

UNITED STATES DEPARTMENT OF STATE

June 2002

State

Magazine



A F G H A N I S T A N

Lataband Pass

Sarobi

Kabul River

Kabul

Jalalabad

Safed Koh

Khyber Pass

Landi Kotal

Peshawar

P A K I S T A N

On the Road to Kabul

A Retiree Recalls His 1950 Trek to His First Post

In our next issue: France

The Louvre is minutes away from the U.S. Embassy in Paris.



Photo by Scott Gilchrist/Masterfile

State Magazine

Carl Goodman
EDITOR-IN-CHIEF

Dave Krecke
WRITER/EDITOR

Kathleen Goldynia
ART DIRECTOR

ADVISORY BOARD MEMBERS

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CHAIRMAN

Jo Ellen Powell
EXECUTIVE SECRETARY

Florence Fultz
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Abdul the driver, a Red Cross official and author Gordon King at the western end of the Khyber Pass.

Map by Leo Dillon and Shawn Mason, Office of the Geographer and Global Issues

FROM THE SECRETARY

SECRETARY COLIN L. POWELL



Cyber-Tools for a 21st Century State Department

The success of U.S. diplomacy in this new century depends in no small measure on whether we exploit the promise of the technology revolution. Just as an information edge can make the difference between success and failure in the corporate world, so, too, in the business of foreign affairs, we must be equipped with the best information available.

The first thing I do when I get up in the morning is fire up my home computer. Before anyone has given me an intelligence report or I've read any newspapers, my home page pops up. Because I've set it to receive certain news segments, I have about 20 messages waiting for me on what's happening around the globe. So, long before the intelligence community and those wonderful systems we have in the State Department start to feed me material, I am online getting a pretty good sense of the world. And I have not had my first cup of coffee yet.

That's the kind of access to information everyone in the State Department needs. One of my biggest priorities as CEO of the State Department has been to make sure that you, the men and women who carry out our foreign policy, have the technology you need to succeed when you come to work in the morning.

Whether it is your job to provide administrative support, analyze events, represent the United States or reach out to a wider public, you must have rapid access to information and the ability to communicate swiftly. This is true across the board—whatever your job or rank, whether you serve stateside or overseas, whether you are a Foreign Service officer, Foreign Service National or a member of the Civil Service.

In my first testimony before Congress as Secretary of State and in all subsequent appearances to defend our budget requests, I have made upgrading our information technology a top priority. The Congress heard and came through—with a massive increase in our information technology funding for Fiscal Year 2002. I returned to Congress this year and reported our progress, seeking continued support for our plan.

We are buying thousands of workstations, wiring offices and creating networks. We successfully tested OpenNet Plus, which will put Internet access and e-mail on each of your unclassified desktops. My goal is to get all 30,000 of you on that system by the end of 2003.

Our classified system is also being improved. By the end of next year, every classified desktop in each of our embassies and consulates should be tied to the same State Department network. Those of you who are already connected should also be experiencing faster, more reliable connections.

We are also exploring whether we can put classified and unclassified cables, e-mails and memoranda onto one messaging system. Another project on the drawing board is an unclassified computer network for our overseas posts that will enable us and our colleagues from other federal agencies working under the same embassy roof to communicate electronically, send instant messages and videoconference.

But none of this is enough. Technology is moving forward and we must move forward with it, changing the way we do business. I know that you will agree with me that we must deploy better systems than we have today. New ones will have to satisfy three standards: they must be smart, simple to use and secure. Training must become comprehensive and regular.

I have directed Grant Green, the under secretary for Management, to review and oversee our cyber-agenda. He is soliciting ideas. He is making sure that your needs drive our planning. He is working with teams across the State Department to set priorities and implement our strategy without delay.

U.S. diplomacy requires nothing less than the best people being supported by the best information available at their fingertips. I want the State Department to set the standard within the U.S. government on harnessing the power of cyber-technology. I am confident that we are on the right course and, with Congress' continued help, we will reach our goal. ■

Why Pesticides?



I tried, but in vain, to relate your March safety article on reducing pests and pesticides to something about the conduct of international relations abroad or at home. I expected to find, for example, material on the dangerous use of harmful pesticides overseas or dos and don'ts of vegetable gardening in the tropics or desert climes.

Were there a dearth of information on pests and pesticides in the domestic newspapers and magazines read by Foreign Service and Civil Service employees, then such a topic might have its place in *State Magazine*.

To my mind, such is not the case.

Richard C. Matheron
Escondido, Calif.

Pesticides and Recipes

I liked your article on reducing pesticides in the March issue.

How about a recipe from the countries that you write about (Chad—for example, March's Post of the Month).

Visit Us on the Web
www.state.gov/m/dghr/statemag

I think many of your readers would be interested.

Genevieve O. Bolij
*Post Management Officer
Office of the Executive Director
Bureau of European Affairs*

Who Edits the Editor?

In your March column about land mines in Afghanistan, you refer to "... unexploded ordinance."

Who edits the editor?

John O. Grimes
*Retired Foreign Service Officer
Arlington, Va.*

Everyone! —*The Editor*

Corrections

We reported in our April issue that 22 sailors were killed when terrorists struck the USS *Cole* in the Yemen port city of Aden in October 2000. The actual number killed was 17.

Also in our April issue, we identified Air Force Col. Chuck Wilson, director of the Bureau of Political-Military Affairs' Office of International Security Operations, as Army.

Letters to the Editor

Letters should not exceed 250 words and should include the writer's name, address and daytime phone number. Letters will be edited for length and clarity. Only signed letters will be considered. Names may be withheld upon request. You can reach us at statemagazine@state.gov.

From the Editor

If you like trips and adventure, join us "On the Road to Kabul," our cover story and one of the gems in this issue. Gordon King, who retired as consul general in Lahore, Pakistan, in 1974, received his first posting in 1950—to Kabul, Afghanistan. He had to get there first—from Peshawar, Pakistan—by van. The 150-mile trek through high mountain passes would have been a challenge anytime, but in blizzard conditions it was treacherous. You'll learn just how treacherous starting on page 16.

Upon his arrival in Venice, the late humorist S.J. Perelman wired his editor in New York: "Streets full of water. Please advise." The legendary city with its gondolas and waterways is part of the Milan consular district that encompasses all of northern Italy. Employees posted there are advised to see it all—mountains, lakes, canals and cities. My advice: turn to page 7.

The Bureau of Democracy, Human Rights and Labor is celebrating its 25th anniversary. The bureau is widely known for its publications, especially its annual *Country Reports on Human Rights Practices*, a primary resource in shaping and conducting U.S. foreign policy and diplomacy. One bureau official called it "the conscience" of the Department and U.S. government. The celebration begins on page 12.

For more than four years, State Magazine's readers have enjoyed the energy and vitality of talented art director Kathleen Goldynia. With the advent of color, the magazine's pages have come alive, mirroring the talents of a designer very much at home with desktop publishing. Whatever her technical skills, she has an artist's touch that's harder to define. You know it when you see it and we have seen it in nearly 50 editions. Sadly, this issue is her last as family plans call for relocating to Texas. We will miss her magic touch.

Bureaus Recognized for CFC Contributions



CFC loaned executive Claudia Finney

Photo by AnnThomas

A smiling Claudia Finney, the Combined Federal Campaign loaned executive, opened the April 16 awards ceremony recognizing employees' contributions to the 2001 CFC campaign. John Campbell, deputy assistant secretary in the Bureau of Human Resources, presented plaques to the 17 bureaus that exceeded their goals and to the 22 that qualified for special CFC awards.

Campaign organizers set goals above the previous year's level long before Americans gave so generously to the families of victims of the Sept. 11 attacks. Many predicted that

unprecedented giving would result in a precipitous drop in CFC contributions when employees realized their charity budgets were already depleted. Those predictions were wrong. Generous employees not only reached the assigned goal of \$1.8 million, they exceeded it by more than 3.5 percent, earning the Department the coveted Pacesetter Award.

Mr. Campbell thanked the contributors and reminded them that their donations would go a long way toward helping to feed the hungry and providing better medical care for those in need and scholarships for deserving students. He also thanked the bureau coordinators and key-workers who worked tirelessly to make this year's campaign a success.

Calling All Books

The Associates of the American Foreign Service Worldwide needs your books for its BookFair 2002 to be held in October in the Exhibit Hall of the Harry S Truman Building.

All proceeds from the book fair are used for charitable donations and for advocacy on behalf of the Foreign Service community.

The AAFSW would welcome donations for the Art Corner and the Collector's Corner, especially rare books, as well as stamps and coins.

In the Department, donations may be dropped off in the Book Room (B816 of the Truman Building) Monday through Friday from noon to 2 p.m. or by appointment; telephone (202) 223-5796. In the Washington area, pickups may be arranged by calling Virginia Jones at the same number.

Employees overseas may pouch donations to the AAFSW Book Room, B816, Harry S Truman Building.

If you're moving or simply sorting things out, BookFair 2002 is there to help.



Elementary school children came to the consulate to pick up their free trees.

Plant a Tree: Earth Day Observed in Nogales

The U.S. Consulate in Nogales celebrated Earth Day on April 22 by distributing trees to the neighboring community. Employees volunteered in shifts to distribute the trees and pamphlets with instructions in Spanish on how to plant and maintain them. One of five distribution points, the consulate coordinated the distribution of more than 5,000 trees with members of the Project for the Reforestation of Both Nogales (the Mexican city in Sonora state and the U.S. city in Arizona).

The Mexican army donated the trees and SuMex, a foreign-owned firm in Mexico that manufactures ink cartridges, provided transportation and pamphlets. SuMex and consulate employees along with students from the University of Arizona spent the entire weekend loading trees into trailers.

Take Your Child to Work

Despite a dreary, drenching rain, a record 400 children of Department employees accompanied their moms and dads to work April 25 to learn more about what their parents do and participate in scores of activities arranged for them.

After registering and picking up their badges, the kids assembled in the Dean Acheson Auditorium, where they were sworn in as “honorary employees for the day.” Raising their right hands, they repeated the oath read by Under Secretary for Management Grant Green, standing in for Secretary Colin Powell, who was in Texas meeting with President Bush and Saudi Prince Abdullah.

Once sworn in, many kids followed their parents to their offices and spent at least part of the day shadowing their mom or dad. Others got glimpses of the work performed by Department employees, from practicing sign language to learning how Diplomatic Security agents protect the Secretary, from posing questions to the Department spokesman at the noon briefing to visiting the British



Photo by Ann Thomas

Grant Green, under secretary for Management, swears in “honorary employees for the day” in the Dean Acheson Auditorium. Sharing the stage with their backs to the camera are, from left, acting Director General Ruth Whiteside, Special Coordinator Niels Marquardt and program organizer Penny McMurry.

Embassy and the Drug Enforcement Agency’s museum.

Penny McMurry, who organized this year’s program, said each child participated in an average of two activities for a total of 700 activity hours. “It was gratifying,” she said, “to see how much care and effort each bureau invested in helping the young visitors understand their operations.” In almost every case, participants were given handouts.

As for improving next year’s program, Ms. McMurry said it would have been helpful if more parents had pre-registered their kids. At least 150 parents showed up this year with their children without having signed up



Honorary “employees” get their badges for Kid’s Day.

Photo by Michael Gross



Young diplomats receive briefing on UN peacekeeping.

Photo by Michael Gross

ahead of time. “It’s difficult to plan activities when you don’t know how many to plan for. All in all, it was a great event. Feedback from children and parents was very positive,” she said.

