

# NewsLetter

Week of Nov. 7, 2005

Vol. 6, No. 23

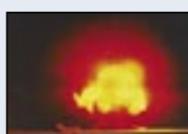
## Inside this issue ...

### Lab, pueblo governors meet in Española

Laboratory Director Bob Kuckuck, second from right, shares a laugh with Santa Clara Pueblo Gov.



Joseph Bruce Tafoya, center, and others attending the 19th cooperative agreement executive meeting in Española. . . . . Page 2



### Trinity test memories

Hunkered down behind a bulky mound of beige dirt in the early morning hours of July 16, 1945, young serviceman Felix DePaula, wearing his full field uniform, wondered exactly what he was doing in the middle of the New Mexican desert. . . . . Pages 4 and 5

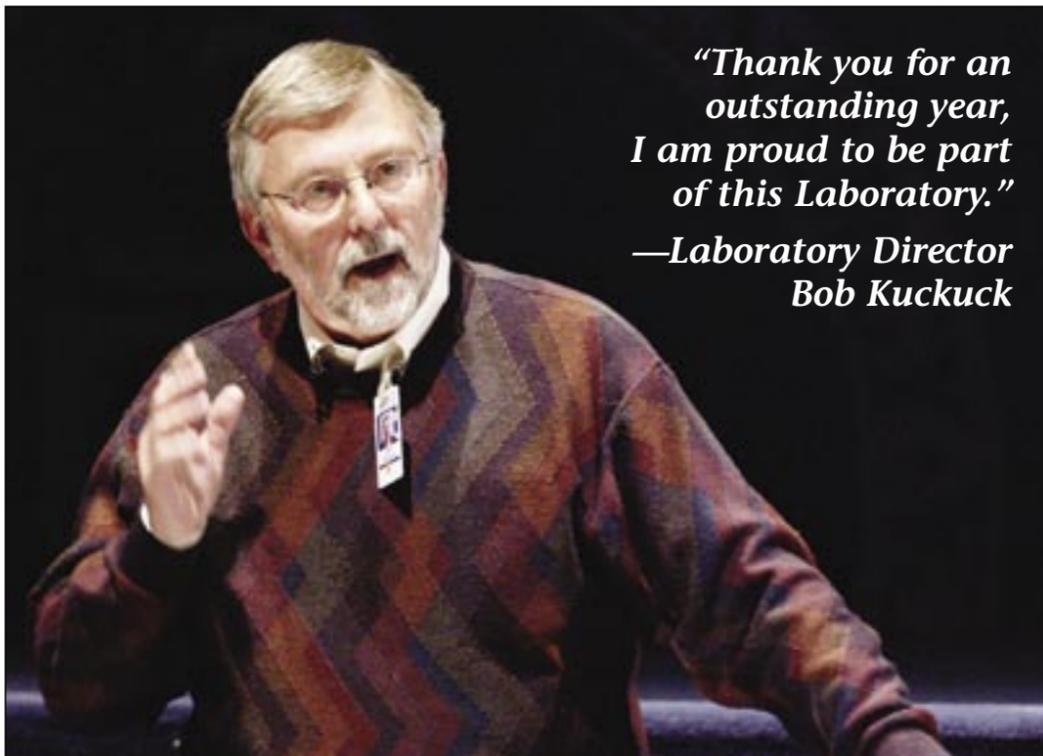


### Lab employee has a "noz" for business

In the cutthroat world of QSR (Quick Service Restaurants) franchises, there are few entrepreneurs better than Mike Hood of Weapon Design Services (ESA-WDS). Hood is the mastermind behind the Los Alamos Quiznos. . . . . Page 8



With the increased availability of electronic communications devices (cell phones, pagers, Palm Pilots, faxes, etc.) that instantly can keep employers in touch with staff 24/7, many people report that the boundary between their work life and personal life is fast eroding. These individuals lament that they are not getting the down time from work and the uninterrupted time with family that they need to perform at their peak on the job. What do you think about this growing tendency to "reach out and touch" employees at any time and place? Should there be boundaries between work and home or is this notion outdated? Learn what your co-workers had to say on Page 6.



*"Thank you for an outstanding year, I am proud to be part of this Laboratory."*

*—Laboratory Director Bob Kuckuck*

## Kuckuck lauds improvements by Laboratory employees

by Hildi T. Kelsey

Laboratory Director Bob Kuckuck praised the progress Lab employees have made in the areas of stockpile stewardship, science, threat reduction, security, safety and business operations over the last year. "This Laboratory is essential to the country, it is going to remain essential — that is not going to change," he said during a talk in the Administration Building Auditorium at Technical Area 3.

Following an introductory video profiling positive news stories related to the Lab's role in weapons research, space missions, alternative-fuel development, radioactive material clean-up, hurricane impact simulation and recovery efforts and the like, Kuckuck discussed how employees have worked to successfully tackle the challenges and attend to the priorities he set forth in May.

Kuckuck stressed that, as a Lab, Los Alamos has dramatically changed for the better as reflected by improved scores in the 10 objectives of the preliminary University of California Appendix F requirements review. On another positive note, Kuckuck said community/Lab relations are improving.

"This is a phenomenal year. I intend to take the story on the road, to Washington, D.C.," he said.

Kuckuck stated it is the work force at Los Alamos that enabled the changes and continues to contribute to the future of the Lab. He said that National Nuclear Security Administration Director Linton Brooks and even the science-centric language of the contract RFP concede that, while the technology and equipment housed at the Laboratory are important, "it is all about the people."

In describing the Lab's progress, Kuckuck maintained the Lab plays four different roles: 1) stewards, 2) guardians, 3) solvers and 4) explorers.

