BROOKHAVEN BULLETIN
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BROOKHAVEN NATIONAL LABORATORY

New Program Recognizes Employees' Achievements In Four Ways — With Performance-Related Awards

Employees who make outstanding contributions to the Laboratory, either on a long- or short-term basis, may soon receive additional recognition and monetary reward — now that the Recognition Awards Program is being implemented at BNL.

With four different kinds of performance-related awards, the program opens four new avenues for recognition to BNL employees. In the first year, up to five employees will receive a $5,000 Distinguished Research and Development Award, another five could receive a $2,000 Brookhaven Award, as many as 70 could earn $500 Spotlight Awards, and there is no limit to how many weekly non-bargaining employees could be rewarded with a $200 U.S. Savings Bond for perfect attendance.

The Recognition Awards Program grows out of the recommendations of the Committee on Innovative Pay Practices, which was part of the Task Force on Recruitment and Retention appointed in December 1987 by BNL Director Nicholas Samios.

Said Samios, "I am extremely happy at the initiation of this new program for it affords the Laboratory another means of showing our appreciation to our employees for outstanding performance and contributions."

Chaired by Virginia Brown, Personnel Division, the Task Force on Recruitment and Retention took a three-pronged approach to its mission. In fall 1988, it submitted an analysis of economic factors to the U.S. Department of Energy (DOE). In July 1989, the task force submitted recommendations to DOE to improve the Lab's relocation assistance policies, and most have been approved and implemented.

Then, in June 1990, the Recognition Awards Program was submitted to DOE, which recently approved the proposal resulting from the efforts of the committee chaired by Mary White, Personnel. Others on the Committee on Innovative Pay Practices were Michael Bebon, Plant Engineering Division; Peter Bond, Physics Department, Horst Foelsche, Accelerator Development Department; John Galayda, formerly of the National Synchrotron Light Source Department; and David Rorer, Reactor Division.

Roger Stoutenburgh

Members of the Committee on Innovative Pay Practices included (from left) Horst Foelsche, Peter Bond, Chair Mary White and (right) Michael Bebon. The committee was part of the Task Force on Recruitment & Retention, chaired by Virginia Brown (second from right).

The committee focused primarily on the retention of valued employees. Explained White, "While the committee found that the Laboratory does not, at present, have a high overall turnover rate, we believe that this new component of compensation will play a significant role in creating an atmosphere conducive to retaining valued employees."

Such programs can be found at many research and development institutions, including other DOE laboratories. According to Robert Kelly, Personnel, who will be responsible for administering parts of the program, "Our recognition program is comparable to those at the other DOE labs and better than some, so this makes us more competitive."

Distinguished Research & Development Award

The purpose of this $5,000 award is to recognize distinguished contributions, over a period of one or more years, to the Lab's research and development mission by members of the Scientific Staff and by employees on the Engineer/Scientific Associate/Computer Analyst schedule in BNL's scientific departments and divisions. In all, about 950 employees are eligible for this honor each year.

Nominations for this award will be solicited in October, and each scientific department or division will be limited to two nominees per year. Nominations will be considered by a selection committee consisting of all of the Lab's Associate Directors for scientific programs and the Assistant Director for Planning & Policy, who will chair it. The committee will recommend a maximum of five individuals to receive the award, though they may choose fewer. The Laboratory Director will have final approval on individual selection.

Those chosen will receive a plaque and a check in early December. Since the $5,000 award is fully taxable as earned income, the check will be presented in the after-tax amount.

Brookhaven Award

To recognize key contributors in support areas whose performance and achievements represent outstanding, long-term service to the Lab, this $2,000 award has been created.

Those eligible for the Brookhaven Award include all of BNL's approximately 1,600 non-R&D employees, namely: Engineer/Scientific Associate/Computer Analyst schedule employees in non-scientific divisions, all Administrative and Technical monthly employees, all Technical and Clerical weekly wage employees, and employees in the lowest two Management grades. Employees must have completed at least one year of service by October of the award year.

(continued on page 2)

Vibrant Present and Vital Future Discussed at NSLS Users Meeting

Last year, the National Synchrotron Light Source (NSLS) hosted 1,950 users and 958 experiments on the 29 beam lines around its vacuum ultraviolet (VUV) ring and its 56 x-ray ring beam lines. As a result of those experiments, some 361 papers were published.

As those numbers are a marked increase over the 1,215 users, 844 experiments and 320 papers in 1989, NSLS Chairman Denis McWhan remarked, "The slope is still positive, the place is vibrant."

McWhan made his remarks on May 22, to those attending the 1991 Annual NSLS Users' Meeting. In all, 380 people attended both the twelfth general gathering and the five workshops held the day before on specific synchrotron-user techniques or topics: electronic and chemical surface phenomena, surface structure, computational tools in XAFS, atomic and molecular science, and imaging.

U.S. Congressman George Hochbrueckner was invited to give the Users' Meeting keynote address. Since he could not attend due to a Congressional session, BNL Deputy Director Martin Blume read Hochbrueckner's letter, in which he voiced his support for NSLS research:

> ... As you know, for four years now I have been promoting x-ray lithography, a cutting-edge program in the development of the next generation of faster and smaller computer chips. I am pleased to report that the [fiscal year 1992 National Defense Authorization] Bill contains $70 million for x-ray lithography.
>
> I am also promoting work by the synchrotron angiography group to develop an essentially risk free, non-intrusive out-patient venous catheterization technique for performing coronary angiography. ...
>
> Other efforts at the NSLS which I support include imaging research involving the microprobe and the microtomography scanner, which enables us to "see" the structure of matter on a smaller scale and with resolution of different elements and compounds. Also, the x-ray scattering work at the NSLS is providing valuable insights into the atomic structure of matter. Finally, research on the structure of catalysts using photoemission spectroscopy and x-ray scattering could lead to increased efficiency in petroleum cracking.
>
> You may be assured that I will continue promoting programs that further our nation's scientific interests. I believe the future of the National Synchrotron Light Source is very bright.

Roger Stoutenburgh

Denis McWhan addresses the NSLS Users' Meeting.

As mentioned during the meeting, the user programs at government facilities are under study as part of the recent federal budget reconciliation: Congress mandated that the U.S. Department of Energy (DOE) study the imposition of user fees to pay for all beam time at facilities such as the NSLS.

At present, the NSLS does not charge for any basic research that will be published in the open literature. On the other hand, beam time for proprietary research that is not disclosed must be paid for in full.

As McWhan commented, "If user fees are instituted, it could kill DOE user facilities such as the Light Source. We are working with the other facilities to make sure our arguments are heard."

(continued on page 2)

Coming Up

Physicist Graham Smith, Instrumentation Division, will present the next Brookhaven Lecture on Wednesday, June 12, at 4 p.m., in Berkner Hall. His topic will be "X-Ray Imaging With Today's Gas Proportional Detectors."

