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(U) DNRO Town Hall Meeting set for Jan. 17

DNRO Peter B. Teets will host a Town Hall Meeting on Fri., Jan. 17 from 11 am to noon in the J.D. Hill Auditorium. Mr. Teets will discuss:

- challenging government and industry partners
- acquisition programs
- creating operationally responsive assured access to space
- his plan to develop space professionals
- innovative capabilities
- space control capabilities; and more

Questions for the DNRO may be submitted via e-mail to WF-LIVE. Video-teleconferencing is available. Please contact your local Video Support Team for assistance. For more information, contact at

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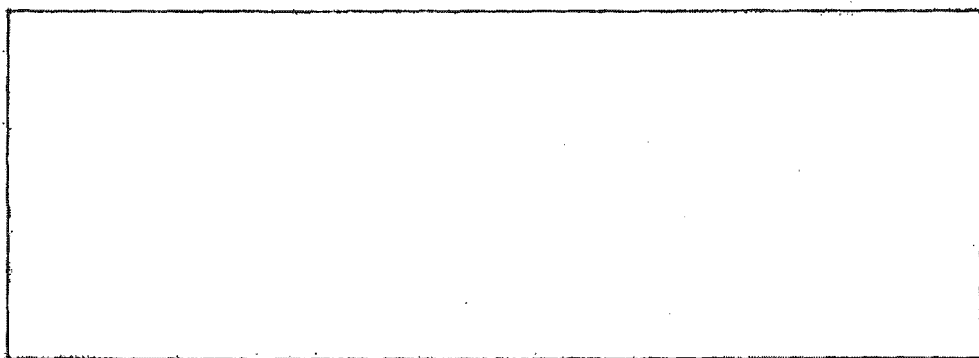
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Page 3 of 9

The Recon - 2003

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(U) NRO Motorcycle Gang - The gang with a heart



(U) Last month, a group of tough-looking motorcyclists from the NRO rode through the streets of Centreville. Their purpose wasn't to terrorize the town but to deliver toys to needy children in time for the holidays for the first ever NRO Motorcycle Toy Run. The group collected and delivered several hundred dollars worth of toys for the Toys for Tots Program. "We plan on doing this again next year," said _____ a fellow rider. "We birthed a tradition!"

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(U) For Federal employees planning to retire

(U) The Employee Assistance Program (EAP) will host a seminar presented by [redacted] of the National Institute of Transition Planning on **Federal Benefits, Thrift Savings Plan, and Social Security Benefits** on **Jan. 23** from 9 a.m. to noon in C114J&M. All Federal personnel are invited to attend.

(U) Anyone planning to attend must contact EAP at [redacted] to register. This one time only briefing will not be videotaped or televised.

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(U) NRO observes MLK Day



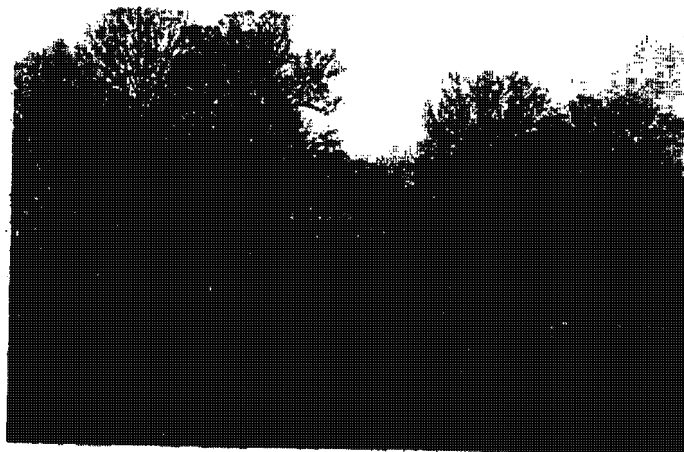
(U) In observance of Martin Luther King Jr's birthday, the African American Diversity Network, in conjunction with the NRO Unity Council and OEEOMEO, hosted a prayer breakfast and program on Jan. 8. Special guest Chaplain Colonel Harold Ray, 11th Wing Chaplain, Bolling Air Force Base, provided the keynote address to a large audience in the Westfields cafeteria. NRO's gospel choir, Joyful Noise, provided the musical entertainment for the morning.

