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NATIONAL RECONNAISSANCE OFFICE

14675 Lee Road  
Chantilly, VA 20151-1715

9 April 2010

Mr. John Greenewald, Jr.



Dear Mr. Greenewald:

This is in response to your e-mail dated 29 May 2009, received in the Information Management Services Center of the National Reconnaissance Office (NRO) on 29 May 2009. Pursuant to the Freedom of Information Act (FOIA), you are requesting *"the last four issues of the magazine RECON."*

Your request was processed in accordance with the Freedom of Information Act, 5 U.S.C. § 552, as amended. A thorough search of our files and databases located four records consisting of sixty-five pages responsive to your request. These records are being released to you in part.

The material being withheld is denied pursuant to FOIA exemptions:

-(b)(1) as properly classified information under Executive Order 13526, Section 1.4(c), (e) and (g);

-(b)(3) which allows the withholding of information prohibited from disclosure by statute, 10 U.S.C. § 424 which states: "Except as required by the President or as provided in subsection (c), no provision of law shall be construed to require the disclosure of (1) The organization or any function . . . (2) . . . number of persons employed by or assigned or detailed to any such organization or the name, official title, occupational series, grade, or salary of any such person . . . (b) Covered Organizations . . . the National Reconnaissance Office; and

-(b)(6) Which applies to records which, if released, would constitute a clearly unwarranted invasion of the personal privacy of individuals."

The FOIA authorizes federal agencies to assess fees for record services. Based upon the information provided, you have been placed in the "educational/scientific/media" category of requesters, which means you are responsible for duplication fees (.15 per page) exceeding 100 pages. Additional information about fees can be found on our website at [www.nro.gov](http://www.nro.gov). In this case, no assessable fees were incurred.

You have the right to appeal this determination by addressing your appeal to the NRO Appeal Authority, 14675 Lee Road, Chantilly, VA 20151-1715 within 60 days of the date of this letter. Should you decide to do so, please explain the basis of your appeal.

If you have any questions, please call the Requester Service Center at (703) 227-9326 and reference case number F09-0080.

Sincerely,

A handwritten signature in dark ink, appearing to read "Stephen R. Glenn", with a stylized flourish at the end.

Stephen R. Glenn  
Chief, Information Access  
and Release Team

Enclosure: Four Recons (65 pgs)

The Recon - April 20, 2009

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(U) DDNRO Addresses Workforce on State of the NRO



(U) Major General Ellen Pawlikowski addressed a packed auditorium at Westfields on Monday, April 20, when she hosted a Town Hall meeting on the state of the NRO. Her discussion focused on results of the recent stakeholders' analysis, assessment teams, and other panels that address issues ranging from internal authorities and leadership concerns, to stakeholder impressions and oversight functions.

(U) General Pawlikowski forewarned the audience on the overall tone of the analysis and challenged employee involvement, through participation in volunteer focus groups, to review the results and identify alternative, complementary solutions for our path forward.

(U) "This is a pivotal time for the NRO. What I need is your help on our input in all of those decisions that are going to inform our future, and actions on our part to address some of the things that we can address as part of our future," said Gen Pawlikowski. She invited employees to participate in focus groups and to suggest solutions and/or recommendations to address areas of concern.

(U) A Stakeholders' Analysis web page has been created to educate employees on the results and to solicit volunteer participation in the stakeholder analysis offsite and focus groups. If you have any questions, please contact Capt. (b)(3), (b)(6) on (secure) (b)(3), (b)(6)

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The Recon - April 20, 2009

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**(U) DNRO Scott Large Announces Resignation**



(U) Director of National Reconnaissance Office (DNRO) Scott Large announced, in an April 8 email to the NRO workforce, that he is resigning his position as DNRO, effective April 18, 2009.

(U) In October 2007, Mr. Large became the 16th NRO Director and was also appointed Assistant to the Secretary of the Air Force (Intelligence Space Technology). He was appointed DNRO by the Secretary of Defense, with the concurrence of the Director of National Intelligence. Mr. Large's bio chronicles his government service.

(U) "For nearly 50 years the NRO has provided this nation with an undeniable intelligence and operational advantage. Today the NRO continues to provide mission critical information to all of our end users. We are clearly on the verge of taking our mission to the next level and have set in motion strategic initiatives which will clearly demonstrate the importance of what you do.

(U) Yesterday, the President approved a plan for the NRO to develop our next generation EO systems. This gives the NRO an opportunity to continue our long tradition of excellence and deliver unparalleled capabilities to the nation as we do today in IMINT, SIGINT, and COMM. Today, in consultation with the DNI, we have concluded that a change in leadership here at the NRO is appropriate. Therefore, this afternoon I have submitted my resignation to the Secretary of Defense, effective April 18, 2009.

(U) For the past eighteen months I had the humbling privilege of leading this extraordinary organization. You have continued to ensure our nation's security through times of uncertainty and I could not have asked for a more dedicated team. You, along with our mission partners and our outstanding industrial base, represent the world's best at what we do. I have truly been honored to stand on your shoulders."

(U) Mr. Large concluded his note by urging the workforce to never forget the mission.

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**The Recon - April 20, 2009**

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**(U) Betty Sapp returns to the NRO as PDDNRO**

(U) Ms. Betty J. Sapp has been selected as the next Principal Deputy Director of the National Reconnaissance Office. She is the fourth person to hold the PDDNRO position. Her last assignment at the NRO, which she held from February 2005 to May 2007, was Deputy Director, NRO Business Plans and Operations.

(U) Ms. Sapp was nominated by the former Director of the Central Intelligence Agency and appointed by Director of National Intelligence, Dennis Blair, with the concurrence of the Secretary of Defense.

(U) Since May 2007, Ms. Sapp has been serving as the Deputy Under Secretary of Defense (Portfolios, Programs, and Resources), Office of the Under Secretary of Defense for Intelligence. As such, she is responsible for executive oversight of the multi-billion dollar portfolio of defense intelligence-related programs, and the planning, programming, budgeting, and execution of the multi-billion dollar Military Intelligence Program efforts critical to satisfying both current and future warfighter needs. She served as the Deputy Director, National Reconnaissance Office, Business Plans and Operations from February 2005 to May 2007. Prior to that, she served as both a civilian and U.S. Air Force officer in a variety of acquisition program and financial management positions.

(U) Ms. Sapp holds a Bachelor of Arts and an MBA from the University of Missouri, Columbia. She has a Level III certification in Government Acquisition.



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**The Recon - April 20, 2009**

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**(U) Dennis Fitzgerald Scholarship Fund Charity Golf Tournament Registration Closes April 20**

(U) The registration deadline for participation in the Dennis Fitzgerald Scholarship Fund Charity Golf Tournament is Monday, **April 20**. To initiate the new scholarship fund, System High Corporation will host the charity tournament on May 1, at Fairfax National Golf Club, Centreville, Va. All proceeds go directly to the Dennis Fitzgerald Scholarship Fund.