Leaving the Lab — After 35 years or More

Virginia Pond

Virginia Pond arrived at the Lab in January 1948, and stayed for over two and a half years. Then she left for graduate school, returning first for two months in 1951 and then again in August 1952, complete with a Master of Science degree in radiation cytology from the University of Tennessee.

This time, she stayed on for 39 more years, right until today, when she retires from BNL's Biology Department.

"It's been a wonderful place to work," said Pond, a Biology Associate. "Right from the beginning, when so many things were sparkling and new, and anyone over 32 was ancient — there has always been interesting work to do, and friendly people to do it with."

Much of Pond's work in Biology — her first 28 years or so — was with a group led by the late Arnold Sparrow, studying the differential sensitivity of plant cells to radiation and other stresses. Pond recalled a particularly exciting 1967 project.

On September 7, in the first major effort by the U.S to learn more about basic biological processes in space, Biosatellite B was launched from Cape Kennedy. Some nine minutes later, Biosatellite II, a 957-pound biological laboratory, successfully separated from the launch vehicle and began orbiting Earth. One of the experiments on board, a study of radiation effects under weightless conditions on the plant *Tradescantia,* was the work of Sparrow's team.

"Experimentation in earth orbit was all very new then," said Pond. "Things were extra tense as a tropical storm threatened the recovery operation, and NASA was forced to bring the satellite back to earth after one day, rather than the three days planned. But all went well. The satellite came down in the Pacific and was taken to Hickam Laboratories in Hawaii. The paper resulting from the BNL findings was part of a symposium on the Biosatellite II experiments held in 1968."

More recently, Pond's work has changed from plant to human and animal studies. In her final project, she looked for sister chromatid exchanges in blood cells as part of an investigation of the repair mechanism in cells.

Another change that Pond has had good reason to notice -- on and off site — has been the improvement in facilities for handicapped people. An attack of polio in her childhood left Pond using braces and crutches, and, of recent years, a wheelchair, and she finds it much easier to get around than it used to be.

"For example, the reserved parking spaces, which didn't even exist years ago, are usually left free now for those who need them," Pond said. "People have become more aware of the need to afford true accessibility to those who are in the same straits as myself.

"But right from the start, BNL employees have been one hundred percent helpful," continued Pond. "If I have a problem, the police have continually come to my rescue. Or, sometimes I have to call some staff member such as Pat Glynn, Slim Blevins or George Walczyk to gain access to the blood bank or a lecture or a party. And they and so many others have made those events possible. It has made a tremendous difference to me."

Roger Stoutenburgh

Virginia Pond

As to the difference in her lifestyle starting tomorrow: "The first thing I'll enjoy will be *not* getting up every weekday at 7 a.m.!" said Pond. She has firm plans to do absolutely nothing for a while, she said. "Then, I'll see." — Liz Seubert

Richard Fuka

"I can't believe all this time went by," said Richard Fuka, thinking back over the 42 years he has spent in the Photography & Graphic Arts Division (P&GA) since his arrival at BNL in February 1949.

"While I've been here, I've had the opportunity to do so many interesting things," continued Fuka, a Senior PG&A Specialist. "There are very few places where one day, you are photographing metallurgy work and the next day, high energy physics or new research in medicine."

Not only were the projects Fuka worked on exciting in themselves, but also, they entailed essential deadlines that often clashed with the inevitable squeezed-in rush jobs.

"Something always cropped up," said Fuka. However, the continual pressure never bothered him: "I can honestly say I could do my best work under stress," he said. "But now, I feel it's time for a change. I want to do other things."

Originally, Fuka joined the Lab as a print machine operator in the architectural planning office. "But they needed photographers to copy sections of books from the Research Library and other documents — so I started doing that, and I found I enjoyed it.

"Those were the days you could learn on the job," recalled Fuka. "I was shown how to do everything, photographing, processing and darkroom work, and I soon got the hang of it."

Roger Stoutenburgh

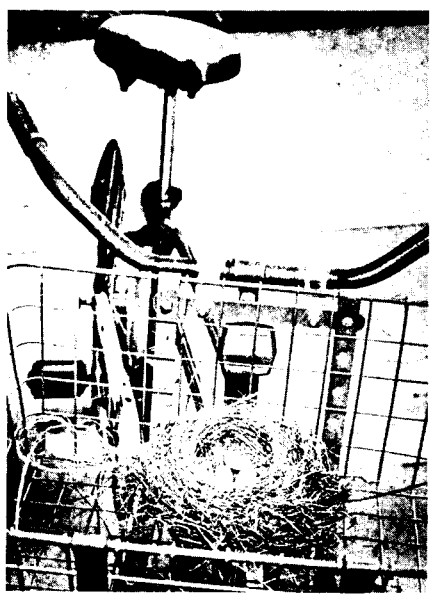
Richard Fuka

One particularly good result that Fuka got out of working in photography was his wife, Betty. She had taken a job in the Lab's classified library. "One day, she was delivering documents to be filmed, and that's how we met," he said. "So many people were doing the same as we did, meeting their future spouses here, that it almost seemed to be Lab policy!"

For Richard and Betty Fuka, "Lab policy" proved a great success, and one of the main reasons that Fuka is looking forward so much to his retirement is that he will be free to spend more time on his and Betty's mutual hobby — finding and refinishing old furniture and antiques. "My wife really *knows* furniture," he said. "I learn from her all the time."

Although the Fukas do not travel much, they enjoy making short trips to see places of historic interest. "So, we'll be busy," said Fuka. "I don't know if I'll ever catch up with all I'm planning!" — Liz Seubert

All Her Eggs In One Basket



Roger Stoutenburgh

When Karen Furenlid went out to get her bicycle from the rack in back of Instrumentation, Bldg. 535B, she was surprised to see a bird's nest in the basket of the bike next to hers. As a new bird-watcher, she thought someone might be playing a joke on her — until she saw the bright blue robin's egg nestled inside and heard the protective cries of the mother hovering nearby. By Thursday, when photographer Roger Stoutenburgh took this photo, the egg had been joined by two more, and by Friday, the robin had laid all four of her eggs. Now, the wait is on for the arrival of the fledglings.

NSLS Meeting (cont'd)

In these tight-budget times, Blume added, "It is incumbent upon all of us in science to make ourselves known to our elected officials . . . for most have said that they have never met a scientist. So don't be shy, introduce yourselves, let them know about all the good things scientists do and in the process, if it moves you, say nice things about the National Synchrotron Light Source."

Regarding the NSLS budget for this fiscal year, "It's about $25-27 million, so we're thankful that we're keeping up with inflation," explained McWhan. "In looking at the breakdown, however, our capital and ARAM funds, which are needed for continued upgrades and improvements in the facility, are decreasing."