One parent summed up her thoughts on the day in an e-mailed thank-you note, “Walking around the halls, there was a feeling of excitement in the air, among kids, parents and even the employees without kids in tow. I really felt this was a family-friendly State Department.” ■

Taking Stock: Year One

Just 12 short months ago, I arrived at the Harry S Truman Building to join Secretary Powell's team, trading my lovely view of the Foreign Service Institute campus for a sweeping sixth-floor vista of the Potomac and the Lincoln Memorial. I'll grant you that a year is not a very long time, but there's nothing like an anniversary to focus the mind. In my case, this first anniversary as director general has prompted me to reflect and ask myself, "Have we made a difference for the Secretary? Are the American people being served better and is the Department a better place to work?"

I realize that one swallow does not a springtime make, nor does one year an entire institution remake. Nevertheless, as I review things in my mind, this really has been an eventful year, maybe one of the most eventful and productive in my entire Foreign Service career—which as you all know began sometime around the time that Columbus sailed. That's not simply because of last Sept. 11, the anthrax attack or the embassy evacuations. I'm not forgetting those events, but when I think of being on this team, helping Secretary Powell make this Department a better place that serves the American people more effectively, I have several other things in mind.

They include launching the Diplomatic Readiness Initiative; establishing mandatory leadership and management training milestones for Civil Service and Foreign Service employees; analyzing and expediting the Civil Service hiring process; expanding the Presidential Management Intern program; deploying our Civil Service mentoring pilot; implementing a more generous per diem for employees in long-term training; and providing child-care subsidies for our lowest-paid employees. In spite of Sept. 11 and its aftermath, we've been able to address each of these issues and adopt some new approaches.

Nothing has given me more satisfaction than the Diplomatic Readiness Initiative. The Secretary deserves all the credit for obtaining the money from Congress, and he has challenged us to "seize the moment" to show that we can manage growth of this Department. I believe we have risen to this challenge. Since last September, we have filled several junior officer classes with more than 90 members per class. Given adequate funds, we have pursued minority hiring with renewed intensity, and



more minorities than ever before have taken the Foreign Service Exam. We have done all of this while reducing the processing time for new Foreign Service generalist hires from around 27 months to fewer than 10. Our specialist hiring pipelines are growing as well.

If you doubt that these efforts stand to have a dramatic impact on the Department, all you need to do is take the shuttle to FSI and visit the cafeteria at lunchtime. That's where you can see the future of the Foreign Service and where you can appreciate the growth that's taking place.

There are other things that I think are worth noting as well. Our corps of Foreign Service specialists has benefited from the Secretary's personal interest. He took the lead in making USAA membership available to our specialists, just as it has long been available to Foreign Service commissioned officers. For our Foreign Service National employees in places where they cannot count on adequate retirement programs, we have prepared an offshore retirement benefits program that should be ready for formal launch this year. Our Family Liaison Office has "been there" for all of our evacuees, helping them cope with the dislocations that followed Sept. 11. FLO is also working on long-range programs for enhanced employment opportunities for our spouses. We have made improved customer service one of our main tasks inside this bureau and relations with our retiree constituency have improved in both tone and substance.

After looking at all this, I hope you will share some of my satisfaction. I think we have served the taxpayers well and are poised to serve the American people even better. Looking down the road, however, we still have to show the Congress that we need and can use wisely the money for Years II and III of the Diplomatic Readiness Initiative. We will need to continue our efforts in recruitment and minority hiring. We have to make mandatory training an effective and valuable reality, not just a ticket-punching requirement. We need to look for new ways to make this a more employee-friendly and family-friendly Department. We have more to do to make Civil Service hiring faster and provide increased training and career development opportunities for our Civil Service colleagues.

In summary, there's plenty to look forward to every morning. ■

A Gateway to Northern Italy and Europe

By Tom Skipper

Milan is the “capital” of a large and dynamic consular district that includes the whole of northern Italy. It is an extremely diverse region that stretches from Genoa on the west coast to the rugged coastline of Trieste in the far northeast and as far south as the Po River valley above Bologna. Within this area are the soaring Italian Alps, the inland lakes of Como and Garda, and the beautiful beaches of the Italian Riviera. Among the many well-known tourist destinations are such cities as Venice, Verona and the idyllic harbor of Portofino.

The district is home to some 25 million people—44 percent of Italy’s population—who produce 60 percent of the country’s gross domestic product. Indeed, northern Italy is the birthplace of the post-World War II economic miracle that brought wide spread prosperity to the region and catapulted the national economy into fifth place in the world.

Though the north remains Italy’s industrial engine, in recent years the region’s economy has been boosted by an explosion of small and medium-sized businesses whose owners are on the cutting edge of fashion and design, financial and business services, information processing, media and pub-

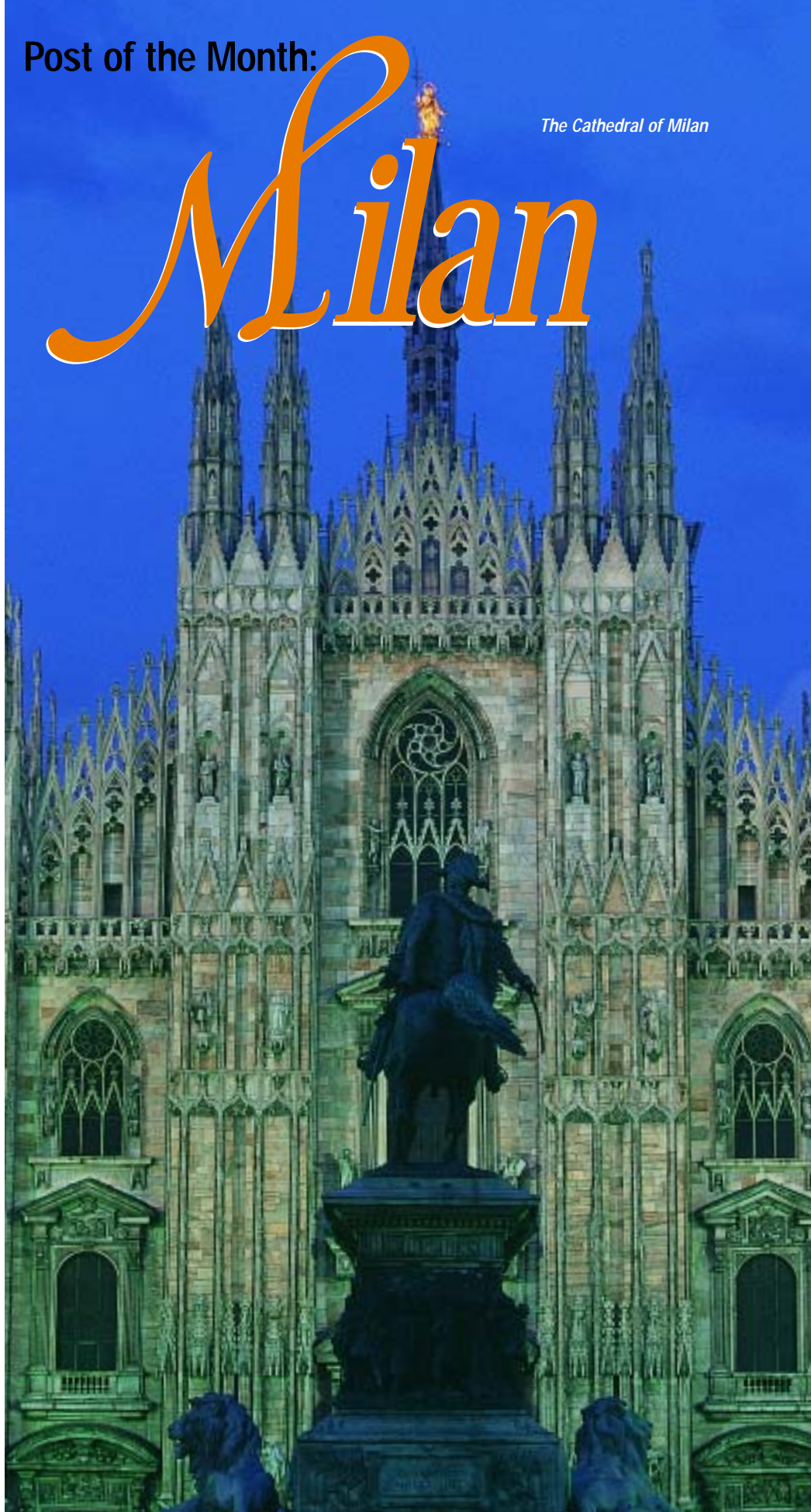


Photo by Walter Bibikow/Folio, Inc.

lishing. These new euro-entrepreneurs have tapped into the global economy and buy and sell throughout the European Union and the world. But even in this fast-paced, high-tech environment, northern Italy maintains its agrarian roots. It is still the country's leading agricultural producer, with such delicacies as Parmigiano cheese, prosciutto ham and the world-famous wines of Piedmont and the Veneto.

As the historic crossroads of northern Italy, Milan traces its origins to pre-Roman times. By the 4th century A.D. the city already had a population of nearly 100,000. Today Milan's population is 1.3 million, with nearly 4 million residents in the metropolitan area.



Human resources' Marina Manno and Rocco di Muzio download applications for a consulate vacancy from the Internet.



Photo by Michael Ventura/Folio, Inc.

In many ways, Milan plays the role of New York City to Rome's Washington. While Rome is warm and sunny and teeming with politics, Milan is

cool and elegant, vibrant and businesslike. And despite the inevitable big-city problems of traffic and pollution, Milan is one of Europe's most livable cities.

The U.S. Consulate General in Milan occupies the top eight floors of a mid-rise glass and steel tower in the city center. On a clear day the view from the upper floors stretches to the snow-capped Alps in the distance. Some 25 U.S. and 50 Italian employees make it one of the largest U.S. consulates in the world. The consul general, a regional security officer and administrative, political/economic, consular and public affairs sections represent the State



Exterior and interior views of Milan's famous opera house La Scala.

Photo by PictureQuest



Ambassador Mel Sembler, second from left, and Mrs. Sembler join Milan Mayor Gabriele Albertini at the dedication ceremony of Piazza Stati Uniti d'America, a plaza in front of the consulate, honoring the victims of Sept. 11.

Photo by Steve Krichevsky

house TV messaging system, high-speed Internet access and the latest in digital video equipment.

Like the region, the consulate prides itself on being in the forefront of innovation. For example, the administrative section makes extensive use of technology to offer Internet recruiting and auctions, an electronic bulletin board as well as numerous web-based services such as FSN employee orientation and welcome kits and online employee checkout.

The consular section has absorbed large increases in work volume with innovations like off-site telephone information services and a travel



Department. Other agencies represented are the Foreign Commercial Service, the Drug Enforcement Administration and the U.S. Secret Service. A NASA representative in Turin, a State officer assigned to the International Center for Theoretical Physics in Trieste and consular agents in Genoa and Trieste also report to the consul general in Milan. Employees of the consulate live in the city center, often steps from the famous La Scala or the city's duomo (cathedral).

The consulate boasts modern offices, a spacious fitness center that rivals commercial gyms, a state-of-the-art in-



Outdoor market in northern Italy.

Photo by Claudia Dhimitri/Folio, Inc.



