigrant visa section. "He was a very nice man," Ms. Hoover said of the senior diplomat. "He was never without a smile. The Foreign Service Nationals loved him." Ms. Hoover also remembered the Bartleys' son Julian Jr., who also was killed in Kenya, as a young high school student mowing the lawns of many of the families living in the American compound.

John Weston, a contract employee in the Bureau of Diplomatic Security, also attended the service. A former Air Force pilot who flew combat missions in Korea and Vietnam, he is familiar with loss. He did not know any of the victims personally, but said, "They were Americans who died for their country, and they deserve our respect." ■





Tragedy and Inspiration in Nairobi:

When uncommon valor became commonplace

By Lucien Vandenbroucke

Friday morning, Aug. 7, began as normal in Nairobi. The streets of the bustling downtown were alive with traffic and people. Inside the U.S. Embassy, a large, five-story building at the corner of Moi and Haile Selassie avenues—as busy as New York City’s Times Square—employees were finishing a week’s work and looking forward to the weekend. Little did they suspect that in seconds their lives would be altered forever.

In the ambassador’s fifth-floor office, the “country team,” consisting of the mission’s agency heads and section chiefs, was finishing its weekly meeting. Ambassador Prudence Bushnell, who usually chairs these sessions, was meeting instead with a Kenyan Cabinet minister in Cooperative House, a towering structure behind the embassy.

At about 10:36 a.m., Consul General Julian Bartley left the ground-floor consular section after helping his staff deal with an unusually high volume of visa applicants. As he headed for the stairs to the fifth floor, he waved to his colleagues, flashed his usual smile, and said: “Troops, I’ve gotta go. I’m late for the country team meeting.” He would never make it.

At 10:37 a.m., a loud explosion punctuated the din of traffic from Moi and Haile Selassie avenues. “That’s a bomb,” exclaimed Tim Teske, the acting military attaché attending the country team meeting. Before anyone could reply, a second, deafening explosion followed. Outside, in the rear parking lot, terrorists had detonated a vehicle packed with hundreds of pounds of explosives.

Left, an aerial view of the damage at the U.S. Embassy in Nairobi, right, the Ufundi House, center, and the Cooperative House high-rise. Below, workers clear debris from the bombed-out embassy building.



Department of Defense photo by Tech Sgt. Joe Belap

The second explosion tore with incredible force through the back or west side of the embassy, blowing apart the facade and ravaging the offices at the rear of the chancery. The blast killed instantaneously most occupants of the first-, second- and third-floor offices at the back of the building. The hallways that run from the rear to the front of the chancery became corridors of death, filled with blast winds that flung people and masonry across the building like missiles. Those in the front part of the building, including the ambassador's office, were luckier. The transversal walls of the embassy broke most of the blast. Even so, the second explosion knocked most of the country team to the floor.

After the second blast, an eerie silence descended upon the scene for a few seconds, as if the world stood still, aghast at the horror of what had occurred. The building filled with a thick, choking gray haze of pulverized cement and smoke from the detonation and burning vehicles parked behind the embassy. From the destroyed chancery rose the first cries for help.

Surprisingly, there was no panic. Survivors filed down dust-filled stairwells, searching their way through the

thick rubble strewn across the steps. One American remembers going down holding the hand of a Kenyan colleague. The dust was so thick she could not even see the person's hand. Uninjured employees tended to the wounded, carrying them down the stairs.

Outside, the back parking lot was a vision from hell: a sea of flames, filled with burning vehicle carcasses and dead bodies. The eight-story Ufundi House building, immediately adjacent to the back of the chancery, looked like a giant sand pile. But instead of being formed of grains of sand, the pile was made of chunks and slabs of concrete, which entombed dozens of hapless victims. Shocked and bloodied passersby

and workers from the nearby buildings staggered about.

The carnage within the embassy was appalling. Although in the first hours of the tragedy the exact casualty count was unclear, ultimately we learned that 12 Americans and 34 local employees had died. Another 50 or more of the injured required hospitalization. Almost 50 percent of the approximately 200 occupants of the building were dead or wounded. Outside, the toll was even worse: More than 200 Kenyans lay dead. Kenyan hospitals treated an additional 5,000 wounded, many of them hurt badly.

The building filled with a thick, choking gray haze of pulverized cement and smoke from the detonation and burning vehicles parked behind the embassy. From the destroyed chancery rose the first cries for help.

Marines stand guard outside the U.S Embassy in Nairobi.



Reuters photo by Corrine Dufkap



A defiant placard tops a mountain of flowers left to honor the dead in Nairobi.

The toll inside the embassy would have been worse had it not been for the courage and professionalism of the contract guards who manned its outer gates. The terrorists sought to drive their vehicle into the embassy's underground parking lot and detonate it there, but were foiled by the guards who refused to let them in. Had the terrorists carried out their original plan, few, if any of those in the chancery would have survived. Miraculously, none of the guards was killed, although one was wounded seriously.

In the early moments of confusion, as dazed survivors stumbled from the building, some passersby rushed in and helped as they could. Within minutes, however, the mission began organizing its response. Unscathed, Administrative Counselor Steve Nolan, Regional Security Officer Paul Peterson, Security Engineer Officer Lee Reed, General Services Officer Chris Stillman and I conferred in front of the embassy and organized rescue efforts. Uninjured employees knew what to do with little prompting and functioned as a team. They had a clear purpose: to help their friends and colleagues, Kenyans and Americans, trapped inside.

The first task was to establish a security perimeter around the embassy. Limiting access was vital, because in those first hours there was real fear that the gutted chancery might collapse on those in and around it. Adding to the danger was a blaze at the back of the building, above fuel tanks filled with 30,000 liters of diesel fuel. Another fear was the possibility of still another terrorist blast.

Although one of their members was dead and another wounded, the embassy Marines, along with assistant

RSOs John Kane and Bob Simons, quickly cordoned off the site. They stood guard at the scene, almost without sleep, for the next 56 hours. Also helping with security were a visiting military survey team and a member of the embassy's Military Assistance Office.

With security reestablished, Mr. Peterson and Mr. Reed organized teams of five to six volunteers each to comb the building in search of the wounded. Mr. Reed advised team members of the risks: The structure could collapse. Fire threatened the fuel tanks. The smoke might contain PCBs from diesel fires. Downed 220-volt power lines littered parts of the building, and team members risked injury or worse from falling masonry and other hazards. None of the volunteers, including permanent embassy staff, the military survey team and a West Point cadet serving as an intern at the embassy, flinched. They repeatedly reentered the building without helmets or face masks.

Our Kenyan staff rivaled the Americans in heroism. Juzer Moosajee, the embassy's electrical contractor, accompanied Mr. Reed repeatedly into the basement to cut off the power supply. A ruptured water main had flooded the lower levels of the building. Ignoring the risk of electrocution, Mr. Juzer waded through ankle-deep water to turn off the generators.

Efforts outside the embassy were no less impressive. Led by embassy doctor Gretchen McCoy, medical unit personnel Jim Dickey, Barbara Muli and Trusha Patel set up a triage center in front of the building, giving first aid to victims. Mr. Dickey entered the building repeatedly to provide help. Mr. Nolan and Mr. Stillman saw that the

injured were transported to hospitals and arranged for critical supplies from generators to lights to be ferried from the GSO warehouse to the embassy.

Office Management Specialists Linda Coulson, Linda Howard and Sheila Wilson and Political Officer James Huskey jotted down the names of as many victims being taken to hospitals as they could. Communicator Steve Ackerman manned a radio, keeping contact with mission elements in other parts of the city.

Still others persuaded the front rows of the crowds, which quickly grew into the tens of thousands, to keep back and not interfere with the rescue effort. Many Kenyans pitched in at Ufundi House, tackling the rubble with their bare hands to search for victims.

As rescue operations began around the chancery, Ambassador Bushnell and two Foreign Commercial Service colleagues descended 22 flights of stairs inside Cooperative House, along with thousands of office workers who fled the badly damaged building. Bleeding profusely from multiple cuts, the ambassador and the FCS officers sought medical assistance. The ambassador went to the U.S. Agency for International Development buildings, located in a separate part of town, to lead the control center our AID colleagues established after the blast.

By mid-afternoon, with rescue operations well under way, the ambassador was able to get her cuts stitched and convened her senior staff at USAID to organize a task force to deal with the crisis. Mission communicators established an open satellite telephone line to the State Department, where a task force dealing with the crisis was already in place. Teams of mission officers and Foreign Service Nationals tracked our injured and dead colleagues, fanning out across Nairobi's hospitals and morgues.

The mission's personnel began coordinating the flow of relief and other assistance flights that converged on Nairobi. All mission elements, Americans and Kenyans, State employees and those of other agencies as well as dependents, worked together for endless hours as a team.

Cooperation at the blast site was equally inspiring. In the afternoon, a score of British military engineers from a

unit exercising in Kenya, accompanied by engineers from the British High Commission in Nairobi, joined the effort at the embassy. By late afternoon, rescuers had systematically searched the entire chancery several times and evacuated all of the wounded—including one FSN found under three feet of rubble. The search was called off at nightfall as the chance of finding more survivors was highly remote and the danger great of losing rescuers without proper lighting in the ruined building.

The mission task force worked through the night while rescue operations resumed at first light. By Saturday morning, the first of what quickly became an armada of flights arrived from American military bases in the United States and Germany bearing doctors and medical and other supplies and medically evacuating American and FSN wounded out of the country. Rescuers began working again in the embassy rubble, although all that remained was the grisly task of removing the dead. By Saturday afternoon, an Israeli rescue team that had been deployed to Kenya assisted with the effort. Soon after, 64 fully equipped professional rescuers from the United States reached the scene, where they worked at the embassy site, Ufundi House and other damaged Kenyan buildings.

Americans and Kenyans alike are still trying to make sense of the barbaric act of violence that shattered so many innocent lives that morning. Although the tragedy caused enormous pain and suffering, it also produced inspiration and pride. The Kenyan people are rightly proud of how they pulled together to cope with the crisis.

We can be equally proud of the extraordinary dedication, professionalism and heroism of our U.S. and Kenyan employees. Faced with the ultimate test, they commonly displayed uncommon valor. They exemplified the best of our values, while serving notice to terrorists that however odious their acts, they can never break the American spirit. ■

The author is the political counselor and was acting deputy chief of mission in Nairobi during the bombing.

Leave Fund Helps Bombing Victims

Federal Civil and Foreign Service employees can donate leave to recovering victims of the U.S. Embassy bombings in Africa under the Emergency Leave Transfer Program authorized by the President.

Each agency administers this special program. Employees in any executive agency can donate annual leave to any employees who need time to recover from being "adversely affected" by the Aug. 7 bombings.

The Emergency Leave Transfer Program is not part of the regular federal voluntary leave program and is more liberal. It allows donated leave to be used for medical emergencies and for personal needs or family member care arising from the bombings. It doesn't require recipients to exhaust their own annual and sick leave accounts before using donations.

For detailed information and program rules, point your Internet browser to the Office of Personnel Management's Web site at <http://www.opm.gov/oca/compmemo/1998/cpm98af2.htm>. Download printable donation forms at <http://www.opm.gov/forms/html/emerg.htm>.

The Embassy Victims

Killed

Nairobi

U.S. Citizens

Jesse Nathan Aliganga Jr.
(Marine Corps)
Julian Bartley Sr.
Julian Bartley Jr.
Jean Rose Dalizu (Dept. of Defense)
Molly Huckaby Hardy
Kenneth Ray Hobson (Army)
Prabhi Guptara Kavalier
Arlene Kirk (Dept. of Defense)
Mary Louise Martin (Centers for
Disease Control and Prevention)
Ann Michelle O'Connor
Sherry Lynn Olds (Air Force)
Uttamlal T. Shah

Foreign Service Nationals

Chrispin W. Bonyo
Lawrence A. Gitau
Hindu O. Idi
Tony Irungu
Geoffrey Kalio
G. Joel Kamau
Lucy N. Karigi
Francis M. Kibe
Joe Kiongo
Dominic Kithuva
Peter K. Macharia
Francis W. Maina
Cecelia Mamboleo
Lydia M. Mayaka
Francis Mbugua Ndungu
Kimeu N. Nganga
Francis Mbogo Njunge
Vincent Nyoike
Francis Olewe Ochilo
Maurice Okach
Edwin A.O. Omori
Lucy G. Onono
Evans K. Onsongo (Dept. of Agriculture)
Eric Onyango
Sellah Caroline Opati
Rachel M. Pussy (USIS)

Farhat M. Sheikh
Phaedra Vrontamitis
Adams T. Wamai (Dept. of Commerce)
Frederick M. Yafes

Contractors

Moses Namayi (Dept. of Commerce)
Josiah Odero Owuor (Centers for
Disease Control)

Dar es Salaam

Foreign Service National

Yusuf Shamte Ndange

Contractors

Abdalla Mohamed
Abbas William Mwila
Bakari Nyumhu
Mtendeje Rajabu
Mohamed Mahundi Ramadani
Doto Lukua Ramadhani

MISSING

Dar es Salaam

Saidi Rogath, FSN

INJURED

Nairobi

U.S. Citizens

Ellen Bomer
Dan Briehl
Carol Hawley
Clyde Hirn
Gary Lunnquist
Frank Pressley
Carolyn Riley
David Robertson
Lydia Sparks
Gary Spiers

Contractors

Pauline Abdallah (Centers for
Disease Control and Prevention)
Joshua O' Kindo (Guard)

Foreign Service Nationals

Caroline W. Gichuru
Michael Kiari Ikonye
Moses M. Kinyua (Foreign
Agriculture Service)
Livingstone Madahana
Grace N. Marangu
Gideon Maritim
Lydia N. Mbithi (Foreign Agriculture
Service)
Margaret Ndungu
Josiah O. Obat (Voice of America)
Tobias O. Otieno (Foreign
Commercial Service)
Mary Ofisi
Jael Adhiambo Oyoo
Josephat K. Wachira (Library of
Congress)

Dar es Salaam

U.S. Citizens

Cynthia Kimble
Elizabeth Slater

Foreign Service Nationals

Eddieson Kepesa
Henry Kessy
Evitta Kwimbere
Nafisa Malik
Hosiana Mmbaga

The burial service at Arlington National Cemetery for Julian Bartley Sr., consul general in Nairobi, and his son, Julian Bartley Jr., both killed in the attack.

Dar es Salaam: Confronting the Crisis



Damage from the blast in Dar es Salaam. The shipping department is on the first floor, the Community Liaison Office on the second floor and the administrative officer's office on the third floor.



Police tape surrounds the U.S. Embassy in Tanzania.

Story and Photos by John E. Lange

It was 10 a.m. in Tanzania on Friday, Aug. 7, and those in the U.S. Embassy heard an announcement over the loudspeakers, then alarm signals for a fire, bomb threat or terrorist attack.

It was the usual Friday morning alarm drill, part of the embassy's security program to ensure we were prepared for emergencies. Tanzania was a peaceful country and Dar es Salaam was considered a low-threat post for terrorism, but at U.S. government installations abroad one must always be vigilant. Two months earlier, those of us with top-floor offices had donned an emergency descent device to drop to the ground during a fire drill. Our updated emergency action plan had been submitted to the Department in July. The new regional security officer, John DiCarlo, was reviewing all of our security procedures.

American and Tanzanian staff in the political-economic section were in my office for a meeting when, at 10:39 a.m., a huge vehicle bomb detonated on the public street outside a gate to the embassy. Concrete walls were blasted into the building, computers were blown off their tables and smoke and rubble were everywhere. Security Post One, one of the most reinforced parts of the building, shifted by three inches. Every room in the building was devastated. I was

sitting with my back to the outside wall when glass blew in over my head—in what seemed like slow motion—and rained down on those in front of me. Thankfully, no one in our meeting was seriously injured.

At least 10 people died and another is missing and presumed dead. At least 85 others were injured. Five of the dead were local contract guards. A contract gardener and cleaner were killed, as was the Foreign Service National driver of an embassy water-tank truck. His assistant is unaccounted for. A Somali visa applicant who was in the courtyard died. A Kenyan who was about to move to the United States perished while his wife, an American

Fulbright Fellow, was inside the building cashing a check. Miraculously, no one in the chancery building died.

The two most heavily damaged rooms were the administrative officer's office, vacated minutes earlier, and the Community Liaison Office. Cynthia Kimble, the CLO, escaped with a serious eye injury. Lizzie Slater, who had just arrived to begin her new information management career and was meeting with Ms.

Kimble at the time of the blast, was buried in chest-high rubble. RSO DiCarlo; Jon Edensword, a retired consular officer on temporary duty; and I removed pieces of concrete so she could extricate herself.

About 10 minutes after the blast, I used the still-functioning phone in Post One to call the State Operations

Every room in the building was devastated. I was sitting with my back to the outside wall when glass blew in over my head—in what seemed like slow motion—and rained down on those in front of me.



Above, the desk of Administrative Officer Harlow Carpenter, who had vacated his office just minutes before the explosion.

Center. (Message to all Foreign Service personnel: if you have not yet done so, please memorize the Op Center number, telephone (202) 647-1512. Someday you may need to call when there is no phone directory available.)

For several minutes after the explosion, fires raged outside and gas tanks and tires exploded in vehicles nearby. The RSO and the Marines, all on the scene within minutes, secured the outer perimeter. Their immediate fear was that underground fuel storage tanks would explode. Once the compound was secure, they recovered two injured employees and placed them on stretchers. Both died later.

The ambassador's limousine, much of the embassy motor pool and the vehicles and bicycles of many staff members were destroyed. Several nearby houses were damaged, and the embassy community pitched in to salvage valuables in those of embassy employees on leave.

Several other nearby diplomatic buildings were damaged, including the U.S. ambassador's residence, recently readied for the arrival of Ambassador Charles R. Stith in September, buildings of the Nigerian high commission and the French and Algerian embassies.

Embassy staff members escaped using a ladder to go over the perimeter wall most distant from the explosion. As I reached the wall, the French ambassador offered his help. In those first minutes, there was an incredible outpouring of assistance. Contract security vehicles trans-

Below, Consular Officer Calvin Konner's residence across the street from the embassy. The family was on leave at the time.

Right, the ambassador's office, which had been readied for the upcoming arrival of Ambassador Charles R. Stith.



ferred staff members to our evacuation point, my residence. Acting Peace Corps Director Terry Murphree brought in vehicles and helped secure the site. Medical personnel converged on the scene to care for the wounded. The embassy's local physician, Dr. Soter DaSilva; nurse Audrey Yohani; and Peace Corps medical officers Anne Outwater and Edith Mpangala climbed over the wall into the compound. FSN investigator Cornelius Kafipa moved the injured to safety. Tanzanian ambulances and fire engines arrived in record time. The Tanzanian foreign minister arrived to express his condolences and support. The Canadian high commissioner offered his car. It is impossible to mention all the people deserving credit for their instantaneous response.