As McWhan outlined, it is imperative to move forward on upgrades of the NSLS' computer system, injection system, orbit stability, water system and new rf cavities. To utilize the improved beam, new insertion device beam lines are needed on U13 and X17.

Since the VUV ring was in operation over two-thirds of the time and the x-ray ring operated over half of 1990, the primary complaint from the users is no longer that they want more beam, but that they want more quality beam time.

To provide them with more stable beam with longer lifetimes, McWhan mentioned several machine upgrades that have been undertaken this year. A third klystron for increased injection energy will be inserted in the linac, a fourth rf cavity is installed along with global and longitudinal feedback systems in the VUV ring, and a vertical feedback system is slated for the x-ray ring.

After discussing how certain beam lines are oversubscribed, McWhan urged users to come forward with more proposals requiring the brightness provided by the insertion device beam lines, as more time is becoming available on those x-ray ring lines.

Two next-generation light sources are being built at two other national labs, and it is time to ask, said McWhan, "Where do we go after the Advanced Photon Source and the Advanced Light Source in the year 2000?"

An intense, pulsed, coherent source was his answer, and he described the interest that the NSLS accelerator physics staff has expressed in developing an ultraviolet free electron laser. "The chemists are excited about this," McWhan said, "but I also encourage other users to think about other applications of such a device."

— Marsha Belford

In Memoriam

Ann Gillen, who retired from the Medical Department in 1976 as a hospital services assistant, died on May 19, at age 69, after a 13-year battle with cancer.

Gillen came to the Lab in December 1960 as a medical services assistant. From 1966 to 1971, she was a research services assistant, and then became a hospital services assistant in 1971. In 1975, she went on long-term disability until her retirement.

Gillen was a resident of St. Petersburg, Florida. She is survived by her daughter Patricia Johnson, who works in BNL's Staff Services Division, and her son-in-law John Johnston, Department of Applied Science; daughters JoAnn Zech and Maggie Muller; sons Michael and Thomas; and 13 grandchildren. She was predeceased by her husband Joseph and son Dennis.

Service Awards

The following employees celebrated their BNL service anniversaries during the month of May 1991:

40 Years

John P. Galvin.....Chemistry

35 Years

Hugh N. Brown.....AGS

30 Years

Jack E. Detweiler.....Reactor
Arnold J. Esper.....AGS
Graham F. Ryan.....AGS
Walter Saunders.....Plant Eng.
John D. Tilley.....AGS
Philip H. Warner.....AGS

25 Years

William J. Brynda.....Reactor
Lillian S. Kouchinsky.....Dir. Off.
Robert Thomas.....Dir. Off.

20 Years

Thelma M. Dawson.....S&EP
Walter F. Hulak.....Cent. Shops
Annamarie Spira.....Nuc. Energy

10 Years

Michael D. Mapes.....AGS

Film badges will be changed tomorrow. Please place your badge in its assigned rack space before leaving work today.

Awards Program (cont'd)

Every October, each department and division may nominate people for this award. From these nominees, a maximum of five individuals may be recommended for awards by a Lab-wide committee consisting of five department chairmen, division heads or division managers. Final approval on selection will again fall to the Laboratory Director.

As with the R&D Award, the Brookhaven Award winners will each receive a plaque and a check in early December. The check will be presented in the after-tax amount since the $2,000 award is fully taxable as earned income.

Spotlight Awards

At any time from now on, the Spotlight could shine on any employee on the Administrative and Technical monthly schedules, and the Clerical and Technical weekly schedules who extends a short-term, extraordinary effort in response to department or division needs.

Such an employee would receive a $500 cash award, as soon as possible after the completion of the accomplishment. While winners will receive $500, the actual before-tax award size is $775.50.

If an eligible employee's accomplishment is a significant benefit to the Lab, and required exceptional performance and intense effort to complete, the employee's supervisor might complete a Spotlight Award form, which is available through Salary Administration in Personnel. Once all necessary department or division approvals are attained, a check would be issued to the spotlighted employee.

Spotlight Awards may be granted this year to a total of 5 percent of the eligible BNL population of about 1,400 — about 70 employees. These 70 awards have been allocated among departments and divisions, depending on employee distribution.

Perfect Attendance Award

Any full-time weekly Technical or Clerical schedule employee who has so far come through calendar year 1991 with perfect attendance, is about 5/12 of the way through to winning a $200 U.S. Savings Bond this year. Those who make it all the way through 1991 without any sick days on their attendance records will receive their awards in early 1992.

Note to Employees:

Attendance at lectures, meetings and other special progams held during normal working hours is subject to supervisory concurrence.

Arrivals & Departures

Arrivals

Christopher S. Congemi Sfgds. & Sec.
Tracey G. Fountaine.....Sfgds. & Sec.
Keith M. Kraemer.....AGS
Stephen G. Laton.....Sfgds. & Sec.
Ehud Nachaliel.....Medical
Marc E. Noens.....Sfgds. & Sec.
Joanne E. Thuilot.....Sfgds. & Sec.
Albert L. Williams.....Sfgds. & Sec.
George L. Yancy.....Sfgds. & Sec.

Departures

This list includes all employees who have terminated from the Lab, including retirees:

Yuhua Guan.....Chemistry

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Cooking Exchange Plans Gala Party

The Cooking Exchange will throw a Gala Party on Wednesday, June 19, starting at 5:30 p.m. at the Recreation Building. Employees and their spouses who live both on and off site are all invited to this annual get-together.

A dish to accommodate 12 people will be appreciated, and a fee of $1 per child will be charged to cover the cost of the baby-sitter.

Cooking Exchange members are working hard to make the evening a huge success. Plan to attend and have a great time. Please call one of the following to let them know you're coming and what dish you will be bringing: Louise Bunicci, 744-5867; Barbara Kowalski, 744-3569; Miryam Rothenstein, Ext. 3092; and Eiko Tanaka, Ext. 3017.

Summer Program For Children

BERA's summer recreation program for children features swimming and tennis. The program is open to children of all Lab employees.

Swimming Classes

- **Program** - Each child will be scheduled for one lesson each week for a total of eight lessons. American Red Cross certificates will be awarded to children who qualify.
- **Time** - Monday through Friday, 2 to 3:15 p.m.
- **Fee** - $40 for each child upon registration; plus $2 daily admission fee or present season ticket.
- **Requirements** - For their safety, each child must be a minimum 42 inches tall.
- **Registration** - Applications may be picked up at the Recreation Office, Personnel Division, from 8:30 a.m. to 5 p.m.; the BERA Sales Office, Berkner Hall, from 9 a.m. to 2 p.m.; or the swimming pool during scheduled hours. Mail or deliver applications with registration fees (checks payable to BERA) to the Recreation Office, Bldg. 185, no later than Friday, June 21.