He said that as stewards, the Lab is responsible for 67 percent of the weapons that are in the active nuclear stockpile (90 percent of the deployed-ready weapons) and continues to be "the backbone of the nuclear Navy." Kuckuck added that the Lab must maintain the ability to certify the stockpile and annually assess the safety and reliability of Los Alamos' warheads.

Also in the weapons arena, he discussed the work being conducted to extend the life of the W76, progress on the hydro-tests at DARHT, plans to re-establish pit production capabilities at Technical Area 55, materials transfer efforts at Technical Area 18 and the development of a reliable replacement warhead program. Kuckuck sees the RRW program, in which Los Alamos is competing with Lawrence Livermore for the program to design "a more efficient, modern, gracefully aging" replacement set of warheads, as "a major thrust for the future."

As guardians against weapons of mass destruction, Kuckuck said Los Alamos' role is to "prevent, detect, deter and respond." In terms of prevention (keeping radioactive material out of the hands of terrorists), he said the Lab has identified, gathered

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## Be prepared for emergencies

Recently, the Department of Homeland Security, the American Red Cross and the National Preparedness Month Coalition urged all Americans to take the following simple steps to become better prepared for emergencies:

- **Get a kit** — A kit of emergency supplies will allow you and your family to survive for at least three days in the event of an emergency. The kit should include basic items like water, food, battery powered radio, flash light and a first aid kit.

- **Make a plan** — Plan in advance what to do in an emergency. The plan should include a communications plan and address sheltering-in-place and evacuation.

- **Be informed** — Learn more about different threats that could affect your community and appropriate responses to them.

- **Get involved** — After preparing yourself and your family for possible emergencies, take the next step: get training in first aid and emergency response and get involved in preparing your community. Citizen Corps provides residents with opportunities to prepare, train and support local emergency responders. Or volunteer through your local American Red Cross chapter. For more information or to get involved, go to [www.citizencorps.gov](http://www.citizencorps.gov) online to find a local Citizen Corps council or [www.redcross.org/preparedness](http://www.redcross.org/preparedness) to find a local Red Cross chapter.

For more information on the above tips, such as items to include in a kit and templates for a emergency plan, go to [www.ready.gov](http://www.ready.gov) and [www.redcross.org/preparedness](http://www.redcross.org/preparedness) online.

## Los Alamos National Laboratory NewsLetter

The *Los Alamos Newsletter*, the Laboratory bi-weekly publication for employees and retirees, is published by the Public Affairs Office in the Communications and External Relations (CER) Division. The staff is located in the IT Corp. Building at 135 B Central Park Square and can be reached by e-mail at [newsbulletin@lanl.gov](mailto:newsbulletin@lanl.gov), by fax at 5-5552, by regular Lab mail at Mail Stop C177 or by calling the individual telephone numbers listed below. For change of address, call 7-3565. To adjust the number of copies received, call the mailroom at 7-4166.

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Los Alamos National Laboratory is operated by the University of California for the National Nuclear Security Administration (NNSA) of the U.S. Department of Energy and works in partnership with NNSA's Sandia and Lawrence Livermore national laboratories to support NNSA in its mission.

Los Alamos enhances global security by ensuring safety and confidence in the U.S. nuclear stockpile, developing technologies to reduce threats from weapons of mass destruction and improving the environmental and nuclear materials legacy of the Cold War. Los Alamos' capabilities assist the nation in addressing energy, environment, infrastructure and biological security problems.



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## Director's environmental kudos

In my all-employee meeting Oct. 24, I told you how proud I am to be associated with Los Alamos. Your hard work and dedication this year has led to many remarkable accomplishments. One area of accomplishment that I had planned to highlight in my talk, but skipped over in my haste, is our significant improvements in the environmental stewardship area.

Obviously, responsible environmental management is not only a compliance issue, but the way we all want to live and interact with our surroundings.

In March, we signed the Consent Order with the New Mexico Environment Department and the Los Alamos Site Office. This document, which involved nearly two years of hard work and negotiations, resolves major environmental cleanup issues raised by NMED, the Laboratory and the National Nuclear Security Administration, including jurisdiction over radionuclides. The signing of the Consent Order assists the Laboratory and NMED in focusing on protecting the environment. It also clears the way for the Laboratory to use congressional funding to accelerate cleanup of the facility by as much as 15 years. I am happy to report that we are so far meeting all of the requirements of this Consent Order either on time or early.

Accomplishments include the following:

- 62 regulatory deliverables; 168 document submittals,
- 6,000 cubic meters of waste excavated and disposed of,
- 5,500 samples taken with 200,000 chemical and radiological analyses performed,
- 13,426 linear feet drilled for groundwater wells,
- 14,959 linear feet of boreholes for characterization of material disposal areas and other sites, and
- 6.2 linear miles of canyons characterized.

In April, 39 Lab employees received Pollution Prevention Awards to recognize successes in minimizing waste; saving water, electricity or natural gas; or reducing air and water pollution. Some of the projects receiving awards included wood-pallet recycling, radiological liquid waste treatment facility chemical usage reductions, the elimination of a hazardous waste stream by recovering a semi-precious metal, and the substitution of a stainless steel metal ring instead of a beryllium snap ring that was used for shipping purposes. Complex-wide, Laboratory employees were awarded seven of the 13 NNSA Pollution Prevention awards.

Another major milestone occurred in April when we successfully passed a rigorous audit by the Department of Energy Carlsbad Field Office, the NMED and the Environmental Protection Agency regarding resumption of WIPP shipments. On April 13, we successfully completed the first WIPP shipment since September 2003. In the last six months, we have shipped more than 830 drums of transuranic waste to WIPP, with another 350 drums ready to go.

Resource Conservation and Recovery Act compliance also has improved dramatically, thanks to all of your efforts and diligence across the entire Laboratory. RCRA covers the management of hazardous waste like solvents and heavy metals. When NMED inspected us this year, there were far fewer violations than there have been in the past and the large multi-million dollar penalties from previous years have recently been reduced to less than \$100,000. I have every expectation that we are on a path to zero penalties in the near future. This shows the seriousness with which you are taking these matters.