PIT political-military assistant Pat Wagner and Patricia Kennell, wife of communicator Lonnie Kennell, helped Cynthia Kimble to the hospital. Ms. Wagner later walked on one shoe—she had lost the other in the confusion after the blast—a couple of miles back to the embassy to locate her husband, an associate Peace Corps director. That evening, Ms. Kimble was medically evacuated to London.

Meanwhile, at the deputy chief of mission's residence, the guest bedroom was used for emergency medical care. State's Operations Center established a 24-hour open telephone line to the residence. We made maximum use of several cellular phones available. Consular PIT assistant Laurel McMullen, also injured in the blast; first-tour office management specialist Darlene Hartman; summer-hire college student Stacey Carpenter; USAID's Victoria Dunning; and others worked 16-hour days to staff the 24-hour open line and to assist as needed elsewhere.

We needed to account for our employees quickly. Ursula Braganza and Valerie Nair, FSNs in the administrative section, compiled a list of local staff members and located as many as possible. We held an ad hoc emergency action committee meeting in my bedroom, where it was quieter, and began to reestablish control. Jon Edensword gathered names and telephone numbers of family members in the United States of our American staff so the Op Center could assure them that we had survived.



Embassy staff members escaped using a ladder to go over the perimeter wall most distant from the explosion. As I reached the wall, the French ambassador offered his help. In those first minutes, there was an incredible outpouring of assistance.

Later that afternoon, President Clinton, Secretary of State Madeleine Albright and others called to express their sympathies and offer support.

One of the most impressive parts of our emergency response was the interagency teamwork that began at once. Acting USAID Director Jim Dempsey and AID's management staff assumed the airport operation. Ron "Cisco" Ruybal, Monica Stein-Olson, Dana Mansuri and her husband Jamal, who is not even a U.S. government

employee, remained at the airport to ensure that hundreds of arriving government employees, dozens of U.S. military and civilian planes and tons of equipment were quickly expedited through airport formalities. Diana Putnam juggled the limited hotel space for some 350 American TDY travelers who stayed overnight. Her husband, Adam Messer, facilitated communications at the hospital and assisted the Federal Bureau of Investigation. Steve

Olson, a mapmaker, also put his skills to use for the FBI.

The Peace Corps office rallied its 77 volunteers in Tanzania. At the U.S. Information Service, newly arrived public affairs officer Dudley Sims handled the myriad media inquiries in a highly skilled, affable manner.

The interagency team spirit extended to the TDY personnel who arrived. Team leaders from the FBI and State's

Bureau of Diplomatic Security and Office of the Ambassador-at-Large for Counter-Terrorism were particularly understanding of our inability to provide any of the usual administrative support. The African Affairs and Consular Affairs Bureaus and the entire Management family of bureaus were incredibly responsive in quickly providing TDY assistance and backstopping in Washington, D.C. When the American and Tanzanian staff's adrenaline began to ebb, and the reality of what we had experienced began to sink in, the regional psychiatrist from Vienna arrived to play a pivotal role in counseling us.

We needed to establish a new base of operations quickly, and the most logical place, for security and operational reasons, was Dudley Sims' residence. It was quickly transformed into a temporary embassy with desks donated by USAID and operating phones and computers. Herculean efforts were made by admin officer Harlow Carpenter, general services officer Joseph Blais, Vella Wells and Lizzie Slater. Munir Karimjee led a highly capable GSO crew in providing us with a suitable place to conduct business.



Reuters photo by George Muliala

Secretary Madeleine Albright and Pete Gallant from the Bureau of Diplomatic Security post a sign announcing a reward for information leading to the bombers' arrest.

Cpl. Aaron Hatfield, left, and Gunnery Sgt. Patrick Kimble at the makeshift Marine command post in Dar es Salaam. The clock behind them stopped when the bomb exploded at 10:39 a.m.



Acting information programs officer Vella Wells, who fled the chancery with the Inmarsat phone, returned to recover some Tempest and unclassified personal computers and telephone instruments so we could begin a semblance of operations. She and Lizzie Slater, who worked 15- to 20-hour days despite her injuries, got the Tanzanian telephone company to install, within 48 hours, 62 telephone lines. The company has never been so cooperative or efficient.

Intern Dante Paradiso staffed the phones, sometimes putting in 20-hour days in the week following the blast until he had to return to law school at the University of Central Los Angeles. His magnum opus, a 13-page cable on the International Criminal Tribunal for Rwanda,

Assisting FSNs in Kenya, Tanzania

You may help State's local national employees in Nairobi and Dar es Salaam and their families by contributing to the Emergency Relief Fund for Foreign Service National Employees.

The fund was established in 1994 so the Department could respond to crises or humanitarian requests on behalf of foreign national employees working for the U.S. government. In the cases of FSNs involved in the recent bombings, the fund will help defray costs not covered by the U.S. government, such as lodging for the family of an injured FSN who was medevaced for medical care in Germany.

Recent tragedies have caused the Emergency Relief Fund to run low, so additional contributions will allow State to respond quickly and compassionately to this and future emergencies.

Contributions may be made by check payable to the Department of State and earmarked for the FSN Emergency Fund. The checks should be sent to:

DEPARTMENT OF STATE
FSN Emergency Relief Fund
c/o Donna Bordley
FMP, Room 7427
Department of State
Washington DC 20520

The fund assists locally employed staff of all U.S. government agencies, not just the Department of State. Donations are tax-deductible.

based in Arusha, Tanzania, will, alas, never be transmitted. It was in the clearance process when the bomb exploded and both paper and computer versions were destroyed when the Marines shredded almost all our classified material.

As the situation slowly settled down, Cindy Murphree, acting CLO after the bombing, organized a very sad, touching memorial service at the DCM residence on Aug. 17. The Marine detachment provided a color guard.

Secretary Albright, Assistant Secretaries Susan Rice and Mary Ryan and numerous others arrived on Aug. 18. For members of the Foreign Service, there is little that compares to the stirrings of patriotism one experiences on an airport tarmac, thousands of miles from home, when a VIP's plane taxis toward the welcome party and turns to display, in bold letters, "United States of America." After the tragic events of Aug. 7, those feelings were all the more pronounced. The Tanzanian government and our staff were grateful for their visit.

After touring the embassy, the Secretary addressed our staff, expressing condolences and stressing America's resolve in bringing the perpetrators to justice. In an unexpected but welcome gesture, she presented us all with a Department of State Award for Heroism. She then traveled to Muhimbili Hospital to visit injured Tanzanians, including FSNs from our budget and fiscal and personnel sections.

As we coped with our devastating losses and worked to resume operations, we kept thinking of the far worse situation in Nairobi. Many of us knew Americans who died there, some of whom had traveled to Tanzania as part of their regional responsibilities. The numbers of casualties in Kenya were many, many times what we suffered. Our hearts go out to Ambassador Prudence Bushnell and all of those affected by these despicable acts of terrorism.

One of the things that makes the Foreign Service such an exciting career is the requirement to constantly establish priorities in an ever-changing environment. The nature of foreign affairs means that crises are inevitable, and our day-to-day work reflects that fact. In this case, however, the sudden deaths of our colleagues and innocent bystanders overshadowed any positive feelings about how we handled the crisis.

We all know and have no choice but to accept that the Foreign Service entails risks. That is why training and drills are so important. We all hope, however, never again to experience such a deadly event. As we in Dar es Salaam begin to reflect on the incredible events of Aug. 7 and the weeks following, it is clear that we pulled together as one dedicated group of people working for the U.S. government, despite the agony each of us felt over the tragic losses. ■

The author is deputy chief of mission in Dar es Salaam and was serving as chargé d'affaires during the explosion.



Photo by Sean Moore

WASHINGTON RESPONDS TO THE CRISES

State employees, including the new Foreign Service Officer Orientation class, watch a press conference on the bombings.

By Donna Miles

As the clock approached 3:30 a.m. on Aug. 7, activity had started to lull within the Congo Monitoring Group in the Department's Operations Center. Ralph Bresler, coordinator of the "graveyard" shift for the group handling the evacuation from Kinshasa, was looking forward to ending his midnight-to-8-a.m. shift and going home to sleep.

The lull was shattered suddenly with the announcement that the U.S. Embassies in Nairobi and Dar es Salaam had been bombed. Mr. Bresler, director of the Economic Policy Staff for the African Affairs Bureau, telephoned Johnnie Carson, the bureau's principal deputy assistant secretary, with the news as the Operations Center sprang into action.

The center's Crisis Management Staff immediately took to the phones, alerting officials throughout State, the White House, the Pentagon and the intelligence and law enforcement communities of the crises.

By 5:30 a.m., several principal State officials were already huddled around a table in the seventh-floor Operations Center. "The phone was literally ringing off the hook," said Mr. Bresler. "Everyone was scrambling to alert people. At the same time, conflicting reports were coming in about the situations on the ground and the condition of the buildings, and reports of bomb threats were coming in from other embassies. It was just chaos."

But what unfolded in the Operations Center in the early morning hours of Aug. 7 was actually a carefully orchestrated Department-wide crisis response.

The Bureau of Diplomatic Security dispatched a cable to notify all U.S. posts of the bombings and to declare a heightened state of alert. The Operations Center's Crisis Management Staff and the Bureau of African Affairs formed the East Africa Task Force. By 5:30 a.m., the Department had established open, continually monitored telephone links between the task force and both embassy

staffs. Soon State officials were videoconferencing with the White House, Pentagon and security community to arrange immediate medical, security and transportation support to the region.

"I was quite impressed with the procedures," said Mr. Bresler, a veteran of many crises during his 30-year Foreign Service career—but none that unfolded as abruptly as those in Nairobi and Dar es Salaam.

"There were a lot of people pulling together, moving quickly and getting things done," he said. "And by acting as quickly as they did, they probably saved a lot of lives."

The East Africa Task Force, chaired by the Bureau of African Affairs, was staffed with Department representatives from the Bureaus of Consular Affairs, Diplomatic Security, Political and Military Affairs, and Public Affairs; the Office of the Medical Director, the Secretary's Office of Counter Terrorism and the Family Liaison Office.



Photo by Kathleen Goldynia

Margy R. Horan answers the phones in "The Watch" in the Operations Center. Below, John Lewis at work on the East Africa Task Force.

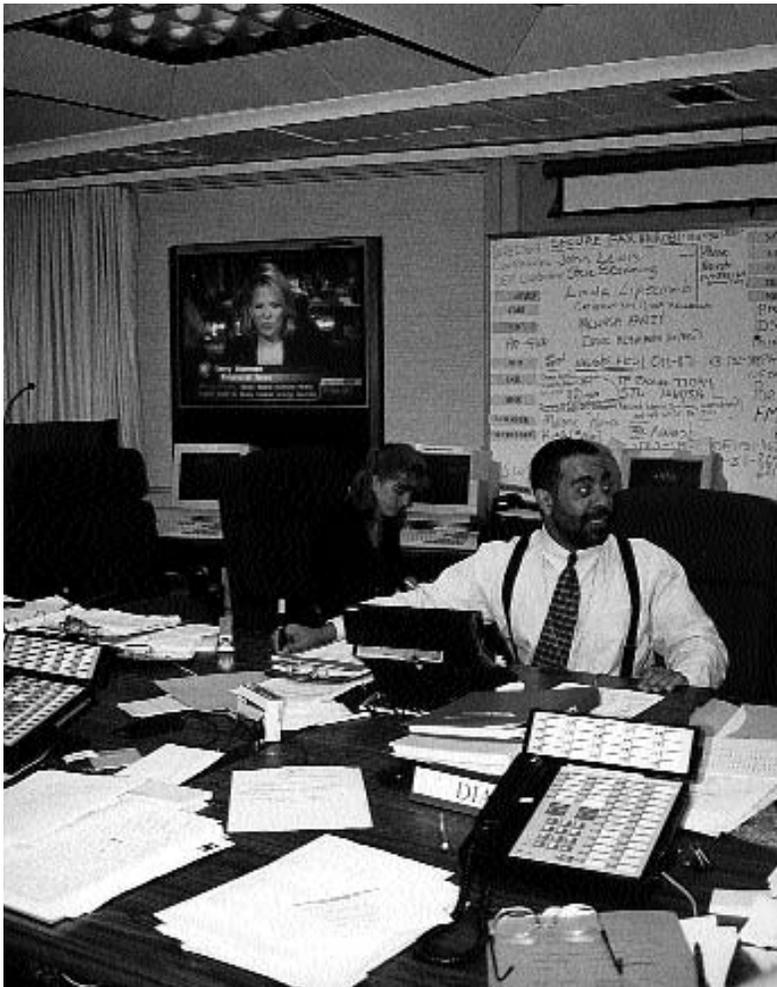


Photo by Kathleen Goldynia

And unlike many other task forces, the East Africa Task Force quickly became an inter-agency group, including representatives of the U.S. Agency for International Development's Office of Foreign Disaster Assistance, the Federal Bureau of Investigation and the Defense Intelligence Agency.

The task force, operated around the clock by Department employees working eight-hour shifts, served as a liaison between the Department and its people on the ground in Kenya and Tanzania.

Ambassador to Kenya Prudence Bushnell and her staff immediately set up operations in the USAID mission in Nairobi. And in Dar es Salaam, Deputy Chief of Mission John E. Lange, *chargé d'affaires*, established an emergency center in his residence. Newly confirmed Ambassador to Tanzania Charles R. Stith, scheduled to depart for Dar es Salaam in September, worked with his new staff in Dar es Salaam from the State Operations Center in Washington, D.C.

Based on information from open telephone lines and other sources, the task force produced periodic situation reports to keep Department leaders informed about developments in the region.

The Bureau of African Affairs used the open lines as the liaison between the embassies and the Department, forwarding information and requests to the appropriate bureaus and offices. The bureau's first priority—one that filled most



Photo by Sean Moore

Undersecretary for Political Affairs Thomas Pickering addresses the media as other State officials look on. Below, Al Perez coordinates the arrival ceremony at Andrews Air Force Base, Md.

of the first three days after the incidents—was to determine who was in the buildings during the bombings, who had escaped injury and who had been hurt or killed.

Dr. Cedric Dumont, the Department’s medical director, and his staff coordinated emergency medical support for both embassies, including medical evacuation of the wounded to Germany, South Africa, London and Washington, D.C. Foreign Service medical personnel were dispatched to Nairobi and Dar es Salaam from the embassies in Pretoria, Kampala, Vienna and Athens. In Nairobi, Dr. Gretchen McCoy and Foreign Service health practitioner James Dickey and the health unit staff set up medical triage stations, coordinated the efforts of other local and U.S. government agency medical professionals, and tracked the evacuation of the injured. In Dar es Salaam, local health professionals provided initial support, joined shortly by Foreign Service doctors from Vienna and Addis Ababa.

Working with the Bureau of Political and Military Affairs, State’s medical office staff arranged for U.S. military transportation, medical and security support to the region. Within nine hours of the incident, military medical care and security assistance teams were en route. In addition, the Defense Department sent more than 360 units of whole blood and 75 tons of equipment and medical supplies to the region.

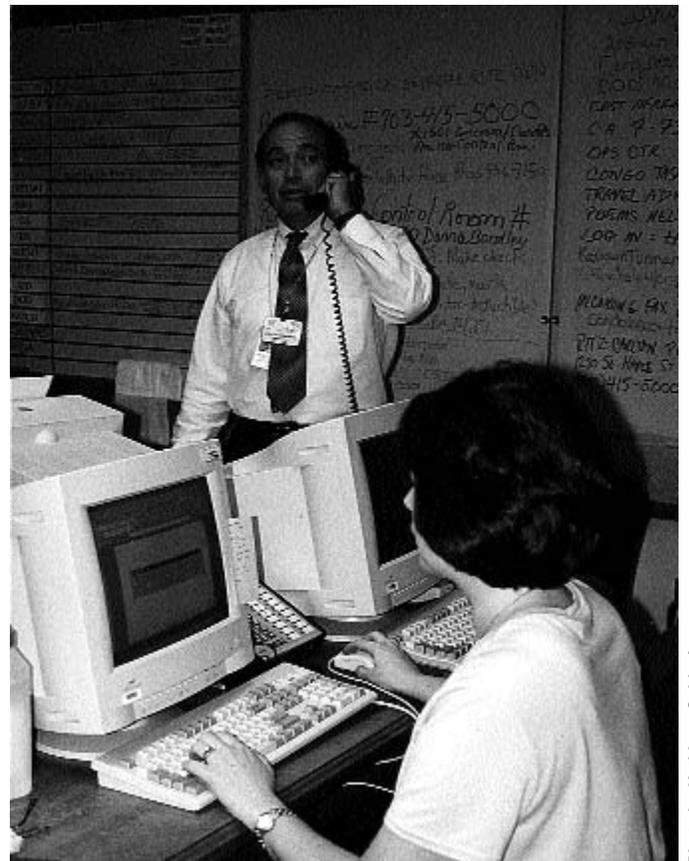
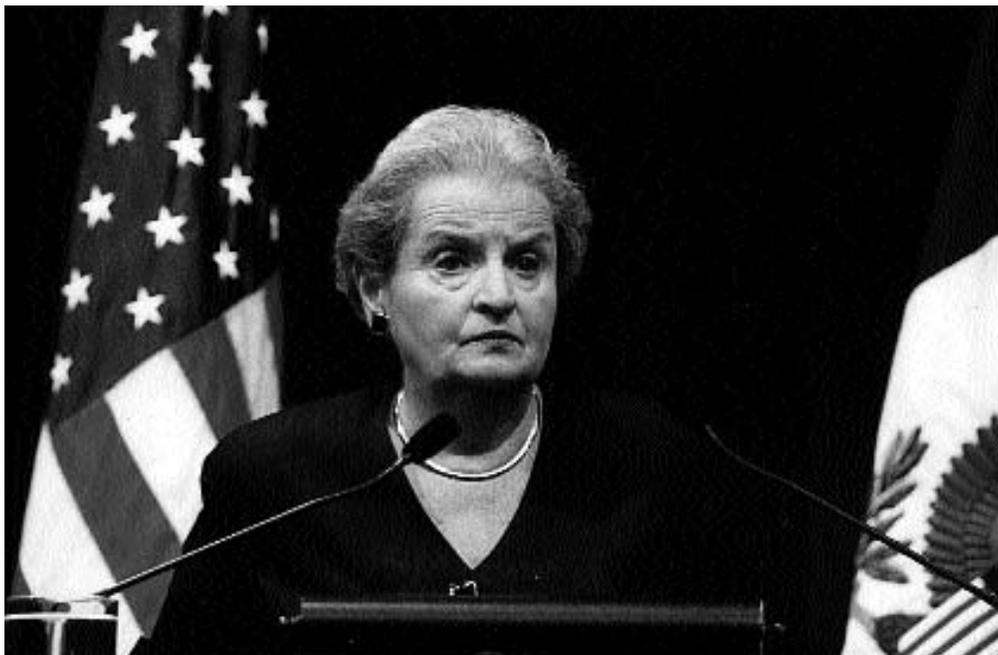


Photo by Kathleen Goldynia



Secretary Madeleine Albright vows that the bombers will be brought to justice.