The program will begin on Monday, July 1, and end Tuesday, August 27. (The last Monday and Tuesday will serve as make-up days for July 4 & 5.)

Tennis Program

- **Activity** - Basic tennis instruction.
- **Time** - Monday through Thursday, 3 to 4 p.m.
- **Fee** - Although no fee or registration is required, children will provide their own rackets and balls, and they will be asked to pay a $2 entrance fee if they wish to play in the end-of-season tournament.

Free Concert by Piano Trio

The Stony Brook Piano Trio will offer a free concert open to the public at 8 p.m. on Monday, June 3, at Berkner Hall. The concert is being offered in conjunction with the Brookhaven Symposia in Biology No. 37 called "Primary Productivity and Biogeochemical Cycles in the Sea," which will be held at BNL June 2-6.

Formed in 1989, the Stony Brook Piano Trio is the official graduate ensemble of the music department at the State University of New York at Stony Brook. The trio consists of gifted graduate students at the university — pianist Christina Dahl, violinist Sara Parkins and cellist Margaret Parkins.

In addition to giving numerous performances on Long Island, the ensemble has premiered a new piece at Merkin Hall in New York City. In 1990, they won second prize in the Fischhoff National Chamber Music Competition.

The program for the one-hour concert will include Beethoven's Trio for Piano, Violin and Cello, Opus 1, No. 1; and Brahms' Trio for Piano, Violin and Cello, Opus 87.

Stony Brook Piano Trio

Hospitality News

A representative from the Suffolk County Department of Parks & Recreation will discuss summer activities available through Suffolk County at the Hospitality Committee's next get-together, scheduled for Tuesday, June 4, at 9:30 a.m., at the Recreation Building.

Spouses of Laboratory employees and guests are welcome. Refreshments will be served and baby-sitting will be provided free of charge.

Catch a glimpse of
GLANCE
playing in Berkner Hall
weekdays, 11:30 a.m. to 1:30 p.m.
Show changes every Tuesday.

Brookhaven Center: New Weekend Hours

Beginning June 1, food and beverage service at the Brookhaven Center will be available on Saturdays from 5-9 p.m. on a trial basis. Beginning June 2, the Sunday food service schedule will change permanently to 5-9 p.m. The building will be closed after service hours.

Rates Reduced For Disney Trip

A few openings still exist for the BERA-sponsored, six-day, five-night trip to Disney World in Florida, scheduled for October 10-15.

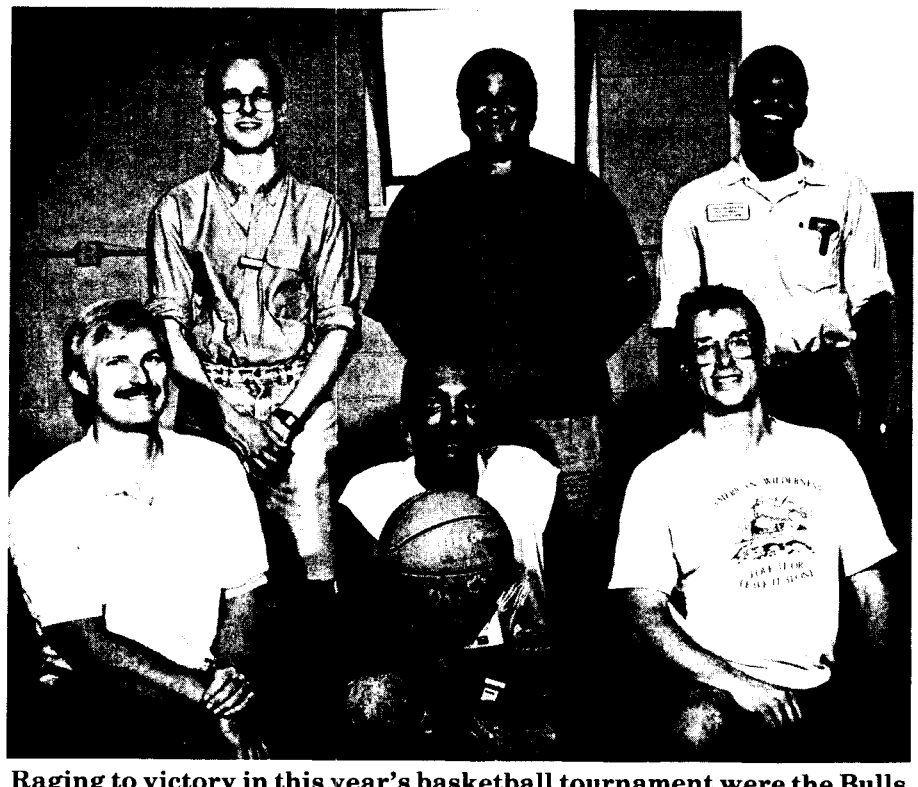
If you're trying to make up your mind, consider this: the airfare rates have all been reduced, lowering the total trip cost by $41 per person. This reduction will automatically be applied to those who have already signed up.

The new per-person adult rates are: four per room, $794; triple, $847; double, $954; single, $1,355. Children's rates are based on occupying room with adult(s): ages 3-9, $519; ages 10-17, $553; age 2 and under pay airfare only, $330.

Trip rates include round-trip airfare between Islip and Orlando via American Airlines, five nights at Disney's Polynesian Resort, unlimited admission and use of attractions, and much more!

For more information or reservations, call M. Kay Dellimore, Ext. 2873, or Louisa Barone, Ext. 3347.

Basketball Champions



Raging to victory in this year's basketball tournament were the Bulls, who triumphed in all three of their playoff games to win the championship: (front, from left) Lars Furenlid, Captain Stanley Gilbert, Bill O'Brien; (back, from left) Paul Bruhwiler, Mitch Williams and Wayne Cummings. Not shown are Joe Hriljac, Peter Johnson, and Fred Ligon. — Photo by Roger Stoutenburgh

Cafeteria Menu

Monday, June 3

Soup: Chicken vegetable	.75/.95
Entree: NY strip steak dinner w/1 veg.	3.65
Entree: Fried catch of the day w/1 veg.	3.10
Fitness: Spaghetti & marinara sauce	3.10
Carvery: Hot pastrami sandwich	2.85
Grill: Grilled cheese, bacon, tomato on rye	2.85

Tuesday, June 4

Soup: Pasta gumbo	.75/.95
Entree: Knockwurst & sauerkraut w/1 veg.	3.10
Entree: Baked ziti w/1 veg.	3.10
Fitness: Chicken teriyaki w/1 veg.	3.10
Carvery: Hot roast beef sandwich	2.85
Grill: Pepper pita steak	2.85

Wednesday, June 5

Soup: Cream of celery	.75/.95
Entree: Seafood Newburg over rice	3.10
Entree: Szechuan chicken over rice	3.10
Fitness: Broccoli & cheese baked potato	3.10
Carvery: Hot Black Forest ham sandwich	2.85
Grill: Pork barbecue	2.85