Other hard work and accomplishments in the environmental arena included the implementation of our Environmental Management System nearly two months ahead of schedule. EMS, which was an important Appendix F measure, is a systematic method for assessing mission activities, determining the environmental impacts of those activities, prioritizing improvements and measuring results. EMS environmental impacts have been integrated into the Automated Job Hazard Analysis tool being inaugurated under Phase II of the Laboratory's Integrated Work Management (IWM) program.

Once again, I want to thank you for caring, committing and delivering. Your actions and success are the best communication tools we have for reinforcing the positive image of the Laboratory.



## Lab, pueblo governors meet in Española

Laboratory Director Bob Kuckuck, second from right, shares a laugh with Santa Clara Pueblo Gov. Joseph Bruce Tafoya, center, and others attending the 19th cooperative agreement executive meeting in Española. The Department of Energy/Lab has accord agreements with Santa Clara, San Ildefonso, Jemez and Cochiti pueblos regarding matters of mutual interest. Kuckuck was attending the cooperative agreement executive meeting for the first time as Laboratory director. "Through the cooperative agreement, a true meaningful relationship has been established and provides a mechanism for discussing and making decisions on important issues or concerns relating to the operations of the Laboratory," said Kuckuck. He added that the cooperative agreement has been a vital tool in bringing the Laboratory and pueblos together, in building a trustful relationship and "respecting the sovereignty and ancestral home lands of the pueblos." Left to right are Buck Koonce, deputy associate vice president in the UC Office of the President; Santa Clara Pueblo Lt. Gov. Michael Chavarria; Ed Wilmot of the National Nuclear Security Administration/DOE Los Alamos Site Office; Tafoya, Kuckuck and Elmer Torres of the Tribal Relations team in the Government Relations Office (GRO). Photo by LeRoy N. Sanchez

# Planning for science

Tom Bowles, chief science officer



One of the charges to the Chief Science Officer (CSO) office when it was created was to produce a Science Roadmap that lays out the science and engineering capabilities required to sustain us as a premier research and development institution. The roadmap will include R&D priorities and resource-loaded plans that we will track to completion. Although the last year has been busy, we have completed a draft high-level Science Roadmap that is based on input from advisory councils, staff and management around the Lab.

We have laid out the connections between the Department of Energy and National Nuclear Security Administration strategic plans (which also can be mapped to our Work for Others efforts) and the corresponding elements of the roadmap at the Laboratory. We have assessed the science and engineering

capabilities that are required to support the Laboratory's missions. We are now gathering feedback from management and senior staff to ensure that we have covered the full range of capabilities at the Laboratory. This will allow us to complete a prioritized high-level roadmap by Dec. 1.

This date of course is not accidental — we want to be in a position to inform the new contractor (whether it be UC-Bechtel or Lockheed-UT) of the range of capabilities that we need to maintain to meet the emerging challenges the nation faces. We will work with the new contractor to refine the roadmap and then formulate the resource-loaded plans that will complete the full roadmap.

The goal of this effort is to take our future in our own hands. If the Laboratory is to meet the emerging challenges that face the nation, that future must necessarily be based on attracting and retaining the most talented research staff, a breadth and depth of science and engineering, first-class facilities and efficient operations that are safe, secure and compliant. We have a long way to go to achieve all of that, but we are moving forward and not just waiting for the future to happen. Once we have completed the high-level Science Roadmap, we will make it available so everyone can see our vision for the future.

## Kuckuck lauds ...

continued from Page 1

and disposed of two-thirds of the radioactive sources that existed across the country. He also pointed out that the Lab has detection instruments for biological agents as well as related deterrence and response methodologies. "We responded to 18 incidents last year — it is a very important part of what we do," said Kuckuck.

He went on to explain the Lab's role as "solvers," while describing secure encryption technology and the use of Quantum Key Distribution as a new tool for secure communication. "This is a prime example of how science underpins national security," he said. Also under the solvers category, Kuckuck profiled the Laboratory's spectroscopic equipment on the EPA's Airborne Spectral Photometric Collection Technology aircraft, used for toxin-monitoring, as well as the Lab's role in the Department of Homeland Security's National Infrastructure Simulation and Analysis Center. Both ASPECT and NISAC are instrumental in hurricane preparation and recovery efforts.

"As explorers of new frontiers, no one questions our science," said Kuckuck, as he outlined the Lab's cutting-edge scientific endeavors, such as the Sudbury Neutrino Observatory.

He also said the many awards that Laboratory employees receive, such as E.O.

Lawrence and R&D 100 awards, provide additional evidence of the Lab's contributions to science. In fact, he took the opportunity to name the four 2005 Fellows Prize winners — Neil Harrison of the National High Magnetic Field Laboratory (MST-NHMFL) and Robert Roussel-Dupre of Atmospheric, Climate and Environmental Dynamics (EES-2) in the research category and Robert Little of Material Science (X-7) and Rick Luce of the Research Library (STB-RL) in leadership.

"There is a strong coupling of science to our national security," said Kuckuck as he discussed how Los Alamos instrumentation on satellites is used to monitor adherence to the nuclear weapons test ban treaty and how its long history of radiation-effect research is now being used in progressive fields, such as biotechnology. "This Lab is strong in pairing science with our country's programmatic needs."

Kuckuck also briefly touched upon the Lab's improvement in safety and security. In referencing its safety practices, he said, "We are doing better, but we need to do much better." He stated that safety improvement focus should be placed on procedures and individual work practices and said two pilot safety projects are underway — one in nuclear operations and the other in small science. In security, Kuckuck feels the Lab is making progress and was pleased that the Appendix F score for security went from an unsatisfactory last year to a satisfactory this year.