(U) The Dennis Fitzgerald Scholarship Fund honors Mr. Fitzgerald's 33 years of government service to our nation and his distinguished leadership as the Principal Deputy Director of the NRO, Deputy Assistant to the Secretary of the Air Force (Intelligence Space Technology), the Director of the CIA's Office of Development and Engineering, Directorate for Science and Technology, and the Associate Deputy Director for Science and Technology.

(U) Few people know that Mr. Fitzgerald was also a licensed Master Electrician in Virginia and achieved his license during his tenure as Principal Deputy Director of the NRO. By day, he performed at the center of the Intelligence Community and the Department of Defense. By night, he pulled electrical cable along with other students studying to earn their Master Electrician licenses.

(U) The Dennis Fitzgerald Scholarship Fund has been created to award scholarships to college freshman who display leadership potential, serve their community, and have an interest in pursuing an Electrician's license in the Washington metropolitan area.



(U) For more information on registration, the tournament schedule, and the scholarship fund, click [here](#).

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The Recon - April 20, 2009

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The Recon - April 20, 2009

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**(U) DNI announces approval of plan for Next Generation EO Satellites**



(U) ODNI Release, April 7, 2009 -- Director of National Intelligence (DNI) Dennis C. Blair announced today that the Office of the DNI, along with the Department of Defense (DoD), have put together a plan to modernize the nation's aging satellite-imagery architecture by prudently evolving government-owned satellite designs and enhancing the use of U.S. commercial providers.

(U) "Imagery is a core component of our national security that supports our troops, foreign policy, homeland security and the needs of our Intelligence Community," Blair said. "Our proposal is an integrated, sustainable approach based on cost, feasibility and timeliness that meets the needs of our country now and puts in place a system to ensure that we will not have imagery gaps in the future."

(U) "When it comes to supporting our military forces and the safety of Americans, we cannot afford any gaps in collection," Blair added. "We are living with the consequences of past mistakes in acquisition strategy, and we cannot afford to do so again. We've studied this issue, know the right course, and need to move forward now."

(U) The joint decision by the DNI and DoD was based on the results of multiple government studies over the past several years, and on the findings and recommendations of an independent panel of former defense and intelligence experts convened by Blair to assess the U.S. government's review. The studies examined imagery needs, alternative architectures, cost and affordability, technological risk and industry readiness.

(U) Key features of the final plan endorsed by both the DNI and the DoD include:

- Government-owned satellites would be developed, built and operated by the National Reconnaissance Office. The unique capabilities of these satellites, evolved from existing designs, would give the nation a timely, and often decisive, information advantage.
- The Department of Defense and the IC would increase the use of imagery available through U.S. commercial providers. This additional capability would provide the government with more flexibility to respond to unforeseen challenges. These less-complex satellites, which are based on technologies already in production by U.S. vendors, would be available sooner than the much more capable NRO-developed and acquired systems – making them especially useful as a near-term supplement and backup to the government's existing imagery architecture.
- The National Geospatial-Intelligence Agency would continue to provide the infrastructure that integrates capabilities as well as imagery products – all of which would be available on a timely basis for military, intelligence, foreign policy and civilian users.

(U) Once Congress approves funding for the plan, implementation will begin in the next several months. The commercial imagery elements of the architecture would likely be operational in the next several years. The overall architecture would be fully deployed before the end of the next decade.

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The Recon - April 20, 2009

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**(U) Ralph Haller receives the Dr. Joseph V. Charyk Award**



(U) Mr. Ralph S. Haller, former Principal Deputy Director of the NRO, is the recipient of the Dr. Joseph V. Charyk Award. The award citation reads, "Mr. Haller distinguished himself by architecting and implementing the most comprehensive transformation in the history of the National Reconnaissance Office, achieving key goals and objectives of the organization's strategic vision, and addressing national security and space mission challenges."

(U) The Charyk Award, established in 1998 by the NRO and the National Space Club, is presented annually to an individual, in or supporting the NRO, who has made an outstanding personal contribution to the national intelligence space program.

(U) The Charyk award was presented to Mr. Haller at the annual Dr. Robert H. Goddard Memorial Dinner, April 17, 2009, at the Washington Hilton in Washington, D.C.

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The Recon - April 20, 2009

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**(U) Win a Get-Away at the Tyson's Ritz Carlton**



**INOVA**  
Blood Drive

(U) The next NRO INOVA Blood Drive will be held Monday, April 27, 8 a.m. to 4:30 p.m., in the J.D. Hill Conference Center. All employees who attempt to donate blood will be eligible to win one-night lodging with breakfast for two at the Tyson's Corner Ritz Carlton (offer expires May 31, 2009).

(U) Online registration is almost full, however, INOVA will provide enough staff to accommodate donations from an extra four people per time slot. Click here for available time slots.

(U) Walk-ins are welcomed and encouraged. INOVA requires a photo ID with name to participate. Remember to eat and drink before donating. If you have any questions, please contact the Westfields Wellness Clinic on (secure) (b)(3) (b)(6)

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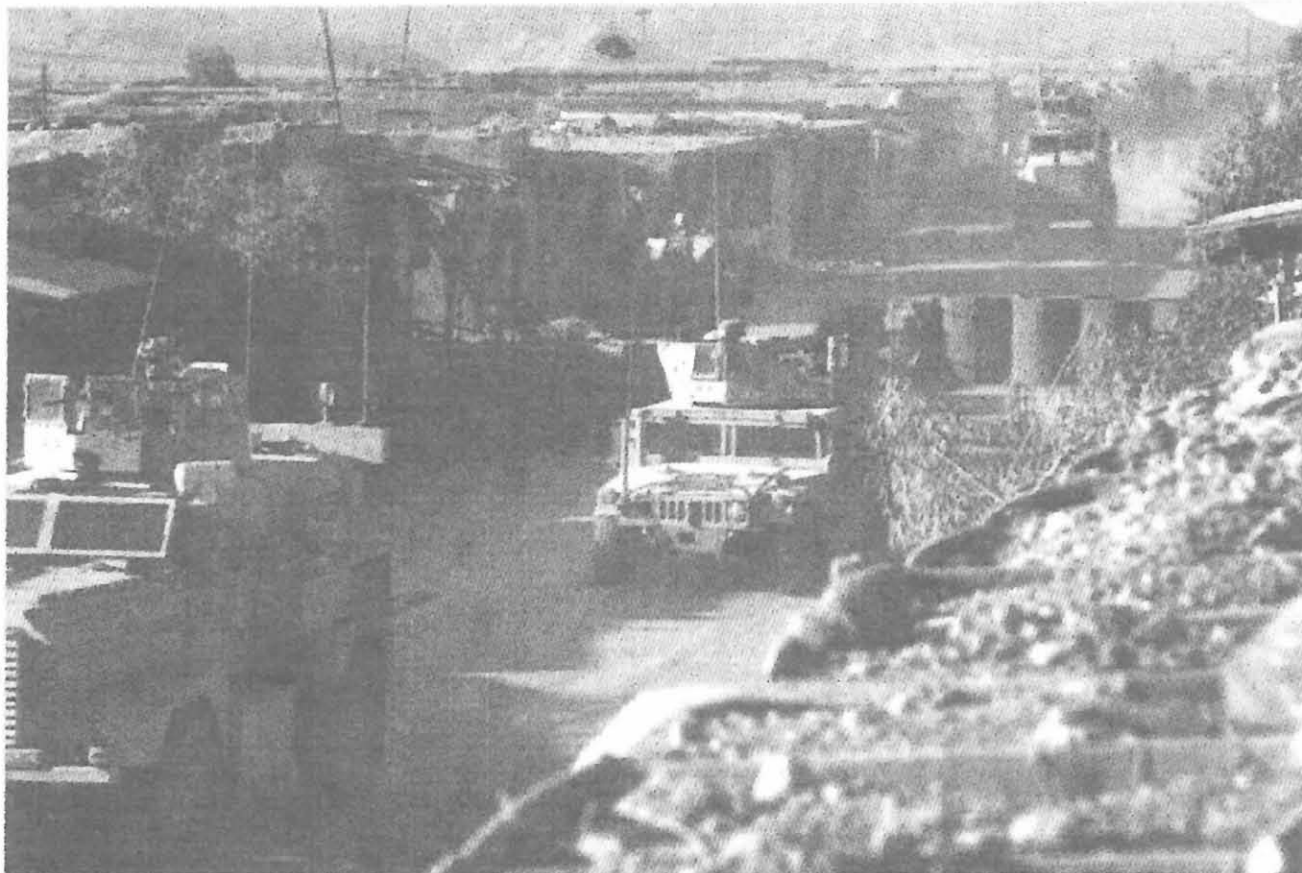
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The Recon - April 20, 2009