Photo by Steve Krichevsky

Visiting a site near Genoa before last year's G-7 summit are, from left, Annamaria Saiano, Genoa; Micaela Tascone, Tom Hufford and Ned Alford, Rome; and Eric Nelson, Milan.

agency-supported personal appearance waiver program. Its assistance to the millions of tourists who come to the area keeps both consuls and duty officers busy.

FCS meets the demands of the sophisticated northern Italian market with its trade-fair based matchmaking system, offering exhibitors at U.S. pavilions a full schedule of screened one-on-one meetings with Italian companies. The Milan fair yearly sponsors large food and computer shows, where U.S. products are promoted.

The consulate is active in all areas of the mission's program plan. It focuses extra attention and resources, however, on issues of importance to northern Italy, such as regional politics, trade and business, immigration, international law enforcement, biotechnology and the environment. Because the consular district contains two large U.S. military bases, regional security and military relations are also important elements of the consulate's work.

Consulate staff travel widely and often through-



Photo by Steve Krichevsky

David Elmo, at podium, does double duty as general services officer and colonel in the U.S. Army Reserves. He commands citizen-soldiers at the headquarters of the Southern European Task Force in Vicenza, near Venice.

A boat on Venice's Grand Canal delivers supplies for a VIP visit.



Photo by Steve Krichevsky

Former President George H.W. Bush visits with consular section.

out the region to meet with opinion leaders, report on local and regional affairs, participate in representational events, assist visiting U.S. delegations, conduct cultural and educational programs, promote trade and U.S. exports, consult with law enforcement officials and assist U.S. citizens in the area. Last year, the consulate worked with the U.S. Embassy in Rome to stage the President's participation in the G-7 Summit in Genoa. Among the region's visitors last fall was former President Bush.

Demonstrating the region's concern for Americans and its ties to the United States, the consulate has collected more than \$85,000 for victims of the Sept. 11 tragedy.

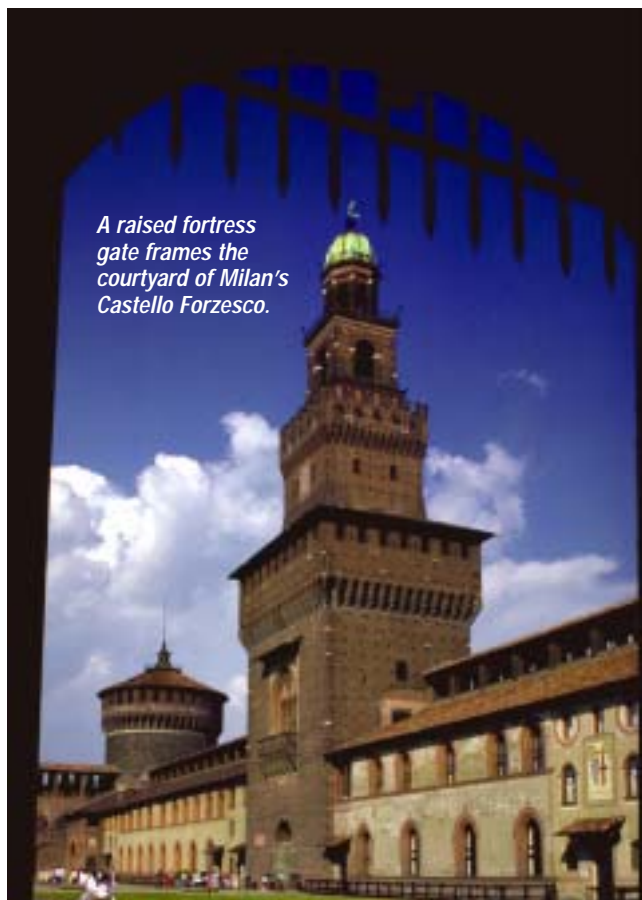
From the consul general down, media is the mission's middle name—with numerous appearances on Italian talk and media shows. The ambassador visited the famous Verona wine show, where the Gallo family from



In the heart of Milan's shopping district is the Galleria Vittorio Emmanuelle.

Photo by Patricia Lanza/Folio, Inc.

California won first prize. The square near the consulate building was named "Piazza Stati Uniti d' America" during a recent dedication ceremony attended by the ambassador, consul general and mayor.



A raised fortress gate frames the courtyard of Milan's Castello Forzesco.

Photo by Alon Reininger/PictureQuest



Webmaster Aldo Bondioli visits his home page.

Italy is home to more than 17,000 U.S. military personnel, and the consulate boasts close working relations with Air Force and Army personnel at Aviano Air Base and at Camp Ederle in Vicenza.

As it has been since ancient times, Milan remains a gateway to northern Italy and Europe. A tour at this vibrant and busy consulate general offers a great opportunity to enjoy the best of the Foreign Service while getting to know the region and the charms of Milan. ■

The author is the public affairs officer in Milan.

Bureau of the Month:

Democracy, Human Rights and Labor

Secretary Colin Powell greets Imam Yahya Hendi of Georgetown University at a DRL-organized Iftaar dinner. DRL's Mike Parmly, center, NYPD chaplain Imam Izak-El Pasha, front left, and former DRL staffer Alex Kronemer, back right, look on.



Photo by Michael Gross

By Sara Farinelli

The Bureau of Democracy, Human Rights and Labor marks its 25th anniversary this year. Created in 1977, the bureau reflects the congressional view that U.S. foreign policy should place importance on supporting human rights and spreading democracy.

“Our bureau is the conscience of the Department, if not the U.S. government as a whole,” asserts Cynthia Bunton, director of DRL’s Office of Country Reports and Asylum Affairs. “Our work puts a human face on U.S. foreign policy and deals with the most fundamental issues—the rights of people everywhere.”

The bureau’s Human Rights and Democracy Fund has been recast during the past year to fund innovative, cutting-edge programs that assist struggling or nascent democracies and help improve human rights situations in countries of strategic importance to the United States. In FY 2002, the fund will be used in China and, as part of U.S. government efforts to combat global terrorism, to promote democracy and stability in Central Asia and other Muslim areas.

DRL developed and administers the Partnership to Eliminate Sweatshops fund, which supports projects that promote international labor standards among multinational and U.S.-based international businesses, thereby encouraging corporate responsibility. The bureau is work-

ing closely with the British Foreign and Commonwealth Office, leading human rights and corporate responsibility groups, and six major U.S. and British oil, mining and gas companies to implement the Voluntary Principles on Security and Human Rights. Working-level meetings to implement those principles, the first guidelines to be developed for the oil, gas and mining industries, have taken place in Nigeria and Indonesia.

The bureau prepares one of the State Department's most highly regarded and widely read publications—the annual *Country Reports on Human Rights Practices*. Mandated by Congress, the report has become a primary resource for the government in shaping policy, conducting diplomacy and making assistance, training and other decisions. Nongovernmental organizations in the United States and abroad rely on the report for their advocacy efforts.

Starting in late September, the exciting and sometimes difficult process of compiling the *Country Reports on Human Rights Practices* begins. During the last quarter of the year, cables and e-mail messages fly back and forth among U.S. Missions, the country desks and DRL officers. By mid-December, DRL edits and reedits each report to ensure its accuracy and integrity. As the February release date nears, the bureau's entire staff volunteers overtime to edit the final document.



Intern Valerie Vanosdale waits outside a congressional committee room with a group of Tibetan monks before they testify in a hearing on religious freedom.

Photo by Patrick Ryan

Another of the bureau's annual rituals is DRL's rite of spring, the six-week-long session of the Commission on Human Rights. The commission, the highest-profile human rights forum, convenes in mid-March in Geneva. DRL's multilateral affairs officers, working with regional bureaus, use every diplomatic tool—from drafting demarche cables on some 100 resolutions to writing instructions to the U.S. Mission in Geneva on innumerable contentious issues to authoring position papers and speeches for the U.S. representatives to the meeting. For the first time in the organization's 58-year history, the United States was not a commissioned member this year, but was playing an active role as an observer. As one of the founding members of the commission, the United States values the organization's work. Through quiet diplomacy and open lines of communication, the United States has since regained a seat on the commission.

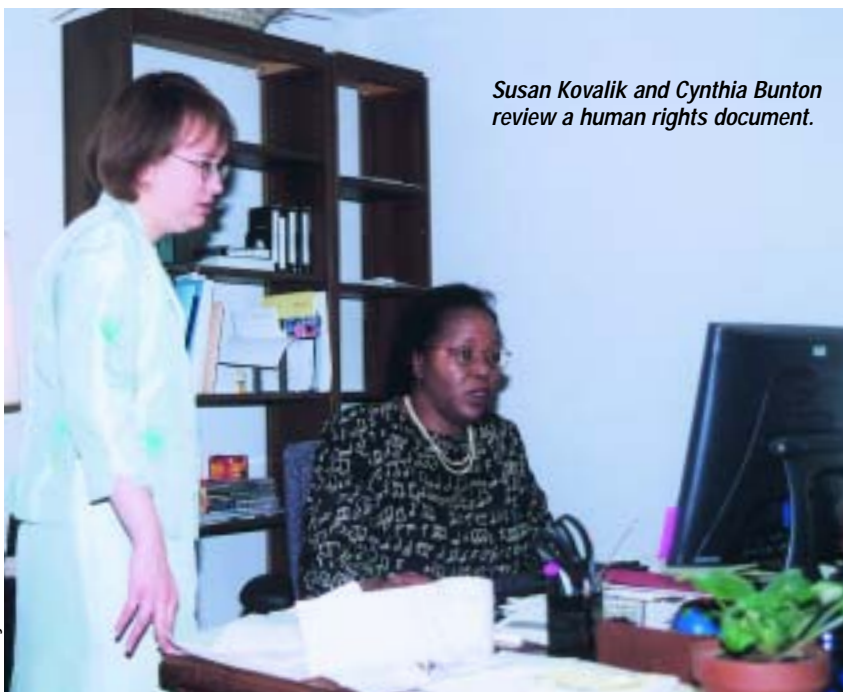
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In June, the draft reports on religious freedom begin arriving from posts around the world. Prepared in part by staff from DRL's



Connie Braxton, a secretary in DRL's front office, greets a visitor.

Photo by Dave Krecke



Susan Kovalik and Cynthia Bunton review a human rights document.

Photo by Dave Krecke



Assistant Secretary Lorne Craner, far right, meets with families of Uzbek political prisoners on a recent trip to Central Asia.

Photo courtesy of Patricia Davis

most recent addition, the Office of International Religious Freedom, the *Annual Report on International Religious Freedom* is issued in September and describes the progress of U.S. efforts to promote religious freedom in 195 countries.

The U.N. General Assembly, which convenes in September, brings DRL's calendar full circle. Working with international organizations and other Department bureaus to shepherd 54 resolutions to successful conclusion in the 2001 UNGA session, DRL played a role in passing crucial resolutions on human rights and terrorism, Burma, Iran and Afghanistan.

"The challenge in human rights work," says Lynn Sicade, deputy director of the Office of Multilateral Affairs, "is to convince people to do the right thing.

We are fighting for people's hearts and minds. It is a slow, sometimes painful process, but since the international human rights movement began just after World War II, we have seen progress in the United States, Europe, Asia, Africa and Latin America."