Thursday, June 6

Soup: Navy bean	.75/.95
Entree: Chinese pepper steak over rice	3.10
Entree: Fettuccini Alfredo	3.10
Fitness: Cajun fish w/1 veg.	3.10
Carvery: Hot corned beef sandwich	2.85
Grill: Grilled Reuben	2.85

Friday, June 7

Soup: Tomato rice	.75/.95
Entree: Chef's choice w/1 veg.	3.10
Entree: Broiled catch of the day	3.10
Fitness: Vegetarian lasagna w/1 veg.	3.10
Carvery: Hot turkey sandwich	2.85
Grill: Fried crab cake	2.85

Breakfast w/coffee, 7:30 - 10:30 a.m. 2.65

Mon.: 2 eggs, bacon & pancakes
Tue.: Western omelet, French fries, toast
Wed.: Spanish omelet, home fries, toast
Thu.: 2 eggs, bacon, cheese on croissant, fries
Fri.: French toast, 2 eggs, bacon, home fries

Classified Advertisements

Placement Notices

The Laboratory's placement policy is to select the best-qualified candidate for an available position. Consideration is given to candidates in the following order: (1) present employees within the department/division and/or appropriate bargaining unit, with preference for those within the immediate work group; (2) present employees within the Laboratory; and (3) outside applicants. In keeping with the Affirmative Action plan, selections are made without regard to age, race, color, religion, national origin, sex, handicap or veteran status.

Each week, the Personnel Division lists new placement notices. The purpose of these listings is, first, to give employees an opportunity to request consideration for themselves through Personnel, and, second, for general recruiting under open recruitment. Because of the priority policy stated above, each listing does not necessarily represent an opportunity for all people.

Except when operational needs require otherwise, positions will be open for one week after publication.

For more information, contact the Employment Manager, Ext. 2882, or call the JOBLINE, Ext. 7744 (282-7744), for a complete listing of all openings.

The vacancies listed below have been exempted by the Director's Office from the current freeze on open requisitions.

LABORATORY RECRUITMENT - Opportunities for Laboratory employees only.

DD 8352. SECRETARIAL POSITION (term position) - Requires AAS in secretarial science or equivalent and working knowledge of Laboratory policies and procedures. Will provide secretarial support to LWR Systems Group of Reactor Analysis Division. Duties will include preparing technical reports, correspondence, arranging travel and maintaining office files. IBM PC WordPerfect 5.1 experience desired. Department of Nuclear Energy.

OPEN RECRUITMENT - Opportunities for Laboratory employees and outside applicants.

LL 0830. CHEMISTRY ASSOCIATE POSITION (term position) - Requires a BS degree in chemistry or related field. MS degree preferred. Experience with vacuum and mechanical equipment and diagnostic electronic techniques desired. Candidate should have management skills as well as ability to work in close cooperation with research scientists. Responsibilities include design, construction and testing of high-intensity multicharged ion sources. Chemistry Department.

NS 0912. ENGINEERING POSITION - Requires BS/MS in mechanical engineering or a related field and knowledge of ASME pressure vessel and piping codes. Responsibilities include cryogenic system process calculations and the design of pressure and vacuum vessels, piping, and other particle accelerator hardware. RHIC Project. Accelerator Development Department.

Motor Vehicles & Supplies

89 CAVALIER - 17k mi., a/t, p/s, tilt wheel, stereo cass., excel. cond., asking $6,850. John Q., Ext. 3084 or 563-6596.

88 HONDA CIVIC DX - 2-dr. h/b, a/t, ac, am/fm cass., 48k mi., v.g. cond., avail. Aug., $6,000. Aoki 632-7977.

88 SUZUKI SAMURAI 4x4 - am/fm cass., blue, white top, $4,000. Willie, Ext. 3803.

87 TOYOTA TRUCK - 4wd, a/t, w/cap, alum. rims, loaded; '86 Ford XLT, extra cab, diesel, 4wd, a/t, w/cap, 74k mi. Tim, Ext. 2350 or 474-4672.

86 ISUZU TROOPER II LS - 2-dr., p/s, p/b, ac, stereo, roof rack, new tires, clutch & brakes, 79k mi., like new, $5,700. George, Ext. 4769.

86 ISUZU PICKUP - 4wd, 77k mi., 38k mi. on the eng., LS pkg., excel. cond., $4,800. Lloyd, Ext. 3163 or 286-1024 after 6 p.m.

86 DODGE CARAVAN - loaded, 49k mi., good cond., $6,400. 928-1277 or 751-4539.

86 DODGE CARAVAN - 87k mi., ac, p/w, p/l, p/seats, good cond., $3,900. Saville, Ext. 3670 or 744-3315.

86 T-BIRD - 2-dr., V-6, loaded, 97k mi., new tires, excel. cond., $4,000. Wuu-Jyh, Ext. 4386.

86 CHRYSLER NEW YORKER - 4-cyl., turbo, 4-dr., white, leather int., voice alarms, digital dash, all avail. opt., $6,000. Jim, Ext. 4040 or 289-0876.

86 FORD TEMPO - p/s, p/b, ac, am/fm, new exhaust, battery, tires, 46k mi., mint cond., $3,800. Jim, Ext. 4696.

85 TRANS AM - T-top, fully loaded, maroon, tinted windows, all hwy mi., garaged, immac. cond., must sell, $6,500 neg. Sharon, Ext. 2689.

84 MONTE CARLO - p/s, p/b, tilt wheel, p/w, ac, am/fm stereo, 70k mi., V-6, some body damage. Joe, Ext. 2214 or Beeper, 0232.

84 CAMARO - white, p/w, p/b, p/l, p/s, a/t, V-6, ac, $2,500. 447-6820.

84 T-BIRD - p/s, p/b, V-6, loaded, 123k mi., new brakes, shocks & tires, well maintained, excel. cond., $2,000. Clare, Ext. 7812 or 757-8994.