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**(U) Never Forget the Mission!**



**(U//~~FOUO~~)** April 3, 2009--U.S. Marines from 3rd Battalion, 8th Marine Regiment, conduct an operation in Now Zad, Afghanistan, to help the Afghans regain control of the area. (Photo courtesy of Defense Imagery)

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The Recon - April 20, 2009

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**(U//FOUO) Lt Col Vish Is Deputy Director OS&CI**

(U//FOUO) DNRO Scott Large announced in an April 8th Director's Note that Lieutenant Colonel Jeff Vish has been selected to be the Deputy Director Office of Security and Counterintelligence (OS&CI). Lieutenant Colonel Vish has served in several positions in OS&CI since November 2006, and has been the acting Deputy Director since October 2008. He replaced Lieutenant Colonel Matt Hughbanks, who was reassigned as the NRO Field Representative to the 14th Air Force at Vandenberg Air Force Base, Calif.

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**The Recon - April 20, 2009**

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**(U) Media Services Center wins first Excellence.Gov Award in the Intelligence Community**

(U) The Media Services Center (MSC) of the National Reconnaissance Office (NRO) was honored as a finalist in the 2009 Excellence.Gov Awards held April 14, in Washington, D.C. This is the first time an entity from the Intelligence Community (IC) has been awarded this distinction.

(U) The Excellence.Gov Award recognizes federal programs which achieve exceptional improvement in business processes through innovative uses of technology to support the government's mission and serve citizens.

(U) The Media Service Center submittal, titled *MSC.gov*, describes MSC's consolidation of business processes culminating in a single customer portal for production, management, and dissemination of "world class" media services throughout the IC. *MSC.gov* is a result of continuous process improvement efforts championed by the Management Services & Operations Office of the NRO during the recent period of shrinking resources and expanding requirements.

(U) Excellence.Gov trophies were also awarded to much larger organizations including the Department of State, National Science Foundation, Library of Congress, U.S. Air Force, and the National Institutes of Health.

(U) The American Council for Technology (ACT) is a non-profit organization dedicated to aiding government in the effective use of information technology. The Industry Advisory Council (IAC) brings industry and government executives together to exchange information, support professional development, and build partnerships. The Excellence.Gov awards are co-sponsored by ACT and IAC.

(U) Photo below of Excellence.Gov Award presented to the Media Services Center by the American Council for Technology, April 14, 2009, in Washington, D.C. (Photo courtesy of Media Services Center)



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## The Recon - April 20, 2009

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### (U) The Conference Panel: Survival Skills

(U) It's that time of the year when some NRO employees will be attending various conferences. Familiarize yourself with the following survival skills to make your experience positive and minimize the chances of releasing information potentially harmful or damaging to national security:

#### Plan ahead:

- In accordance with NROD-110-4, submit prepared text and any visuals to the Information Management Services Center for a thorough security and policy review.
- Get basic information about the panel topic, number of members, moderator, time allotted for an opening statement, and the intended audience.

#### Basic reminders:

- You were invited because you're considered a subject matter expert (or you are representing management) and your NRO affiliation still carries a "wow" factor.
- You are ALWAYS "ON THE RECORD" as a **government** spokesperson. That includes conversations in the hallways, on breaks, and at receptions.
- People will remember your main messages; be clear and limit them to no more than three.

or opening message should be concise. Your format should consist of: Your bottom line first, topic introduction, supporting information, and end by repeating the bottom line message. Use affirmations.

#### Taking questions:

- **STOP, THINK, SPEAK.** People can't report what you don't say.
- Deal with the issue, not the minutiae, and focus on your goal/message. (It's okay to say, 'there are some details I can't go into here, but what I see is...')
- It's alright to say 'no thank you' to a reporter; just smile and keep walking, or turn back to the person who previously had your attention.
- Don't let them put words in your mouth.
- Protect the record; correct inaccurate premises.
- Tell the truth.
- Report the contact to the OSC/Office of Corporate Communications to allow their engagement as needed.
- If you are pressed for comment and uncomfortable responding, refer the individual to the Office of Corporate Communications on (b)(3), (b)(6)

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The Recon - April 20, 2009

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**(U) A Day in the Life...**



**(U//~~FOUO~~)** March 26, 2009--U.S. Army Sgt from 3rd Squadron, 71st Cavalry Regiment, 3rd BCT, 10th Mountain Division, uses a military working dog to search for explosives in Logar Province, Afghanistan. (Photo courtesy of Defense Imagery)

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The Recon - April 20, 2009

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**(U) NRO Day at the Ballpark is Sunday, May 3**

(U) Join your colleagues for a fun day at the ballpark on Sunday, May 3, as the Potomac Nationals play the Frederick Keys at the G. Richard Pfitzner Stadium in Woodbridge, Va.

(U) Ticket prices are: \$22 adults, \$20 kids 6-12, \$9 kids 5 and under, and include the game and all-you-can-eat picnic of hamburgers, hot dogs, side items, and beverages. Game-only tickets are available for \$9.

(U) For advance ticket purchases, contact (b)(3), (b)(6) on (b)(3), (b)(6) or (b)(3), (b)(6) on (b)(3), (b)(6).