From a business operations standpoint, Kuckuck stressed the necessity of the Enterprise Project. "Today, you can't conceive going on without a modern business management system. It is an important project, and we have to make it work," he said.

Also along business lines, he mentioned that the Lab has raised its level of financial control and encouraged employees to use

purchase cards when appropriate.

In the operations category, Kuckuck talked about the resumption process and said that the Lab has accomplished 64 out of the 75 milestones set forth under the Operational Efficiency (OE) project. He alluded to a conversation with Brooks, who said that the OE project might carry over under the new contractor.

Kuckuck also profiled the working environment at the Lab in terms of creating internal efficiencies. He noted that a "fix-it" team is working to eliminate minor roadblocks that "get in our way," while another group has succeeded in revamping, combining and eliminating redundant training. Also aimed at improving the working environment at the Lab, work-life balance issues were explored and efforts, such as the return of the alternate work schedule and the development of a team lead by Principal Deputy Associate Director of Administration Carolyn Zerkle to explore child-care options, were implemented.

In addition, Kuckuck discussed the recent changes to the hiring process and stressed that the change should not be viewed as a hiring freeze or "a panic situation." He explained that he is simply "being cautious" until future funding sources are clarified. "Until I see where the money is coming from I need to be cautious," he said.

Finally, he explained the Lab's transition project designed to prepare for "the most efficient transition and orientation of new management" under the new contract. He said that it is important to deliver a fiscally sound Lab, good community relations and high work-force morale. A Web site will be established for daily communications on the transition.

"Stay focused, stay engaged and proactive in all activities. It is you folks that will make the new contractor successful," Kuckuck said.

Making a Difference  
for Generations... Los Alamos  
National Laboratory  
and United Way  
2006

Campaign runs September 26 through November 18, 2005

## Annual Holiday Drive

The Laboratory's 2005 Holiday Drive to collect new toys and nonperishable food items for Northern New Mexico residents is Nov. 14 through Dec. 12. For more information, contact Debbi Wersonick of the Community Relations Office (CRO) at 7-7870.

## A look back:

# Trinity test memories

by Hildi T. Kelsey

Hunkered down behind a bulky mound of beige dirt in the early morning hours of July 16, 1945, young serviceman Felix DePaula, wearing his full field uniform, wondered exactly what he was doing in the middle of the New Mexican desert. At 5:29:45 a.m. Mountain War Time when the world's first atomic bomb exploded in Jornada del Muerto (Journey of the Dead Man), 15 miles from DePaula's location, his question was definitively answered with brilliant light and searing heat.

The success of the Trinity test marked the beginning of the end of World War II and the dawn of the nuclear era.

For DePaula, who came to Los Alamos in January 1945 with the Army Core of Engineers and was "shipped down" to Trinity Site as an extra serviceman in March 1945, the Trinity test explosion was the solution to his curious military assignment riddle.

"I had no idea in the world why we were down there — I don't think many of the engineers and [military police] had any idea what was going on, but we knew it was important," said DePaula.

"After the bomb went off, we could understand why we were left in the dark. In the end, it turned out to be something we were pretty proud of," he said.

To scientists like J. Robert Oppenheimer, Hans Bethe, George Kistiakowsky and Robert Bacher, who spearheaded the research and development of the implosion bomb, and Trinity Test Director Kenneth Bainbridge, the test's success symbolized the climax of the Manhattan Project. Their concentrated effort to harness the power of fission, with roots that began well before the establishment of Los Alamos in 1943 and the Trinity Test Site near Alamogordo in 1945, was now realized in the form of a functional atomic weapon: They had "beat the Germans" to the bomb.

For military personnel like DePaula and technicians such as Jack Aeby and Stanley Hall, the journey leading up to the Trinity test almost was as exhilarating as the test itself. However, day-to-day life at Los Alamos and Trinity Base Camp was far from easy.

DePaula helped craftsmen and engineers with their duties, "pitched in" wherever he was needed and eventually "took over sanitation" for Trinity Base Camp. He found Los Alamos "very nice" with lots of freedom, as far as the army routine was concerned, but said Trinity Site was a bit more restrictive.

According to DePaula, he and other military personnel had to remain in camp and only were allowed to go out for medical aid or to help with the water truck, as "water was in short supply."

"Trinity Site was lonesome because we were restricted, but Lieutenant Bush, who later made Captain, was a good commanding officer. He understood the problems the GIs had around there," said DePaula. "He arranged for movies to be shown and set-up a PX for snacks. He was a good man for the job. Overall, I enjoyed the time I was down there."

While military life at Trinity Site held its fair share of challenges and adaptations, technicians in Los Alamos were grappling with their own experiences.

Little did Jack Aeby realize when he arrived in Los Alamos in June 1943 to study gamma rays in Emilio Segre's radioactivity group (P-5) that, two years later, his love for amateur photography would be his principal claim to fame. With good positioning and a little bit of luck, Aeby became the sole source of the only color photograph taken of the Trinity test explosion.

These days, Aeby seems a bit reluctant to talk about the famed photo and instead asserts that the highlight of his Manhattan Project experience was "the opportunity to work with young technicians who went on to become great scientists later in their careers at the Lab."

In the days leading up to the test, Aeby was confident it would be a success. "To me, it was not a question of whether it would work, but how well," he said. Aeby's first thought when the test was successful was: "Hurrah, it worked!"

