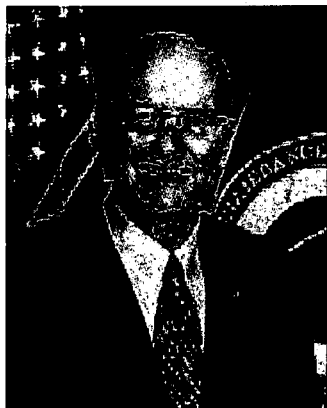


The Recon - May 06, 2003

~~SECRET//BYE//SI//TK~~

(U) DNRO speaks on NRO awards program, war support, and Congressional update



(U) On Apr. 30, DNRO Peter B. Teets, speaking to a packed auditorium, revealed the revisions to NRO's Awards Program, discussed NRO's support to Operation Iraqi Freedom, and presented highlights from Congress.

(U) Awards

(U) According to the DNRO, the NRO has revised its Awards Program to reflect the pay for performance concept. The Annual Performance Award, renamed the Sentinel Award, will remain an annual monetary award, but is now only available to a third of NRO civilians. The annual non-monetary Leadership Bonus Award has also been renamed. It is now called the Leadership Incentive Award. "This award will now apply to civilians as well as military leaders within the organization," said Mr. Teets. Like the Leadership Incentive Award, the Innovation Achievement Award is also now open to military personnel.

(U) "It is great that the NRO is a joint organization but it makes it hard when it comes to award programs. We are restricted in giving monetary incentive awards to those in the military, yet we want to use the tools available to reward civilians on an equitable basis," said the DNRO.

(U) For more on the new NRO Awards Program, see the accompanying article below.

(U) Support to Operation Iraqi Freedom (OIF)

(U) Mr. Teets also highlighted NRO support to Operation Iraqi Freedom. "All branches of the military involved in OIF used NRO space assets as never before," said Mr. Teets, who attributed this to teamwork between NRO and mission partners such as NSA, NIMA and CENTCOM.

~~(S//SI//TK)~~

[Redacted]

(b)(1)
(b)(3)

~~(S//SI//TK)~~

[Redacted]

~~(S)~~

[Redacted] "This was an impressive display of technical capabilities used in a meaningful way to save lives," said Mr. Teets.

~~(S)~~ Other impressive displays of NRO capabilities during OIF included

[Redacted]

(b)(1)
(b)(3)

"This shows the power of space assets."

(U) Congress

(U) On the subject of Congress, Mr. Teets noted improved relations with Capitol Hill. "We are more effective this year than in the past three years. We have the support of the President, DCI, and SecDef in terms of an increased budget and capability. I can't help but sense a more positive attitude this year than last year," said the DNRO.

(U) Congress is now more positive about Future Imagery Architecture (FIA). HPSCI Chairman Porter Goss and other HPSCI members visited FIA contractors Boeing, Raytheon and Lockheed Martin on the West Coast. "They had the chance to see the program coming together in lockstep with the FIA management team," said the DNRO. "It isn't a no brainer yet, but we are making headway. I see good things for FIA."

~~(S)~~ Capitol Hill was also positive about the programmatic of joint NRO programs such as transformational communication and Space Based Radar (SBR). According to the DNRO, Congress is willing to work with NRO and its Air Force counterparts to bring on line a transformational communication system that will serve both the Intelligence Community and military satellite programs. As for SBR, the DNRO stated

[Redacted]

(b)(1)
(b)(3)

~~(S//BYE//TK~~

(b)(1)
(b)(3)

(U//~~FOUO~~) Congress also raised concern over perceptions that there is a talent drain at the NRO. As a result, the DNRO is working closely with the Office of Human Resources to determine trends in NRO's demographics. "I am very interested in getting the proper talent base at NRO," said the DNRO.

(U//~~FOUO~~) Another area of interest to Congress is NRO's long-term integrated architecture. To this, the DNRO indicated that he is near to a solution on this matter. "I think we are in the process and very near to coming up with something useful that I want to share with everyone in a month or six weeks at another Town Hall," said the DNRO. "I want the workforce to see where the NRO is headed in the 2020 timeframe as these systems take a while to develop and implement. We owe it to ourselves and to those from whom we request resources a solid commitment on what it is we are trying to achieve. We need this in IMINT, SIGINT, COMM and AS&T. We will have four solid views on where we are headed in the future. This doesn't mean that this will be the Bible. We will change it to some extent next year, but hopefully the changes will be minor."