**Save the Date!**  
**NRO Day at the Ballpark**

**Potomac Nationals** **Frederick Keys**

**Sunday, May 3, 2009**  
G. Richard Pfitzner Stadium  
Picnic Time 11:45 a.m. ~ Game Time 1:05 p.m.  
Pre-game player autograph signing ~ Post-game "kids run bases"

**Tickets: \*\*\$22 Adults, \$20 Kids 6-12, \$9 Kids 5 and under**  
**\$9 Game Only Tickets Also Available**

For advance ticket purchases, contact (b)(3), (b)(6) or (b)(3), (b)(6) on (b)(3), (b)(6)

\*\*Price includes Game and all-you-can-eat picnic of hamburgers, hot dogs, side items and drinks

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The Recon - April 20, 2009

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### **(U) IC Public Key Infrastructure Certificates for NMIS Users**

(U//FOUO) In accordance with NRO CIO Note 2009-01, NRO Issuance of IC Public Key Infrastructure (IC PKI) Certificates, dated Feb. 9, 2009, all NMIS users must obtain an IC PKI certificate by (b)(3)

(U//FOUO) IC PKI certificates enable users to authenticate to information resources such as websites or portals that may require this form of digital authentication. (b)(3) Additionally, IC PKI certificates allow individuals to digitally sign and encrypt emails if needed.

(U//FOUO) To facilitate this process, individuals will be contacted by NMIS email with instructions on how and when to obtain their IC PKI certificates. These phased email notifications will begin April 13, 2009. Additional support is available via a temporary IC PKI Issuance Support Center specifically established to assist individuals with obtaining their certificates as required. The support center, staffed by Navy Reservists, is located at 4BD01K, and can be reached on (secure) (b)(3) (b)(6) and (b)(3) (b)(6). The support center will be accessible Monday through Friday, 8 a.m. to 5 p.m., from April 13 through May 30, 2009.

(U) To learn more about obtaining an NRO IC PKI certificate, please visit the Public Key Infrastructure home page. To learn more about IC PKI benefits, please visit the Public Key Infrastructure Intellipedia web page.

(U) If you have specific questions or concerns, please contact (GPOC) Mr. (b)(3) (b)(6) from the OCIO/ESO (Enterprise and Information Services Office) at (b)(3) (b)(6)@nro.ic.gov or (b)(3) (b)(6) or (CPOC) Ms. (b)(3) (b)(6) at (b)(3) (b)(6).

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## The Recon - April 20, 2009

~~UNCLASSIFIED//FOUO~~

## (U) Moving forward: What you need to know about DCIPS



(U//~~FOUO~~) On March 20, 2009, congressional leaders sent a letter to the Secretary of Defense and the Director of National Intelligence requesting the Department of Defense (DoD) Intelligence Community (IC) suspend further conversion of IC civilians into pay bands within the Defense Civilian Intelligence Personnel System (DCIPS) and conduct a thorough review.

(U//~~FOUO~~) As a result of this review, the Air Force (A1) has decided to delay the April 12, 2009 conversion of NRO Air Force civilians into DCIPS pay bands until **August 16, 2009**.

(U) The Defense Civilian Intelligence Personnel System (DCIPS) applies only to DoD IC Civilian General Schedule (GS/GG) employees. DoD IC Executive Schedule (DISES and DISL) and DoD IC Wage Grade (WG) employees will remain in their current systems.

(U) This delay does not affect the implementation of the DCIPS performance management system and the NRO is continuing to move forward on this effort. The schedule of upcoming events to support implementation is as follows:

**April 12, 2009** - Performance period begins

**April 30, 2009** - Mandatory training must be completed

**May 12, 2009** - Performance plans must be entered into Performance Appraisal Application

**June 30, 2009** - Last day to modify performance plans

**Sept 30, 2009** - Performance period ends

(U) The following performance management courses are mandatory for **ALL** AF civilians and their supervisors:

- Fundamentals of Performance Management
- SMART Performance Objective WBT
- SMART Performance Objectives Workshop

(U) Training attendance will be closely monitored and weekly reports will be generated to the head of the Directorates and Offices (Ds&Os), as well as the Deputy Director, NRO. **AF supervisors**, please ensure that your employees and supervisors of these employees have been informed of these training mandates.

(U) If you are an AF General Schedule civilian employee or supervisor of such an employee, you are required to complete the mandatory training by **April 30, 2009**. Individual performance plans need to be loaded to the Performance Appraisal Application (PAA) by **May 12, 2009**. Completion of this task will also be monitored and reported on a weekly basis. For instructions on how to access the application please [click here](#).

(U) For more information, contact the ~~(b)(3), (b)(6)~~ on ~~(b)(3), (b)(6)~~ or the ~~(b)(3), (b)(6)~~ on ~~(b)(3), (b)(6)~~

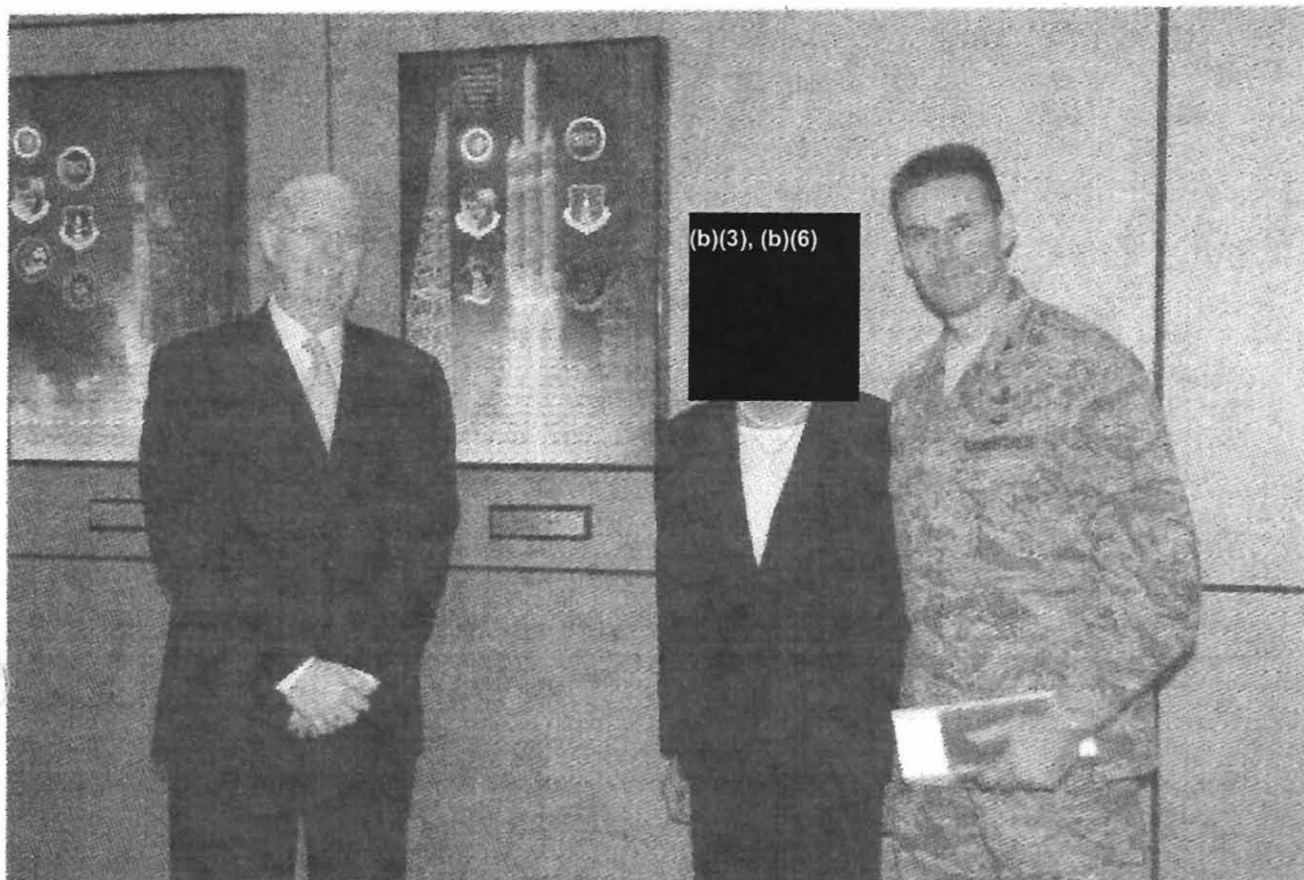
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The Recon - April 20, 2009