Meanwhile, the Bureau of Diplomatic Security deployed agents to bolster security and control physical access to both sites. The Defense Department, in response to a State request, dispatched 50-person antiterrorism security teams to both Nairobi and Dar es Salaam, as well as a unit to support recovery operations.

In addition, Diplomatic Security teams were sent to both Nairobi and Dar es Salaam to support the Federal Bureau of Investigation-led search for evidence that might lead to the perpetrators. In Washington, D.C., the DS staff, along with representatives of the Secretary's Coordinator for Counter Terrorism, joined forces with the intelligence community to track suspect terrorist groups and their activities, while publicizing a \$2 million reward offered by the U.S. government for information leading to the arrest and conviction of those responsible.

The Bureau of Consular Affairs drafted worldwide travel warnings for Americans traveling or living in East Africa. Bureau staff members also manned the phone bank, handling the deluge of telephone calls from private U.S. citizens seeking information about friends in the region.

Meanwhile, the Office of Family Liaison focused on the affected employees and their families—handling thousands of telephone calls from family members concerned about their loved ones. FLO staff members met families at the airport as they arrived in Washington, D.C., from East Africa and other parts of the world, and arranged to make them as comfortable as possible as they faced the personal devastation of the bombings.

The Bureau of Public Affairs, meanwhile, handled the intense media interest in the bombings. Bureau members sifted through the information that poured into the

Operations Center, compiling details about the bombings in a question-and-answer format for the Department spokesperson to use at the daily press briefings.

And volunteers from the Bureau of Western Hemisphere Affairs, led by Executive Director Rob Nolan—whose brother Steve Nolan, administrative counselor in Nairobi, escaped injury in the blast—established a working group to handle the myriad ceremonial details of the tragedies. The working group laid plans for the arrival ceremony at Andrews Air Force Base, Md., and burial services at Arlington National

Cemetery, coordinating with the White House and State's principal officers and making arrangements for family members to visit the injured or attend services for those killed in the bombings.

Bob Manzanares, executive director of the Bureau of African Affairs, expressed amazement at the outpouring of support following the bombings. Private citizens flooded the task force with offers of assistance. The British Embassy in Nairobi sent troops to establish perimeter security until additional U.S. security forces arrived and contributed engineers to the recovery effort. The French government dispatched search-and-rescue dogs to both sites to help locate people trapped in the rubble and contributed a trauma team, a medical team and 100 units of blood. The South African government sent a medical team and two medevac planes to fly victims of the bombings to emergency medical care in Pretoria. The Germans medevaced victims for treatment in Germany and contributed 100 units of blood. The Israelis, working through State's Bureau of Near Eastern Affairs, contributed search-and-rescue dog teams and helped remove rubble from the sites.

And in the Department itself, Mr. Manzanares said he witnessed an almost unprecedented level of support and cooperation. Already short-staffed bureaus detailed extra manpower to manage the mounting workload in the African Affairs Bureau. Members of the new Foreign Service A-100 class spent their weekend answering phones in the Family Liaison Office. Foreign Service and Civil Service employees alike rolled up their sleeves, working long into the night to do whatever needed to be done.

"I've never seen the Department come together as quickly as it did for this, with so many people helping in so many ways," Mr. Manzanares said. "There's no question about it, we were a team." ■

U.S. Strikes Out Against Terrorism

By Donna Miles

The nation delivers a strong message to the bin Laden organization.

Secretary Madeleine Albright, addressing the Department after the twin embassy bombings, vowed that the United States would bring the perpetrators to justice, telling employees, “our memory is long and our reach is far.”

Navy ships launched Tomahawk cruise missiles like these against the targets.



Department of Defense photo

Thirteen days after the incidents, the nation showed just how far that reach is—using its military forces to strike targets in Afghanistan and Sudan linked to the terrorist group that allegedly directed the embassy attacks and was planning others.

The air strikes targeted one of the world’s most prominent terrorist training camps, south of the Afghan capital of Kabul, and a pharmaceutical plant in Khartoum, Sudan, that produces a chemical used to manufacture nerve gas. Both locations are tied to Osama bin Laden, a dissident Saudi millionaire who, just one day before the strikes, publicly announced that more Americans would be targeted for murder.

President Clinton said the strikes were made based on “compelling evidence” that Mr. bin Laden and his network are linked to past and planned future terrorist activities—including the bombing of U.S. Embassies in Nairobi and Dar es Salaam.

Secretary Albright credited “excellent intelligence work” for the quick identification of those responsible for the embassy attacks. She said new intelligence had revealed that other U.S. Embassies and facilities were being targeted for future attacks.

“Today we reached into two locations on the far side of the world. Today we acted to preempt future terrorist acts and disrupt the activities of those planning for them,” Secretary Albright said during a White House press briefing following the strikes. “While our actions are not perfect insurance, inaction would be an invitation to further horror. While we did not seek this confrontation, we must meet our responsibilities.”

The Secretary said the bin Laden network had been repeatedly warned by the United States to cease its terrorist activities. “In response, they declared war on the United States and struck first, and we have suffered deeply,” she said. “But we will not be intimidated. We will work hard to identify future threats and thwart them. As today’s strikes illustrate, there will be no sanctuary or safe haven for terrorists.”

Defeating terrorism, she acknowledged, will be a long-term struggle for the United States and the world—but one she said “we must win.”

“Together, decent people everywhere must send the message to terrorists everywhere that they can hide, but they cannot escape the long arm of justice,” she continued. “We owe this to ourselves and to our future security and safety. And we owe it to the memory of the innocent victims of terror from our own country and from countries around the world.” ■

Showcasing U.S. Business in Botswana

By Stuart Patt

The U.S. Embassy in Gaborone recently spotlighted American business opportunities for local African entrepreneurs at the Botswana Industrial Trade and Commercial Exhibition. With a Business Facilitation Incentive Fund grant from State, the embassy demonstrated the U.S. government's commercial services and extolled U.S. products for the Southern African market during the exhibition.

From its booth, a popular stop for visitors and exhibitors during the four-day trade show, the embassy's commercial section staff distributed literature from U.S. companies based in Botswana and South Africa, researched Internet links to the United States for local businesses and registered nearly 100 inquiries for information about doing business with the United States.

Botswanan President Festus Mogae said he was impressed with the variety of products and services offered by U.S. companies and noted that the United States was the only country with a national exhibit at the show. He told the commercial staff he was pleased to see the United States

Working at the embassy booth, from left, are consular/commercial officer Stuart Patt, Ambassador Robert Krueger and Foreign Service National commercial assistant Gifty Oduro.



delivering on the pledge President Clinton made during his African visit last March to increase trade with Botswana and the Southern African region.

The most popular feature at the booth was a demonstration of the Internet as a tool for bringing Botswanan entrepreneurs and U.S. businesses together. The embassy had moved its commercial library computer to the exhibit hall and showed how the Internet can be a source of U.S. business contacts. Although Botswana has had a cyberspace gateway since November 1996, the concept has not fully caught on.

The success of the U.S. booth came from planning and hard work by the embassy's commercial section, with help from other sources as well. The Foreign Commercial Service's regional office in Johannesburg encouraged U.S. companies in South Africa to participate and sent one of its top Foreign Service Nationals to assist with the booth and meet with show visitors. The American Business Council in Botswana also contributed exhibits, using the event to highlight its U.S.-related member companies.

The growing strength of the U.S. presence in Southern Africa was evident from the names at the show. Besides well-known companies using the U.S. booth such as Raytheon and Apple Computer, many other American firms had products on display, either in their own space or through South African affiliates. They included 3M Company, Mobil, Honeywell, Federal Express, Lobatse Clay Works, and distributors for Goodyear Tires and Donaldson Filters.

This year's Botswana Industrial Trade and Commercial Exhibition, the first in two years, confirmed that Botswana, home of sub-Saharan Africa's most successful economy and longest-running democracy, is actively seeking more international trade.

Although more U.S. companies are showing interest in Southern Africa, the United States still accounts for only 2 percent of Botswana's import/export business. Historically, most of Botswana's international trade has been with South Africa and Europe, but the country's entrepreneurs and business leaders want stronger ties with North American products and markets. The embassy's role in the Botswana Industrial Trade and Commercial Exhibition increases that possibility. ■

The author, former consular/commercial officer in Gaborone, is currently serving in State's Operations Center.

**"FOR AULD LANG SYNE."
YOU DON'T HAVE TO BE
SCOTTISH TO KNOW THAT
THOSE IMMORTAL LYRICS
FROM SCOTTISH POET
ROBERT BURNS, SUNG
EVERY NEW YEAR'S EVE,
MEAN "FOR OLD TIME'S
SAKE," WITH THAT SENTI-
MENT FIRMLY IN MIND,
THE U.S. CONSULATE
GENERAL IN EDINBURGH
CELEBRATED ITS 200TH
ANNIVERSARY IN JULY.**

By Cathy L. Hurst

The consulate general in Edinburgh, staffed by one Foreign Service officer on detail from the consular section of the U.S. Embassy in London and two local employees, is one of the Department's smallest diplomatic posts. Despite its size, the consulate has a busy workload, reporting political and economic developments, providing citizens services to 20,000 Americans who live in Scotland and to visiting U.S. tourists, and providing commercial assistance to 300 American companies in Scotland. The past decade has seen a massive increase in the number of U.S. firms involved in North Sea oil and gas, finance, insurance, biotechnology and the computer industry. So many American high-tech companies have located between Edinburgh and Glasgow that the area is known as "Silicon Glen."

In 1997, the Scottish people voted for devolved government, establishing a separate Scottish parliament for the first time in 300 years. Elections to this body will take place in May 1999. The nationalist movement has been gaining ground, prompting many to predict an independent Scotland in the next generation.

For many, Scotland is a land of castles, bagpipes, tartan, whiskey, clans and the Loch Ness monster. Blockbuster films "Braveheart" and "Rob Roy" captured the world's attention and brought waves of tourists to Scotland's heather-covered hills. This year, half a million Americans will visit Scotland to see the sights, play some of the oldest and finest golf courses, attend the world's largest fine arts festival and possibly trace their roots. Some 15 million Americans claim Scottish descent. And while they may not be quite as demonstrative as their Irish cousins are on St. Patrick's Day, the Scots show their cultural pride at thousands of highland games and clan gatherings each year.

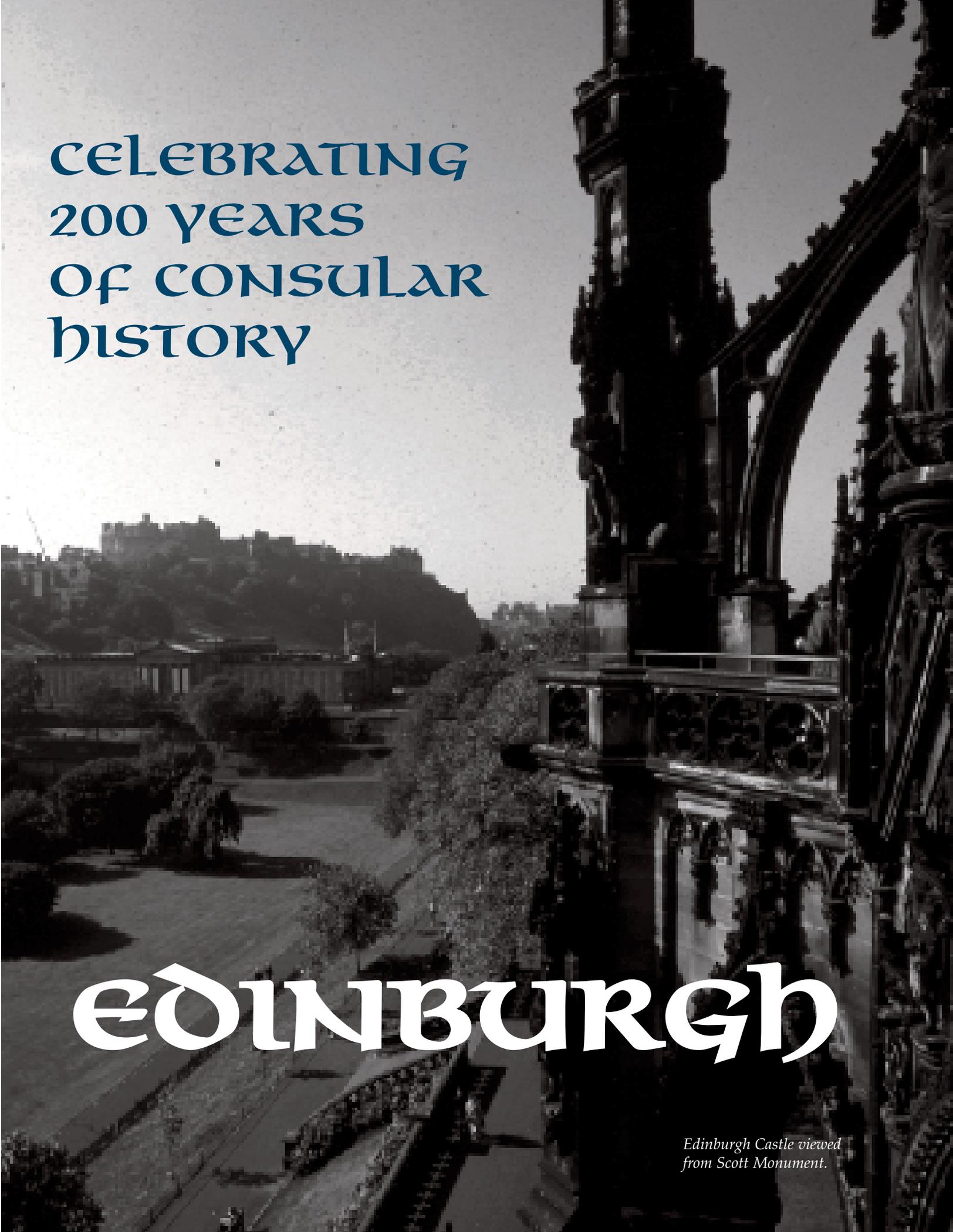
This year, the U.S. Senate declared April 6 "National Tartan Day" in recognition of the role Scottish Americans played in the founding of the United States. President Woodrow Wilson, a proud Scottish American, stated that "Every line of strength in our history is a line colored with Scottish blood." More than half the signers of the Declaration of Independence shared a Scottish heritage, as have 10 presidents, industrialist Andrew Carnegie and the father of the U.S. Navy, John Paul Jones. Alexander Graham Bell came from Edinburgh. Explorer George Rogers Clark hailed from Southwest Scotland. Washington Irving, from Orkney, became one of America's greatest writers. John Muir, America's champion of conservation and father of the U.S. National Park Service, was born in Dunbar.

Early America's political, commercial and personal links to Scotland prompted President John Adams to appoint South Carolinian Harry Grant as the first consul to Edinburgh in 1798. Mr. Grant set up shop on the docks in Leith, Edinburgh's neighboring port. Records show the consulate was heavily involved in promoting trade,



*A bagpipe player
welcomes visitors
to Edinburgh.*

Photo by Donna Miles



CELEBRATING
200 YEARS
OF CONSULAR
HISTORY

EDINBURGH

*Edinburgh Castle viewed
from Scott Monument.*

The Edinburgh skyline.



which totaled millions of dollars even in the 18th century. Mr. Grant's successor, Joel Hart, a New York physician, was not as "hands-on" in his handling of U.S.-Scottish relations. After becoming consul in 1818, he immediately moved to London for five years, then back to the United States, leaving a vice consul in charge in Edinburgh. The Department was unaware of Mr. Hart's 16-year absence from Scotland!

Consulates spread throughout Scotland, with offices in Glasgow from 1801 to 1965, in Dundee from 1834 until 1940 and in Dunfermline from 1871 to 1925. Consular agencies operated in Aberdeen from 1866 to 1922, in Greenock from 1873 to 1914, in Kirkcaldy from 1878 to 1909, in Galashiels from 1882 to 1909 and in Troon from 1891 to 1921.

The darkest days of the Edinburgh consulate's history occurred just before Christmas 1988, when a jumbo jet exploded over Lockerbie. Staff from the consulate raced to the scene and worked for months afterwards to assist the victims' grieving families.

In 1995, the consulate was scheduled to close as part of the Strategic Management Initiative. The outpouring of protest from the American community in Scotland as well as the Scottish people surprised many. Days before it was due to close, the consulate won a reprieve.

Enjoying a picnic at Linlithgow Palace are, from left, London Economic Officer Eric Rueter, Joelle Rueter, intern Betsy Heckman and Nick Popper, a consulate family member.



The Lothian & Borders Police Pipe Band entertains guests at the consulate's Independence Day extravaganza.

Below, the U.S. Consulate General decorated for its bicentennial celebration.



After 200 years of service, the U.S. Consulate General in Edinburgh is still going strong. The post held a year-long commemoration of this historic milestone. Highlights included a Fourth of July extravaganza involving more than 1,000 guests sampling American cuisine and enjoying performances by rock, soul and country bands; cheerleaders; majorettes; and Appalachian cloggers. Mickey Mouse even made a special appearance! The party continued on July 14 when Ambassador Philip Lader joined Edinburgh's Lord Provost and former Consuls Norman Singer, Bobette Orr and Julie Moyes to launch 200 red, white and blue balloons from the steps of the consulate. August saw an all-American parade as part of Edinburgh's world-renowned International Festival.