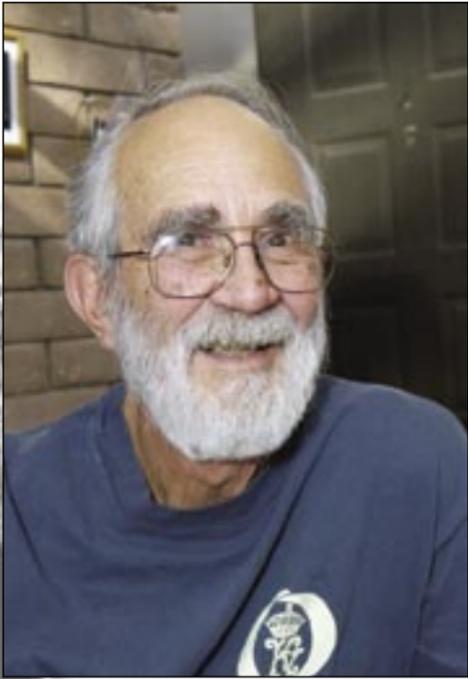
Another technician shared similar expectations of the test.

Stanley Hall came to Los Alamos in March 1943 to work in the Cyclotron

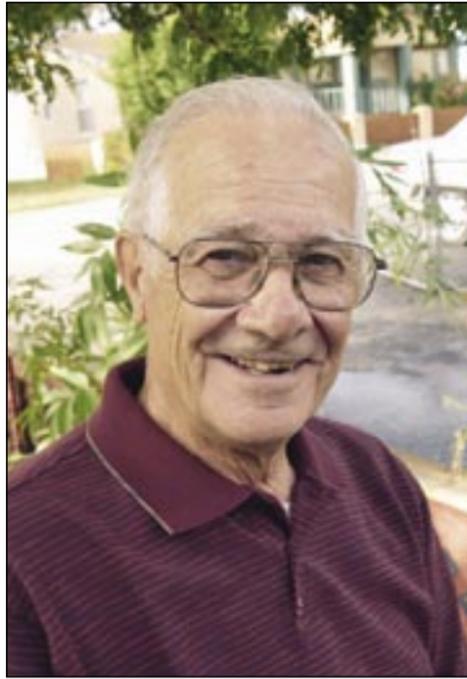


Jack Aeby, left, and Felix DePaula stand by the Trinity Site marker at the White Sands Missile Range during the 60th anniversary tour of the site in August. Photo courtesy of Georgia Strickfaden

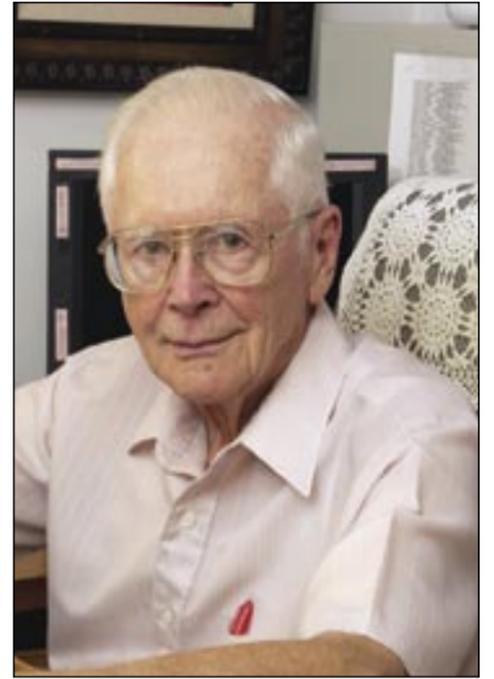
The world's first atomic explosion atop the 100 foot tower



Jack Aeby



Felix DePaula



Stanley Hall

group in the former Experimental Physics Division. He said he was mainly involved in laboratory work, but also participated in measuring neutrons coming out of the bomb as it was imploding, but before it exploded. Hall was quick to add, "The information gathered would only have been useful if the bomb didn't work." However, like Aeby, Hall was confident that the test would be a success.

Reflecting the complexity of wartime America, Hall was one day faced with a different type of "test." Although he came to the Lab in 1943 as a civilian, he was drafted into the Army in January 1945. Per his orders, he reported to Fort Bliss in

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*"What is now being done at Los Alamos is absolutely necessary. I think the world of Los Alamos."*

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El Paso, Texas for processing. Fast-forwarded through an ordeal that normally took a couple of weeks, Hall was back on a train to Los Alamos the next day. However, when he returned to the Lab, he was no longer a civilian employee — Hall was now part of the Special Engineer Detachment, an Army program that identified enlisted personnel with technical skills.

While he continued to do the same job as before he was drafted, Hall moved from regular housing to the Army barracks. He was a SED for more than a year when he received a special discharge in 1946, because "he had a civilian job waiting for him that was in the national welfare." Hall left for Harvard University that year to obtain a bachelor's degree in physics. He returned to the Lab as a scientist in 1949 for another 38 years, retiring in 1987.

In spite of changing times and fluctuating policies, DePaula, Hall and Aeby have not lost their love for Los Alamos.