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(U) NRO volunteers lay wreaths at National Cemetery



(U) In December, several NRO employees spent a chilly morning outdoors laying holiday wreaths on graves at Arlington National Cemetery. Uniformed military and civilians alike eagerly braved the elements to honor veterans who gave their lives for their country.

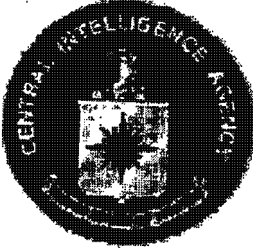
(U) This was the tenth consecutive year that Morrill Worcester, a wreath company in Harrington, ME, donated 4,000 Maine balsam fir wreaths to be placed on the graves.

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(U) CIA D/ExDir to speak on Deployed Workforce status, [REDACTED]



(U) CIA Deputy Executive Director, John Brennan will discuss the current status of [REDACTED] and the NRO Career Service Realignment on Mon., Jan. 13, from 8:30 a.m. to 10:30 a.m. in the Jimmie D. Hill Auditorium. All [REDACTED] employees and managers of [REDACTED] employees are encouraged to attend.

(U) This program will be available via video-conference (VTC) for the off-sites. Contact your local Video Support Team for VTC assistance. Questions may be submitted in advance to WF-Live.

(U) For more information, contact [REDACTED] Office of Human Resources at [REDACTED]

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(U) Employee Recognitions

(C) Congratulations to the following NRO Career Service careerists whose performance has demonstrated great potential and merits promotion. The (C) indicates cover status.

(U) Promotion to GS-08

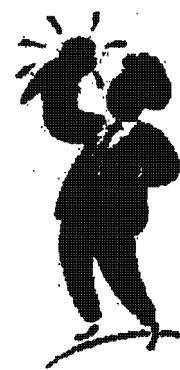
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(U) Promotion to GS-09

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(U) Promotion to GS-14

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(U) What do YOU Think? Are Director's Notes effective?

(U) Director's Notes is a mechanism by which the DNRO can communicate the latest NRO information to the workforce.

(U) So, what do YOU think?

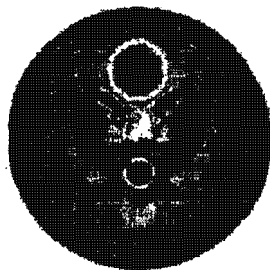
Are Director's Notes a useful, informative or effective way for the DNRO to send information to the workforce?

(U) Are Director Notes useful to you?

(U) If you've got an opinion, let us hear it! Selected responses will be published anonymously in the next edition of the Recon. [TO RESPOND, CLICK HERE.](#)



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The Recon - 2003**UNCLASSIFIED.****(U) A Word from the IG: False Claims/False Travel**

(U) The Office of the Inspector General (OIG) recently investigated an NRO employee based on allegations that the employee filed fraudulent travel claims. The subsequent OIG investigation did not substantiate the allegations. However, a subsequent review and audit of the employee's travel records revealed violations of the Joint Travel Regulations and the improper use of a government rental car while on TDY. The OIG also found that the employee was over compensated for a previous TDY, which was inappropriately taken in conjunction with a personal trip that included the employee's spouse. As a result of these findings, in addition to receiving a Letter of Admonishment, the person was ordered to reimburse the government \$3,146.12 for the inappropriately incurred expenses and required to take leave for several days. The findings also affected the person's pending follow-on assignment.