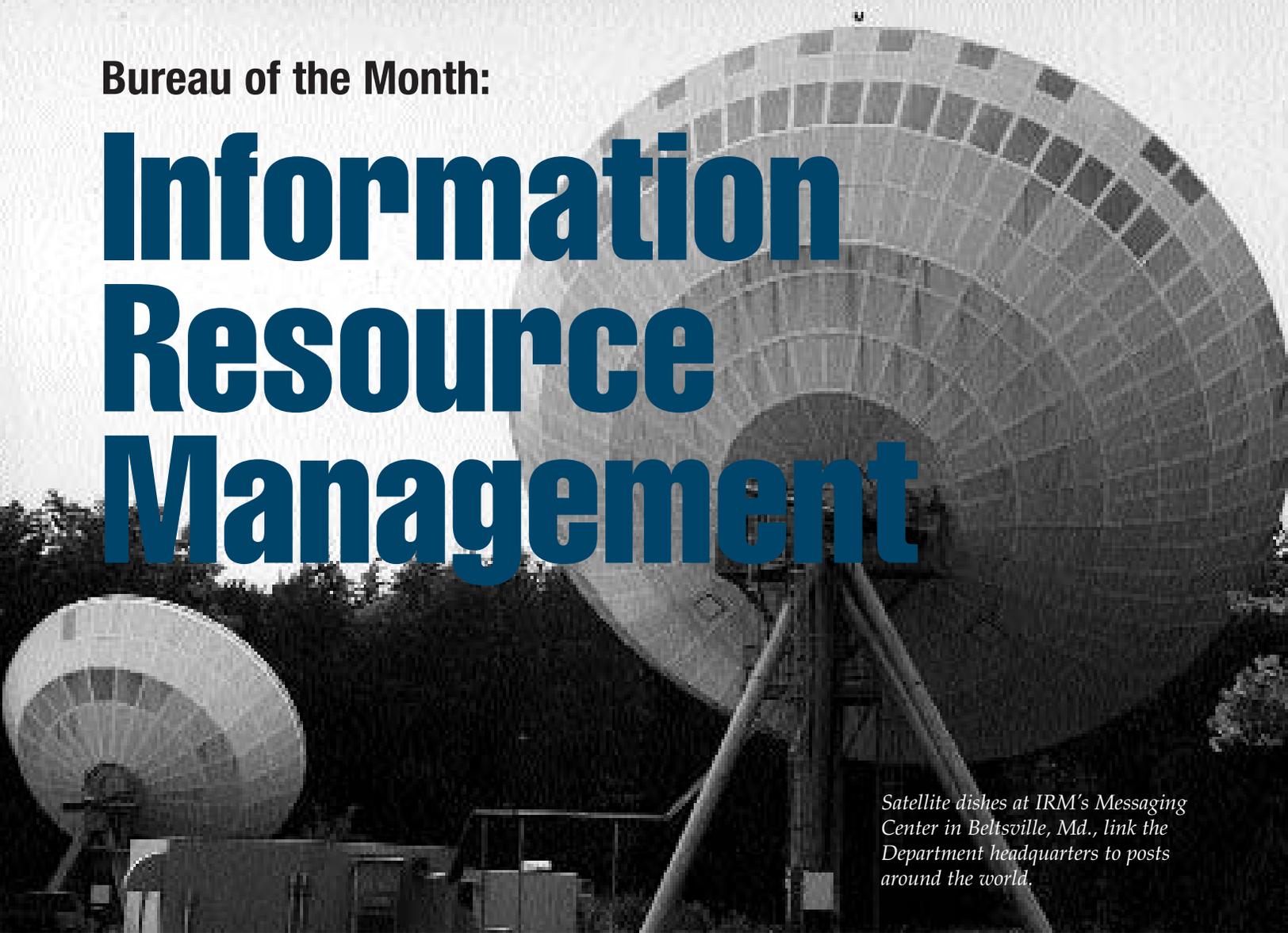
This autumn, the consulate hosted lectures on Scottish-American history, the American frontier and the contribution of Scots to Hollywood's early film industry. One fascinating event looked back at the winter of 1891, when Buffalo Bill's Wild West Show performed in Glasgow. Celebrated New York photographer William Klein and acclaimed documentary filmmaker Ken Burns also joined the program.

President Clinton and Secretary Madeleine Albright were among those sending birthday wishes. The President wrote that he was "struck by the closeness of our two nations over two centuries." Secretary Albright wrote that she "takes pride in 200 years of outstanding service to the American community in Scotland and our historically close and productive friendship with the Scottish people." ■

The author is a consular officer on detail from the U.S. Embassy in London.

Bureau of the Month:

Information Resource Management



Satellite dishes at IRM's Messaging Center in Beltsville, Md., link the Department headquarters to posts around the world.

A New Bureau for a New Era

“Our Internet discussion today reflects the extraordinary transformation of our world. Technology is bringing us all closer together. We can use it to share our experiences, our knowledge and our opinions. This will make us all wiser, quicker to understand each other and better able to work together on the world’s problems.”

—Secretary Madeleine Albright, during a February 1997 interactive Internet discussion at the U.S. Embassy in Moscow.

By Daniel P. Sheerin

As the Secretary said, the world is indeed extraordinarily transformed. It is a world transformed by the information age, by new, post-Cold War realities and by an American foreign policy revitalized to meet these challenges. Given these momentous global changes, major changes are also happening at State. Last March, for example, the Department established a new organization to focus exclusively on State’s information technology requirements. It’s called the Bureau of Information Resource Management, or IRM.

The bureau combines the Office of the Chief Information Officer and elements of the Office of Information Management formerly located within the

Bureau of Administration. For the first time, the Department's information technology policy and operational responsibilities have been combined and strengthened in an independent bureau under the chief information officer.

When Undersecretary for Management Bonnie Cohen requested approval for the new organization, she said IRM "will provide the organizational and management capability necessary to support the conduct of American diplomacy in the 21st century." In today's information age, she said, information technology, and a new bureau to manage it, are more essential to, and will become more integrated with, all Department endeavors—be they diplomatic, consular or management.

IRM's mission is to provide the information technology and services the Department needs to successfully carry out its foreign policy mission. The Department's strategic plan calls for increasingly outward-looking, transparent, interconnected diplomacy and information systems, and IRM is moving ahead to meet these new priorities. At the same time, the bureau continues to support State's long-standing telegram, telephone, mainframe computer and other established information systems.

Challenges Facing the Bureau

Although IRM strengthens information technology at State, there's still a long way to go. Problems with State's information technology are frequently and widely ques-

Mark Lee of the bureau's ALMA laboratory tests new personal computers to be deployed to State's embassies and consulates.



tioned: "Why are State's e-mail systems so unreliable?" "Why are State's computer systems so antiquated?" "Why don't State's computer networks provide access to the Internet's World Wide Web?"

IRM's highest priority is to improve the Department's e-mail, network and Internet capabilities. The bureau is also focused on fixing critical "year 2000" problems and enhancing security for the Department's computer and communication systems. IRM is aggressively confronting these issues using two overall strategies: strengthening IRM employee expertise and enhancing the Department's information technology.

Expertise: The Bureau's Foundation

IRM employees are leading efforts to improve information technology support to the Department. A new chief information officer, Fernando Burbano, joined State last May, bringing with him a wealth of information technology expertise. As director of computer, communications and information systems for the National Library of Medicine at the National Institutes of Health, Mr. Burbano enhanced the collection, analysis and communication of medical information worldwide. Mr. Burbano also gained foreign affairs experience as head of the Peace Corps Office of Information Resources Management.

Reporting recently to the undersecretary for Management, Mr. Burbano said he is "greatly encouraged" by his first months at State. "In today's information age, information technology is becoming the essential tool for supporting the Department's operations," he told Undersecretary Bonnie Cohen.

The Department depends on IRM employees to manage a wide variety of vital diplomatic, consular and administrative information systems around the clock. For example, IRM employees manage the mainframe computers that process all Department employees' time, attendance and payroll records, as well as the the database used by posts to perform background checks on visa applicants. They also operate the Nuclear Risk Reduction Center computer system that connects the Department with the nuclear states of the former Soviet Union. IRM employees administer State's global com-

munications systems that provide continuous connections between the Department and all U.S. diplomatic and consular missions around the world. And overseas, IRM employees serve on the front lines of U.S. diplomacy, providing their assigned posts with the telephone, radio, computer and communications systems essential to operating U.S. Embassies and Consulates.

To ensure that IRM employees keep current with the rapid and constant advancements in information technology, the bureau has invested about \$1 million in training during the past year. These funds are being used to keep employees up to date on ever-changing advanced

Logical Modernization Approach," or "ALMA." Through ALMA, the Bureau is installing at all of State's overseas missions an unclassified information technology infrastructure to provide posts with a modern, greatly enhanced, open standards-based computer system. The system has been installed in about 130 overseas posts and is scheduled for deployment in all overseas missions by October 1999.

Once that is accomplished, ALMA will significantly upgrade the entire Department's ability to collect, analyze and communicate information. The system directly addresses two of State's biggest information technology

problems: unreliable e-mail and antiquated computer equipment. ALMA is providing greatly improved business-quality e-mail. It is replacing a wide variety of outmoded computer equipment with new and more reliable equipment. And once fully deployed, ALMA will support enhanced office automation and modernized bureau and Department-wide applications. It will also improve access to evolving technologies such as the Internet, videoconferencing and geographic information systems.

Besides these ALMA efforts, IRM is working closely with the Bureau of Diplomatic Security to evaluate the operational, financial and security feasibility of allowing World Wide Web access from the OpenNet network, State's large-scale unclassified network that links the Department with all posts overseas.

If this initiative proves feasible, IRM will be able to provide more robust Internet service and World Wide Web



IRM is working to replace the Department's antiquated computer equipment.

telecommunications, network management and personal computer administration, project management, Internet and Intranet services, web-based application development and information systems security.

The Department and IRM are also working to attract additional information technology experts to fill numerous vacancies. To do so, State has increased its recruiting efforts in the very competitive information technology career field. State recruiters seek out qualified applicants at high-technology job fairs, through advertisements in major newspapers and on information technology career Internet web sites. The bureau is also working closely with the Bureau of Personnel to expedite applicants' evaluation and hiring.

Enhancing Information Technology

IRM is actively deploying new systems to enhance information technology support to the Department. The bureau's flagship effort, already well under way, is "A

A Look at the Numbers

- Employee e-mail addresses on the Open Net network: more than 53,000 (includes State, USIA, USAID and other agencies' employees)
- E-mail messages sent each year by Department employees: 20 million
- Telegraphic messages processed each year by IRM: 1.7 million
- IRM computer, radio, telephone, telecommunications and network systems worldwide: more than 100,000
- Dollars spent annually on State's IRM salaries, activities and systems worldwide: \$538 million
- State IRM employees worldwide: 3,000, including Civil Service, Foreign Service, Foreign Service Nationals and contractors

IRM at Work Overseas

Foreign Service IRM employees serve on the front lines of U.S. diplomacy. Working in U.S. Missions around the globe, IRM and Foreign Service National information technology specialists operate State's radio, telephone, telegram and computer systems. They are also leading efforts to employ new information age tools to support U.S. Embassies and Consulates.

For example, IRM professionals recently installed videoconferencing at all seven U.S. posts in Germany. It was used to help coordinate President Clinton's visit to Germany last May and the Berlin Airlift anniversary last June, demonstrating the technology's ability to support operations while holding down time-consuming and costly in-country travel.

The mission in Germany is also using innovative satellite connections to provide classified e-mail links to several smaller posts without an expensive classified infrastructure. IRM employees also maintain an internal Intranet site, placing a wealth of information at the fingertips of mission employees while greatly reducing the use of paper.

access to the Department and its overseas posts using the existing unclassified network.

IRM is also intensely focused on fixing the so-called "year 2000" computer problems. This issue is a top bureau priority, given the turn-of-the-century deadline to prevent the potentially catastrophic failure of the Department's computer systems. To address this issue, State has appointed a deputy chief information officer focused exclusively on the year 2000 issue. The Department recently reported to Congress that of its 64 mission-critical systems, 24 have been repaired. With continued hard work and an expenditure of about \$152 million, IRM plans to fix all of State's mission-critical systems by March 31, 1999, the federal government's deadline for repairing year 2000 problems.

IRM is also leading efforts to enhance information systems security. A recent U.S. General Accounting Office audit highlighted significant security

problems on the Department's unclassified systems. Several of these vulnerabilities were associated with an increasingly networked computer environment. While these network links are essential, they must also be highly secure, so both IRM and the Bureau of Diplomatic Security have increased efforts in this vital area. Some of the initiatives under way include improving information security oversight, strengthening and enforcing strict security policies and infrastructure requirements, and providing additional security training to both systems managers and systems users. The two bureaus are collaborating to establish the procedures and permanent staff necessary to monitor and respond to system or network attacks or intrusions, and to continuously upgrade the capabilities of the Department's "firewalls," computer-based shields that protect State's private networks from unauthorized outside access.

While these initiatives constitute IRM's highest priorities, the bureau is also upgrading other information systems. These initiatives include making all overseas classified personal computer local area networks, or C-LAN systems, year 2000-compliant. In addition, IRM is providing e-mail access from C-LAN and other classified systems to the defense and intelligence communities' secret Internet-like network called "SIPRNET." Additional web-based services to and from SIPRNET are also under consideration. IRM is also deploying new telephone and radio systems to posts that need them urgently. And it is developing and deploying applications to enhance the Department's traditional telegram system by providing electronic cable sending, receiving and filing features on employees' desktop personal computers.

At the same time, the bureau is committed to exploiting evolving information technologies. For example, IRM is considering new commercial telecommunications opportunities to reduce costs while increasing State's secure communication capacity. These enhancements will be needed as the Department begins to expand its use of sophisticated information technology systems like global videoconferencing. Several bureaus, including European Affairs, and Oceans and International Environmental and Scientific Affairs, already have deployed videoconferencing systems to conduct real-time, face-to-face meetings between U.S. and foreign diplomats worldwide. Another example of evolving technologies for the Department was seen during the Bosnia peace negotiations in Dayton, Ohio, during which geographic information systems devel-



oped for the Defense Department were used to interactively display and manipulate data, maps and three-dimensional terrain imagery. U.S. diplomats participating in the talks said these systems helped the parties reach consensus on boundary lines and played an important role in facilitating the final peace agreement.

IRM is committed to arming the Department with advanced information age tools. Some of these new applications are now starting to appear on the Department's Intranet, which resides on the unclassified OpenNet network.



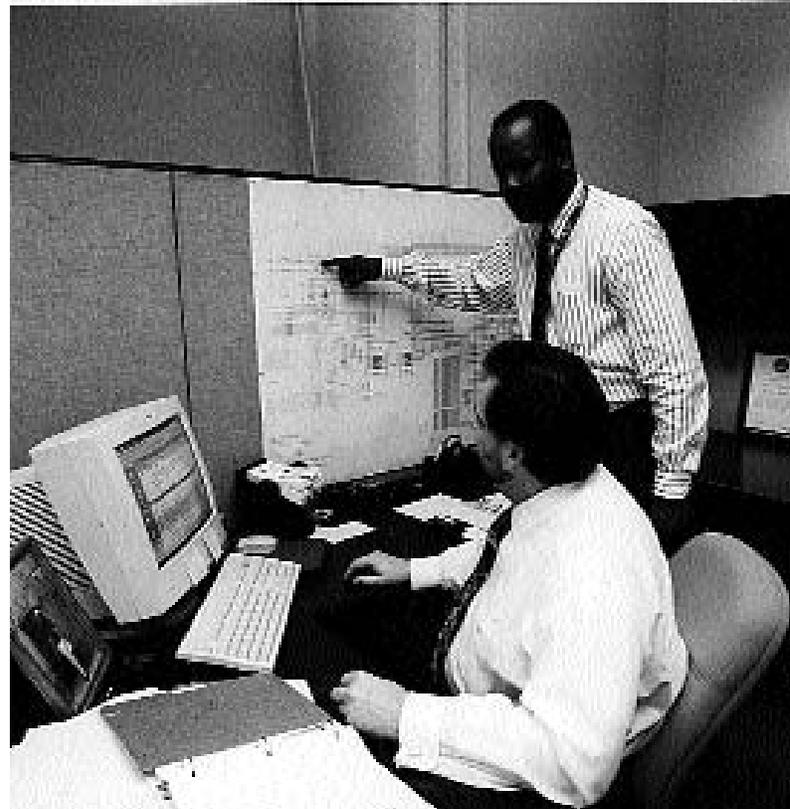
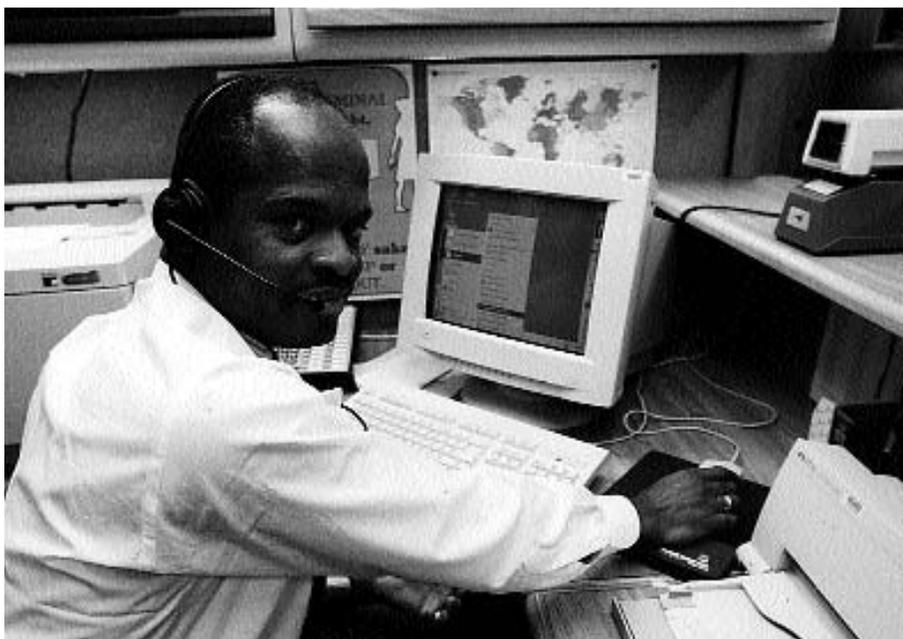
Applications now available on the Intranet include world maps and other geographic information systems from the Bureau of Intelligence and Research and a directory of IRM products, services and contact points to assist State customers with information technology

questions. This same Intranet service is supporting various bureau, post and subject-specific home pages that give Department employees instantaneous on-line access to current information.

Information Technology's Impact

During last year's interactive World Wide Web session at the U.S. Embassy in Moscow, Secretary Albright discussed the new challenges facing American foreign policy today. Fifty-one years earlier, from the same U.S.

Ronnie Shenett of the IRM Information Center provides computer help to a telephone caller.