84 MAZDA B-2000 - w/cap, 5-spd., runs well, good cond., asking $2,000. Joey, Ext. 2950 or 758-2938.

83 BUICK REGAL - p/s, p/b, a/t, am/fm stereo, low mileage, good cond., $1,800. Bill, Ext. 4986 or 563-1940.

82 FORD VAN CLUBWAGON XLT - 6-cyl., a/t, excel. cond., $2,200. Ext. 2109 or 472-9199.

80 YAMAHA XS 650 - beautiful, needs nothing, orig. owner, well maint., $1,250. Greg, 399-1258.

80 EL CAMINO - w/complete rebit. eng., runs well, body needs some work, $3,000. Darren, 325-0563.

78 OLDS CUTLASS CALAIS - $400 or best offer. Ext. 4337 or 874-2380.

78 DODGE RV - 18½', self-contained, sleeps 4, good cond., reasonable. 727-7741.

77 CHEVY PICKUP - 27k orig. mi., v.g. cond. Ira, 475-8073.

69 MUSTANG COUPE - needs motor & body work, $250; Ford, C4 trans., $75. Frank, Ext. 2314 or 567-5131.

69 CAMARO RALLY SPORT - classic car, $3,500. Jim, Ext. 3372 or 821-0250.

65 BMW R50/2 - Earles Fork, all orig., runs well, excel. cond., $3,500. Ken, Ext. 2012.

31 CHRYSLER MODEL B - 2-seater, rumble seat, all orig., excel. cond., must see, asking $7,500. Ext. 3160 or 289-5704 after 5 p.m.

SUZUKI T200 MOTORCYCLE - 7,680 mi., $250. 543-7065.

Boats & Marine Supplies

32' LURS - 1973, fiberglass, Twin 318, radar, Loran, DF, excel. cond., in water, $20,000. 399-0506.

25' AQUASPORT - 1987, 200-h.p. Merc. w/9.9-h.p. kicker, new canvas, Loran, more, sleeps 3, in water, immac., $20,000. 878-0480.

23' O'DAY - 1980, shoal keel, 7½-h.p. ob., mainsail, jib, 150 Genoa, spinnaker w/pole, race rigged aft, extras, VHF, sleeps 4, $7,500. Ballard, Ext. 7060.

22' CATALINA SAILBOAT - 3 sails, motor & trailer, new mainsail, asking $4,250. 929-8912.

22' BARNEGAT CRUISER - 1984, 188-h.p. Merc. i/o, FWC, Cox E-Z Loader trailer, VHF, DF, swim platform, low hrs., extras, $11,900. Ed, Ext. 3466.

21' STARCRAFT - 95-h.p. motor & tilt trailer, A-1 cond., $5,500. Ira, 475-8073.

21' TROPHY - 1988, Deep Vee fishing boat, 125-h.p., trailer, DF, radios, Loran, full canvas, many extras, $11,000. Ext. 2015 or 929-5911.

17' VENTURE SAILBOAT - s/keel, extra Genoa, 6-h.p. motor, rubber dinghy w/elec. motor, extras, sleeps 4, must sell, $1,995. P. Hein, Ext. 3962.

16' SILVERLINE - fiberglass tri-hull, 115-h.p. Merc., good cond., motor needs work, $500. 399-0506.

16' BOWRIDER - 65-h.p. Evinrude, tilt trailer, p/winch, $2,000. Jim, Ext. 3372 or 821-0250.

14' CAPE DORY SAILBOAT - 4½-h.p. Johnson, oars, new trailer & sail, great for learning to sail, rowing, fishing, etc. Bruce, Ext. 4290 or 722-5740.

14' HOBIE CATAMARAN - roller reefing jib, trailer, v.g. cond., $1,600 or best offer. Ext. 7657 or 298-9560.

13' TRI HULL - fiberglass, lake boat w/trailer, Minn Kota 36 lb. thrust electric motor w/battery, asking $1,000. Joey, Ext. 2950 or 758-2938.

12' CRESTLINER - aluminum, semi-vee, canvas cover, $300; Sunfish AMF, all new except hull, used 1 seas., daggerboard dolly, $700. 286-1097.

8' NORLANTIC INFLATABLE - used one season, like new cond., no engine, $700. DJ, Ext. 7643.

TRAILER - galv., approx. 14', for light boat, like new, no rust, $125. Bob, Ext. 3509 or 289-5933.

OUTBOARD - 2-h.p. Evinrude, 1987, used 2 hrs., mint cond., $200. H. Richardson, 588-2477.

Furnishings & Appliances

AIR CONDITIONER - GE Carry Cool, 5,000 Btu, $125. 331-1754.

BATHTUB - beige, fiberglass, $40; sink & washstand, beige, $15. Sharon, Ext. 2835.

COLOR TV - Hitachi, 19", cable ready, no remote, excel. cond., $100 neg. Richard, Ext. 4245.

CRIB - Simmons, white, used 2 yrs., new mattress, good cond., $225. 475-2509.

DESK - almost new, $50; coffee table, $25. Georgia, Ext. 3182.

DESK - office, ½ size, gray; solar collector, 3'x7', copper, both cheap. Ron, Ext. 4702 or 298-5625.

DESK - roll-top, beautiful, solid oak, like new, purchased from MLU, $1,000. Annamarie Spira, Ext. 2352 or 473-9016.

FURNITURE - contemporary, sectional couch, 4 solid oak tables, cloth recliner; glass-top dinette set; 19" TV & stand. 924-7316.

GAS RANGE & OVEN - Welbilt, 20" wide, small kitchen or apt., excel. cond. Keith, 474-3863.

GAS RANGE & OVEN - 20", 4 burners, v.g cond., $95. Tony, 698-9274.

HIGH CHAIRS - maroon, 4 yrs. old, $25; 30 yrs. old, $10. 331-3569.

LOVE SEAT - w/matching arm chair, $100. 957-7159.

MEDICINE CABINET - 30" mirrored triple-door, brand-new, make offer. Ext. 2345.

MICROWAVE - GE, medium size, 1.2 cu. ft., auto cook, roast & defrost, etc., 10 power levels, rarely used, w/cart, $150. Ed, 331-1572.

ROCKING CHAIR - pine, 1976, $22; baby's dressing table, $15. 475-4199.

RUGS - like new, 12'x16', beige, $100; 6'x9', rose, $30. Sheling, 345-5882.

DESK LAMP - $15; 24-piece silverware set, $20; sliding closet doors, $20; antique kitchen utensils, $10; copper plates, $20. Kathy, 744-2203.

SOFA BED - light beige, excel. cond., $100; sofa & chair, multicolor plaid, $125; salon hair dryer, $6. Ext. 5097 or 744-9022 eves.

SOFA - 7', green w/wood trim, contemporary, good cond., $100. Joel or Rhoda, 751-3408..

WASHER & DRYER - Westinghouse, both large, v.g. cond.; 30" range, refrigerator, both Hotpoint, all $50/ea. Ext. 5125.

Tools, House & Garden

IRRIGATION PIPE - 530', 3", 5 end plugs, 2 forty-fives, 4 elbows, 3 tees, 1 start fitting, 10 sprinklers, $750. 325-0193.

LAWN MOWER - Snapper, 4 h.p., 21" cut, $125; Sears leaf mulcher, 3½ h.p., bag, wheels, vacuum type, $125. Dan, Ext. 4987 eves or 698-7322.

CHAIN SAW - Sears, gas, 14", self-sharp, runs well, $50. Ed, 331-1572.