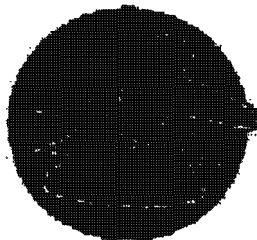
(U) Travel at the NRO is not an entitlement but is to be used only when necessary and in full compliance with all appropriate regulations and policies. If you know of or suspect any questionable activity involving fraud, waste, or abuse at the NRO, please contact the OIG Hotline at [REDACTED]. Personnel may also use the OIG Anonymous Hotlink or visit the Office of the Inspector General in 12G06. The OIG can also be reached by fax at [REDACTED] (secure) or [REDACTED] (non-secure).

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(U) Media inquiries on Regan trial to be referred to OGC, OCC



(U) The trial for Brian Regan, the former NRO employee charged with espionage, began Mon., Jan. 27. Given Mr. Regan's connection with the NRO, NRO personnel may receive questions from outside sources on this matter. All personnel are encouraged to be cognizant of security by continuing to protect NRO information and refraining from commenting on information in the "open source" media. Information that appears in open sources should not be presumed to have been declassified or decompartmented.

(U//~~FOUO~~) Thus, NRO personnel are reminded to refer all legal inquiries and matters, regardless of subject matter, to the NRO Office of General Counsel at [redacted]. Inquiries from the media should also be referred to Corporate Communications at [redacted].

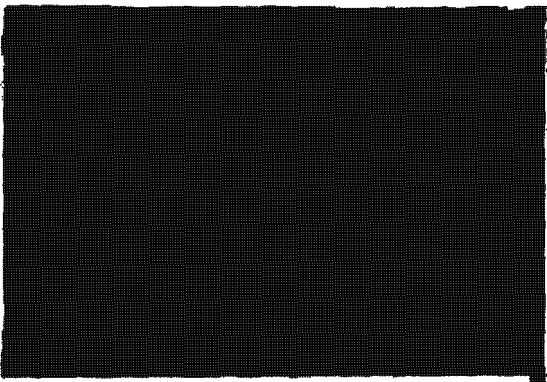
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The Recon - 2003

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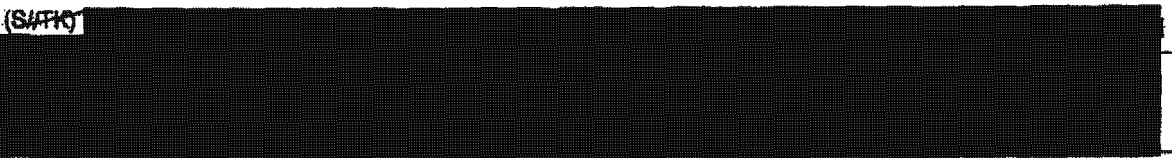
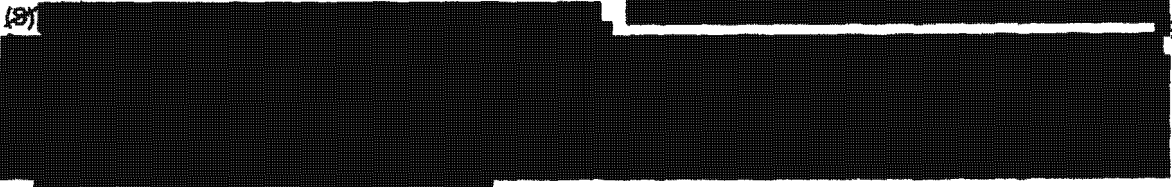
(U) DNRO reveals top priorities for 2003

(U) On Jan. 17, 2003, DNRO Peter B. Teets hosted his first NRO Town Hall meeting for the new year. In it he revealed his top priorities for national security space for 2003.



~~(S//TK)~~ The first priority is to ensure mission success in space operations. "This year we will have three NRO launches. Last year we had none. The first NRO launch of the year will happen in June with Titan 4

We all know that in having us succeed in the global war on terrorism," said the DNRO. "Let's hope we can be back together next January and talk about 2003 as the year of 100 percent mission success. The nation is depending on us to deliver that."