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**(U) NROL-26 Launch Dedication**



(U) The NROL-26 launch was dedicated April 16, at a ceremony on the second floor spline at Westfields. In photo above, DNRO Scott Large poses with (b)(3), (b)(6) and Col John Stizza, Director of the NRO's Office of Space Launch and the NRO Mission Director. NROL-26 was dedicated to Dennis Fitzgerald, former Principal Deputy Director of the NRO, who died unexpectedly on Dec. 31, 2008. (Photo courtesy of Media Services Center)

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The Recon - April 20, 2009

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**(U) NRO Celebrates Deaf Awareness Month**



(U) Sue Thomas, pictured above, was the featured guest speaker at the NRO's Deaf Awareness Month event, sponsored by the Office of Equal Employment Opportunity & Diversity Management, April 14, in the J.D. Hill Auditorium. Ms. Thomas' presentation, **Through Deaf Eyes: Breaking the "Sound" Barrier**, highlighted her experiences working as an undercover investigator for the Federal Bureau of Investigation. (Photo courtesy of Media Services Center)

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**The Recon - April 20, 2009**

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**(U) NRO Bone Marrow Drive is May 6-7**

(U) Have you ever considered being a bone marrow donor but don't know what it involves? The NRO Clinic will host a Bone Marrow drive May 6-7, 8 a.m. to noon, and 1:00-2:00 p.m., each day in the Clinic (CG14A). This is your opportunity to become part of the National Bone Marrow Registry. Initial screening is quick, painless, and without obligation--a registration form is completed and four oral swabs are taken. The entire process takes 5-10 minutes.

(U) Annually, an estimated 30,000 children and adults are diagnosed with leukemia and other fatal blood diseases. A bone marrow transplant is often their only hope. Donors must be in general good health and between the ages of 18 and 60. Please consider being a bone marrow donor and pass on the gift of life. For more information or to schedule an appointment, call the Clinic on (secure) (b)(6) (b)(6)

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The Recon - April 20, 2009

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### **(U) Celebrate Earth Day!**

(U) Looking for a way to make a difference this month? Consider doing your part to save the Earth and "Go Green" for a month.

(U) Earth Day is April 22, and MS&O's Environmental Safety Office (ESO) is reminding all NRO employees to protect and preserve the environment.

(U) By making a few minor changes in our daily routines, everyone can make a positive impact in improving the environment.

Consider the following facts:

- If every U.S. household replaced one roll of toilet tissue with 100 percent recycled tissue, our country could save 448,000 trees, or enough landfill space to equal 1,700 full garbage trucks;

- Recycling just one aluminum can will save enough electricity to run a television set for three hours;

- Leaving the water running while brushing your teeth uses five gallons of water. Turning the water off while brushing will save the average family of four over 14,000 gallons of water per year.

- More than 100 million cell phones are no longer used annually. If we recycled all of them, we would save enough energy to power 18,500 U.S. homes for a year. Click Cell Phone Recycle for more information.

The ESO encourages NRO employees to learn more about "Going Green" or participate in local events during the Earth period. For a list of national events and volunteer opportunities, visit [www.earthday.net](http://www.earthday.net). The following list highlights local events and web sites with information about Earth Day/Arbor Day activities:

(U) Fairfax County, Va., will celebrate Earth Day/Arbor Day on Saturday, April 25, from 11:00 a.m. - 4:00 p.m. at the Northern Virginia Community College, Annandale Campus. The Clean Fairfax Council hosts this event where citizens of all ages can have fun while learning about the environment. For details visit: [www.cleanfairfaxcouncil.org](http://www.cleanfairfaxcouncil.org).

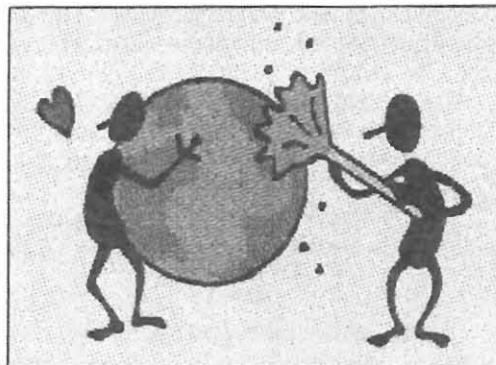
(U) In Washington, D.C., the Earth Day event is scheduled for Sunday, April 19, on the National Mall. For more details visit: [ww2.earthday.net/nationalmall2009](http://ww2.earthday.net/nationalmall2009).

(U) For the art lover, the Smithsonian Institute's American Art Museum will celebrate National Environmental Education Week and Earth Day by hosting Celebrate Earth Day Tours on Saturday, April 18 at 4:00 p.m.; Sunday, April 19 at 4:00 p.m.; and Wednesday, April 22 at 4:00 p.m. For more information visit [www.americanart.si.edu/calendar/family/](http://www.americanart.si.edu/calendar/family/).

(U) In Loudoun County, Va., "Earth Day @ Loudoun" activities are planned for Wednesday, April 22, and Sunday, April 26. For details see [www.earthdayatloudoun.org](http://www.earthdayatloudoun.org).

(U) The NRO and Westfields Business Association will hold their annual E-cycle, electronics recycling event on Monday, April 27. Electronic items (including cell phones) will be collected at that time. Stay tuned for more details.

(U) Preserving the Earth for future generations should be a joint effort for everyone. This Earth Day, do your part to create a cleaner, safer, and healthier environment for the future.



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**(U) Workforce Review Team**



(U) At the Town Hall on April 20, I mentioned that the Director of National Intelligence (DNI) and the NRO were co-sponsoring a 45-day, independent review and general assessment of the NRO and its operating environment. The results of this assessment will help the DNI and the Secretary of Defense ensure the NRO is appropriately enabled and empowered to successfully execute its mission well into the future. The review team has been assembled and the review is now underway.