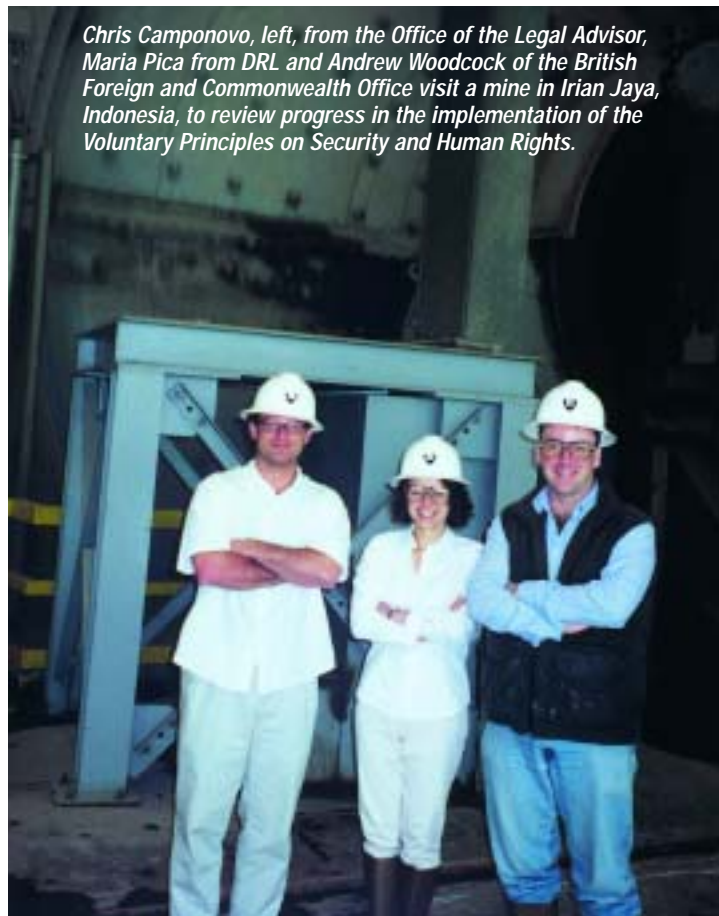
T.J. Grubisha and Tatiana Gfoeller from the Office of Multilateral Affairs display a copy of Kosovo's only Serb-language newspaper, which DRL supports.



Photo courtesy of Tatiana Gfoeller

A vibrant and growing network of NGOs and public-private partnerships has helped change the human rights landscape. Assistant Secretary Lorne Craner, a strong advocate of public-private partnerships, remarked, "Protecting human rights and labor rights and promoting democracy is a tall order." DRL's ability to work closely with such groups as Human Rights Watch, Amnesty International, the National Endowment for Democracy, Freedom House and Business for Social Responsibility has contributed to the progress being made on the human rights, labor and democracy fronts.

DRL foreign affairs and program officers travel to every corner of the world to research human rights conditions and monitor progress in democratic reforms. In the past year, the assistant secretary has led two DRL missions to



Chris Camponovo, left, from the Office of the Legal Advisor, Maria Pica from DRL and Andrew Woodcock of the British Foreign and Commonwealth Office visit a mine in Irian Jaya, Indonesia, to review progress in the implementation of the Voluntary Principles on Security and Human Rights.

Photo courtesy of Jean Geran



Burma Desk Officer, David Schlaefer, left, with U Tin Oo, DRL officer Jean Geran and U Lwin in the headquarters of the National League for Democracy in Rangoon.

China and one each to Vietnam, India, Colombia, Peru, Kazakhstan, Uzbekistan and Zimbabwe.

Mr. Craner has encouraged DRL staff members to observe situations in other countries firsthand. "In the past year and a half," says Alethea Gordon, who covers sub-Saharan Africa, "I've traveled to 11 countries on the continent." She is convinced travel helps foreign affairs officers gain a better understanding of human rights issues and obstacles.

DRL's Frank Crump and Armenia Desk Officer Sharon Bowman, back to camera, discuss human rights issues with FSN Anahit Martirosian from the U.S. Embassy in Yerevan.



Photo by Dave Krecke



An anthropologist from the International Commission on Missing Persons exhumes unidentified remains in Sarajevo to match with DNA samples from families claiming missing relatives. DRL helped establish and maintains oversight of the commission.

On a recent trip to southern Africa, Ms. Gordon met with a range of political leaders and community activists to develop ideas and strategies for democracy promotion programs. "It makes sense of your work," she observes, "so you don't feel like you're just pushing paper when you get back to Washington, D.C. You know from your travel experiences and the people you've met that your work makes a difference." ■

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

On the Road to Kabul

A Retiree Recalls His 1950 Trek to His First Post

By Gordon King

In January 1950, when my wife Elizabeth and I, with our infant son Tom, stepped off the “Up Mail” train from Lahore, Pakistan, into the balmy air of the bustling railway station platform in Peshawar, capital of the North West Frontier Province, little did we suspect what lay ahead on the far side of the Khyber Pass. We were en route to my first assignment as an American diplomat at the U.S. Embassy in Kabul, Afghanistan.

A taxi at the Peshawar station took us into the city’s Cantonment area and deposited us at Dean’s Hotel, then the only European-style hostelry available for wandering westerners. A large, sprawling one-story whitewashed affair, Dean’s spelled comfort and a place to catch our breath before the final leg of our long journey to Kabul.

A white-turbaned bearer in white shalwar pajamas and white knee-length coat bound with a broad dark cummerbund escorted us to our spacious room. His fellow staff members served us good solid English meals in the large dining room and tea at one of the tables on the hotel’s wide lawn, where we had to protect our biscuits from swooping kites. We drank our tea and laughed at our son’s eyes wide with wonderment when we first met Roy Percival.

Perce, a handsome young man with black hair and an open friendly face, told us he was there from the embassy to, among other things, greet us and provide onward transport. He said Afghanistan had no commercial airport or commercial plane service—or paved roads—so an alternative way of keeping in touch with Washington, D.C., had been devised. One member of the embassy staff brought down the diplomatic pouch weekly and exchanged it at the Peshawar airport with one brought



Abdul the driver, a Red Cross official, author Gordon King and the “carry-all” van after crossing the Khyber Pass.

Photo by Roy Percival

out from Washington by the Department’s diplomatic courier. Perce showed us the pouch (a canvas bag with an impressive lock) that he would be carrying back to Kabul in a green International Carry-All van—along with me, my family and our luggage.

At that moment one of the bearers emerged from the hotel with a telegram from Ambassador Louis Dreyfus instructing only Perce and me to proceed and for my wife and son to remain in Peshawar until blizzard conditions improved in Kabul and the Lataband Pass, the only road into the city until years later when a highway was blasted out of the rocky gorge of the Kabul River.

So I left my wife and son at the Dean Hotel, threw my suitcase into the big green van and joined Perce; the pouch; the driver Abdul, a bearded, turbaned man who was someone’s bearer (and looked like my mental picture of Jesus); and a Red Cross worker who needed a ride.

We made our way under gray skies and intermittent rain westward out of the city on good asphalted roads that wound through scruffy land that could have been imported from the deserts of New Mexico. We drove

*The author above
the Khyber Pass.*



toward a wall of low mountains 10 miles away, passing occasional tribal settlements surrounded with high gray adobe walls, looking like medieval fortresses. And then the barren, jagged mountains reared up on either side and we were in the famous Khyber Pass itself with 30 winding miles of it ahead of us. On an uneven wall of rock were carved shields with full military insignia. "There," pointed Perce, "are the various British regiments that saw action in the pass!" Shades of Kipling, I thought.

We passed the village of Landi Kotal and the fortified headquarters of the Khyber Rifles in the pass's center, stopped for a cup of tea at Pakistan's border post while our passports were stamped and crossed the unimposing border

itself. Waving good-bye to paved roads, we bumped our way to the Afghan border station for our entry stamps.

We drove on, hour after hour of drumming across endless rugged plains, saw the occasional tribal village, passed the occasional Powindah nomad encampment

with its camels and crude tents and always in the background in every direction were the walls of snow-capped mountains.

It was agonizingly slow going over the rutted road. At noon, we ate a bowl of soup and used the basic facilities at the Afghan government's hotel in Jalalabad. We pushed on through sagebrush plains and rain. It was dark and 8 p.m. when we arrived at a teahouse in the small town of Sarobi at the foot of the abrupt mountain wall between us and the high plains of Kabul.

"Coming up 6,000 feet," he said after some time. And just at that juncture, as we negotiated an "S" curve between pinnacles, the space to our right suddenly plunged into the dark depths. One set of truck tracks disappeared off the edge of the road.

"Have tea, have nan bread here," Abdul said, getting out of the van. "Maybe have to stay tonight." He walked off into the dim light and the rain.

Perce looked askance at the small gray teahouse lighted by hanging lanterns and flanked by a half dozen loaded old trucks. We all got out, stretched our bone-weary frames, walked in and wolfed down the tea and nan while Abdul engaged the tribesmen-truck drivers in animated conversation. Finally, he came over to share the information with us.

"Lataband very high pass," he said. "Eleven thousand feet. But two trucks just go on up mountain. Trucks go, we can go."

We all breathed sighs of relief and piled back into the van. A few hundred yards later we turned onto a climbing mountain road. After a few hundred yards more the steady rain changed to snow. But ahead of us, clear in the van's headlights, were the tracks of the two pioneering trucks showing us the way. Higher and higher we climbed, snow clinging to the bare rocks of the mountain wall off our right shoulders, a depth of blackness off to the left.

"Abdul," I asked, "what was that funny smell back there in the teahouse?"

He drove for a long minute silently, then gave a short laugh. "That hash, Sahib."

"Hash? You mean, like marijuana?"

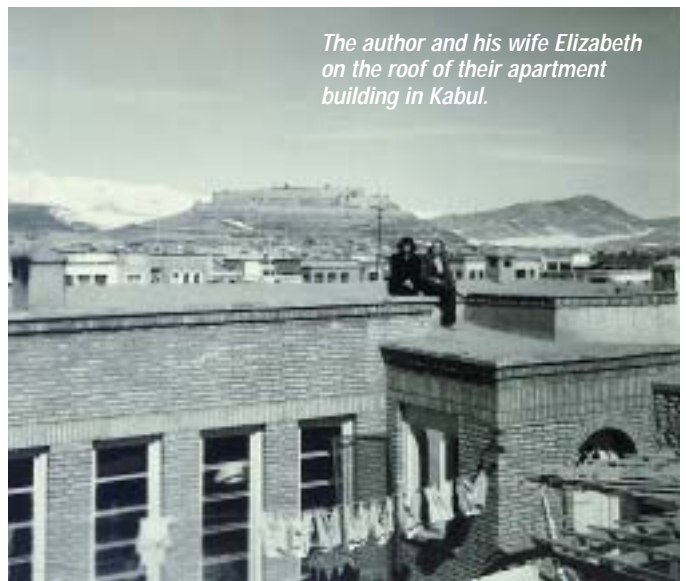
"Right, Sahib. That hash."

I thought for a moment. "And who was smoking it?"

He snorted again. "Truck drivers. Otherwise no drive up pass."

By this time the snow was howling past us in the night, a real blizzard, but the tracks still showed clear enough for Abdul to see. We all leaned forward as if to help. "Coming up 6,000 feet," he said after some time. And just at that juncture, as we negotiated an "S" curve between pinnacles, the space to our right suddenly plunged into the dark depths. One set of truck tracks disappeared off the edge of the road.

*The author and his wife Elizabeth
on the roof of their apartment
building in Kabul.*



Abdul stopped. Perce rummaged through some things and produced an old five-cell flashlight. We all piled out as Abdul searched the depths with the powerful beam. And suddenly, as if on cue, the howling snow held its breath and there, hundreds of feet below, we caught a glimpse of the truck jammed between massive boulders on the mountain's flank.