(U) Mr. Teets' solution to get acquisition programs back on track is to implement a consistent and uniform independent cost estimate capability with "some reasonable commonality of ground rules, assumptions, math models and historical databases" across all of national security space. According to the DNRO, the varying independent cost estimating definitions and terminology makes it difficult to program the proper resources. Another solution is to empower Program Managers with the authority and resources necessary to execute difficult programs. "Program Managers must have a program reserve that is untouchable," said Mr. Teets, who emphasized that reserves are necessary to operate programs.



(U) The DNRO is also anxious to develop a team of space professionals. He touched upon developing rotating assignments in order to attract and maintain space personnel. "We need to find ways to have the whole space community involved," said Mr. Teets.

(U) Another priority for the DNRO is pursuing innovative capabilities for national intelligence defense. "We need new sources and methods," said the DNRO. "I am convinced we need breakthrough technology in a way that we can apply from space a network of operations that will allow us to make more headway against the enemy."

~~(S//TK)~~ The DNRO also wants to enhance space control capabilities by developing a better attack warning system to chart who and what is in space, what vehicles are being launched and where. "If we get attacked, we won't know it. We may think or that a spacecraft is broken," said Mr. Teets. "We need better attack warning systems."

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Page 5 of 13

(U) Lastly, the DNRO addressed focusing on space science and technology resources and programs. The DNRO would like to see more coordination in the amount of resources that are being spent on space science and technology programs. In addition, he wants to see better communication between the NRO, the Air Force Research Laboratory and other space laboratories.

For a videotaped copy of the Town Hall meeting, contact [redacted] at [redacted].

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The Recon - 2003

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(U) Learn effective leadership, speaking skills at Toastmasters



(U) Success in business is based on effective communication and leadership skills. To learn how to be a good leader and communicator, get involved with the new **Toastmasters Communication and Leadership Program**. Through this self-paced program dedicated to the needs of the individual, participants will learn the skills needed to be an effective speaker, lead, conduct meetings, manage teams, and motivate others.

(U) How much could one's career improve by mastering these skills? Come to NRO Toastmasters and find out. All personnel are invited to a demonstration meeting on:

(U) Thurs., Feb. 20 from noon to 1 p.m. in C114A.

(U) Regular meetings will be held every Thursday from noon to 1 p.m. in 4BD01A beginning Thurs., Feb. 27.

(U) For more information, contact _____ at _____ or _____ at _____
Toastmasters looks forward to seeing you. You will be glad you came!

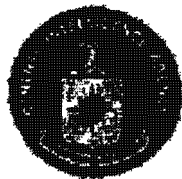
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(U) New info on CIA Compensation Reform website



CompRef
Agency Compensation Reform

(U) For the latest information about Compensation Reform and the CFO Pilot Program, visit the [redacted] website. Some of the latest information posted includes:

(U) Compensation Reform Update presentation by [redacted] delivered Jan. 21, 2003. This briefing covers up-to-date status of Compensation Reform, initiatives related to Compensation Reform and understanding alignment of DS&T

jobs on the new pay scale;

(U) FY03 Office of Procurement Executive and Compensation Philosophy for CFO/Procurement Executive Careerists;

(U) CFO and D/CFO comments from Dec. 2002 Compensation Reform session for managers and employees;

(U) Q&As from the CFO Compensation Reform All Hands; and

(U) a wealth of new information on the CFO Comp Reform Pilot Program that includes the CFO pay scales, conversion criteria, conversion panel membership, new postings, the list of Pay Pool Managers, position descriptions and Q&As.

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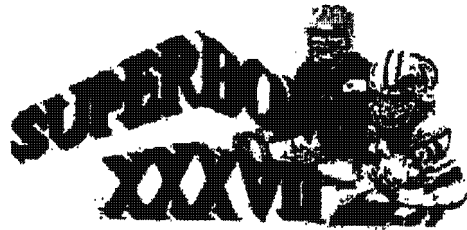
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(U) NRO plays offense at Super Bowl XXXVII

(U//FOUO) Football fans at NRO may be surprised to learn that the NRO was at Super Bowl XXXVII. The NRO attended the game, not to root for the Raiders or the Buccaneers, but to support [redacted] in its pre- and post- Super Bowl security preparation activities from Jan. 20 - 27.