(U) The team's focus is on external factors, including oversight, responsibilities, authorities and accountability, external relationships, personnel policies and practices, the requirements process, and the role of functional managers. We anticipate they will interview and receive briefings from leaders and subject matter experts across the NRO, industry, and other executive and legislative branch agencies and departments.

(U) The Review Team members include Lt Gen (Ret) (b)(3), (b)(6) Mr. (b)(2), (b)(6) Gen (Ret) (b)(3), (b)(6) Dr. Paul Kaminski, Mr. Marty Faga, and Ms. (b)(2), (b)(6). The review will culminate in a Review Team written assessment to the DNI.

(U) Thank you in advance for your full cooperation in this effort. I will inform you of the Review Team's outcome when it becomes available.

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## **(U) H1N1 Flu Update: Personal Preparedness and FAQs**

(U) Recently, I provided an update and some detailed guidance on what to do regarding the H1N1 flu. This update is to focus on personal preparedness and address frequently asked questions.

(U) **Is this flu an emergency?** The flu is not an emergency, but a wake-up call for us to begin preparations. If this turns into a pandemic and we have planned and properly heeded the medical community's advice, and planned to maintain our mission, we have done the best we can.

(U) **What should I do personally to protect myself?** Two things: **practice proper hygiene** and stay at home if you are sick. Follow best practices in hygiene (e.g., wash hands, sneeze/cough into a tissue or elbow) and most importantly, stay home and seek medical advice if you don't feel well. We, as individuals, need to focus on what's best for our colleagues, their families and the mission. People who report to work sick endanger their coworkers, their coworkers' families, and the mission. If you don't feel well, take one for the team and stay home and rest.

(U//~~FOUO~~) **What is the NRO's focus right now?** Our personnel and the mission are the focus. Keeping our people healthy (you'll be seeing more hand sanitizer in the facilities soon) and taking steps to position our organization to potentially, ~~(b)(2)~~ The mission continuity segment of this is massive, since it requires that we ensure, as individuals, we have left the items (e.g., files, procedures, status) of what we do so that others (maybe not specifically trained in that area) may pick up and continue moving our organization forward.

(U) **What does the NRO expect of me? Preparedness.** Is your family ready for possible isolation? If not, [click here](#) for guidance. Do your coworkers have the tools to pick up your work if you unexpectedly go on sick leave? OHR and OC provide the following guidance:

- Review and update your emergency contact information
- Ensure your supervisors and coworkers have your current phone number and address
- Review your leave options
- Know that civilian employees will be paid in the unlikely event that the NRO closes a building
- On-site contractors should review their corporate policies and disclosed charging practices in the event that NRO facilities are closed.

(U) We will be keeping the dialogue high on this flu and continue to provide sound guidance. There are tips and guidance on the **CEMP** page. Please ask questions if you don't see what you need.

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~~S//TK//REL TO USA, FVEY~~~~(S//REL TO USA, FVEY)~~ Overhead Systems Support (b)(1)1.4c Operations

(S//TK//REL TO USA, FVEY) Overhead systems provided critical support to recent (b)(1)1.4c

(b)(1)1.4c All ground stations contributed collection: ADF-East (b)(1)1.4c ADF-Southwest (b)(1)1.4c

(b)(1)1.4c ADF-Colorado (b)(1)1.4c (b)(1)1.4c

(b)(1)1.4c

(b)(1)1.4c (b)(1)1.4c

(b)(1)1.4c and the (b)(1)1.4c

(b)(1)1.4c to monitor activity in the threat area and provide that information to nearby (b)(1)1.4c assets. The (b)(1)1.4c

(b)(1)1.4c have obtained (b)(1)1.4c

(b)(1)1.4c themselves in the threat area in order to ensure their safety. (b)(1)1.4c is also conducting

SIGINT development of (b)(1)1.4c and

providing that information to the (b)(1)1.4c for (b)(1)1.4c

(b)(1)1.4c

(b)(1)1.4c

~~(S//TK//REL TO USA, FVEY)~~ Significance: Collaborative collection and analysis has resulted in the identification of

(b)(1)1.4c Both (b)(1)1.4c comprise the

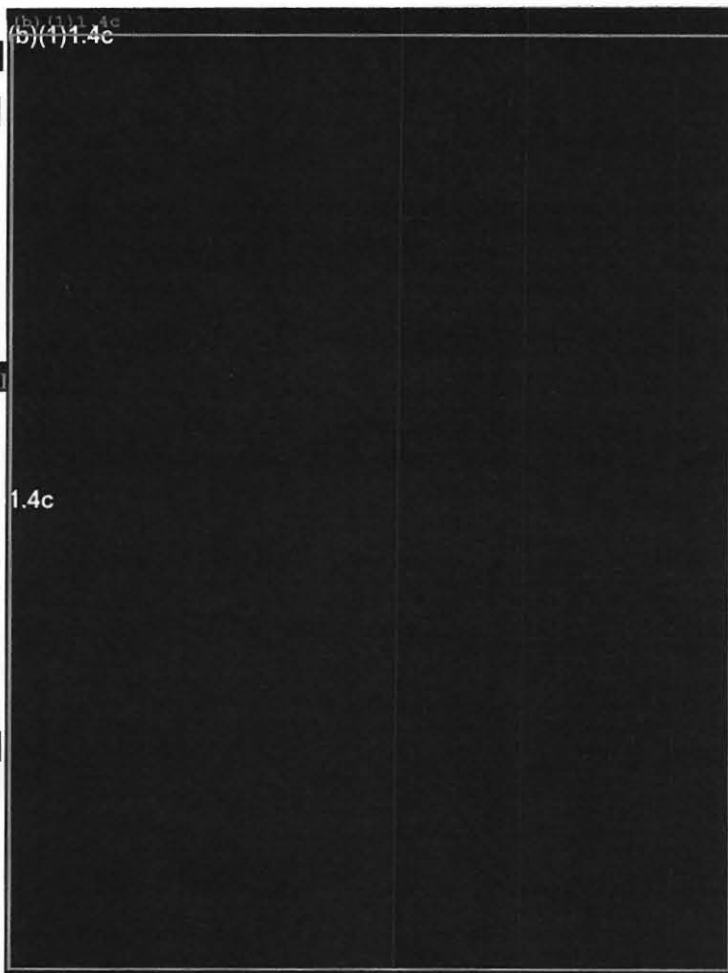
work. SIGINT tips provided to NGA have also resulted in

identification of (b)(1)1.4c IC

analysts are using (b)(1)1.4c

information, (b)(1)1.4c (b)(1)1.4c

(b)(1)1.4c

~~S//TK//REL TO USA, FVEY~~

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(U) NRO Navy 0-6 Selections

**NRO Navy Selects for Captain (0-6)**Navy:

CDR (b)(3), (b)(6) - IMINT

CDR (b)(3), (b)(6) - COMM

CDR (b)(3), (b)(6) - NRO Alumni, returning fall '09

Navy Reserve:

CDR (b)(3), (b)(6) - GED

CDR (b)(3), (b)(6) - DDMS

CDR (b)(3), (b)(6) - DDMS

CDR (b)(3), (b)(6) - GED

CDR (b)(3), (b)(6) - GED

**CONGRATULATIONS!**~~UNCLASSIFIED//FOUO.~~

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~~S//TK//NF.~~

## (U) (b)(3), (b)(6) Receives the Jimmie D. Hill Award

(U) (b)(3), (b)(6) (b)(3), (b)(6) who was selected to receive the National Military Intelligence Association's Jimmie D. Hill Award. Mr. (b)(3), (b)(6) the Director of the SIGINT Space Systems Program Office (SSPO), will receive the award at the National Military Intelligence Association's 35th Anniversary and Awards Banquet on Sunday, May 17, at the Hilton Hotel in Tysons Corner, Virginia.