Wordlessly, we all jumped back inside and Abdul drove on. "Other truck's track still clear," he said. Soon he pointed ahead. "We coming to 6,000 feet. Top of pass." And then he jammed on the brakes. Ahead of us, there could be no doubt, the second set of tracks disappeared off the edge. Again, we went through the torch routine and again, the well-rehearsed blizzard held its breath and we saw far below the remains of the second truck.

Back inside, Abdul said, "Can't go back. Can't stay here. We go on." And we did, moving slowly ahead through the crags and heights and defiles, sometimes at a crawl but moving until, after what seemed a tense eternity, we were clearly on the broad six-thousand-foot Kabul plateau and the van began edging ahead slightly faster even though, unabated, the blizzard continued howling in from the north. "New road," Perce said. "Unfinished—but the Afghans are finally beginning to come out of the dark ages. Straight shot from here to Kabul. Watch out for the ditches, Abdul."

"Very deep," Abdul agreed, peering ahead into the night.

And then we came to the first abandoned truck, crawled carefully around it, soon a second, a third, fourth and fifth.

"Bad sign," Perce said. The words were no more than out of his mouth when we came to yet another truck carcass—and this one was sprawled sideways across the road from ditch to ditch.

Silence. Finally Perce said, "Oh God. Okay, Abdul, how far from here to the city?"

"Maybe seven mile."

"And how much petrol do you have?"

"Have much petrol. Extra jerry cans."

"Okay. Here's what we do. King Sahib and I are going to take the pouch and walk to the embassy and send someone out for you. The rest of you wait here. You'll be quite comfortable. Abdul will keep the engine going so the heater will continue to work."

Somewhere in the van's rear we found two blankets that Perce and I wrapped around ourselves. We set off looking

like a pair of Afghan tribesmen with the five-cell torch and the pouch. The cold cut like a knife (we learned later that the temperature sank lower than 15 degrees Fahrenheit); the blizzard drove the snow so hard that it streaked on a level from right to left. The road moved into the dark, thickly frozen with rutted creviced ice.

The U.S. Embassy in Kabul circa 1950.



We slipped occasionally but managed to grab each other and stay upright as we trudged on. Finally I tapped my companion on the shoulder.

"Perce!" I shouted. "Would you tell me what those dogs are doing?"

Across the snow-packed ditch to our left four large dogs were methodically pacing us. They positioned themselves about 20 feet apart, then, as we passed one, he moved to the head of the line. Very neat. Very orderly.

"Perce!" I shouted again. "Will you listen? What are those crazy dogs doing?"

Perce suddenly scooped up a chunk of ice and hurled it across at the nearest animal, which retreated a few yards.

"Those aren't dogs," he shouted. "Those are wolves!"

I joined him in scooping up and throwing the occasional chunk of ice. From then on we didn't talk. We just looked to our left and walked faster. The wolves inspired us. Suddenly, ahead, materializing out of the blackness, the city walls loomed up and a guard post and a huddled guard who waved us past. I glanced back. The wolves stopped, formed a small group and watched us.

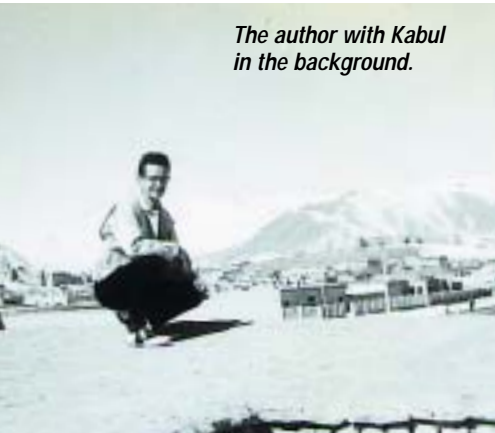
We walked along frozen streets lined on both sides with walled compounds. We made several left- and right-hand turns before reaching the embassy. Inside the compound, the embassy building was well lit. Waiting to greet us were Ambassador Dreyfus, Counselor Fritz Jandrey and others in the ambassador's big office, warmed by a roaring pot-bellied stove.

A van was quickly dispatched to pick up our stalled colleagues. Calls were made to the police and the Interior Ministry. The ministry sent rescue vehicles the next morning and found the three men in each of the wrecked trucks hundreds of feet below the Lataband Pass. They were injured but alive.

Perce winked at me. "The hash!"

That was my introduction to Afghanistan and my first diplomatic post. When an embassy van brought my wife and infant son to Kabul a week later, all seemed right with the world. ■

The author with Kabul in the background.



The author is a retired Foreign Service officer living in England.

Donors Celebrate 40th Anniversary

Standing in for Secretary Powell, who was on diplomatic duty in the Middle East, Mrs. Powell and Grant Green, under secretary for Management, received donors at an April 12 reception in the Diplomatic Reception Rooms, an occasion marking the 40th anniversary of the American Project to furnish the Diplomatic Reception Rooms.



Clement E. "Clem" Conger

Photo courtesy of Diplomatic Reception Rooms

During a 40-year span, nearly \$40 million has been raised and the museum collection is now valued at \$100 million. In each room large photographs of how the rooms looked before renovation reminded donors of how much has been accomplished since 1961.

Gail F. Serfaty, the current curator, announced that the Office of Fine Arts, in conjunction with the Trust for Museum Exhibitions, is organizing a major traveling exhibition entitled "Becoming a Nation." The exhibition will contain 115 outstanding pieces of furniture, paintings, silver and porcelain from the collection. It will travel to eight museums, opening in Portland, Ore., next April and ending in Portland, Maine, in January 2005.

The exhibition will share the collection with the American public and illustrate how the reception rooms assist government officials in promoting U.S. foreign policy, Ms. Serfaty said.

In his remarks to the 230 guests, Mr. Green praised former curator Clement E. "Clem" Conger as "a remarkable man whose vision, drive and persistence made all of this possible." Mr. Conger, 89, who lives in Florida and was unable to attend, served as curator of the Diplomatic Reception Rooms from 1961 to 1992. In addition, he served as curator of the White House from 1970 until 1986 and Blair House from 1976 to 1992.

Major acquisitions in 2001 include a Chippendale mahogany card table (circa 1770), a gift from friends of "Clem" and Lianne Conger, and a pair of Duncan Phyfe side chairs (circa 1810), gift of the Diplomatic Reception Rooms Endowment Fund.



Photos courtesy of Diplomatic Reception Rooms

As part of the 40th celebration, guests were invited to visit the Treaty Room Suite as well as the Secretary and Deputy Secretary's conference rooms on the 7th floor, an area rarely seen by guests. ■



Photo by Michael Gross

Under Secretary for Management Grant Green, right, and Mrs. Powell thank trustees of the Americana Foundation for their gift of \$50,000, honoring former curator Clement E. "Clem" Conger, to be used for the traveling exhibition catalogue. Trustees include family members Jonathan Thomas, Katherine Harper and Barbara Livy, representing two of three generations of donors to the rooms, and Marlene Fluharty, executive director of the Americana Foundation.

A Farewell to Mark and Franc and All the Others

By Carl Goodman

From the top of Norway to the toe of the Italian boot, more than 300 million people in 12 European countries are embracing the continent's new common currency, the euro.

The 15-nation European Union has more people than the United States and approaches the U.S. output of goods and services. The introduction in January of common coins and bank notes in 12 of the countries marked a new step toward European integration.

Replacing a dozen familiar currencies with a single money is a bold economic move for the leaders of the increasingly integrated European Union. But money is a symbol of sovereignty and national identity and has meaning far beyond finance. A common currency presumes a common culture or at least an aspiration in that direction.

How are State Department employees, accustomed to juggling many currencies in their careers, adjusting to the euro? We asked about a dozen stationed in places like Amsterdam, Madrid, Milan, Paris, Frankfurt and Vienna. Except for their lack of enthusiasm for the coins' basic design and weight, most are adjusting well.

The ATMs dispense new bills so clean they are hard to separate, according to Eric Nelson, administrative officer at the U.S. Consulate in Milan (see related Post of the Month feature on page 7). Each coin has the same face, but the design on the back is unique to the country for which it was minted, Mr. Nelson noted. He's been check-



ing his coins and has found French, German and Dutch euros as well. Over time, he said, coins from other countries will spread throughout Europe, reminding citizens of just how integrated the European economy is.

Kathleen Meyers, a secretary in the Overseas Buildings Operations at the U.S. Consulate in Frankfurt, admits she didn't have any "emotional tie" to the German mark.

The euro rate is so close to the U.S. dollar that she no longer does rough conversions in her head. Moreover, the new euro is practical for travel, she said. "I enjoy Mallorca and now I don't need to exchange pesetas and pay the fees for that service." While stationed in the Benelux countries, she often carried as many as four currencies: U.S. dollars, German marks, Dutch guilders and

Belgian francs. “That huge coin purse will no longer be necessary there.”

“What a relief,” exclaimed Jim Gray, consul in Amsterdam, “to have a local currency that is about equivalent to the dollar, that is getting cheaper by the day and that can be used without exchange throughout Europe.”

“Getting used to new coins and bank notes is not a problem,” observed Mr. Gray’s assistant, Esther Borst. “But it takes longer to let it sink in that the euro is worth twice as much as a Dutch guilder. I’m spending euros as if they were Dutch guilders.”

“There are too many really small coins,” complained Marcia Nye, financial management officer at the U.S. Embassy in Paris. She and her colleagues predict that once the euros have been around for a while the one- and two-cent coins will disappear.

The coins have caused shopping lines to be longer and slower, but folks don’t seem to mind that much, according to Ms. Nye. As for speculation that there’s been “rounding up,” she agrees.

Jim Melville, supervisory general services officer at the Paris embassy, agreed that the small coins pose a problem. But it’s “small potatoes” compared to the euro’s overall convenience. For example, his kids play basketball and all of their away games are in different countries. “It’s a lot easier for us now that we don’t have to run out and change money to a different currency every time they head to a game.”

Mark McGovern, a diplomatic courier based in Frankfurt, is delighted with the new euro, saying it makes his job easier. There’s also the novelty of getting uncirculated bills straight from the ATM and the “obsessive hunt” for the rare San Marino, Andorra or Vatican coin.

Helen Brudvig, community liaison officer in Vienna, thinks the conversion to the euro went easily because of its similarity to the dollar. The only difference, she said, is that “we now have to carry around loads of heavy coins.”

Sadly, in Ireland, another euro country, you can no longer buy pints in your local pub with punts. ■

The author is editor of State Magazine.