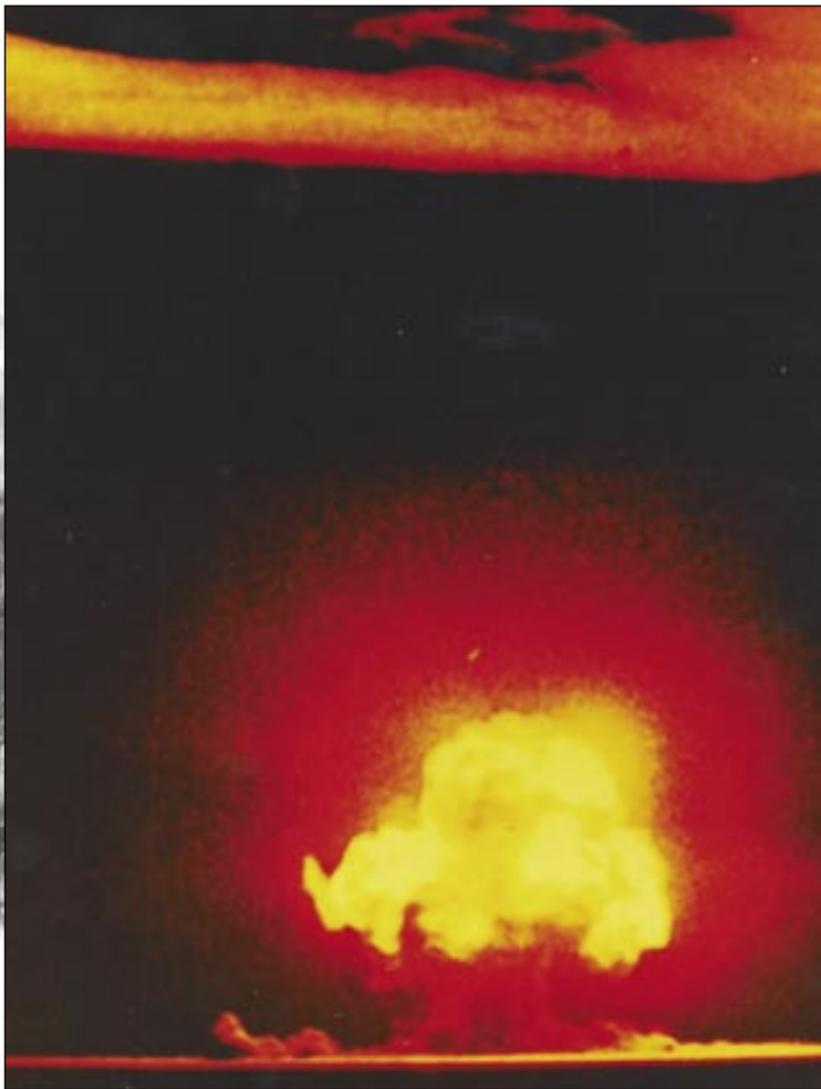
After military service, DePaula took a job in the former GMX Division in 1949 and retired from the Lab in 1990. After 41 years of service to the Lab, DePaula reflected, "I can't think of a better place ... I found a home up there.

"What is now being done at Los Alamos is absolutely necessary. I think the world of Los Alamos," he added.

Similarly praiseful, Hall still maintains that the work done at Los Alamos in the 1940s leading to the dropping of Little Boy on Hiroshima and Fat Man on Nagasaki was critical in ending the war and saving lives. Looking back, Hall said, "I am very glad we did it — I am sure it saved a lot of lives that would have been lost during the invasion of Japan."

Aeby, who returned to Los Alamos in 1949 to work in the Health Physics group and remained at the Lab for 25 years, said he respects "the work currently being done here but would like to see nuclear power used more for alternative energy resources."

All three men remain in the Northern New Mexico community.



Jack Aeby became the sole source of the only color photograph, above, taken of the Trinity test explosion.

Atomic device waits  
steel tower.

# So... what do you think?

**Q:** With the increased availability of electronic communications devices (cell phones, pagers, Palm Pilots, faxes, etc.) that instantly can keep employers in touch with staff 24/7, many people report that the boundary between their work life and personal life is fast eroding. These individuals lament that they are not getting the down time from work and the uninterrupted time with family that they need to perform at their peak on the job.

What do you think about this growing tendency to "reach out and touch" employees at any time and place? Should there be boundaries between work and home or is this notion outdated?



**Teri Tingey of Staffing (HR-SC)**

I don't experience it a whole lot because of the job I'm in. I could see it with [facility management personnel] and others that are on call. In my previous career as a producer, I used to carry my cell phone around all the time, and it was invaluable.

I'd just have to say there are pluses and minuses to any technology.



**Mitch Waller of Nuclear Waste and Infrastructure Services (NWIS)**

The predicament is that sometimes things come up, and you need to be available. But a little common sense, judicious use of technology should be expected. No one is irreplaceable, so if

you aren't available, there should always be someone else ready to step in for you.



**Stephen Fresquez of Applied Engineering Technologies (ESA-AET)**

I agree that there should be a boundary between work and home. I know when [staff] are on travel to the Nevada Test Site the boss does need to be able to get a hold of [them]. But free time,

leisure time is your time. I think most supervisors know when it is appropriate to get a hold of you.



**Lucille Sanchez of Computing, Communications and Networking (CCN-DO)**

There should be certain boundaries between work and family. However, certain positions require employees to be available longer hours or after hours. In those cases, it takes someone who is willing to give up their own time.



**Chris Weaver of Government Relations (CER-1)**

Without down time and family time, work efficiency erodes. I think unless you are paid for an extended workday, your workday should stop when you walk out the door.



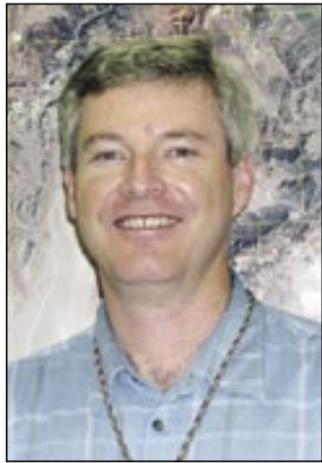
**Dwayne Westmoreland of Security and Safeguards (S-DO)**

I feel like there should be sometime when you should be away from cell phones, pagers, e-mail, etc. But it seems as though that is the way things are today. That's why I like to go up to the mountains to get away from it all.

## PEOPLE



### Leslie new DX-5 group leader



**Paul Leslie**

University, has been with the Laboratory since 1997.

Leslie previously worked in Accelerator Design and Technology (LANSCE-1) as a mechanical engineer, where he worked on the Coupled-Cavity Drift-Tube LINAC. His work on the CCDTL included testing a prototype for the Laboratory's Accelerator Production of Tritium project.