(S//TK//NF) As director of SSPO, Mr. (b)(3), (b)(6) and his team launched, deployed, and activated both the (b)(4)1.4e overhead SIGINT systems. In parallel with these successful deployments, Mr. (b)(3), (b)(6) masterminded the monumental (b)(4)1.4e acquisition, focused on providing the next generation of overhead SIGINT systems at a significant cost savings. Mr. (b)(3), (b)(6) superior accomplishments included pivotal support to DoD missions. He was instrumental in the successful completion of payload integration and environmental testing for the first (b)(4)1.4e sensor, which will (b)(4)1.4e. The critical (b)(4)1.4e will remain on track, thanks to his collaboration with USSTRATCOM and AFSPC to define budgets and acquisition approaches for vital DoD adjunct communications and missile warning payloads.

(U) Through the Jimmie D. Hill Award, the NRO recognizes professional excellence, innovation, dedication, and exceptional contributions to the advancement of satellite reconnaissance. Award winners exemplify the professional achievement for which Mr. Hill is legendary. Individuals awarded this honor follow Mr. Hill's example with their tireless dedication and professional excellence in support of National Military Intelligence. Past recipients of this prestigious award include:

- 2008 - Lt Col (b)(3), (b)(6) USA
- 2007 - Col (b)(3), (b)(6) USAF
- 2006 - Mr. Lance Kiloran
- 2005 - Capt (b)(3), (b)(6) USN
- 2004 - Mr. (b)(3), (b)(6)
- 2003 - Dr. (b)(3), (b)(6)
- 2002 - Mr. (b)(3), (b)(6)
- 2001 - Mr. (b)(3), (b)(6)
- 2000 - Mr. (b)(3), (b)(6)

~~S//TK//NF.~~

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~~S//TK//REL TO USA, FVEY.~~

**(U) Winter 2009 Space Sentinel is here!**

(U) Some of the stories featured in the Winter 2009 Space Sentinel include:

(U) Economies-of-Scale - Building Flexible Ground Stations

(U) A New Way of Doing Business - Integrated NRO Program Plan for Transformation

(U) Inside the Mission Ground Station Declassification Integrated Planning Team

(U) Welcome the New Senior Leaders of the NRO

(U) NRO Operations

~~(S//TK//REL)~~ Hard Work: The Launch of (b)(1)1.4c

(U) In Passing: Dennis Fitzgerald

(U) Sharing the Dream: Dr. Martin Luther King Day

and more at:

ter 2009 Space Sentinel



~~S//TK//REL TO USA, FVEY.~~

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**(U) Thrift Savings Plan Briefing is May 18**

(U) Federal employees who participate in the Thrift Savings Plan (TSP) program, or are eligible to join the TSP, are encouraged to attend (b)(3), (b)(6) presentation on May 18, at 10 a.m., in the J.D. Hill Auditorium. The two-part briefing applies to Federal employees covered under the Federal Employees' Retirement System (FERS) and the Civil Service Retirement System (CSRS).

(U) (b)(3), (b)(6) a TSP expert, will cover the advantages of TSP membership for eligible employees, and address the current features and future changes for employees who are already contributing.

(U) For more information, click on **TSP** flyer.

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### (U) Business Systems Group Upcoming Training

(U) Management Services and Operations' Business Systems Group is offering the following SAP HR training in May:

(U//~~FOUO~~) SAP HR-Introduction ~~(b)(3)~~ - May 26, 9 a.m. - 4 p.m.

(U//~~FOUO~~) SAP HR-Maintenance ~~(b)(3)~~ - May 27-29, 9 a.m. - 4 p.m.

(U) To register for the training and view SAP available sessions, [click here](#). Select the course name to view the course description, learning objectives, pre-requisites, and other details. Click enroll to enroll yourself or another person. Your request will be processed and you will receive a separate confirmation email. For contractors, your request is forwarded to your COTR or CO for approval. If you have questions, please contact sap-training.

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~~S//TK//REL TO USA, FVEY~~**(U) ADF-Southwest Celebrates** (b)(1)1.4c

(U) The Aerospace Data Facility-Southwest (ADF-SW) celebrated its (b)(1)1.4c in Las Cruces, New Mexico. Distinguished visitors and guest speakers included Lt Gen (Ret) James H. Clapper, Jr., Under Secretary of Defense for Intelligence; Mr. Scott Large, Director National Reconnaissance Office; Mr. Lloyd Rowland, Deputy Director National Geospatial-Intelligence Agency; and Brig Gen Blair Hansen, Deputy Chief of Staff HAF/A2 ISR.

(S//TK//REL) The (b)(1)1.4c celebration was a momentous occasion that recognized (b)(1)1.4c to the most recent transition of (b)(1)1.4c. Festivities included a historical walk through the hallways of ADF-SW buildings 10, 10-1, and 10-2. Features along the route included a 64-foot timeline depicting events from 1956, with the inception of the U-2 and first reconnaissance platform, to the (b)(1)1.4c. The timeline featured commanders who have served at the site over the past (b)(1)1.4c highlighted successful milestones and collaborative efforts, posted Space Sentinel articles of ADF-SW's support to the Intelligence Community, identified rescue efforts (including the (b)(1)1.4c), and displayed a variety of spacecraft and rocket models.