Hail and Fare Thee Well

- ▼ Austria: the schilling. Replacing currencies is nothing new for Austrians. They’ve had four different monies in the past century—the guiden, krone (or “crown”) and, from 1938 to 1945, the reichsmark.
- ▼ Belgium: the franc. Introduced in 1830, the franc was modeled on its French counterpart. Belgians have produced some of the world’s most colorful bank notes—in peach, lime and lemon pastel tones—paying tribute to inventors and painters.
- ▼ Finland: the markka or “finmarks.” They first appeared in 1860, when Finland was still a duchy of the Russian czar, as a statement of defiance. The new euro ties the Finnish economy much closer to Europe than Russia, traditionally the Finns’ biggest market.
- ▼ France: the franc. Celebrated in song and story, the franc dates from 1360 when the first gold pieces were minted to ransom the King of the Franks, Jean le Bon, from the English during the Hundred Years’ War.
- ▼ Germany: the mark. Created in 1948, the mark came to symbolize Germany’s re-emergence as an industrial and financial power after the war. It had been the continent’s strongest currency ever since.
- ▼ Greece: the drachma. Plato and Pericles used the drachma, making it one of the oldest currencies on Earth. Before bowing to the euro, it had lost about 90 percent of its value on exchange markets.
- ▼ Ireland: the pound or punt. After the Irish won their independence from the British in 1928, they adopted their own pound. Currency traders in London created the nickname punt to distinguish between the British and Irish versions. The punt was the only one of the 12 currencies worth more than the euro when conversion happened.
- ▼ Italy: the lira. Introduced by the doge of Venice in 1472 (20 years before Columbus sailed the “ocean blue”), the lira became a national currency in 1862.
- ▼ Luxembourg: the franc. The Grand Duchy’s franc dates to the 18th century and had been tied to neighboring Belgium’s on exchange markets.
- ▼ Netherlands: the guilder. The term guilder derives from an Old Dutch word for gold. The Holy Roman Emperor Charles V minted the first guilders in 1543 but they were silver.
- ▼ Portugal: the escudo or shield. A Spanish coin originally adopted by Portugal in 1523, the escudo bowed to the royal in 1834. Later, in 1910, when Portugal deposed its royal family, the escudo was restored to power.
- ▼ Spain: the peseta. Introduced by Joseph Bonaparte (Napoleon’s brother) in the 19th century, the peseta may have been a slang term for “little peso.”



Source: *The Washington Post*

*The Marines
have landed.*

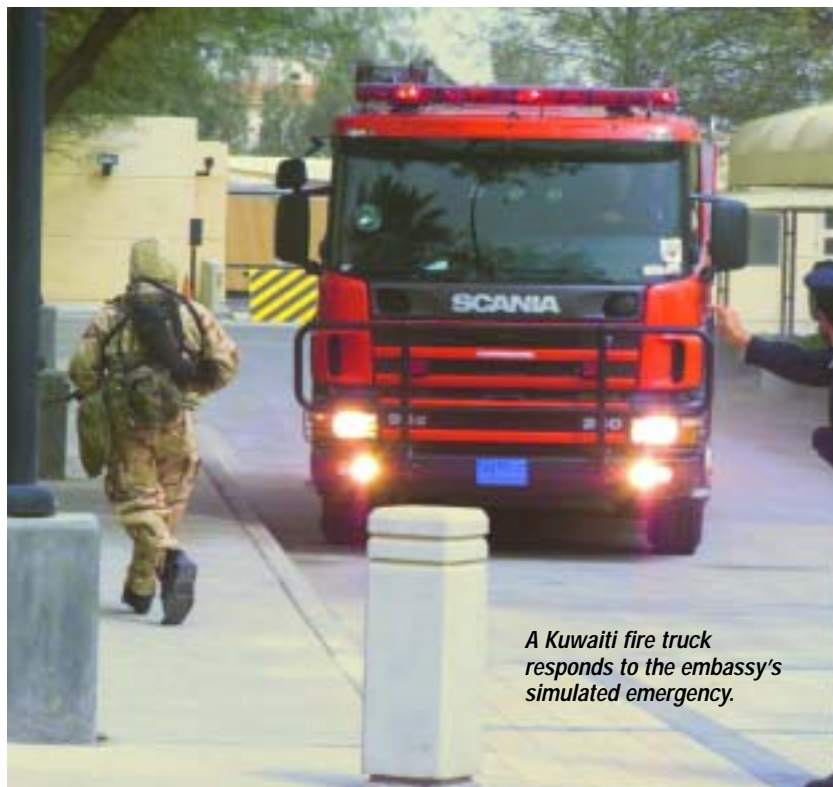
An Exercise in Utility

State, Defense Practice Mock Chemical Attack in Kuwait

By Michael Burnett

Since the Gulf War, the U.S. Embassy in Kuwait has enjoyed the added security of a resident U.S. military force, providing the embassy and, more specifically, the regional security office with many types of support. U.S. forces have assisted with everything from explosive recognition training for the embassy guard force to large noncombatant evacuation exercises. The Departments of State and Defense cooperate by sharing information and protecting the lives of official and private Americans in Kuwait.

Recently, the regional security office coordinated a training exercise with a U.S. Marine Corps Fleet Anti-terrorism Security Team. Deployed in Bahrain, the 1st Platoon, 6th Fleet FAST team is trained to protect the U.S. Navy and other government organizations under increased threat overseas. This unit recently provided security in Yemen during the USS *Cole* investigation.



*A Kuwaiti fire truck
responds to the embassy's
simulated emergency.*

Seeing the advantage of practicing on an actual working embassy compound, the 1st Platoon, 6th Fleet team accepted the RSO's invitation to conduct an embassy defense exercise.

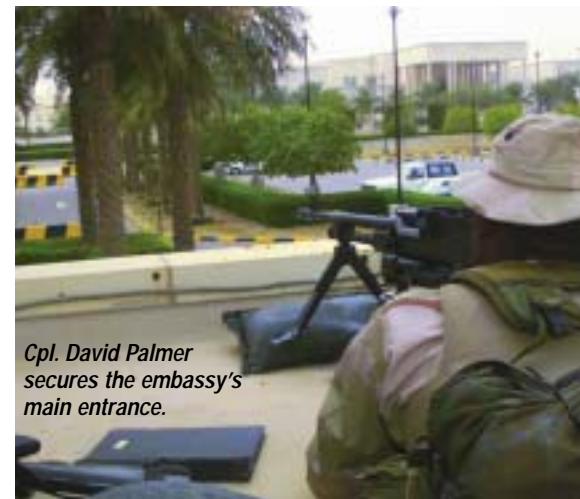
The exercise scenario called for the FAST Marines to work closely with the Marine security guard detachment, embassy staff and Kuwaiti government emergency services. The primary objective was to deploy the FAST Marines to the embassy and to integrate them with the embassy's security structure. The Marines would occupy observation posts, control access to the compound and conduct roving patrols and vehicle searches. The regional security office controlled all security forces on the embassy compound.

Only 65 miles from the Iraq border, the embassy has always taken seriously the threat of weapons of mass destruction. To increase the embassy's readiness, a chemical attack was folded into the scenario, involving the U.S. military's Joint Task Force-Crisis Management unit stationed at Camp Doha, Kuwait. Created after Sept. 11 to serve as a U.S. Central Command military response element, the task force can respond to a variety of man-made and natural disasters. The task force evaluated the exercise, reviewed the embassy's chemical/biological attack plan, inspected its first responder equipment and gave the mission additional training.

The exercise covered three days. The Marines deployed to the embassy and set up 24-hour operations; when the embassy was hit with a simulated chemical weapons attack, the Marines evacuated casualties and provided security while embassy first responders established a decontamination station. Once patients were decontaminated, they were transferred to Kuwaiti emergency teams



Above, Marines in gas masks conduct personal decontamination. Left, a Marine helps his colleague out of his gear.



Cpl. David Palmer secures the embassy's main entrance.

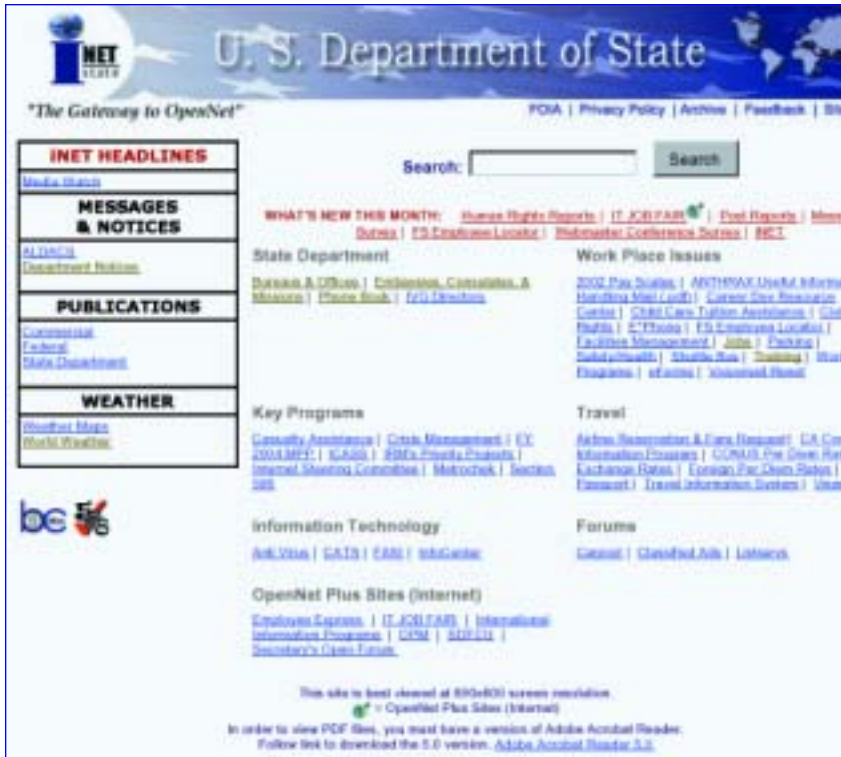
for evacuation. FAST Marines and embassy security spent the balance of the second day practicing intruder and armed assault drills. On the final day, the Marines prepared for redeployment to Bahrain and sponsored a barbecue for the embassy staff. ■

The author is the regional security officer at the U.S. Embassy in Kuwait.

A Marine "casualty" is decontaminated by embassy first responders and then prepared for transport by Kuwaiti paramedics.



INet: *A New Look and Easier Access*



Above, organizing the home page by services makes searches faster. Below, carpool and classified pages globalize the Department's bulletin boards.



By Paula Lorfano

In 1998, the Information Resource Management Bureau's business center acquired a web server and introduced a modest web site featuring a Department organization chart and an IRM page. It was the beginning of "Intranet Central," a way of finding useful information via the Department's own information technology network. Since then, office connections and content on the Intranet have grown tremendously.

Today, there are more than 300 sites across the system's five network platforms: OpenNet, Internet, ClassNet, SIPRNT and PDNet. The development of these web sites and offices' desire to "announce" their presence and highlight key content made the business center rethink Intranet Central's design.

The events of Sept. 11 underscored the need for redesign when the Bureau of Human Resources and the Office of Medical Services needed to communicate critical crisis management information quickly and clearly. Requests for a presence on the OpenNet home page inundated the business center, forcing it to remove the links at the bottom of the page and replace them with broad categories, one level removed from more detailed or related links.

INet, the Department's unclassified and classified Intranet portal pages, were unveiled in February 2002. They are the expanded gateways to the Intranet community, promoting one-click access to key information resources within the Department.



Webmasters Jessica Dearie, left, and Kelly Keith discuss new INet web site, as colleague Fred Wuench checks it out.

The web site of the Bureau of Administration's Office of Operations illustrates this expanded forum. INet debuted with online versions of carpool and classified ad forums. These forums connect Department employees worldwide and promote the free exchange of items for sale. Since its debut, 191 employees have joined the carpool and classified ad forums. Anyone on OpenNet anywhere can now find

We wanted something that incorporated the themes of the United States, the flag and our mission.

themes of the United States, the flag and our mission," Ms. Dearie said.

Both the OpenNet and ClassNet web sites were redesigned. The red color scheme for ClassNet depicts the network's classification and distinguishes it from OpenNet's blue. The color schemes clearly indicate which network is active for employees switching between



information previously available only to those who read the bulletin boards in the lobby of the Harry S Truman Building.