Tim Fitzgerald, standing, and Jim Vanderpool from the Messaging Systems Office scrutinize network architectural diagrams.

Embassy, George Kennan sent his famous "long telegram," one of the first reports to analyze the Cold War issues that would dominate the next half century. The telegram worked well and its impact will long be remembered. But just as Mr. Kennan's Cold War themes have faded into history, the utility of the traditional telegram—State's principal diplomatic communications medium for many decades—has also declined. In today's fast-breaking, highly interdependent world of foreign affairs, other, more immediate and interactive information technology tools adapted to the business of diplomacy are needed to get the job done.

IRM was created to provide State diplomats and managers with the modern information technology tools their jobs demand. The advanced, globally networked information technology being deployed today will enable them to effectively manage information, collaborate on global issues and successfully lead U.S. foreign policy into the 21st century. ■

The author is a Civil Service information management officer in the IRM Bureau.

Extraordinary Achievers

During National Disability Employment Awareness Month, a Foreign Service officer discusses her experience as a “disabled” State employee.

By Lois Gochnauer

Helen Keller, Franklin Delano Roosevelt, Barbara Jordan, Dizzie Gillespie, Mary Tyler Moore, Ray Charles, Ernest Hemingway and Ludwig van Beethoven are or were considered extraordinary achievers. Yet all had one or more disabilities. They didn't let that stand in their way. They achieved greatness despite their disabilities. It's not their disabilities we remember. It's their greatness.

Don't let a disability fool you. A person with a disability can still compete with the best and the brightest. It took a long time for society to recognize this.

It came as a complete shock to me to learn that State considered me handicapped when I inquired about joining the Foreign Service in the 1970s. I was informed that a number of medical conditions—among them, diabetes—disqualified people from the Foreign Service. I was an insulin-dependent diabetic. Yet as a diabetic, I had traveled the world as a professional ballet dancer and was practicing law. Me, handicapped? I didn't think so! I'm sure many others in similar situations didn't—and don't—feel they are handicapped, either. But it took many years before Congress said we could compete on an equal footing with others, passing several laws to ensure that right.

Foreign Service Officer Lois Gochnauer says she's not about to let diabetes keep her in less than fighting form.

The Civil Rights Act of 1964 outlawed discrimination on the basis of race, color, national origin or religion, but made no reference to people with disabilities. Not until the Rehabilitation Act of 1973 were otherwise qualified handicapped people protected from exclusion from participating in any program receiving federal financial assistance because of a handicap. The act instituted affirmative action hiring policies for federal agencies. Agencies now had to establish programs to facilitate the hiring, placement and advancement of handicapped individuals. For the first time, access for persons with handicaps became a civil right, not simply a welfare benefit.

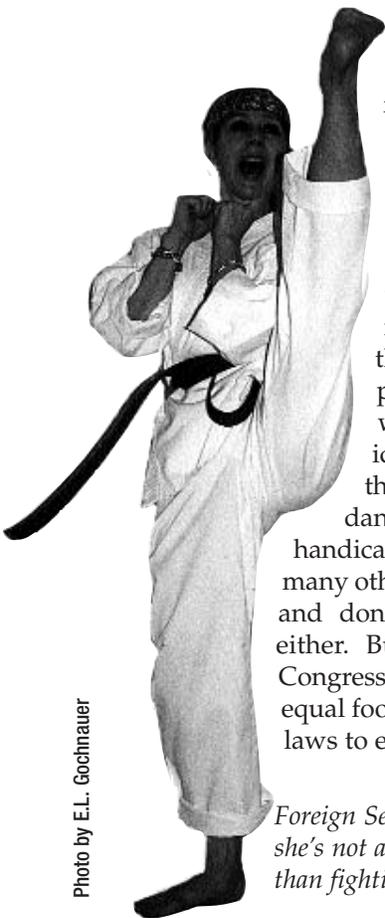
But the disabled community had to demonstrate mightily to get these rights implemented. Disabled activists, many in wheelchairs, demonstrated outside the home and office of the Secretary of Health, Education and Welfare in Washington, D.C. and elsewhere around the country. As a result, regulations were issued in early 1977.

Finally, the Americans with Disabilities Act of 1990 banned barriers in the private sector to people with disabilities. Private industry could no longer base employment decisions on reasons other than actual performance. Persons qualified for an employment opportunity cannot be denied that opportunity simply because they're disabled.

Who's covered under the act? A person who has a physical or mental impairment, without regard to measures such as medicine or prosthetic devices, that substantially limits one or more major life activities. A blind person or someone unable to walk and using a wheelchair is covered. A person with epilepsy controlled by medicine, one with diabetes controlled by insulin and someone with hearing loss correctable through use of a hearing aid are all considered disabled and covered. A cancer patient undergoing chemotherapy is disabled under the act, as is a former cancer patient. The Supreme Court ruled recently that a person who tests HIV-positive but does not suffer any symptoms of AIDS is covered by the Americans with Disabilities Act.

People with disabilities can now join the Foreign Service. The Department's Employee Review Committee, formed in 1979, reviews each case and decides whether a pre-existing medical condition would prevent a prospective Foreign Service officer from serving overseas. The committee considers such questions as "Is there access to adequate medical resources at post?" and "Would the employee's medical condition put co-workers at risk?" Based on the answers to these questions and other considerations, the committee can waive worldwide availability requirements for Foreign Service officers.

Photo by E.L. Gochnauer





An exhibitor demonstrates the use of sign interpreters, one accommodation for deaf and hearing-impaired employees, at the Department during National Disability Employment Awareness Month 1997.

I joined the Foreign Service in 1980. The first blind officers followed in 1991. (See related story, page 43.) In 1994, 4.4 percent of those who took the written Foreign Service exam were disabled, and 3.6 percent of those who passed were disabled. In 1996 these percentages rose to 5.4 percent and 4.9 percent, respectively. In 1998 these percentages were 5 percent and 3.9 percent. Department records do not show how many of those with disabilities who passed the test went on to join the Foreign Service.

By law, an employer must make "reasonable accommodations" to enable persons with disabilities to perform their essential job functions. At State, the Office of

Disability Events Planned

The Paradigm Players will present an excerpt from their production, "Working," on Oct. 15 at Main State in recognition of National Disability Employment Awareness Month.

The nonprofit theater group for individuals with as well as without disabilities will emphasize diversity in the work force during the performance, from noon to 1 p.m. in room 1912.

In addition to the performance, a panel of State employees will discuss disabilities, focusing on "Opening Doors to Ability," the theme of this year's National Disability Employment Awareness Month observance.

Employee Relations' Workplace and Family Programs Division in the Bureau of Personnel is responsible for determining if an employee is qualified as disabled under the law, and for providing accommodations, both in Washington, D.C., and at U.S. Embassies and Consulates overseas.

These reasonable accommodations may mean allowing a guide dog into the office, providing a blind employee with a specialized Braille keyboard, providing an amplified telephone handset or interpreters for deaf or hard-of-hearing employees, or making structural alterations to the work site for wheelchair accessibility to enable disabled employees to perform their essential job functions.

In the Foreign Service, this also means making accommodations for disabled people to take the Foreign Service examination. Each year, some 30 to 40 such special accommodations are made. They might include providing extra time to complete the exam or allowing the use of computers or Braille.

Deidre Davis, deputy assistant secretary of the Office of Equal Employment Opportunity and Civil Rights, works to ensure that employees with disabilities are not discriminated against. She also advocates for the employment of persons with disabilities and educates the Department about requirements under the disability laws.

Why shouldn't everyone be given a fair chance to perform in the Foreign Service? Our work doesn't have to be performed in cookie-cutter style. People with disabilities have developed other senses and skills to accommodate their disabilities and to achieve despite them. Why not take advantage of these different, yet highly developed senses and skills? I recall an instance when it wasn't the sighted officer on the visa line who discovered a case of fraud, but the blind officer.

The best and the brightest certainly include those with disabilities. These extraordinary achievers have triumphed despite their disabilities. Let them carry the message around the world that the United States recognizes their extraordinary achievements and their ability to work and succeed in the country's economic, cultural and social life. As Secretary Madeleine Albright has said, "...the United States can and will be telling the story worldwide about what we have been able to do here through our knowledge of rehabilitation, the strength of our civic organizations, the liberating nature of our technology and the justice of laws such as the Americans with Disabilities Act." There is no better way to do this than through our Foreign Service. ■

The author is a Foreign Service officer in the Office of the Senior Coordinator for International Women's Issues.

She Sees Foreign Service as an 'Honor'

This blind state employee discusses the path that led her to a career in the Foreign Service.

By Carl Goodman

She enjoys swimming, canoeing, white-water rafting, cross-country skiing, biking, bowling, sailing, theater and eating out. But what she enjoys most is being a Foreign Service officer.

"I consider it an honor to be in the Foreign Service," said Maryanne Masterson, 43, during a stopover in Washington, D.C., with Corky, age 7, her black Labrador retriever and guide dog. She was en route home to Rhode Island between assignments in Helsinki and Bangkok.

It was unclear whether Corky, who was present for the interview and has never "served" stateside, was looking forward to the dramatic change in his environment—from Finland's cold to Thailand's tropics.

Ms. Masterson has had to do some adjusting herself. The Massachusetts native, blind since birth, initially attended the Perkins School for the Blind near Boston before moving with her family to Gloucester, R.I., where she entered public schools starting in the seventh grade.

She said she "jumped at the chance to experience the world as it is." Her mother was skeptical at first, doubtful that the support, including the special books and



Maryanne Masterson and her guide dog, Corky.

buses her daughter needed, would be available. When they weren't, she camped on the governor's doorstep.

The younger Ms. Masterson later entered Providence College, earning a bachelor's degree in political science. She holds a master's degree in political science from George Washington University and is a doctoral candidate in history at Providence College. Down the road, after she retires from the Foreign Service, she said she may consider teaching.

Ms. Masterson spent most of July and early August in Gloucester, visiting with her mother, six sisters, brother, nieces and nephews. She said that while she had become "a hero" to her sisters, her entire family "has always been supportive." Most of her family were at the airport in early August to see her off to Bangkok, where she is the general services officer for customs and shipping.

"Bangkok's a big embassy," she said, "with lots of opportunities to make new friends and to participate in group activities." At her first post, Montreal, where she

served from 1992 to 1994, she enjoyed white-water rafting, concerts, theater and boat rides on the St. Lawrence.

As an “unconed” Foreign Service officer in Montreal, she reported to Bob Yamate, currently deputy executive director in the Bureau of Personnel. “He was the perfect person to acquaint me with administration,” she said. One day, he invited her to join him on the roof of the 22-story consulate to check out the air-conditioning units. She admits that she was somewhat frightened.

“I wanted to show her every aspect of administration, so we checked out the chillers,” commented Mr. Yamate, who remembers the occasion fondly. “She did some good projects for us.” He also remembers with sadness the death of her guide dog, Ned. He

was replaced by Corky, who, according to Mr. Yamate, was more than a guide dog. “He was a family dog,” he said. When not working, Corky might be seen lobbying successfully for snacks from consulate colleagues.

Larry Mandel, Ms. Masterson’s immediate supervisor in Tokyo, where she served from 1994 to 1996, said that besides being a fine contracting officer and colleague, “Maryanne took on a special role. She was a distinct symbol of America—of our society’s commitment to openness and diversity.”

Mr. Mandel, now head of the administration section in Budapest, said her “willingness to engage the Japanese in speaking appearances and on radio talk shows allowed her to make a unique contribution to the mission’s goals.”

“Who I work for is 90 percent of the battle,” said Ms. Masterson,

who uses computerized technology to not only do her work but enjoy the pleasures of communicating with friends and family and reading *The Washington Post* and *The New York Times*.

“The technology has improved dramatically,” she said, over the old Braille printer and optical scanner she once used. “I always thought computers would somehow be connected, so the Internet was not such a far-fetched thing.”

Working in Windows 95 and Microsoft Word, she uses keys instead of a mouse to open, read and send e-mail on her personal computer, which is equipped with a voice synchronizer. The Office of Employee Relations has been very supportive, she said, in providing her with equipment to do her job. On one occasion, she traveled to Florida to test a piece of expensive equipment before the Department purchased it for her.

Before joining the Foreign Service in 1991, Ms. Masterson spent 13 years in the Civil Service, 10 of them in the Visa Services Office of the Bureau of Consular Affairs at Main State. She also spent three years as a part-time employee in the Offices of the Director General and Equal Employment Opportunity and Civil Rights while completing her master’s degree.

But her dream was to be a Foreign Service officer, and she had solid support for that dream from her stepfather, Carl Carleen, who married her mother when Ms. Masterson was 18. If she has one regret, it is that he died only months before her swearing-in ceremony in March 1991.

Describing herself as “a loyal employee” who believes in working for change from inside and “changing attitudes by example,” she said she would like to help State recruit more disabled employees. “We need to do this so the door doesn’t close,” she said. ■

She believes in “changing attitudes by example,” and would like to help State recruit more disabled employees. “We need to do this so the door doesn’t close,” she said.

Maryanne Masterson said State has supported her with the specialized equipment she needs to do her job.



Photo by Carl Goodman

O B I T U A R I E S



George M. Bennsky, 74, a retired Foreign Service officer, died May 1 in Arlington, Va., of complications from Guillain-Barré syndrome. Mr. Bennsky joined the Foreign Service in 1956. During his 23-year State career, he served as chief of the economic section in the Office of Near East Affairs, as deputy director for the Office of the United

Arab Republic and as director of the Office of Fuels and Energy. He was posted overseas in India and Peru. He was the acting head of the Senior Seminar and a member of the Council on Environmental Quality before he retired in 1979.

Weikko A. Forsten, 77, a retired Foreign Service officer, died of cancer in Boca Raton, Fla., on Aug. 6. Mr. Forsten began his 37-year Foreign Service career as a clerk in Caracas. He served as a code officer in Ankara and, after World World II, as vice consul in Glasgow, general services and security officer in Havana, then as administrative officer in San Salvador and Panama. He became executive assistant to the assistant secretary for congressional relations, then served as principal officer in Puerto la Cruz, as counselor for administration in Bogota and as chief of the communication operation in Dacca. He was counselor for administration in Lima and Caracas before retiring in 1978.

Casimir A. Garczynski, 81, a 22-year veteran of the Washington Passport Office, died of a heart attack July 14 in Philadelphia. Mr. Garczynski, father of Casimir L. Garczynski in the Bureau of Administration, retired in 1979.

Olive F. Hanscom, 86, a retired member of the Foreign Service, died May 26 in Washington, D.C., after a brief illness. Ms. Hanscom served 30 years in the Foreign Service before her retirement.

Mary Skalecki Heyneker, 78, a former secretary for the Department in Washington, D.C., the embassy in Brussels and the special mission to Belgium of the Economic Cooperation Administration, died June 28 of pancreatic cancer in Pottsboro, Texas. Mrs. Heyneker was the wife of retired Foreign Service officer Gerrit J.W. Heyneker. She accompanied him to postings in Calcutta, Guatemala, Kinshasa, Paris and Washington, D.C., before he retired in 1973.

William Hoffman, a retired Foreign Service officer, died July 15. During his 30 years in the Foreign Service, Mr. Hoffman represented the United States in 10 different countries on four continents.



Robert L. Scott, 65, a retired Foreign Service officer, died July 14 of pancreatic cancer in Waco, Texas. Mr. Scott joined the Foreign Service in 1960 and served at 14 posts throughout Asia, the Middle East and Latin America. He retired in 1990.



Sidney G. Smith, 57, a retired Foreign Service officer who served as science counselor and science attaché during his State career, died of a heart attack Feb. 15 at his home in Washington, D.C. An expert on scientific cooperation programs, Mr. Smith joined State in 1982. He served as deputy director for Soviet affairs and as science

attaché in Belgrade and science counselor in Jakarta. He retired in 1995.



Moorhead Tukey, 88, died July 9 in La Jolla, Calif. He joined the Foreign Service in 1951 and spent 16 years in the Far East, initially in Singapore and later in Manila as the Department's regional buildings officer in the Far East. In that capacity, he was responsible for finding or building office space for embassy officials in 14 Asian countries from New Zealand, northwest through Burma and northeast to Japan and Korea. He retired in 1967.

Jacqueline Visson, 86, who taught French at the Foreign Service Institute for 19 years, died Aug. 4 in Seattle of congestive heart failure. Ms. Visson, a native of Brussels, began teaching at FSI in 1958 and enjoyed experimenting with new teaching techniques and creating instructional materials. She maintained contact with many of her students after her retirement in 1977.