GARDEN FOUNTAIN - cascading, 3-tiers, w/pump, $250. 744-4611 after 6 p.m.

INSULATION - rolls, you pick up. Ext. 7702 or 878-1468 after 5 p.m.

LAWN MOWER - Sears, 20", 3.5 h.p., w/side catcher, $75. Elaine, Ext. 3876 or beeper 0456.

WATER CONDITIONER - Culligan Mark 89, & water tank, best offer. Pete, Ext. 7955 or 929-3847.

Sports, Hobbies & Pets

BICYCLE - man's, Giant 930, carbon fiber, black, Shimano 105 component, used twice; Solo-Flex, like new, w/attach. Oscar, Ext. 3499 or 325-9580.

BICYCLE - girl's, 27", 10-spd., excel. cond., $50. 286-1097.

BICYCLE - Schwinn Predator, 20", good cond., orig. $139, asking $45. Lou Pergola, Ext. 3499.

BICYCLE - Vista, girl's, 24", blue, single-speed, $25. Joe, pager 0925 or 728-1859 eves.

BICYCLE RACK - La Alprena, roof mounted, adjustable, fits any car, w/conventional gutters,, holds 2 bicycles, $35. Tom, Ext. 2823.

CAMERA - Canon T-70, 50mm/1.4, case, 28-55mm & 80-200mm/4 zooms, 244T flash, 2x extender. $575. Witkover, Ext. 4607 or 368-0452.

FINCHES - Society or Zebra, pair w/cage, $45-$50; Green Singers & Cordon Blues, 2 pairs, w/tall white cage, $250. Kelly, 744-3069.

FISHING POLE - 11', custom-made, 1 piece, surf pole w/Daiwa reel, excel. cond., $100. DJ, Ext. 7643.

FITNESS GYM - DP USA, w/weights, excel. cond., $95. Don, Ext. 3528.

GOLF CLUBS - Cougar Precision II, sand wedge through 3-iron, 5-wood, 3-wood, driver, putter, 2 yrs. old, $200. Ext. 4335.

LIGHT TABLE - 36"x48"x5", 4-40 wt. fluorescent tubes, ¼" glass, white ash, tilt base, excel. cond., $195. Henry, Ext. 5110 or 399-6947.

POOL FILTER - Hayward GM-245 high-rate sand filter, self-priming, super pump, like new, $250. Dawn or Dan, 543-9084.

ROWING MACHINE - $50; skis, poles, size 8½, $50; toboggan, $30; convection oven, $30. 399-4897.

TENT - 8'x10', w/floor, poles, windows, vent/screen, Coleman heater, 3-burner stove, 2-mantle lantern, excel., $250/all. Ed, 331-1572.

VIBRA HARP - w/working motor, $500 or best offer. Janet, Ext. 2345.

VIOLIN - ¾ size, German, good cond., $200. Peter, Ext. 7687 or 744-1112.

Audio, Video & Computer

COMPUTER - 386XS turbo, 1M ram, 40M hard drive, 5¼ & 3½ floppy drives, mono., w/mon., 9 mo. old, 3 mo. warranty, $900. Zhou, Ext. 5855.

COMPUTER - IBM-compatible PC, w/80287 co-processor, 3M hard drive, 2 floppies, DOS 3.3, $500. 751-8240.

COMPUTER DESK - never used, 28½" x 43¾" x 23⅜", oak-finished, no sliding drawer for keyboard, asking $40. Patriche, Ext. 2456.

GENESIS GAMES - Last Battle, Mystic Defender, Target Earth, Thunder Force II, good cond., $35/ea. Dean, 288-9596 or Barbara, Ext. 2456.

TAPE RECORDER - reel-to-reel, good cond., $30; 2 clock radios, $5/ea.; assorted telephones, $5/ea. Ext. 5097 or 744-9022 eves.

Miscellaneous

ENGAGEMENT RING - 0.82 carat diamond solitaire, new, $1,200. Dorothy, 281-7654 anytime.

UNIFORM - USN Seaman 1st class, dress blue, 13 buttons, circa 1942, complete, good cond., $75. H. Richardson, 588-2477.

Free

KITTENS - abandoned at SSD, cannot keep, approx. 8 weeks old, playful, housebroken, 2 black/white, 3 tigers. Paula, Ext. 2712 or 286-0922.

KITTEN - 6 months old. John, Ext. 5318.

PUPPIES - 3, all black w/some white marking; mother, golden retriever. 281-0360 after 6 p.m.

TRAILER - 4'x7' flat metal frame, you pick up. Bill, 878-4356

Yard & Garage Sale

MANORVILLE - Woodland Ave./Moriches-Mid.Isl. Road, 9 a.m.-4 p.m., June 1 & 2; tools, furniture, clothing, auto, household, etc.

RIDGE - 39 Lakeside Trail, 2-family, June 1, 9 a.m.-4 p.m., b/w TV, 3-spd. bike, cameras, giftware, household, books & more.

Lost & Found

LOST - Bicycle, Gold Fuji, 10-spd., taken from NSLS bike rack last winter, please give info/return, no questions. Ballard, Ext. 7060.

Car Pools

HOLBROOK - I am a summer student looking for a car pool, I work in Biology. Brian Harfe, Ext. 3350 or 585-8381.

STONY BROOK - join existing car pool. Morris, Ext. 4192, or Jag, Ext. 5080

Real Estate

Real Estate advertised for sale or rent is available without regard for the race, color, creed, sex or national origin of the applicant.

For Rent

BELLPORT VILLAGE - 4-bdrm. house, 2 baths, large l/r, new kit., d/r, 2-car gar., oil heat, fp, all appl., furn., nonsmoker, no pets, Sept.-Jan. $1,000/mo. Ext. 4332 or 286-2114.

BROOKHAVEN HAMLET - 3 bdrm., l/r w/fp, heated sun room, OHWH, $700/mo. + util. 286-8552.

CENTER MORICHES - 2-bdrm. house, eik, l/r, full bath, $650/mo. + util., sec., refs. 878-1115.

CENTER MORICHES - large, sunny kitchen, priv., 10 min. to Lab., walk/RR & shopping, female, nonsmoker, no pets, $300. Marilyn, Ext. 2259.

DAVIS PARK - large 4-bdrm. beach house, 2 baths, bay side, avail. June, July & Aug., seasonal or monthly. Jim or Ralph, 728-2100 or 758-6818.

EAST MORICHES - 2-bdrm. apt., ground floor of Victorian house, bath, kitchen, d/r, l/r, large yard, 3 blocks to bay, shops, school, $680/mo. plus util. Mona, Ext. 5056 or 878-9384 eves.

EAST PATCHOGUE - 3-4 bdrm. house, furn., 1 year sabbatical (end of Aug., '91-'92), nice garden, woods, badminton court, 1 acre, fp, piano, walk to Bellport, $850/mo. + util. Vera, 286-3903.