As other offices see the potential for expanding their reach to a worldwide audience of Department employees, IRM believes useful sites like these will proliferate.



INet's new logo is more hip and reflects new developments in OpenNet technology. As web designers Jessica Dearie and Mark Cole remarked, "We were looking to use branding principles for the main entry-

way into the Department's OpenNet." The October redesign was certainly affected by September events. A team of designers developed a banner that embodied patriotism. "We wanted something that incorporated the

classified and unclassified networks with Raritan boxes.

Webmaster Kelly Keith, the leader of the INet team, said, "There was a need to improve Intranet Central on many levels. We needed a better way to incorporate additions and alterations. INet is a way to familiarize users with portal software principles and to encourage them to use the entire screen to get information."

In categorizing information by services and making it more content-oriented, the design team made searches much easier for users who don't know which office provides a service. In a large bureaucracy, new employees are unfamiliar with acronyms or office responsibilities. Because organizing web sites by services results in faster searches, more offices are beginning to reorganize their web sites in this way. Nevertheless, INet will continue to display organization charts and post-specific sites.

Another key reason for revising Intranet Central into INet has been to conform to Section 508 legislation requiring access for disabled users. Drop-down screens, for example, are space savers, but they do not comply with Section 508. The redesign, therefore, does not use the drop-down device. The INet design now complies with Section

508 and gives all users easier access to information.

What's next? A new Intranet search engine. The business center is working on an intelligent search capability for INet. The team is actively developing requirements for such a capability and inviting employees with ideas to participate in this effort. In addition to the intelligent search capability, the second generation of INet is on the drawing boards. The goal is to move beyond one-click access to customizable desktops with integrated calendar, e-mail and tools providing Department users with the best web options for performing their jobs. ■



The DS SOURCE

The Diplomatic Security Services' Classified Web Site for Emergency Planning Information and Much More

By Dennis Ravenscroft

After two years of development, Diplomatic Security launched its classified web site called the Secure On-line User Resource and Communication Environment or the DS SOURCE. The web site was originally conceived as a central repository for crisis planning material for all diplomatic posts overseas. The information would be available to managers and crisis planners within the Department of State and Department of Defense. Crisis planning material such as the Emergency Action Plans, Facility Survey Reports, Global Condition Surveys and other security-related reports for posts worldwide are all available on the DS SOURCE. Persons having access to the NT C-LAN and/or SIPRNet (Secret Internet Protocol Router Network) can use this resource.

In addition to products such as EAPs and Physical Security Surveys there are also links to other intelligence or security-related sites. For example, the web sites for the DoD Unified Commands, National Imagery and Mapping Agency, and other DoD and DIA elements are available through the DS SOURCE. The Security Environment Threat List (SETL), the State Department's semi-annual threat analysis for all active Foreign Service posts, is the single most accessed document on the DS SOURCE. It is located on



the "Front Burner" link of the DS SOURCE web page.

The DS SOURCE's extensive network of links offers the opportunity for review of the latest intelligence and threat analysis from civilian and military sources such as the Department's Bureau of Intelligence and Research or the National Reconnaissance Office. Military planners fighting the war on terrorism routinely access the site to ensure they are using the most current information available regarding the physical layout of diplomatic posts. An example recently occurred as a result of the U.S. military action in Afghanistan. The availability of the EAPs and other data online allowed military planners in the field to quickly obtain the information needed with the confidence to know that it was accurate and current.

In addition to the extremely important emergency planning data found on the DS SOURCE, other products specific to the Department of State's Diplomatic Security Service's mission are also accessible. Foreign Affairs Manual 12, Diplomatic Security's structural, mission and organizational guide, along with the seven associated Foreign Affairs Handbooks that accompany the 12 FAM are an informative addition to the web site. They provide the basis for the Department's Security Program and direction for its implementation.

DS SOURCE is a milestone for sharing resources online with other U.S. security, intelligence and military organizations.

Overseas post management will find the accessibility of post-specific information to be a valuable tool. The comprehensive descriptions of the Department's facilities throughout the world are useful both in emergency situations as well as for planning physical upgrades.

The DS SOURCE also contains items unique to the Bureau but of interest throughout the Department, such as a complete breakdown of the DS organizational structure from the branch through office level; products from the Office of Policy, Planning and Budget, the Office of Intelligence and Threat Analysis, the Office of Investigations and Counterintelligence, and the Overseas Security Advisory Council; DS news and information with an archive of items older than one year; and DS's "most wanted" list of terrorists and war criminals (found

HOME ORGANIZATION PRODUCTS CONTACTS SEARCH HELP

The DS SOURCE

Secure On-line User Resource & Communication Environment

This site contains up to SECRET information

U.S. DEPARTMENT OF STATE - BUREAU OF DIPLOMATIC SECURITY

- [The Front Burner](#)
- [Site Map](#)
- [Web Site Guide](#)
- [Mission Statement](#)
- [Intelink](#)



[Security Warning](#)

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PROTECTING DIPLOMACY IN THE 21ST CENTURY

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in the link for the Office of Counterintelligence and Criminal Investigations). As previously mentioned, hyperlinks to other government SIPRNT web sites such as the joint military commands, CINCS and other DoD sites are also accessible through the DS SOURCE.

The DS SOURCE is maintained on the SIPRNet, the DoD's worldwide-classified network. The DS SOURCE is accessible via the State Department NT classified system located at <http://intranet.state.sgov.gov> under Key Programs. The DS SOURCE can also be accessed directly at <http://ds.state.adnet.sgov.gov>. If the DS SOURCE cannot be accessed, then there may be a connectivity or configuration problem requiring a systems administrator to intervene. Certain overseas posts may have to obtain access to the DS SOURCE through collaboration with a DoD element at post.

The creation of the DS SOURCE is a milestone for the Bureau of Diplomatic Security Service. DS's access to and ability to share our resources with the security, intelligence and military organizations within the federal government are greatly enhanced with the implementation of the DS SOURCE. Users are encouraged to explore the various links and tools available on the DS SOURCE. Comments about the site and suggestions for its improvement are solicited.

Questions/comments regarding access can be directed to Diplomatic Security via the DS SOURCE "Contacts" link or by telephone (703) 312-3488/3490. ■

The author is a special agent in the Bureau of Diplomatic Security's knowledge management branch.

Relief Fund Helps FSNs Worldwide

By Doug Frank and Donna Bordley

The tragic deaths and injuries of U.S. and Foreign Service National colleagues in the 1998 terrorist bombings of the embassies in Nairobi and Dar es Salaam are all too familiar. We are less familiar with other catastrophes and tragedies—from floods, hurricanes and earthquakes to fires and politically motivated murders—that frequently beset our FSN colleagues.

Because of unpredictable natural disasters and the dearth of reliable insurance companies in most countries, many FSNs lose their homes and furnishings, even life or limb, with only limited resources to compensate for such losses.

The FSN Emergency Relief Fund was created to help local national colleagues cope with such losses in a quick and nonbureaucratic way, supplementing whatever compensation FSNs may receive through salary, insurance or post donations or in their countries.

In the past few years, the Fund, administered by the Department's chief financial officer, the Office of Overseas Employment and the regional bureaus, has disbursed approximately \$270,000 to FSNs in more than 20 countries. Besides Nairobi and Dar es Salaam, the fund has assisted FSNs in Tegucigalpa, Dhaka, Santo Domingo, Niamey, Athens, Karachi, Algiers, San Salvador, Freetown, Maputo, Ndjamena, Caracas, Bamako, Islamabad and São Paulo.

Where does the money come from? Simply put, it comes from donations by generous American and FSN colleagues around the world; from individuals and groups of American employees; from FSN and Employee Recreation Associations; from AFSA, AAFSW and DACOR; and from money raised through Department and embassy-wide appeals, bake sales and related social activities.

The Fund dates from April 1983 when FSN employees at the U.S. Embassy in Santiago collected funds to support the families of colleagues killed or injured in the bombing of the U.S. Embassy in Beirut—and by DACOR's unsolicited donation to the U.S. Ambassador in Lebanon to aid bomb victims.

Numerous subsequent donations were received from other employees and overseas posts, from AFSA and from private individuals. Initially designated in 1983 as the Fund for Assistance to U.S. Government Employees at Overseas Posts, the Fund was renamed as the



Photo courtesy AFSA

Displaying a mock-up of a check from the seventh A-100 class are, from left, Donna Bordley, Greg Engle, David Rabadan and Robert Scott Dean.

Emergency Relief Fund for Foreign National Employees and given permanent status in 1994 to respond to general FSN crises and humanitarian requests. Today, FSNs from all over the world continue the tradition of supporting their fellow FSNs in times of need.

Any FSN or group of FSNs may request compensation for losses caused by natural disaster or unanticipated calamity by submitting a memo detailing the loss through their FSN association, human resources or administrative office to the regional bureau.

The bureau's post management officer then presents the case before a review committee chaired by the Fund manager to determine payments and for final approval by the under secretary for Management.

The Fund offers a quick, representative and relatively nonbureaucratic way to respond, on a worldwide basis, to FSN catastrophes by matching employee generosity to FSN needs, officials said.

Friends and colleagues who wish to make a tax-deductible donation should send a check payable to the FSN Emergency Relief Fund, in care of Chief Financial Officer, Room 7427, U.S. Department of State, Washington, DC 20520. For additional information, contact the fund manager at (202) 647-5031 or fax (202) 647-8194. ■

Mr. Frank directs the Office of Overseas Employment and Ms. Bordley manages the FSN Emergency Relief Fund.



Forestine Berton, the Free Lunch queen, is surrounded by her court—office colleagues who shared the spicy chicken and camaraderie.

People Like You

There Is a Free Lunch!

So there's no such thing as a free lunch?

Ask Forestine Berton. She'll tell you how to get one.

Ms. Berton, a budget assistant in the Bureau of Human Resources' executive budget office, is a regular listener to Magic 102.3 FM, a Washington, D.C., area, oldies but goodies radio station. Once a week for the last three months or so, Natalie Case, one of the station's disc jockeys, has conducted a contest offering a free lunch of Popeye's chicken to the entire office of the listener who writes the most persuasive essay about why their office deserves a free lunch.

After hearing other offices win the prize for about six weeks, Forestine decided to try her hand. She drafted a convincing essay claiming that she and her colleagues

were so busy serving the interests of others that they always ate lunch alone at their desks and seldom got together as a team. "You know," Ms. Berton wrote, "it's just 'hello' in the morning and right to work. We may get in a chit, but it's hard to get a chitchat going in the course of a day." Ending her essay in a slightly cocky tone, Ms. Berton closed, "Thank you in advance for lunch."

She dutifully faxed her essay to the station before the 11 a.m. deadline on a Wednesday and tuned in again at 1 p.m. "Sure enough, she announced my name."

The next noon, a guy called Magic Tim delivered a few buckets of piping hot spicy chicken to Forestine and nine or ten of her colleagues, some of whom—if we are to believe her essay—she was almost meeting for the first time.

You can subscribe to the theory that there's no free lunch, if you wish. But Forestine Berton and her colleagues in the executive budget office know better.