FOREIGN SERVICE PERSONNEL

Transfers

- Adams-Smith, Steven P.**, Pre-Assignment Training to Moscow
- Ahmed, Linda R.**, Riyadh to Personnel
- Alcantara, Ruben R.**, Personnel to Oceans and Int'l. Envir. and Sci. Affairs
- Alford, Frank**, Nairobi to Berlin
- Allen, James Beach**, Intelligence and Research to International Org. Affairs
- Aloisi, Jonathan Mark**, Foreign Service Institute to East Asian and Pacific Affairs
- Amyes, Christopher J.**, Diplomatic Security to Guatemala
- Anderson, Michael G.**, Islamabad to Personnel
- Andrews, Chris**, Diplomatic Security to Beirut
- Andrews, Timothy Duane**, Foreign Service Institute to European Affairs
- Appleton, Richard H.**, Consular Affairs to Calgary
- Arreaga, Mary A.**, Geneva to Personnel
- Arreaga-Rodas, Luis E.**, Geneva to Operations Center
- Ash, Pamela Irene**, Yaounde to Addis Ababa
- Audroue, Alessandra G.**, Beijing to Personnel
- Aulton, Pamela Roxanne**, Rabat to Dakar
- Austin, Kathleen T.**, Diplomatic Security to Amman
- Baker, Dorothy E.**, Athens to Personnel
- Baldwin, Karin L.**, Pre-Assignment Training to Kingston
- Banner, Sally I.**, Asmara to Kuala Lumpur
- Barco, Alicia M.**, Pretoria to Personnel
- Barry, Antonia Joy**, Intelligence and Research to Near Eastern Affairs
- Bartek, Jeanette F.**, Nairobi to Personnel
- Beecroft, Robert Stephen**, Riyadh to Operations Center
- Beede, Emma Yuan**, Beijing to Personnel
- Bendt, David C.**, Bissau to Belgrade
- Benjamin, Latanya Bowman**, Bangkok to Personnel
- Bennett, David C.**, Abidjan to Dept. of Defense
- Bennett, John E.**, Dept. of Defense to SACEURAFSOUTH
- Berck, Kathryn S.R.**, Seoul to Moscow
- Berg, Paul Sidney**, Mexico City to Hanoi
- Bernstein, Betty A.**, Bern to Near Eastern Affairs
- Bernstein, Steven J.**, Diplomatic Security to Tel Aviv
- Berriman, Selina A.**, Addis Ababa to Canberra
- Berry, Douglas M.**, Foreign Service Institute to Yerevan
- Beyene, Elizabeth Rhea**, Niamey to Port-au-Prince
- Bishop, Robyn M.**, Personnel to Consular Affairs
- Blaha, Charles Oden**, Havana to Adana
- Blakeman III, Earle C.**, Port Louis to Near Eastern Affairs
- Blakeney, Drew G.**, Managua to Bogota
- Blankenship, Paul W.**, Beirut to Intelligence and Research
- Blau, Robert I.**, Panama to Personnel
- Blome, Donald A.**, Amman to Near Eastern Affairs
- Booth, Anita Shashy**, Athens to Personnel
- Boswell, Scott Douglas**, Budapest to Operations Center
- Bosworth, Jone M.**, Pre-Assignment Training to Mexico City
- Boyer, Dorothy M.**, Bucharest to Rome
- Brackman, Stella S.**, Bridgetown to International Org. Affairs
- Bradford, Michele A.**, Pre-Assignment Training to Lagos
- Bradley, Robert D.**, Diplomatic Security to Taipei
- Brady, Juliette**, Guatemala to Personnel
- Brady, Roberto G.**, Guatemala to Inter. Narc. and Law Enfor. Affairs
- Brandon, Elisabeth C.**, Pre-Assignment Training to Seoul
- Brennan, Thomas J.**, Economic and Business Affairs to Oceans and Int'l. Envir. and Sci. Affairs
- Bresler, Ralph Edwin**, International Org. Affairs to African Affairs
- Brower, Sharyl Lynn**, African Affairs to Addis Ababa
- Brown Jr., Edwin P.**, International Org. Affairs to Foreign Service Institute
- Brown, Stuart V.**, Brussels to Foreign Service Institute
- Brown, Warrington Edwin**, Intelligence and Research to Geneva
- Browne, Brian L.**, African Affairs to Sabbatical Leave Program
- Browning, Steven Alan**, African Affairs to Foreign Service Institute
- Buccellato, Michael B.**, Brasilia to Administration
- Buchholz, Frank Dietrich**, East Asian and Pacific Affairs to European Affairs
- Bucklew, Carl L.**, Personnel to Information Resource Management
- Bucklew, Carl L.**, Libreville to Personnel
- Buenrostro, Kelly Lee**, Chisinau to Career Mobility Program
- Buentello, Irene**, F.S. Specialist Intake to Warsaw
- Bulimo-Crews, Stella**, F.S. Specialist Intake to Conakry
- Busa, Ceres C.**, Hong Kong to Personnel
- Campbell, Arnold Haskins**, Records and Publishing Services to Paramaribo
- Campbell, Martha Larzelere**, European Affairs to Paramaribo
- Carle, Lisa M.**, Riyadh to Seoul
- Carragher, James J.**, Harare to Santiago
- Carter, Dennis F.**, Grenada to Chief Financial Officer
- Carter, Leigh G.**, Consular Affairs to Dublin
- Castiglione, Diane Lydia F.**, Personnel to Commercial and Business Affairs
- Cecil, Kelly S.**, Political and Military Affairs to Foreign Service Institute
- Cesena, Michael Allen**, Libreville to Quito
- Chan, Lai Weng**, Tokyo to Western Hemispheric Affairs
- Chapman, Geoffrey W.**, International Org. Affairs to Economic and Business Affairs
- Chick-Bowers, Donna Ann**, Lilongwe to Tegucigalpa
- Christensen, Karen Lise**, Leave Without Pay to Seoul
- Clapp, Priscilla**, International Org. Affairs to Global Humanitarian De-Mining
- Clark, Sandra Eliane**, Paris to Tbilisi
- Clarke, Henry Lee**, Dept. of Defense to European Affairs
- Clemons, Jimmy W.**, Frankfurt to Bangkok
- Cleveland, James L.**, Amman to Information Resource Management
- Click, Steven R.**, Diplomatic Security to Nassau
- Coe, Rodney E.**, Singapore to Hong Kong
- Cohen, Efraim Alan**, International Org. Affairs to African Affairs
- Cohen, Lawrence Ellis**, New Ind. States to Economic and Business Affairs
- Collins Jr., John A.**, Caracas to Personnel
- Connerley, John Alan**, Belize City to Moscow
- Connerley, Victoria**, Belize City to Moscow
- Connerley, William B.**, Lilongwe to Sarajevo
- Connolly, Margaret A.**, Dublin to Sarajevo
- Connuck, Bruce E.**, European Affairs to Political and Military Affairs
- Considine, Michael Gregory**, Ottawa to Sarajevo
- Cooper, Nancy J.**, Tunis to Rabat
- Cooper, R. Sean**, Pre-Assignment Training to Ciudad Juarez
- Corbett, Carol A.**, Hong Kong to Personnel
- Couch, Mark T.**, Information Resource Management to Western Hemispheric Affairs
- Countryman Jr., Harold S.**, Phnom Penh to Seoul
- Crews, Kevin T.**, F.S. Specialist Intake to Conakry
- Cristina, Stephen Alan**, European Affairs to Helsinki
- Cummings, Barbara Cecelia**, Foreign Service Institute to Consular Affairs
- Cummings, Laura Ellen**, Tel Aviv to Personnel
- Cummings, Thomas M.**, Pretoria to Diplomatic Security
- Cunningham, Candis L.**, Inter. Narc. and Law Enfor. Affairs to Lima
- Curran, Sylvia Reed**, Beijing to Moscow
- Cushing, John A.**, Port Moresby to East Asian and Pacific Affairs
- D'Antonio, Gerald Anthony**, Moscow to Tbilisi
- Daher, Nazih Y.**, Tunis to Foreign Service Institute
- Daley, Matthew Patrick**, Special Rep. for Bosnia to Near Eastern Affairs
- Daniels, Joseph A.**, Vienna to International Org. Affairs
- David, Leslie W.**, Abidjan to Personnel
- Davidson, William Craig**, Personnel to Vienna
- Davis, Mark J.**, Zagreb to Abu Dhabi
- Davnie III, William F.**, Dushanbe to New Ind. States
- Deblauw, Kimberly J.**, Lisbon to Brussels
- Degnan, Kelly Colleen**, Gaborone to Executive Secretariat
- Dehart, James P.**, Melbourne to Executive Secretariat
- Delare, Thomas Lawrence**, East Asian and Pacific Affairs to Policy Planning Council
- DeLaurentis, Jeffrey**, Natl. Security Council to Western Hemispheric Affairs
- Demaria, Joseph**, Santo Domingo to Vientiane
- DiCarlo, John S.**, Sarajevo to Dar es Salaam
- DiGiovanna, David C.**, East Asian and Pacific Affairs to Dep. Spec. Rep. for Trade Negotiations
- Dinsmoor, Kathrine L.**, Tokyo to Ottawa
- Doherty, Kathleen A.**, Economic and Business Affairs to Deputy Secretary of State
- Donahue, Linda L.**, Foreign Service Institute to Intelligence and Research
- Donovan, Gerald A.**, Pre-Assignment Training to Beijing
- Dorman, Shawn**, Jakarta to Operations Center
- Dorschner, Jon Peter**, Intelligence and Research to Near Eastern Affairs
- Dragnich, George S.**, Personnel to London
- Drangstveit, Richard**, Foreign Buildings Opns. to Diplomatic Security
- Druzak, Stephen A.**, Montreal to Political and Military Affairs
- Dziuba, Jean**, F.S. Specialist Intake to Islamabad
- Eagan, Michael P.**, Riyadh to Beirut
- Eaton, William A.**, Ankara to Foreign Service Institute

FOREIGN SERVICE PERSONNEL

Transfers

- Ebert, Kathleen M.**, Antananarivo to Frankfurt
Eckstrom, Peter Thomas, Moscow to Stockholm
Edson, Stephen A., Consular Affairs to Jakarta
Egger, Philip Hughes, Consular Affairs to African Affairs
El-Hinn, David, Near Eastern Affairs to Tunis
Enav, Cari Robin, Foreign Service Institute to Beijing
Englehart, Phyllis J., African Affairs to Paris
Epperson, G. Michael, Near Eastern Affairs to New Delhi
Eppinger, Monica, New Ind. States to European Affairs
Ermatinger, Bryan, F.S. Specialist Intake to Cotonou
Evans, Katherine, Accra to Personnel
Farrell, Laura K., Information Resource Management to Cairo
Faucher, Robert Joseph, Luxembourg to Brussels
Fayen, Molly Ann, Foreign Service Institute to Ashgabat
Feierstein, Gerald Michael, Muscat to Jerusalem
Feifer, Theodore, Luxembourg to Dept. of Defense
Fendley, Edward J., Near Eastern Affairs to Special Dom. Assign. Program
Ferguson, James Gerard, Diplomatic Security to Department of Justice
Fernandez, Francisco J., Asuncion to Recife
Fieser, James Edward, Bogota to Vilnius
Fife, Nan Nida, Yokohama to Tokyo
Fleming, Alexander C., Shanghai to Guangzhou
Fleming, Carol A., Near Eastern Affairs to Islamabad
Fleming, William D., Population, Refugees and Migration to Consular Affairs
Fogarty, Patrick T., Guangzhou to Personnel
Foote, Daniel L., Pre-Assignment Training to Guadalajara
Fournier, Raymond J., Diplomatic Security to Brussels
Francisco III, William P., Foreign Service Institute to Political and Military Affairs
Franz, David William, Yerevan to Gaborone
Fredericks, Virginia, New Delhi to Personnel
Fugate, Alice Kim, London to Operations Center
Furuta-Toy, Julie Anne, Inter. Narc. and Law Enfor. Affairs to Personnel
Futch, Lina, Bamako to Personnel
Gallagher, Thomas, African Affairs to Diplomatic Security
Gallant, Craig J., Lusaka to Helsinki
Gallant, Peter J., NATO to Diplomatic Security
Garber, Judith G., Foreign Service Institute to Prague
Garcia, Marie R., Kinshasa to European Affairs
Gard, Ronald M., Foreign Service Institute to Information Resource Management
Garverick, J. Robert, Hong Kong to Foreign Service Institute
Gastaldo, Andrea F., Pre-Assignment Training to Riyadh
Gaynor, Susan Brooks, Abidjan to Personnel
Gennatiempo, Peggy Ann, Mexico City to Athens
Gochnauer, Lois Ann, Democracy, Human Rights and Labor to Global Affairs
Gong, Teddy, Sydney to Foreign Service Institute
Gonzales, Alfred, Foreign Service Institute to Guangzhou
Gooch, William A., F.S. Specialist Intake to Kinshasa
Goodman, Andrew Lewis A., Political and Military Affairs to Brussels
Grace, Judith, Near Eastern Affairs to Sarajevo
Graham, Catherine Tralee, New Delhi to Personnel
Grappo, Gary Anthony, Amman to Muscat
Greanias, Nicholas J., European Affairs to International Org. Affairs
Greene, Richard L., Personnel to Sydney
Greenlee, David N., Near Eastern Affairs to Western Hemispheric Affairs
Griffin, Anita A., Lima to Personnel
Griffin, Christa Ute, African Affairs to Foreign Buildings Opns.
Griffith, Wayne G., Tokyo to London
Griffith, William L., Special Rep. for Bosnia to Intelligence and Research
Gude, Jacques L., Dar es Salaam to Nairobi
Gust, Sandra Jean, European Affairs to Bishkek
Guy, Kelly B., F.S. Specialist Intake to Seoul
Haas, Dean J., Bogota to Foreign Service Institute
Haas, Martha J., London to Intelligence and Research
Haase, Robin L., Accra to Intelligence and Research
Hagerstrom, Kristin M., Seoul to Rangoon
Haley, Joyce N., Manila to Personnel
Hamann, Kathleen, Port of Spain to Consular Affairs
Hamblett, Ellen Maude, Accra to Personnel
Hamilton, Ralph A., Career Mobility Program to Mexico City
Hansen, Ruth E., Foreign Service Institute to International Org. Affairs
Harding, Jamie, International Org. Affairs to Athens
Harpole, J. Marinda, Johannesburg to Santo Domingo
Harrington, Matthew Tracy, Operations Center to African Affairs
Harris, Bonita G., Kigali to London
Harvey, Vivian E., Nairobi to Personnel
Haynes, Richard Dale, New Delhi to Near Eastern Affairs
Heath, Brian G., Pre-Assignment Training to Mumbai
Heath, Michael G., Foreign Service Institute to African Affairs
Hegger, Richard C., Pre-Assignment Training to Belize City
Helm, Cheryl L., F.S. Specialist Intake to Islamabad
Hembree, Lorrie A., Yaounde to Personnel
Hengel, Douglas C., Foreign Service Institute to European Affairs
Henshaw, Simon, Foreign Service Institute to St. Petersburg
Hess, Lawrence L., Political and Military Affairs to Peshawar
Heusinkveld, Paul A., Damascus to Information Resource Management
Hewitt, Richard, Abidjan to Information Resource Management
Hill, Charles Larry, F.S. Specialist Intake to Chengdu
Hinckley, Damien D., Democracy, Human Rights and Labor to Brasilia
Hink, Darren L., Near Eastern Affairs to Tunis
Hinson, Jill D., Mexico City to Personnel
Hofmann, Karl, Natl. Security Council to Operations Center
Holmes, Brooke C., Personnel to Oceans and Int'l. Envir. and Sci. Affairs
Holshey, Michael W., Lagos to African Affairs
Horning, Monica A., F.S. Specialist Intake to Riga
Hotz, Raymond E., San Jose to East Asian and Pacific Affairs
Huggins, Joseph, Records and Publishing Services to African Affairs
Hughes, Miriam K., Foreign Service Institute to Consular Affairs
Hume, Willis Paley, Diplomatic Security to Near Eastern Affairs
Hunt, Janice E., Moscow to Personnel
Hurlbert, Penelope M., Athens to Personnel
Hurley III, John Arthur, Diplomatic Security to Ottawa
Huscilowitc, Maria Carmen, Western Hemispheric Affairs to Buenos Aires
Huscilowitc, Walter M., Diplomatic Security to Buenos Aires
Ingvoldstad, Kirk W., East Asian and Pacific Affairs to Hong Kong
Insley, M. Allison, Port-au-Prince to Paris
Irvine, Ellen P., Personnel to Algiers
Irving, Earl Michael, Recife to Harare
Irwin, Deborah L., Pre-Assignment Training to Frankfurt
Jaworski, Richard E., Foreign Service Institute to Diplomatic Security
Jazyinka, Mary, Port-au-Prince to Kinshasa
Jennings, Matthew Paul, Brasilia to Accra
Jennings, Monika Dietrich, Brasilia to Accra
Johnson, Lisa A., Operations Center to Special Representative for Bosnia
Johnson, Richard G., Montreal to Rabat
Johnsonbaugh, Deena K., Pre-Assignment Training to Hong Kong
Johnston, Jennifer G., Kathmandu to Personnel
Kaidanow, Tina, Sarajevo to European Affairs
Kam, Geraldine L., Oceans and Int'l. Envir. and Sci. Affairs to Mexico City
Kamian, Harry R., Operations Center to Near Eastern Affairs
Karber, Jon C., Pre-Assignment Training to Chennai
Kaska Jr., Edward Wesley, Western Hemispheric Affairs to London
Kavaler, Howard C., Management Policy to Nairobi
Kavaler, Prabhi Gupta, Western Hemispheric Affairs to Nairobi
Keller, Michael R., Operations Center to East Asian and Pacific Affairs
Kennedy, Laura-Elizabeth, Foreign Service Institute to Vienna
Kent, George P., Operations Center to East Asian and Pacific Affairs
Keogh-Fisher, Susan E., Foreign Service Institute to Democracy, Human Rights and Labor
Kepner, Robert Pearce, Dhaka to Abu Dhabi
Kerber, Frank John, International Org. Affairs to Spec. Adviser to the Secretary
Kerr, Laurence M., European Affairs to Mexico City
Kiang, Daniel, Foreign Service Institute to Kuala Lumpur
Kidd, Leigh Ann, Foreign Service Institute to Frankfurt
King, Roger D., Western Hemispheric Affairs to Bogota