(S)

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The Recon - 2003

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(U) IMINT Quarterly Awards

(U) Carol A. Staubach, IMINT Director, announced IMINT's 4th Quarter 2002 award recipients. The recipients are as follows:

Junior Civilian (Non-Technical)

Junior Civilian (Technical)

Senior Civilian

Company Grade Officer

Field Grade Officer



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(U) NRO announces December 2002 Medal Recipients

(U) Below is the list of NRO Medal recipients for Dec. 2002.

Gold Medal Recipients

Silver Medal Recipients

Bronze Medal Recipients

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The Recon - 2003**UNCLASSIFIED.****(U) Enlisted Advisory Council honors veterans**

(U) On Jan. 9, approximately 22 NRO military employees packed in two vans and hit the road. Their destination: Armed Forces Retirement Home (AFRH) in Washington, DC. Their mission was to tour the grounds, have lunch with some of the residents, and above all show how grateful today's Armed Forces are for our fellow veteran brothers and sisters.

(U) The event, sponsored by NRO's Enlisted Advisory Council (EAC), benefited not only the residents but the military personnel who participated. "I had lunch with two inspiring World War II veterans," said DDMS [redacted] who ate lunch with a Pearl Harbor survivor and a Battle of the Bulge veteran. "It was an honor having them share their stories of survival. One veteran spoke of his experiences in the snow and ice of Belgium. The other talked about his experiences in the jungles and swamps of New Guinea. It was true living history as compared to watching Hollywood's version of war in movies such as Saving Private Ryan and Pearl Harbor."

(U) Other military members were also overwhelmed by the stories heard from the elderly veterans at the home. "I felt very honored to have had the chance to listen to the retirees as they shared their real life experiences with me," said [redacted]

(U) Due to the success of the visit, the EAC will make this a recurring event. According to EAC event organizers, many more military personnel wanted to attend but were unable to do so.

(U) There are currently 1,020 residents at AFRH, 80 of which are women. The facilities include a six-lane bowling alley, a nine-hole golf course, a ceramics shop, a large fitness center, and a dining facility.

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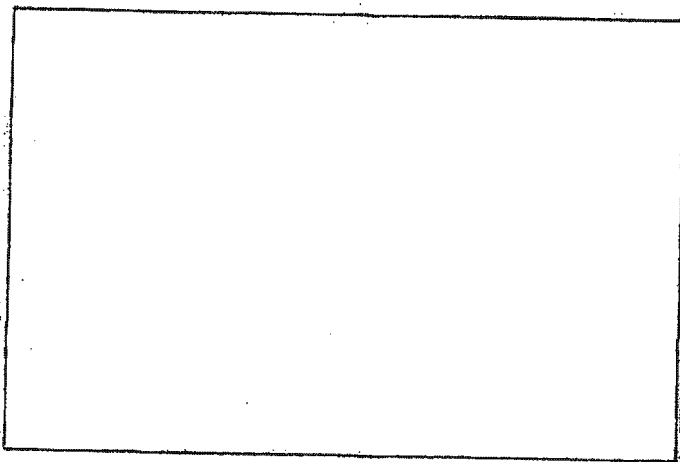
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Cub Run's Federation of Galaxy Explorers



The Federation of Galaxy Explorers, a new NRO Cub Run Partnership after school activity, has gotten off to a great start this year. The "federation" consists of children from third to sixth grades who explore Earth and rocket sciences with hands-on projects. Anyone looking to make a difference in a child's life, is encouraged to volunteer. For more information, contact at

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Page 13 of 13

http://www/s_recon/application/print.asp?issue_id=35

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