Education & Training

Course	July	August	Length
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TRANSITION CENTER

Security

SOS: Security Overseas Sem. MQ911	15,29	12,26	2D
ASOS: Adv. Security Overseas Sem. MQ912	9,23	20	1D
TDY Security Overseas Sem. MQ913	15,29	12,26	1D
Security Overseas Sem., Youth MQ914	9, 16, 23, 30	13	1D

Foreign Service Life Skills

Regulations Allowances & Finances (MQ104)	31		3D
Deputy Chief of Mission, Spouse (MQ110)	22		3D
Explaining America (MQ115)		9	1D
Protocol & U.S. Representation Abroad MQ116		24	1D
Young Diplomats Day (MQ250)	15, 29	12	1D
Communicating Across Cultures (MQ802)		17	1D
Realities of Foreign Service Life (MQ803)		3	1D
Promoting U.S. Wines (MQ856)	31		2.5H

Career Transition Center

Retirement Planning Sem. (RV101)	30		4D
Job Search Program (RV102)		5	8W
Financial and Estate Planning (RV103)		1	1D
Annuities and Benefits and Social Security (RV104)	31		1D

Course	July	August	Length
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EXTERNAL TRAINING OPPORTUNITIES SPONSORED BY FSI

OPM RESIDENTIAL MANAGEMENT SEMINARS

FSI is accepting applications for three leadership seminars held at the Office of Personnel Management Development Center in Shepherdstown, W. Va. Check with your bureau training officer for registration procedures.

Leadership Potential Seminar (GS-11/FS-4 and above)	29	12	2W
Sem. for New Managers (GS-13/FS-3 and above)	29		2W
Management Dev. Sem. (GS-13/FS-3 and above)	15	12	2W

Learn at Your Own Pace, When and Where You Want.

FSI is accepting applications for the FasTrac distance learning program. All State Department employees, FSNs and EFMs are eligible. FasTrac offers over 1,000 courses covering numerous subjects. Training is conducted online through the Internet. Students may complete courses for inclusion on their official FSI transcript or take the course module they need to "get the job done." Course length varies from two to four hours each and testing out of what you already know may shorten learning plans. Individuals interested in participating in the program should obtain their supervisor's approval and request a password by e-mailing FSIFSTRAC@STATE.GOV. For additional information, please contact Claudia Thomas at the Office of the Registrar, (703) 302-7148.

We hope to see you at the FSI Distance Learning Showcase in the Main State Exhibit Hall this July. **Length: H = Hours, D = Days**

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

Scholarship Fund Established for Zachary Green

Barbara Green and her daughter Kristen Wormsley were killed in a terrorist attack on March 17 while worshipping at the Protestant International Church in Islamabad, Pakistan. Barbara's husband, Foreign Service Specialist Milton Green, and their son Zachary were injured in the attack.

Friends and colleagues have asked where contributions may be sent in memory of Barbara and Kristen. At Mr. Green's request, a scholarship fund has been established for 11-year-old Zachary's college education. It will be administered by the Federal Employees Education and Assistance Fund, a nonprofit organization dedicated exclusively to providing assistance to federal civilian and postal employees and their dependents. All contributions to the FEEA qualify as charitable contributions for tax purposes.

Voluntary contributions may be made directly to FEEA. Checks should be made payable to FEEA, indicating either on the memo line of the check or in an accompanying letter that the donation is intended for the Federal Diplomatic Family Assistance Fund "Green" or "FDFAFGreen." Checks should be sent to:

Federal Employee Education and Assistance Fund, 8441 West Bowles Avenue, Suite 200, Littleton, CO 80123



Photo courtesy of Green family

PERSONNEL ACTIONS

Foreign Service Retirements

Barnes Butler, Dorothy E.	Cooper, Doyle E.	Gangstead, Stephen Eric
Barreyro, Hector P.	Dove, Marguerite Rose	Gencalp, Hortencia T.
Bender, Michael Clayton	Duvall, Gerald Raymond	Grant, Gail Milissa
Bozilov, Lois L.	Ferguson, Earl A.	Jenkins, Thomas S.
Carroll, Joyce L.	Filostrat, Christian	Mackebon, Marlin K.
Caruso, John L.	Fogarty, Mark Thomas	Prophet, Eugene E.
Clare, Gwen C.	Furgal, Joseph	Spitzer, Craig A.
Claus, Robert E.	Gain, Phyllis G.	Thuma, Barbara Ann

Civil Service Retirements

Bisdee, Sharon C.	Hodges Jr, Haywardstems
Coleman, Joseph B.	Piasecki, Angret M. E.
Daughtry, Deborah	Shanklin, Phyllis D.
Ferro, Evelyn A.	

O B I T U A R I E S



Mary Elisabeth Bagnol, 75, wife of retired Foreign Service specialist John E. Bagnol, died Jan. 7 in Arlington, Va., following complications from surgery. She accompanied her husband on assignments to Japan, Germany, Bulgaria, the Philippines and Hong Kong.



Maureen Virginia Drinkard, 77, a retired Foreign Service communications specialist, died Nov. 9 in Las Vegas, Nev. She served in Saigon, Tokyo, Bangkok, Manila, Paris and Athens as well as in Washington, D.C.

Joan Ellen Bebick, 58, a retired Foreign Service secretary, died Feb. 8 at home in Sarasota, Fla., after a prolonged illness. She retired in 1995 after serving 25 years as a secretary and office management specialist at posts in Haiti, East and West Germany, Italy, Tunisia, Poland, Turkey and the Vatican.



Jean Brownell Dulaney, 87, a retired Civil Service employee, died Jan. 9 of congestive heart failure in Albuquerque, N.M. She was a reporter for the *Berkshire Evening Eagle* in Pittsfield, Mass., before coming to Washington, D.C., to work for the *Washington Post*. In 1946, she joined the Department as an editor, translating and editing a series of reports called *Nazi-Soviet Relations* and, eventually, editing the *Department of State Bulletin*.

Evelyn Bergman, 82, a retired Foreign Service secretary, died Feb. 9 of a heart attack in Louisville, Ky. She entered the Foreign Service in 1946 and served at U.S. Embassies in Stockholm, Vienna, Warsaw, Luxembourg, Conakry and Paris, in addition to assignments in Washington, D.C. An accomplished linguist, Ms. Bergman spoke fluent Swedish, French and German.



David E. Hanzlik, 36, a Foreign Service officer, died Jan. 3 of brain cancer at home in Spring Hill, Fla. He joined the Department in 1990 and served in Oslo and London. He also served in the Bureaus of Intelligence and Research, Political-Military Affairs and European Affairs.

Richard Dale Christiansen, 70, a retired Foreign Service officer, died April 26 of lung cancer in St. Petersburg, Fla. He joined the Foreign Service in 1956 after serving for two years on active duty as an officer in the U.S. Army. He served in Rome, Lagos, Garmisch (for Russian language training) and Moscow.



Balaji Doraiswamy, 55, a retired Foreign Service specialist, died of brain cancer Jan. 7 at his home in Springfield, Va. Born in India, he joined the Foreign Service in 1987 and served as a general services officer in Abu Dhabi, Mogadishu, Kathmandu, Riyadh and Colombo before retiring with a medical disability in March 2001.

Lillian Megerian, a retired Foreign Service secretary, died Dec. 10 at her home in Sun City Center West, Fla. She served in Egypt, Brazil, Lebanon, Vietnam, Haiti, Switzerland, Côte d'Ivoire, Germany, the Central African Republic and the Department.



Horace H. Mitchell, 69, a retired Civil Service employee, died Nov. 28 of pancreatic cancer at his home in Cherry Hill, N.J. He joined the Department in 1958 and served as a special agent, an assistant special agent in charge and a special agent in charge in Diplomatic Security postings in San Francisco, San Antonio, New York City and Philadelphia. Mr. Mitchell retired in 1990.

Marie O'Shea, 83, a retired Foreign Service specialist, died Feb. 13 in Washington, D.C. She joined the Department in 1952 and served as an administrative assistant in Rome, Geneva and London. She served as a personnel officer in Manila, Tehran, Vienna and New Delhi before retiring in 1976.

Domnick G. Riley Sr., 81, a retired Foreign Service security specialist, died of congestive heart failure May 29, 2001, in Rockville, Conn. He joined the Foreign Service in 1964 and served as a regional security officer in Venezuela, the Dominican Republic, Iran, South Korea and Australia. He served as an intelligence officer in the U.S. Army during World War II and the Korean War.

Leonard J. Sherwin, 86, a retired Foreign Service officer, died of a stroke Oct. 28 in Durham, N.C. During his 30-year career with the U.S. Information Agency, Mr. Sherwin served in nine foreign countries. He also served in the U.S. Army during World War II. An active volunteer with the Duke University Library after his retirement, he established the library in the North Carolina Museum of Life and Science.



Franklyn E. Stevens, 74, a retired Foreign Service officer, died Jan. 24 in Bellingham, Wash. He entered the Foreign Service in July 1956 and served at 11 overseas posts and the Department. His last assignment was as consul general in Caracas. He retired in 1985.

Elvyn Arthur Stoneman, 82, a retired Foreign Service officer, died Feb. 19 of complications related to diabetes in Rockville, Md. After serving in the U.S. Army in Italy during World War II, he earned a doctorate and taught geography at two universities before joining the Army Map Service in 1951. In 1960, Mr. Stoneman transferred to the Department's Office of the Geographer. He was posted to South Africa from 1962 to 1964 and returned to the Department as a boundary specialist. He represented the United States at many geographic conferences and co-authored a number of geography texts.



Bernard Wiesman, 97, a retired Civil Service employee, died of cancer Nov. 20 at his home in Arlington, Va. He came to Washington, D.C., in 1942 as chief of labor information for the National War Production Board and joined the Department three years later as chief of the international labor organizations branch. He was a labor information adviser and minority affairs adviser for the U.S. Information Agency. He helped organize Local 1812 of the American Federation of Government Employees and served as its first president, a position he held until 1973.



Samuel Zweifel, 76, retired Foreign Service medical officer, died of a heart attack Feb. 28 in Phoenix. During 23 years of practice as a family physician with the Department, Dr. Zweifel served as regional medical officer in Quito, Pretoria, New Delhi, Mexico City and Lisbon. He was also assistant medical director for foreign programs in Washington, D.C. He retired in 1992.

In the Event of Death

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

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

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

MEET THE REGIONAL
ILLUSIONIST
DIPLO
THE
MAGNIFICENT
AND HIS LOVELY ASSISTANT, DARLA

BEHOLD - BY SAWING THIS ADMIN
OFFICER IN HALF, I CAN ASSIGN
HIM TO TWO POSTS!

I GUESS THE HARDSHIP
POST GETS THE BOTTOM
HALF...



WATCH WITH WONDER
AS I LEVITATE THIS
ACTION MEMO!

YOU CAN HOLD IT UP,
BUT SOONER OR
LATER YOU HAVE
TO CLEAR
THAT MEMO...



I WILL NOW TAKE THIS VOLUNTEER, ENCLOSE
HIS HEAD IN A BLOCK OF VELVETA, AND SINK
HIM IN A POOL OF RABID OTTERS...

THIS IS CAREER-ENHANCING,
RIGHT?



WITH A WAVE OF MY
WAND, I WILL MAKE
THIS SYSTEMS SPECIALIST
DISAPPEAR!

WAIT- WILL HE
STILL GET HIS
LOCALITY PAY?



FOR THIS TRICK, MY ASSISTANT
WILL PICK AN ASSIGNMENT
CABLE AT
RANDOM!

WAIT A MINUTE-
THAT'S HOW I
GOT THIS JOB...



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Washington, DC 20520

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