FOREIGN SERVICE PERSONNEL

Transfers

- Kingsland, Deborah Lynne**, East Asian and Pacific Affairs to Rangoon
- Kish, Stephen Charles**, Political and Military Affairs to Personnel
- Klekas, John Louis**, European Affairs to Sarajevo
- Klemp, Stephen H.**, European Affairs to Political and Military Affairs
- Knott, Robert J.**, Information Resource Management to Brasilia
- Kong, Allen Sung Hu**, Foreign Service Institute to Guangzhou
- Koplovsky, Michael B.**, Dep. Spec. Rep. for Trade Negotiations to African Affairs
- Koumans, Marnix R.A.**, Executive Secretariat to East Asian and Pacific Affairs
- Kremer, Douglas W.**, Pre-Assignment Training to Bern
- Lacy, Thomas J.**, Moscow to Frankfurt
- Lamson, Lelia L.**, Brussels to Personnel
- Lange, Mary J.**, Personnel to Information Resource Management
- Lannon, George C.**, Consular Affairs to La Paz
- Larson, Karin L.**, Near Eastern Affairs to International Org. Affairs
- Laycock, John Christopher**, Guangzhou to Kuala Lumpur
- Leader, Damian Riehl**, African Affairs to European Affairs
- Lebl, Leslie S.**, Saceurafsouth to Legislative Affairs
- Lecocq, Randall R.**, Legislative Affairs to Minsk
- Ledger, Charles Thomas**, FBO (France) to Foreign Buildings Opns.
- Ledwith, Rochelle R.**, La Paz to Personnel
- Lekson, John Michael**, Vienna to Special Rep. for Bosnia
- Lemb, Margery**, Foreign Service Institute to Executive Secretariat
- Leonnig, Douglas Bayard**, Sofia to Sarajevo
- Lesh, William W.**, Seoul to Beijing
- Levine, Karen Tess**, Lilongwe to Economic and Business Affairs
- Lieke, Brian Marshall**, Port of Spain to Hanoi
- Limpantsis, Michael**, Diplomatic Security to Port-au-Prince
- Lindwall, David Erik**, Quito to Asuncion
- Lopez, Joseph L.**, Havana to Information Resource Management
- Loskot, William F.**, Bangkok to Sofia
- Low, Ann M.**, Singapore to East Asian and Pacific Affairs
- Lowry, Bruce Alan**, Foreign Service Institute to European Affairs
- Luertzing, Kurt Frederick**, Political and Military Affairs to Abidjan
- Mackebon, Sylvia J.**, Accra to Personnel
- Maertens, Thomas R.**, Bureau of Political and Military Affairs to Moscow
- Mangianello, Frank J.**, East Asian and Pacific Affairs to Western Hemispheric Affairs
- Mango, David G.**, Records and Publishing Services to Copenhagen
- Marino, Carolann**, Ottawa to Athens
- Markowitz, Dianne E.**, Foreign Service Institute to Ashgabat
- Marrs Jr., Reese E.**, Diplomatic Security to Canberra
- Martin, Eileen**, Mexico City to Western Hemispheric Affairs
- Martindale, Daniel E.**, Information Resource Management to Beijing
- Martschenko, Alexander**, Intelligence and Research to African Affairs
- Marwitz, Antoinette S.**, Toronto to Personnel
- Marwitz, Antoinette S.**, Personnel to Consular Affairs
- Mayberry, Alberta**, Nouakchott to Foreign Buildings Opns.
- McConaha, Erin Cathleen**, Pre-Assignment Training to Sao Paulo
- McConnell, Jill C.**, Brussels to Personnel
- McFadden, Wilma Dene**, African Affairs to Personnel
- McGlynn Jr., William Joseph**, Inter. Narc. and Law Enfor. Affairs to Economic and Business Affairs
- Mealey, Loren Gay**, European Affairs to Consular Affairs
- Meigs, Michael Andrew**, Foreign Service Institute to Western Hemispheric Affairs
- Melton, James R.**, F.S. Specialist Intake to Sofia
- Messenger, Jane S. Wilson**, Operations Center to European Affairs
- Mitchell, Andrew B.**, Pre-Assignment Training to Amman
- Mmoh, Donna Perry**, Nassau to Personnel
- Monchilov, L.M. Perry**, Personnel to Diplomatic Security
- Moore Jr., Harry H.**, Western Hemispheric Affairs to Bucharest
- Moreth, James E.**, F.S. Specialist Intake to Jakarta
- Morris, Dale C.**, Foreign Buildings Opns. to Diplomatic Security
- Moy, Barbara W.**, Milan to Personnel
- Mueller, William A.**, Nairobi to Dushanbe
- Munter, Cameron Phelps**, NATO Enlarg. and Rat. Office to European Affairs
- Nelson, Andrea J.**, Paris to Warsaw
- Nelson, Phillip R.**, African Affairs to Libreville
- Nguyen, Mai-Thao T.**, Pre-Assignment Training to Lagos
- Noble, David Adelbert**, Western Hemispheric Affairs to Foreign Service Institute
- O'Donnell, Patricia Anne**, Tel Aviv to Moscow
- O'Keefe, John M.**, Moscow to Personnel
- O'Rourke, Brian J.**, Pre-Assignment Training to Islamabad
- Odlum, Geoffrey M.**, Political and Military Affairs to European Affairs
- Ojamaa, Elokai**, Foreign Service Institute to Halifax
- Oly, Leslie D.**, Sao Paulo to Ottawa
- Ordal, Steven Rolf**, Mexico City to Montevideo
- Pannell, Sheila**, Foreign Service Institute to Information Resource Management
- Parker, Maurice S.**, Barcelona to Lagos
- Parker, Wayne A.**, East Asian and Pacific Affairs to Taipei
- Pate, Joseph Michael**, Moscow to Tokyo
- Pekala, Mark A.**, Brussels to Foreign Service Institute
- Pelych, Richard T.**, Foreign Buildings Opns. to Diplomatic Security
- Perez, Julio Trejo**, Luanda to Personnel
- Perlow, Howard T.**, Antananarivo to Asmara
- Perreault, Jacqueline Rose**, Sanaa to Personnel
- Perreault, Robert R.**, Sanaa to Riyadh
- Peterson, Paul T.**, Diplomatic Security to Nairobi
- Philip, Maria Ifill**, Personnel to Inspector General
- Pocus, Daniel John**, Diplomatic Security to Brussels
- Post, Mark A.**, Zagreb to European Affairs
- Prophet, Eugene E.**, Paris to Diplomatic Security
- Pryor-Lee, Ella Lena**, Abidjan to Personnel
- Quan, Steven**, Information Resource Management to Beijing
- Quast, Necia Leanne**, Foreign Service Institute to New Delhi
- Quinn, Maureen E.**, Executive Secretariat to Rabat
- Quiram, Douglas P.**, Foreign Service Institute to Hanoi
- Rabens, Ronald Benjamin**, Foreign Buildings Opns. to Personnel
- Randolph, Charles**, Foreign Service Institute to Lilongwe
- Rashkin, Daryl L.**, Moscow to Diplomatic Security
- Ratney, Michael A.**, Foreign Service Institute to Tunis
- Raynor, Kathleen McCann**, Conakry to Personnel
- Reber, Patricia**, Ndjamena to Sydney
- Remington, Scott**, Pre-Assignment Training to Lima
- Rennessmith, Theresa**, Pre-Assignment Training to Yekaterinburg
- Renteria, Celestina M.**, Western Hemispheric Affairs to Mexico City
- Ressler, H. Kirkby**, Geneva to Paris
- Reynolds, Carol Tyson**, Special Dom. Assgn. Prog. to East Asian and Pacific Affairs
- Rickerman, Lysbeth Johnson**, Moscow to Wellington
- Ries, Eric Ralph**, Ankara to Foreign Buildings Opns.
- Rigby, Joel R.**, F.S. Specialist Intake to Antananarivo
- Rivers, Harry M.**, Yerevan to The Hague
- Rodman Jr., George F.**, Port of Spain to Diplomatic Security
- Rodriguez, Suzette**, Quito to Personnel
- Roe, Peter B.**, Beijing to Shanghai
- Rondon, Fernando Mark**, Mexico City to Panama
- Root, Lance E.**, Diplomatic Security to Sarajevo
- Rosenblatt, Josiah B.**, European Affairs to Vienna
- Rossin, Lawrence George**, Madrid to European Affairs
- Rubin, Eric Seth**, Natl. Security Council to Political and Military Affairs
- Rubinstein, Daniel H.**, Foreign Service Institute to Tunis
- Ruth, Josef Karl**, European Affairs to Brussels
- Ryan, Timothy G.**, Political and Military Affairs to European Affairs
- Salvaterra, Catherine B.**, Bonn to Personnel
- Sambaiew, Vladimir Peter**, Ottawa to Economic and Business Affairs
- Sanchez, Monica Kathleen**, Career Mobility Program to Moscow
- Sandberg, Eric Clark**, Foreign Service Institute to Bangkok
- Santos Jr., Daniel**, Foreign Service Institute to Inter. Narc. and Law Enfor. Affairs

FOREIGN SERVICE PERSONNEL

Transfers

- Sasahara, Karen Hideko**, Amb.-at-Large for Counterterrorism to Tunis
- Scanlan, Michael Douglas**, Foreign Service Institute to Vladivostok
- Schloss, Mirta V.**, Tegucigalpa to Personnel
- Schmidt, Susan M.**, Economic and Business Affairs to Foreign Service Institute
- Schoen, Michael**, Paris to Personnel
- Schoen, Nicky T.**, Paris to Information Resource Management
- Schoonover, James Laurence**, Cairo to Foreign Buildings Opns.
- Schultz, Paul F.**, Belize City to Calcutta
- Schulz, Herbert W.**, East Asian and Pacific Affairs to Singapore
- Schwartz, David**, Harare to Operations Center
- Scott, Nevenka F.**, Moscow to Personnel
- Semmes, Natalia**, Doha to Personnel
- Sharpe, Cynthia C.**, Belfast to Mexico City
- Shaw, Brigitte Ruth**, Bonn to Berlin
- Shea, Cecile**, East Asian and Pacific Affairs to Special Dom. Assgn. Program
- Sheaffer, Gary Lee**, Foreign Service Institute to Istanbul
- Shelby, Diane W.**, Jeddah to Intelligence and Research
- Shelton, John Michael**, Economic and Business Affairs to Western Hemispheric Affairs
- Shippy, John D.**, F.S. Specialist Intake to Bogota
- Shorter-Lawrence, Alison**, Public Affairs to European Affairs
- Shuler, David Lawrence**, International Org. Affairs to Operations Center
- Silkworth, William R.**, Ashgabat to Economic and Business Affairs
- Singer, Theodore J.**, Dhahran to Near Eastern Affairs
- Skodon, Emil M.**, Singapore to East Asian and Pacific Affairs
- Slaght, Joan A.**, Ottawa to Personnel
- Smith, Catherine Munnell**, Seoul to European Affairs
- Smith, Fatima**, Kingston to Personnel
- Smith, Willard Tenney**, Amman to Western Hemispheric Affairs
- Snelsire, Richard W.**, Pre-Assignment Training to Manila
- Snyder, Mary Jane**, F.S. Specialist Intake to Dakar
- Sofko, Walter W.**, London to Stockholm
- Somers, Harvey Alan**, East Asian and Pacific Affairs to East Asian and Pacific Affairs
- Sorenson, Robert Earl**, UN Trans. Admin. for Eastern Slav/Croatia to Reykjavik
- Soriano, James V.**, Foreign Service Institute to Amman
- Stafford, Nancy M.**, Lusaka to Personnel
- Stegensek, Dorothy**, Brussels to Paris
- Steinhoff, Lena R.**, Bogota to Brussels
- Stephens, Melvin O.**, Information Resource Management to Managua
- Strachan, Nancy B.**, F.S. Specialist Intake to Kingston
- Straub, W. David.**, East Asian and Pacific Affairs to Political Affairs
- Strawbridge, Cynthia J.**, Bratislava Slovak Rep. to Personnel
- Strotz, Judith A.**, Inter. Narc. and Law Enfor. Affairs to East Asian and Pacific Affairs
- Strudwick, Debra S.**, Kinshasa to Personnel
- Suehowicz, Martin P.**, Beijing to Information Resource Management
- Sullivan, Margot A.**, Deputy Secretary to European Affairs
- Swank, David K.**, F.S. Specialist Intake to Bamako
- Swanson, Suzanne**, Tashkent to Personnel
- Swinimer, Mary-Jo**, Kingston to St. Petersburg
- Tavera, Hector J.**, Western Hemispheric Affairs to Lima
- Teirlynck, Mary Jane**, Rabat to Brussels
- Terry, Luz N.**, Vienna to Personnel
- Thompson, Kathleen C.**, European Affairs to Natl. Security Council
- Thornton, Corinne S.**, Berlin to Personnel
- Townsend, Walter**, Pre-Assignment Training to Manila
- Tracy, Mary M.**, Brussels to European Affairs
- Trevino, Manuel R.**, Personnel to Bogota
- Trivelli, Paul Arthur**, Western Hemispheric Affairs to Tegucigalpa
- Tsou, Leslie Meredith**, Executive Secretariat to Kuwait
- Tucker, Barbara E.**, Frankfurt to Personnel
- Untalan, Nelia**, Abidjan to Tokyo
- Usrey, Gary S.**, Rabat to Near Eastern Affairs
- Valente, Robert F.**, Tashkent to Kuala Lumpur
- Valle Jr., Vicente**, African Affairs to Dep. Spec. Rep. for Trade Neg.
- Van Valkenburg, David R.**, Foreign Service Institute to Guatemala
- Van Vranken, Howard A.**, Tunis to Sanaa
- Viguerie, Kathryn E.**, Dhaka to Personnel
- Villarosa, Sharon E. W.**, Economic, Bus. and Agricultural Affairs to East Asian and Pacific Affairs
- Vinal, Ruby P.**, Western Hemispheric Affairs to Havana
- Von Wantoch, Lian**, Pre-Assignment Training to Port of Spain
- Vosberg, Lisa Marie**, Quito to Personnel
- Vrooman, Peter H.**, Foreign Service Institute to Beirut
- Waddell, Ruth Karen**, Shenyang to Beijing
- Walker, John L.**, Diplomatic Security to Lusaka
- Walker, Robert R.**, London to Administration
- Walker, Ruth Rust**, Brussels to Brasilia
- Wall, Philip R.**, Economic and Business Affairs to East Asian and Pacific Affairs
- Wallace, Leah A.**, Addis Ababa to Personnel
- Walsh, James Donald**, Diplomats in Residence to Madrid
- Walter, Erlinda S.**, Kuala Lumpur to Personnel
- Waltz-Davis, Karen R.**, Tokyo to Copenhagen
- Watlington, Calvin T.**, F.S. Specialist Intake to Chief Financial Officer
- Weakley, Carol S.**, Yaounde to Tokyo
- Weant, Dana M.**, Almaty to European Affairs
- Weintraub, Leon**, Foreign Service Institute to European Affairs
- Wennstrom, Erik**, Antananarivo to Personnel
- Wetmore, Kevin E.**, Diplomatic Security to Riyadh
- Wetzel, Kenneth**, Madrid to Operations Center
- White, Robin Lane**, Economic and Business Affairs to East Asian and Pacific Affairs
- Widener, Michael E.**, African Affairs to Lagos
- Williams, Domenica G.**, Athens to Brussels
- Williams, Marc H.**, Pre-Assignment Training to Ponta Delgad
- Williams, Stephen Bryan**, Oslo to Executive Secretariat
- Willingham, Margaret M.**, Bogota to Foreign Service Institute
- Wilson, Brian William**, Ciudad Juarez to Guatemala
- Wilson, Dennis M.**, Paris to Hong Kong
- Wilson, Jewellene E.**, Port-au-Prince to Majuro
- Wilt, James Michael**, Tbilisi to Panama
- Winegar, John Michael**, Diplomatic Security to Cairo
- Witchard, Charlene W.**, Pretoria to Personnel
- Witek, Rebecca L.**, Bonn to Personnel
- Woerner, Mark S.**, Budapest to European Affairs
- Wolfe, Brian C.**, Information Resource Management to Berlin
- Wolfson, Elizabeth M.**, Near Eastern Affairs to Economic and Business Affairs
- Woodward, Carol A.**, Ankara to Mexico City
- Wooster, Henry T.**, Personnel to Port-au-Prince
- Wuchenich, Jeffrey A.**, Near Eastern Affairs to Sanaa
- Yamamoto, Donald Y.**, Asmara to African Affairs
- Yap, Joseph Dean**, Dublin to European Affairs
- Yarvin, Herbert**, Special Dom. Assgn. Program to Geneva
- Yoder, Barbara B.**, Amsterdam to International Org. Affairs
- Young, Etta J.**, Personnel to Office of the Secretary
- Young, Thomas M.**, Executive Secretariat to Nicosia
- Youth, Marta Costanzo**, African Affairs to European Affairs
- Yovanovitch, Marie L.**, Ottawa to European Affairs
- Zegarac, Marie Rose**, Bamako to Personnel
- Zimmerman, Craig A.**, Jakarta to Foreign Service Institute

Reassignments

- Dious Jr., Robert A.**, Consular Affairs to Information Resource Management
- Falk, Robin Lynn**, African Affairs to Chief of Protocol
- Jeter, James M.**, Population, Refugees and Migration to Consular Affairs
- Levine, Richard B.**, Office of Foreign Buildings to Consular Affairs
- McGlinchey, Lucilla A.**, Information Resource Management to International Org. Affairs
- Morton, Carmen Del Rosario**, Information Resource Management to Personnel
- Simmington, Theresa Jean**, Economic and Business Affairs to Political and Military Affairs
- Smith, Abigail E.**, Inspector General to Inter. Narc. and Law Enfor. Affairs
- Sprott, Jeanne Ronchetti**, Personnel to Consular Affairs
- Yates, Young Ne**, Political and Military Affairs to East Asian and Pacific Affairs

FOREIGN SERVICE PERSONNEL

Retirements

Andrzejewski, Gertrude A., Western Hemispheric Affairs
Baur, Thomas C., Medical Director
Bender-Klosson, Bonita L., African Affairs
Bieniek, Christine M., Medical Director
Blackmon, Joyce C., Ottawa
Butler, William Marcellus, Personnel
Carter, Lee M., Georgetown
Casey, Margaret E., Leave Without Pay
Childs, Albert Luther, Personnel
Dixon, Timothy J., Diplomatic Security
Featherstone, Edward M., Tokyo

Genco, Gregory Earl, Foreign Service Institute
Goodnough, Billy Lewis, European Affairs
Gray, Bruce N., Medical Complement
Healy, Timothy Ryan, Near Eastern Affairs
Hirsch, John L., Freetown
Jacks, David T., Records and Publishing Services
Jungfleisch, Joan M., Personnel
Kelleran, Martha Ann, Foreign Buildings Opns.
King, Maria-Jesus, Department of Energy
Lyons, Lynn Hacking, Personnel
Martino, Jon Joseph, Information Resource Management

Monier, John Scott, Economic and Business Affairs
Mortimer, Lesley J., Quito
Mueller, Claire, Hong Kong
Munoz, Arnold N., San Jose
Napoliello, Edward R., Diplomatic Security
Olivo Jr., Arnold, Quito
Onate, Andres D., Personnel
Rambaut, Paul Christopher, NATO
Ramsay, William Christie, Economic and Business Affairs
Shaffer Jr., Dale L., Guadalajara
Tanner, David Lynn, Diplomatic Security

Resignations

Adams, Gregory J., Singapore
Brand Jr., Robert R., Diplomatic Security
Bussey, Marcia R., Jerusalem
Connell, David Curran, Western Hemispheric Affairs
Corkle, Mary V., Shanghai
Craft, Andrew David, Political and Military Affairs
Crawford, Christina E., St. Petersburg
Davis, Jane S., Caracas
Eydellant, Timothy, Moscow
Gonzalez, Rachel, Leave Without Pay
Hagopian, Floyd H., Mbabane
Hagopian, Patti P., Mbabane

Healy, Marcia O., Brasilia
Hermanson, Jean A., Leave Without Pay
Hussey, Wendy L., Majuro
Johnson, Michelle R., Valletta
Kresge, Christiane S., Accra
Laurance, Peggy D., Cairo
McCauley, Brian, F.S. Specialist Intake
McGreer-Minez, Donnella L., Paris
Michal, Almagloria C., Port Moresby
Nardi, Ligaya T., Manila
O'Connell, Christine M., Kingston
Patterson, Nancy Chou, Leave Without Pay