Leslie joined DX-5 in 2001 as team leader with the engineering team and worked on containment vessel testing at the firing sites, a position he held until

becoming DX-5 deputy group leader in 2003.

Leslie had the opportunity to work at the Laboratory in 1987 for seven months as a co-op student in the former Technical Engineering Support (WX-4), working on the electromagnetic rail gun project.

"That experience is what made me want to come back to the Lab," said Leslie, "That's why the student program is so important; you give a student a good experience — a good opportunity — and they'll want to come back."

"It took me 10 years, but I made it back, and I've really enjoyed the last eight years that I have been with the Lab," he said.

"As DX-5 group leader, I am looking to build on the dynamic loading and response work that we were known for in the past," said Leslie. "I am also participating in bringing more of an engineering management approach to the Lab's hydrotest program [which DX-5 supports]," Leslie continued.

A native of Alamogordo, N.M., Leslie worked as an engineer at Holloman Air Force Base, where he was involved in the design and operation of rocket-propelled sleds, before coming to Los Alamos. He also has worked as a field engineer and process control engineer in the oil industry.



**Paul Bradley**



**Sherry Evans-Carmichael**



**Jennifer Hollingsworth**



**Ruth Morgart**



**Kristin Omberg**



**Joyce Roberts**



**Peter Stark**



**Beth Wingate**

### Ten honored for outstanding mentoring of women

Nine Laboratory employees and one retiree recently received mentoring awards from the Women's Diversity Working Group.

The mentoring awards recognize exemplary informal or formal mentoring of women in the Laboratory work force and are part of a plan to promote career development of women at the Laboratory, according to Leisa Davenhall of Chemical Sciences and Engineering (C-CSE), chair of the working group. Nominees may be male or female, but the mentored individual must be a woman. Effective mentoring helps aspiring women break into the managerial realm or advance in their respective fields.

The 2005 Women's Career Development Mentoring Award recipients are **Paul Bradley** of Thermonuclear Applications (X-2), **Sherry Evans-Carmichael** of Waste Management/Environmental Compliance (NMT-7), **Stephen Foltyn** of the Superconductivity Technology Center (MST-STC), **Jennifer Hollingsworth** of Physical Chemistry and Applied Spectroscopy (C-PCS), **Thomas Leitner** of Theoretical Biology and Biophysics (T-10), **Ruth Morgart** of Materials Technology: Metallurgy (MST-6), **Kristin Omberg** of Systems Engineering and Integration (D-3), **Joyce Roberts** of the Los Alamos Neutron Science Center Division Office (LANSCE-DO), **Peter Stark** of Chemical Sciences and Engineering (C-CSE) and **Beth Wingate** of Continuum Dynamics (CCS-2).

Carolyn Mangeng, associate director for technical services, read excerpts from the nomination applications and presented recipients with their awards at a ceremony in Fuller Lodge.

Laboratory Director Bob Kuckuck congratulated the recipients and praised the working group, which was formed in 1996 and began presenting the awards in 1997. Kuckuck described the organization's "quick recognition of the importance of mentoring" as "impressive."

The Women's Diversity Working Group has honored 75 mentors since 1997. For more information, call Davenhall at 5-2943.

*Not pictured above are Stephen Foltyn and Thomas Leitner.*

# HIGH TECH HALLOWEEN



## Record turnout at High-Tech Halloween

*Tweedle-Dee and Tweedle-Dum crawl through the kaleidoscope box at the 11th annual High-Tech Halloween at the Laboratory's Bradbury Science Museum. Youngsters could see their reflections as they made their way through the box, one of 17 separate activities at High-Tech Halloween. The event returned after a one-year hiatus and was part of Los Alamos Commerce and Development Corporation's annual MainStreet program.*

Photos by Omar Juveland of the Bradbury Science Museum



*Children and adults look inside a grab bin designed to look like a coffin at Bradbury Science Museum's 11th annual High-Tech Halloween. Museum guide Pat Wilde, right, monitors the bin and hands out glow sticks to youngsters. More than 2,400 people attended High-Tech Halloween.*



## October service anniversaries

### 35 years

Lawrence Ortiz, HSR-5

### 30 years

Elmer Archuleta, S-3  
Burt Davis, ESA-GTS  
James Gubernatis, T-11  
Steve Lauer, ENG-DECS  
George Ortega, SUP-3  
Jeanette Ortega, CFO-3  
Thomas Short, PM-DS

### 25 years

Joseph Baca, SUP-2  
Steven Bender, ISR-2  
Charles Brehm, ESA-WOI  
Gloria Brooks, PS-TIO  
Michael Burkett, X-4  
Mark Devolder, NMT-14  
Dennis Dick, SUP-DO  
Anthony Garcia, C-ADI  
Robert Hermes, TT  
Jon Kapustinsky, P-25  
Jonathan Longmire, B-1  
Betty Martinez, DX-1  
Eloisa Michel, ISR-1  
Roy Michelotti, DX-3  
Drusilla Price, FM-DO  
Dwight Rickel, MST-NHMFL  
Terry Rust, ENV-ECR

### 20 years

Douglas Aikin, ESA-TSE  
Kay Birdsell, EES-6

Richard Catanach, ESA-ESA

Beryl Cruz, HSR-5  
Dean Doty, DX-5  
Dorothy Garcia, T-DO  
Terry Helm, NMT-DO  
Dennis Hjeresen, ENV-PP  
Cynthia Kelley, CCN-1  
Eva Martinez, DX-3  
Jeanette Martinez, MSM-DO  
Erna Medina, IM-3  
Michael Nastasi, MST-8  
Howard Nekimken, LANSCE-DO  
Emilio Racinez Jr., FM-UI  
Yvonne Rogers, B-5  
John Russell, TT  
Gregory Sheppard, N-1  
Kathryn Smith, DX-1  
Everett Springer, STB-UC  
Robert Stokes, HSR-1  
Robert Stuewe, PCO  
Mildred Valdez, P-22  
Nancy Vargas, CFO-3