EAST SETAUKET - 1-bdrm. apt., kit./l-r combo, ground floor, 7 min. from SUSB, priv. ent., cable, w/d, no pets, $600/mo. incl. util., single preferred. Valerie, 751-6091.

EAST SETAUKET - room in house, w/d, dw, cable, large backyard, 25 min. to Lab., 5 min. to SUNY, avail. immed., rent, $325/mo. + ¼ util., 1½ sec. Darryl, Ext. 4289 or 928-3416.

HOLBROOK - 3-bdrm. ranch, large eik, den, solar-assisted heating, all appl., ⅓ acre, underground utilities, Sachem 5 SD, $975/mo. + util. Ext. 2679 or 472-0392/6922.

MONTAUK - walk to ocean, 3 bdrm., 2 baths, fp, deck, laundry, fin. bsmt., furn., 2-week min. or longer rental avail. Jim, Ext. 4150 or Ruth, 563-8374.

PORT JEFFERSON - 4-bdrm. ranch, eik, l/r, d/r, fam. rm. w/fp, all appl., fin. bsmt., 2-car gar., avail. Sept., 2-yr. lease, no pets, $1,100/mo. Ext. 2920 or 473-5092 after 6 p.m.

ROCKY POINT - quiet, sunny, newly redecorated & w/w carpet, 2nd floor, beach, heat, elect., $600/mo. Mary, 821-9544.

SHIRLEY - quiet, 2½-rm. apt., employed mature person, nonsmoker pref., 10 min. from Lab., $450/mo. all. 281-6263.

YAPHANK - 4-bdrm. restored Victorian, lg. treed prop., patio, 5 mi,. from Lab., recently remodeled, avail. now, 924-5219, 924-4872 or 924-3066.

HILTON HEAD, SC - 2-bdrm. condo, sleeps six, two baths, pool, beach, tennis, golf course, May-Sept. $450/wk. Guy, Ext. 3147 or 689-5378.

For Sale

BELLE TERRE - 1-acre bldg. lot, English Tudor section, Village 24-hr. police, beach, children's programs, golf, tennis, $245,000, terms. 928-1020.

CENTER MORICHES - Main St., 3,300 sq. ft. bldg., nice location, center of town, in good cond., terms, 3 rentals. 878-1178.

CENTER MORICHES - 4-bdrm. Col., l/r w/fp, d/r, eik, TV rm., 1½ baths, f/bsmt., deck, att./gar., RR, shopping, 10 min. to Lab., 1 mi. to Bay, & public dock, 100'x150', $175,000. Marilyn, Ext. 2259.

CORAM - Strathmore East, 4-bdrm. ranch, 2 baths, cathedral l/r, 2-car gar., gas heat, fenced corner lot, $120,000. Ext. 3791 or 928-7154.

CORAM - 4-bdrm. house, 3 baths, l/r, d/r, fam. rm., office, all appl., laundry rm., beautiful prop., rent/lease, option. Ron, Ext. 2002.

EAST MARION - beautiful 1 acre bldg. lot, adjacent to Greenbelt, walk to Sound. 325-0447.

MEDFORD - Blue Ridge, 3-bdrm. condo, l/r, d/r, galley kit., util. rm., 1½ baths, rec. facil., in/outdoor pool, tennis, golf, price neg. Ext. 4853 or 698-4372.

MIDDLE ISLAND - Coventry Manor, 3-bdrm. townhouse, 2 baths, kit., l/r, d/r, laun. rm., cac, 5 appl., enc. patio, carpet, more, ask. $102,000. Rosalie, Ext. 3160 or 289-5704 after 5 p.m.

SHIRLEY - Cape Cod, det. gar., city water, low taxes, fenced, full bsmt., oil heat. 399-4897.

SHIRLEY - 3-bdrm. ranch, designer bath w/skylight, d/r, l/r, full bsmt. w/laundry rm., all oak floors, sec. lights, fully fenced on ¼ acre, $115,000. Frank, Ext. 3531 or 281-7578.

SHIRLEY - 3-bdrm. contemp., energy eff., 3 baths, eik, d/r, full bsmt., 2-car gar., decks off d/r, l/r & bdrms., fp, fans, ceramic tile, wood & carpeting, skylights, $249,990. 399-1868.

SHOREHAM - 3-bdrm. brick Cape, eik, den, playroom, gar., full bsmt., 1½ baths, remodeled, conven. loc., SWR SD, $140,000. Carol, Ext. 3315 or 744-7493; or Janet, Ext. 2345 or 929-3910.

YAPHANK - Colonial Woods, 2-bdrm. condo, 1½ baths, fin. bsmt., wet bar, pool, tennis, rec., facil., 5 min. to Lab., red. to $100,000. Monica, 924-3846.

WHITESTONE/QUEENS - 2-bdrm. att. brick home/gar., 2 baths, eik, l/r, bsmt., yard, excel. neighborhood, must sell to settle estate, best offer over $175,000. Frank, Ext. 4273.

Wanted

DAY CARE - for 2 children, ages 9 and 12, in our home. Paul, Ext. 3308.

ELVIS PRESLEY TAPES - especially his slow ones like "The Wonder of You." Janet, Ext. 2345.

HOUSE TO SIT - free, exp., reliable, any period after June 1. J. Allentuck, Ext. 2412.

HOUSEMATE - cable & phone in furn./unfurn. bdrm., lr/dr, kit., w/d, more, M/F, 10 min. to Lab., $350/mo. avail, 6/1. Henry, Ext. 5110 or 399-6947.

RIDE FROM MASTIC BEACH - to Lab & return, 4 p.m.-midnight, weekdays. Tim, Ext. 3305 or 399-3552.

MOTORCYCLIST — for boat ride, Marcus Dairy, roadside picnic & Gillette Castle tour, June 23rd. Kevin, Ext. 4843, or Frank, Ext. 2022.

NINTENDO TAPES - used, at reasonable prices. J. DiNicola, Ext. 5100.

RACQUETBALL PARTNER - for summer employee, through August. Philip, Ext. 5312.

RADIAL ARM SAW - good cond., cheap. Ext. 5265.

ROOMS TO RENT - near Orlando, FL, 2 adults, 2 kids, week of June 23rd, reasonable. Ext. 7505 or 689-8605.

TRAILER HITCH - adjustable, to tow trailer/camper. Joe, Ext. 2214/3573 or Beep 0232.

WET SAW - for cutting bricks, rent or buy. Tony, 698-9274.

In Appreciation

The Squillaro family would like to express their appreciation for your support and prayers on the loss of our loved one. —Thomas Nolan

We want to express our appreciation to everyone who has donated toys. Thanks to you, we now have enough. — Parent-Toddler Group

Ads left out of this issue due to lack of space need not be resubmitted to appear in the next issue.