Pippitt, Marie-Claude, Tirana
Powell, Robert L., Leave Without Pay
Proctor, Tony Angelo, Diplomatic Security
Rogers, Richard D., Rio de Janeiro
Rohlander, Jann Marie, Leave Without Pay
Slifco, Peter J., Vienna
Smith, Sandra Kay, Information Resource Management
Tams, Margaret L., Population, Refugees and Migration
Varikarn, Auravarna, Bangkok
Wells, Debra A., Information Resource Management
Willig, Richard Charles, Buenos Aires

Appointments

Andrews, Peter P., Near Eastern Affairs
Arbesu, Arnaldo, Pre-Assignment Training
Bachus, Jennifer L., Pre-Assignment Training
Bennett, Charles Edward, Bangkok
Brown, Lee R., Pre-Assignment Training
Copley, Robert E., Pre-Assignment Training
Coriell, Dennis A., F.S. Specialist Intake
Cotton, Constance C., F.S. Specialist Intake
Crews, Candace S., Pre-Assignment Training
Curtis, Jesse S., Pre-Assignment Training
Daniels, Alexander N., Pre-Assignment Training
Diba, Ali, East Asian and Pacific Affairs
Dubel, Jefferson K., Pre-Assignment Training
Eberhardt, David R., Diplomatic Security
Faddis, Charles S., Near Eastern Affairs
Foskey, Michael E., Information Resource Management
Galanek, Adrienne M., Pre-Assignment Training
Green, Colin L., African Affairs
Grondelski, John M., Pre-Assignment Training
Hardesty, Binh D., East Asian and Pacific Affairs
Harhigh, Jennifer A., Pre-Assignment Training
Harwell, Cherisa K., Peshawar
Heartney, Edward P., Pre-Assignment Training
Hellman, Aaron M., Pre-Assignment Training
Herndon, Joel C., Information Resource Management
Hoffman, Patricia L., Pre-Assignment Training

Hoyer, Kurt J., Pre-Assignment Training
Jenderseck, Troy R., East Asian and Pacific Affairs
Jenkins, James K., F.S. Specialist Intake
Johnson, Matthew Eric, Personnel
Kabumoto, Kevin C., Pre-Assignment Training
Kelly, Douglas G., Chengdu
Kenna, Roger T., Pre-Assignment Training
Lawrence, Jason N., Pre-Assignment Training
Lersten, Thomas E., Pre-Assignment Training
Lippitt, Heather C., Pre-Assignment Training
Mandich, Dennis Mark, Pre-Assignment Training
Martin, Karen E., Riga
McConkey, Sean M., Information Resource Management
McDowell IV, Henry Martin, Pre-Assignment Training
McEntire, Ralph Jr., F.S. Specialist Intake
McGlothlin, Kevin David, Pre-Assignment Training
McGuigan, Kathleen, F.S. Specialist Intake
McManus, William T., Information Resource Management
Merrill, Josef Ervin, Pre-Assignment Training
Miquiabans, Ireneo Tan, Pre-Assignment Training
Mobley, Veronica Carolyn, Pre-Assignment Training
Mueller, Garry P., Information Resource Management
Murray, Erin Strother, Pre-Assignment Training
Neubert, Brian Thomas, Pre-Assignment Training
Norman, Alain Gignoux, Pre-Assignment Training
Olson, Maria de Guadalupe, Pre-Assignment Training

Ousley, Benjamin Ralph, Pre-Assignment Training
Parker, Deane W., F.S. Specialist Intake
Petroni, Lawrence James, Pre-Assignment Training
Poletes, Paul Evans, Pre-Assignment Training
Power, Elizabeth Caruso, Pre-Assignment Training
Purcell, Alan Senet, Pre-Assignment Training
Quinn, Colleen A., Pre-Assignment Training
Rabidis-Barnes, Catherine, Near Eastern Affairs
Reneau, Jeffrey Kimball, Pre-Assignment Training
Reynolds, Arlissa Merritt, Pre-Assignment Training
Robertson, John Carter, Pre-Assignment Training
Rosenberg, Jeffrey Robert, Pre-Assignment Training
Roth, Matthew Paul, Pre-Assignment Training
Salaiz, Jeffrey Albert, Pre-Assignment Training
Salazar, Joseph Edward, Pre-Assignment Training
Sanchez, James, Pre-Assignment Training
Schwendler, Mark H., European Affairs
Sherinian, Aaron Hess, Pre-Assignment Training
Stickles, Mary Pauline, Pre-Assignment Training
Stonier, Peter Scott, Pre-Assignment Training
Sublett, Jennifer, Pre-Assignment Training
Tetjel, Marc, Pre-Assignment Training
Tomlinson, Christina, Pre-Assignment Training
Wanner, Colin H., Information Resource Management
Williams, Shelly M., Pre-Assignment Training
Wheeler, Stephen Spencer, Pre-Assignment Training

CIVIL SERVICE PERSONNEL

Promotions

GG-12

Ferber, Ivan J., International Org. Affairs

GS-2

Armstrong, Tracy M., Worker Trainee Initiative
Davis, Glenda R., Worker Trainee Initiative
Evans, Rita R., Worker Trainee Initiative
Green, Lynn Patrice, Worker Trainee Initiative
Haynie, Allena D., Worker Trainee Initiative
Mason, Janice M., Worker Trainee Initiative
Rickard, Tara M., Worker Trainee Initiative

GS-4

Foxx, Mimi P., Honolulu Passport Agency

GS-5

Cordova, Nathaniel J., Los Angeles Passport Agency
Lorbeer III, Thomas L., Seattle Passport Agency
Montelongo, Henrietta F., New Orleans Passport Agency
Thompson, Catherine S., Seattle Passport Agency

GS-6

Adams, Angela, Foreign Service Institute
Fucile, Joann D., Diplomatic Security
Myles, Doris T., Consular Affairs
Schlaeppli, Janice E., Foreign Buildings Opns.
Shaw, Clarence E., Chief of Protocol
Whitlow, Ernest D., Chief Financial Officer

GS-7

Banks, Toni J., Los Angeles Passport Agency
Berry, Barrett T., Consular Affairs
Brown, Jayne B., National Passport Center
Brown, Shemanya J., Personnel
Camelio, Eileen, Boston Passport Agency
Carlucci, Donna Elizabeth, East Asian and Pacific Affairs
Cote, Teresita P., National Passport Center
Dabney, Jill Copenhaver, Executive Secretariat
Fish, Thomas J., National Passport Center
Gezahegn, Amha M., San Francisco Passport Agency
Granberg, Dianne Kimberley, Seattle Passport Agency
Grasso, Thomas M., National Passport Center
Kaurin, Carleen G., Personnel
Key, Shiketha Rona, Diplomatic Security
Milty, Zena Claudell, Washington Passport Agency
Pack, Diane, Diplomatic Security
Paine, Maryann, National Passport Center
Reiley, Louise N., Philadelphia Passport Agency
Rushford, Tery R., Seattle Passport Agency
Scott, Jovedia, New York Passport Agency
Stapleton, Pearl, New York Passport Agency
Stinson, Karen D., New York Passport Agency
Swailes, Mildred, Records and Publishing Services
Whitney, Linda K., Health Systems Administration

GS-8

Hoover, Emmie B., Personnel
Lankford, Colette R., East Asian and Pacific Affairs
Mack, Karen Marie, International Org. Affairs
Parker, Dhyana R., African Affairs

GS-9

Adams, Martha Bradshaw, Legal Adviser

Boria, Julie A., National Passport Center
Fichera, Theresa L., Consular Affairs
Freeman, Alice, National Passport Center
Goode, Sheila Marie, Public Affairs
Grady, Vicki, National Passport Center
Gustafson, Carole A., National Passport Center
Hudgins, Audrey F., Diplomatic Security
Kennedy, Barbara J., National Passport Center
Lewis, Christine D., African Affairs
Moten Jr., William G., Washington Passport Agency
Mullen, Robin A., Boston Passport Agency
Osgood, Judy A., National Passport Center
Queen, John R., Information Resource Management
Ruff, Eugenia B., National Passport Center
Stetson, Judith E., Boston Passport Agency
Tandy Sr., Maurice J., National Passport Center
Thanh, Hoa Ly, Inspector General

GS-10

Ferguson, Deborah F., Legislative Affairs

GS-11

Bradley, Monica L., Personnel
Bruce, Jacqueline D., Chicago Passport Agency
Bryant, Kevin E., New Orleans Passport Agency
De Rosales, Jesse R., Seattle Passport Agency
Fowler, Ardella D., East Asian and Pacific Affairs
Gallant, Charlotte H., National Passport Center
Gates, Robert, Chicago Passport Agency
Gray, Gale L., Economic and Business Affairs
Harris, Eva M., Los Angeles Passport Agency
Kotwasinski, Ronald S., Chicago Passport Agency
Lloret, Francisco L., Records and Publishing Services
Mack, Jennifer L., Diplomatic Security
McClendon, Faye Patricia, Information Resource Management
McLaren, Patricia A., Houston Passport Agency
Perry, Gloriesteen G., Chicago Passport Agency
Quick, David Stanley, Information Resource Management
Simpson, Gwendolyn A., Intelligence and Research
Starnes, Franchetta, Chicago Passport Agency

GS-12

Chandler, Virginia M., Personnel
Glucksman, Tobias H., East Asian and Pacific Affairs
Kincaid, Karen A., Political and Military Affairs
Mitchell, Roslyn Y., Executive Secretariat
Ostrowski, Lawrence Paul, Foreign Buildings Opns.
Rashid, Mary Ann, Political and Military Affairs

GS-13

Coleman, Ellen A., Diplomatic Security
Davis, Deborah Herman, Diplomatic Security
Griffith, Benjamin P., Executive Secretariat
Heflin, Susan Buck, Records and Publishing Services
Henrique, Donald J., Inspector General
Lopatkiewicz, Viktoria M., Consular Affairs
Magginas, Vassilios K., Foreign Buildings Opns.
Moses, Steven L., Chicago Passport Agency
Orbits, Hal N., Diplomatic Security
Reside, Julie M., Public Affairs
Zlater, Denise G., Information Resource Management

GS-14

Blackwood, Ann S., International Org. Affairs
Enright, Cathleen Ann, Oceans and Int'l. Envir. and Sci. Affairs
Lenet, Jan E., International Org. Affairs
Lindstrom, Geraldine A., Administration
Oppenheim, Charles W., Consular Affairs
Snyder, Susan L., Inter. Narc. and Law Enfor. Affairs

GS-15

Aragon, Myrna M., Chief Financial Officer
Brooks, Janet M., Chief Financial Officer
Fultz, Florence G., Consular Affairs
Hotchner, John M., Consular Affairs
Kim, Elena Patricia, Office of the Secretary

Resignations

Adams, Karen, Personnel
Anderson, Joanne C., Records and Publishing Services
Armstrong, Rhonda S., Legal Adviser
Batt, Amanda J., Public Affairs
Best, Marcus, Health Systems Administration
Burns, Mark T., Records and Publishing Services
Citarella Jr., Richard, Stamford Passport Agency
Culp, Michael A., Inspector General
Douglas Jr., Melvin E., Information Resource Management
Fleischmann, Steven K., Intelligence and Research
Ford, Kiyona Y., Chief Financial Officer
Francis, Tonya, Pre-Assignment Training
Frazier, Tiffany, Information Resource Management
Garcia, Yolanda, Western Hemispheric Affairs
Goodman, Ryan, Legal Adviser
Grant, Oliver M., Economic and Business Affairs
Hanan, Margaret E., Legal Adviser
Kershner, Stewart H., Chief Financial Officer
Lee, Melanie Louise, Foreign Buildings Opns.
Lucas, Patricia A., Worker Trainee Initiative
Martinez, Juan, Western Hemispheric Affairs
Moore, Heather G., Consular Affairs
Nolan, Meghan, Boston Passport Agency
Oettinger, Julie Ellen, Legal Adviser
Pagan, Zulma D., New York Passport Agency
Poletes, Paul Evans, Diplomatic Security
Prieto, Frances C., Western Hemispheric Affairs
Prudent, Michelle, Boston Passport Agency
Rosner, Jeremy David, NATO Enlargement and Ratification Office
Sadiq, Faiza, Personnel
Sedlock, Bridget Lynne, Western Hemispheric Affairs
Semitsu, Junichi P., Legal Adviser
Shire, Jacqueline W., Political and Military Affairs
Stout, Mark Edgar, Intelligence and Research
Watson, William, International Org. Affairs
Wills, Donald Carson, Consular Affairs
Young, Zenobia Y., Worker Trainee Initiative

CIVIL SERVICE PERSONNEL

Appointments

Athey, Margaret C., Inspector General
Atkins, Luther L., Inspector General
Berry Schneck, James M., Inspector General
Burgess, Mai, Chief Financial Officer
Castro, Francoise Mercedes, Los Angeles Passport Agency
Cummings, James Eugene, Foreign Service Institute
Denstedt, Michael D., Chief Financial Officer
Eckblad, Luke Andrew, Los Angeles Passport Agency
Forde, Melissa Roxanne, Consular Affairs
Huff, Rodney L., Intelligence and Research
Kamas, Julie Ann, Los Angeles Passport Agency
Lawrence, Jacqueline Anita, Western Hemispheric Affairs
Lewis, Mona H., Foreign Buildings Opns.

Liptak, Agens K., Western Hemispheric Affairs
Ofcansky, Thomas P., Intelligence and Research
Petroni, Suzanne D., Population, Refugees and Migration
Rahaman, Andrew A., Foreign Buildings Opns.
Raphael, Maria S., Political and Military Affairs
Richter, Barbara H., Foreign Buildings Opns.
Rodgers, Sarah K., Chief Financial Officer
Sampson, Olive B., Public Affairs
Sherman, Sammy G., Los Angeles Passport Agency
Soto-Harmon, Lidia, Global Affairs
Surena, Andre, Legal Adviser
Thomas Jr., James G., Records and Publishing Services
Walker, Mary P.A., Administration
Yost, Jennifer L., Inspector General
Zavora, Edward W., Foreign Buildings Opns.

Retirements

Avery, Dorothy R., Intelligence and Research
Competello, Gerda, International Org. Affairs
Daniel, Jeanne J., Chicago Passport Agency
Eaton, Louise C., Chief of Protocol
Goldberg, Olga E., Economic and Business Affairs
Hesse, Rayburn F., Bureau for Inter. Narc. and Law Enfor. Affairs
Roberts, Samuel J., Intelligence and Research
Rogers Jr., Charles Edwin, New York Passport Agency
Rudd, Neil C., Information Resource Management
Urban, John D., Inspector General
Wackerman, Charles S., Personnel

It is Department policy to promote and recognize deserving employees for their contributions to the foreign affairs mission. As the Department's principal employee publication, *State Magazine* is provided with monthly lists of Civil and Foreign Service employees promoted, assigned, hired, retired or reassigned. As a public document subject to full disclosure under the law, these lists are subject to only minor editing for style purposes by *State Magazine*. Department policy is to publish the lists in their entirety.

Keep It Plain, Administration Asks

Use plain language, the President told heads of federal agencies in an executive order issued recently from the White House.

Doing so will make the government more responsive, accessible and understandable in its communications with the public, the order stated.

Plain language not only makes it clear what the government is doing, but also saves the public and private sectors time, effort and money, the President said.

Unless technical terms are absolutely necessary, use common, everyday words; the pronoun you; active voice; and short sentences.

An Oct. 1, 1998, deadline was set for plain language in all new documents, except regulations that explain government benefits or services or how to comply with federal requirements. By Jan. 1, 1999, plain language must be used in all proposed and final rule-making documents published in the *Federal Register* unless the rule was proposed before that date.

By Jan. 1, 2002, all documents created before Oct. 1, 1998, must also be in plain language, the order stated.

It also urged agencies to rewrite existing regulations in plain language when the opportunity and resources permit.

The initiative is part of the National Partnership for Reinventing Government chaired by Vice President Al Gore.

TRUE CONFESSIONS FROM STATE DEPARTMENT

FACILITIES ENGINEER ROY DOGBLOOD REVEALS:
ONLY A QUARTER OF THE ELEVATOR DOORS HAVE
ELEVATORS BEHIND THEM - WE JUST MOVE THEM
AROUND AT NIGHT!



SPECIAL ASSISTANT MYRON BLISTER CONFESSES:
WASHING AND IRONING AMBASSADOR
BLUESTONE'S BRIEFS HAS COME TO BE THE
MOST SATISFYING PART OF MY JOB - INDEED,
MY LIFE!



BRISTOL HARBOTTOM, ASSISTANT SECRETARY
FOR RPF, ADMITS:
I HAVE NO IDEA WHAT THOSE LETTERS STAND FOR.
I JUST SIGN THINGS AND TRY TO LOOK BUSY...

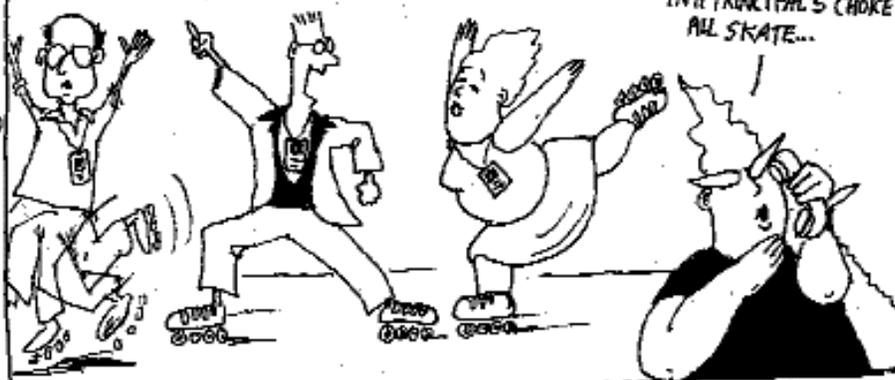


AGGELER 98

WANDA BICKLE CONFESSES:
I SPEND ALL DAY EVERY DAY
IN THE STATE DEPARTMENT
CAFETERIA. I HAVEN'T BEEN
TO MY OFFICE IN FOUR YEARS.
I JUST HANG OUT DOWN HERE
LOOKING FOR PEOPLE I KNOW AND
WAITING FOR THE PASTRY BAR
TO PUT OUT MORE BEAR CLAWS!



RAMONA AMONIA CLAIMS: "I KNOW HOW TO GET INTO
THE SECRET SEVENTH FLOOR ROLLER DISCO!"



I'M SORRY SHE'S
IN A PRINCIPAL'S CHOKE
ALL SKATE...

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*“Their memory and our love
for them live on.”*

—Secretary Madeleine Albright