For a videotaped copy of the Town Hall, please contact at

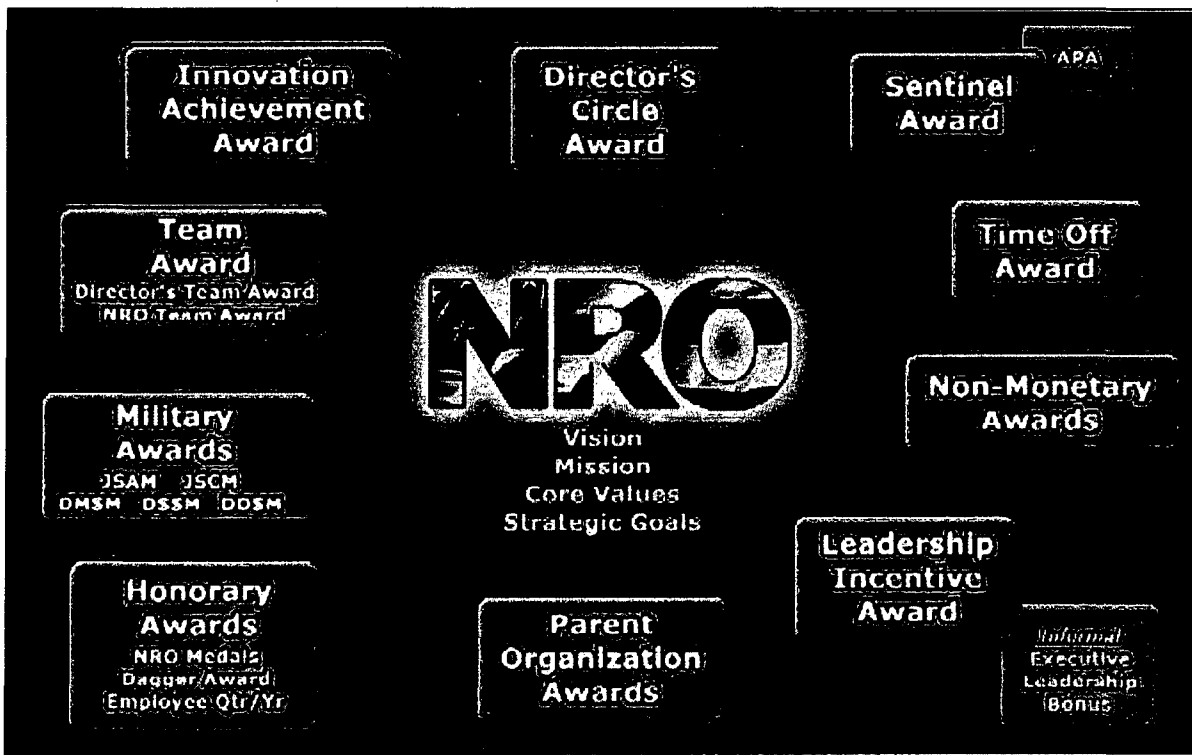
(b)(3)

~~SECRET//BYE//SI//TK~~

The Recon - May 06, 2003

UNCLASSIFIED.

(U) NRO awards program restructured



(U) DNRO Peter B. Teets has decided on a restructured NRO Awards Program. "It is great that NRO is a joint organization, but it makes it hard when it comes to award programs... We have worked hard to look at ways to improve NRO award programs," said Mr. Teets.

(U) The revised awards program involves several changes that were made in an effort to address employee concerns and to realign the program with NRO vision, mission, goals, and values.

(U) Significant changes to the NRO Awards Program include:

- (U) The Annual Performance Award will be replaced by the **Sentinel Award**, a three-tiered annual cash award aimed at recognizing the outstanding achievements and stellar performance of a limited number of civilians. (See graphic.) It will be limited to about 1/3 of NRO government civilians, not including those at the SIS/SES level, who exhibit excellent performance over the course of the year and honor NRO values.

- (U) The **Leadership Incentive Award** will operate under a formal process with specific criteria for recognizing the valuable contributions made by senior NRO leaders—both civilian and military—who have displayed excellent leadership during the year.

- (U) The timeframe for award nominations, decisions, and presentations will change for some of the annual awards. Others will remain with the opportunity to be awarded anytime throughout the year.

(U) Mr. Teets wants the Director's Circle Award to remain the pinnacle of the NRO's Awards Program. The Director's Circle Award will be given annually in December to both civilian and military personnel who make accomplishments or contributions with NRO-wide impact and whose performance exemplifies the NRO values.

(U) The DNRO believes these changes are a step in the right direction as the NRO prepares to shift to a pay for performance system. In addition, the changes will serve to reinforce and develop the NRO's world class workforce.

The Office of Human Resources will provide further explanations and finalize the development of processes and procedures needed to implement the changes by this fall.

UNCLASSIFIED.