### 15 years

David Kraig, ENV-ECR  
Chad Olinger, N-GTR  
Daniel Pava, ENV-ECO  
Rick Rauenzahn, T-3  
Ann Schake, C-INC  
Susan Spaven, ISR-3  
Richard Trujillo, DX-3

### 10 years

Sandra Bonchin, S-7  
Jean Butterworth, P-DO

Timothy Cleland, D-6  
Kalpak Dighe, ISR-2  
Jeanne Fair, EES-2  
Victoria George, ENV-DO  
David Kolman, NMT-15  
Fesseha Mariam, P-25  
Maria Rightley, X-4  
Paul Rightley, DX-3  
Kim Simmons, X-2  
James Valdez, MST-8  
Hsing-Lin Wang, B-4  
Mary Webb, POL

### 5 years

Terry Adams, X-3  
Raul Archuleta, CFO-SYS  
Evelyn Bond, C-INC  
Dario Castano, ESA-WR  
Andrew Dattelbaum, B-4  
John Del Signore, NWIS-RLW  
Leonid Gurvits, CCS-3  
Daniel Hooks, DX-2  
Laura Lang, CCN-12  
Alexandra Martinez, HSR-4  
Dannette Martinez, MST-6  
Ronald Martinez, C-ADI  
Bobby Philip, CCS-3  
John Ramsey, MST-11  
Jerome Reynolds, LANSCE-OPS  
Joan Rogers, D-DO  
Laurie Sparks, EES-12  
Julianne Stidham, CCN-7  
Janet Watson, ESA-GTS  
David Wheeler, FM-WEST  
Michael Wilson, D-5

## In Memoriam

### Eugene "Gene" Kutyreff

Lab employee Gene Kutyreff passed away unexpectedly May 29. He was 49.

A Laboratory employee since 1984, Kutyreff was one of the founders of the Laboratory's Nuclear Material Protection, Control and Accounting (MPC&A) program involving collaboration between U.S. laboratories and Russian nuclear institutes. In 1992, he contributed to the first technical meetings between the two countries under the Cooperative Threat Reduction Act in Moscow, and beginning in 1994, supported and helped manage lab-to-lab MPC&A activities, particularly between the Lab and the All-Russian Institute for Experimental Physics at Sarov. He was a member of the Center for International Security Affairs (CISA) and received an Outstanding Performance Award for his contributions. At the time of his death, he was working on MPC&A and project management activities in Safeguards Science and Technology (N-1).

Kutyreff received a bachelor's degree from the University of Rochester and a master's degree from the State University of New York in Russian studies. In 2001 he received a master's degree in business/global management from the University of Phoenix.

He is survived by his wife, Marta of Waste Facility Management (FM-WFM); children Christopher and Cherisse; his parents Igor and Nadja; his brother Alex; and numerous other relatives.





# Lab employee has a 'noz' for business



by Ed Kellum

In the cutthroat world of QSR (Quick Service Restaurants) franchises, there are few entrepreneurs better than Mike Hood of Weapon Design Services (ESA-WDS), currently deployed to Applied Engineering Technologies (ESA-AET). Hood, the mastermind behind the Los Alamos Quiznos, consistently places his restaurant in the top 10 of Quiznos franchises nationally. He is so successful, Quiznos' corporate office filmed a 45-minute documentary on his business practices, marketing techniques and community involvement to distribute to franchise owners.

"We pride ourselves in our customer service, quality and speed of service," said Hood. "We always are improving and working to adapt to make the business better suit the public's needs."

Hood recognized the community's need for a Quiznos in 1998 when he came to Los Alamos from Lockheed Martin in Denver to work at the Laboratory. "It is my business nature," said Hood. "I saw a need and went for it."

While his Quiznos franchise has been successful, Hood notes that there are some difficulties associated with running a restaurant, including managing the construction of the facility and employee training and turnover. "It is just a part of business. You have your ups and downs, while staying focused under pressure," he said.

Hood noted that some of the practices he uses in his franchise relate to his work at the Laboratory. "Many people do not see how a business can relate to engineering, but it all meshes together," he said. "My experience at Quiznos really helps me pay attention to detail and makes me more aware of safety and a commitment to quality at the Lab."

Hood also uses his safety training from the Laboratory to ensure proper procedures with his employees. "I use Lab safety [messages and training] to ensure my employees use good safety practices. It has helped out immensely."

Looking for an even greater challenge, Hood again turned to franchising. He now owns the master franchise rights for the state of New Mexico for a new fast, casual restaurant called Eatza Pizza. He has agreements for restaurants in Española and Santa Fe, which are scheduled to open in 2006, and is looking to bring a restaurant to Los Alamos in the future. His success has not gone unnoticed by the \$28 billion a year pizza industry — Entrepreneur Magazine plans to publish an article about his exploits.

With his Quiznos restaurant and 11 new restaurant franchises to build throughout the state for Eatza Pizza, Hood is a busy man. "There are only 24 hours in a day," he said. "With eight of those spent at the Lab, I devote most of the rest to the businesses."

Hood is quick to attribute his success to the community, and he gives back anyway he can. "The community made us successful, so I give back as much as possible," he said. His Quiznos sponsors Little League, softball, the Los Alamos swim team, high school athletics, church groups and many youth organizations. "I like to sponsor the youth. I wish I could do more, but I do the best I can with what I have," Hood noted.

Quiznos is located at 172 Central Park Square in Los Alamos. For more information, call 662-0999 or see the corporate Web site at [www.quiznos.com](http://www.quiznos.com). More information about Eatza Pizza is available on the Web at [www.eatzapizza.com](http://www.eatzapizza.com).