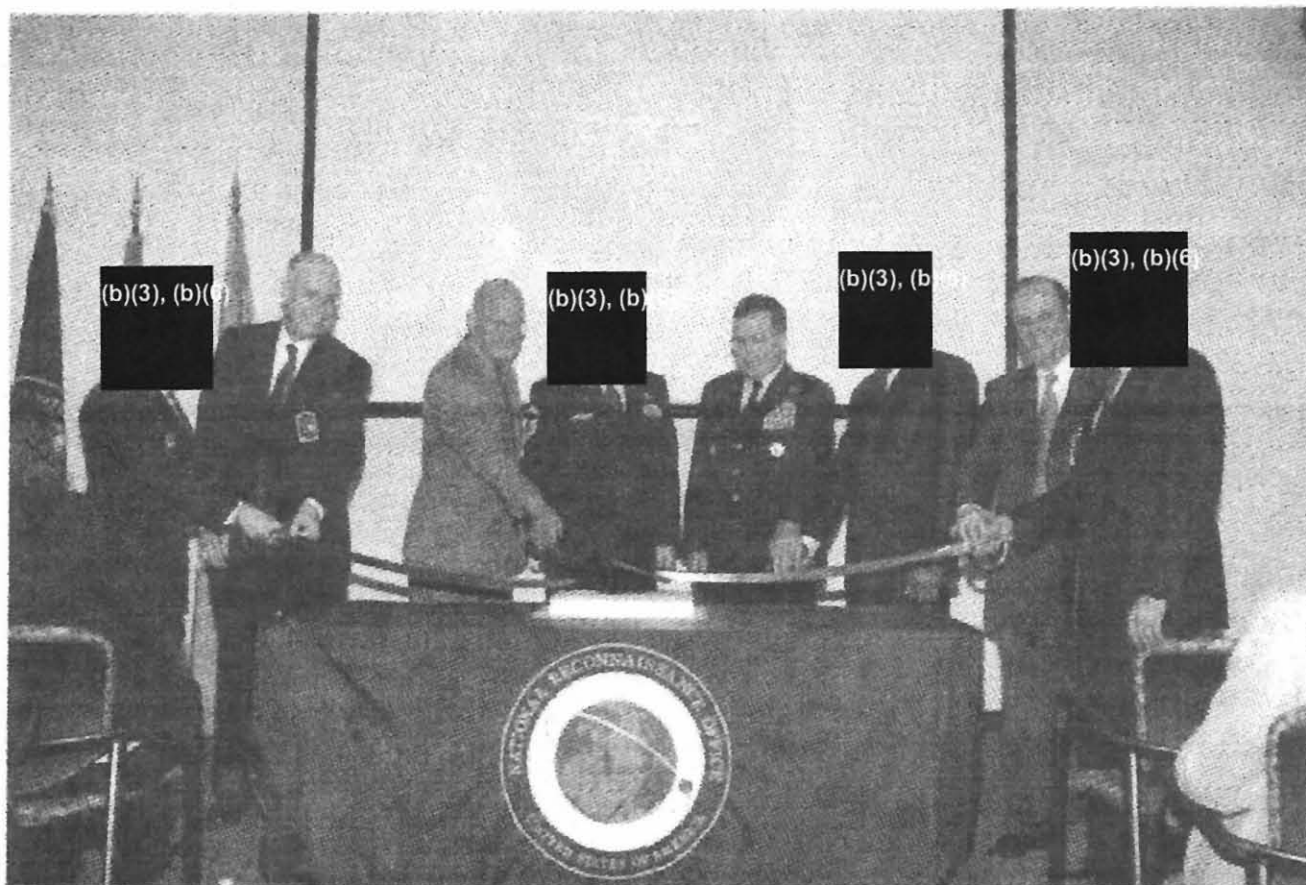
(U) The formal celebration was held in the Acoma conference room and featured an (b)(1)1.4c video with footage, captured from (b)(1)1.4c that covered mission inception and transformation, milestones, vehicle launches, and ground processing upgrades and enhancements.

(U) Seasoned ADF-SW staff enjoyed a "grip and grin" with the honorees. Commemorative pins were presented to ADF-SW employees with (b)(3) service. The celebration concluded with a ceremonial saber cake-cutting by the distinguished guest speakers and their counterparts.

(U) ADF-SW (b)(1)1.4c Cake-Cutting Ceremony. Left to right: Col (b)(3) (b)(6) ADF-SW/CC; Mr. Scott Large, RO; Lt Gen James Clapper, (Ret) USD(I); SMSgt (b)(3) (b)(6) COMM Det 4 Chief; Brig Gen Blair Hansen, HQ AF/A2; Mr. (b)(6) Dir AF Systems; Mr. Lloyd Rowland, Dep Dir NSA; and Mr. (b)(3) (b)(6) Dir IOC-SW.

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~~S//TK//REL TO USA, FVEY~~

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**(U) MS&O/BSG releases new version of the Employee Locator**

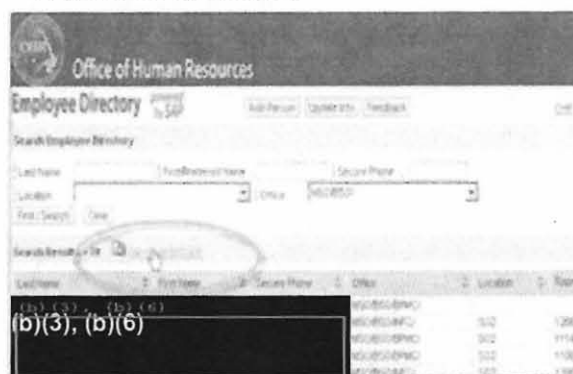
(U) The Management Services and Operations' Business Systems Group has released its latest version of the Employee Directory. The directory can be accessed from the NRO Byway, as well as the Information and Services Portal.

(U) One of the key enhancements added to this version allows customers to export their search results to a simple Microsoft Excel format. The option to download to Excel is only available when a successful search has been performed and results are displayed in the results table.

(U) Highlights of the latest version are shown in graphic on the right. The new URL for the Employee Directory is: **Employee Directory**

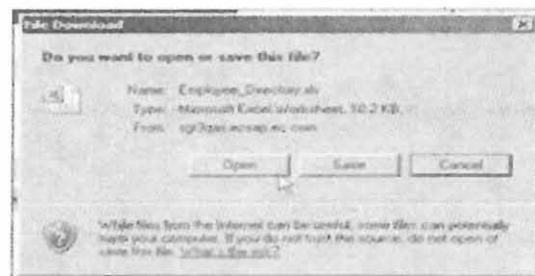
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(U//FOUO) Figure 1: Employee Directory Download to Excel option



(U) You can choose to "Save" or "Open" the file.

(U) Figure 2: File Download popup box



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(U) Annual COMM Mother's Day Flower Sale is May 6

## *COMM Mother's Day Flower Sale*

*When: May 6, 2009 from 1000 - 1630 hrs*

*Where: Tower One Main Lobby  
(outside of Cafeteria)*

*If Needed May 7, 2009 from 0900 - 1630 hrs*

*Where: 32A04*

*Look at all we have to brighten her day...*

*Hibiscus in two sizes*

*6-inch Pot Geraniums*

*6-inch Pot Martha Washington Geraniums*

*4-inch Pot Gerber Daisies*

*Ferns, Hydrangeas, Impatiens, Violets,  
and lots of Hanging Baskets*

*And much, much more*

*(COMM Cookbooks will also be sold and  
make great Mother's Day Gifts)*

*Thanks for Supporting COMM Events!*

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### **(U) Wounded Warrior Internship Fair is May 7**

(U) "Paving the Road to the Future for America's Wounded Warriors," the NRO, in partnership with the Department of Defense Operation Warfighter Program, will host the Wounded Warrior Internship Fair at NRO headquarters on Thursday, May 7, from 10 a.m. to 3 p.m. The NRO hosts active-duty, military wounded personnel from Walter Reed, Fort Belvoir, Bethesda, and Quantico.

(U) The NRO showcases its Directorates and Offices, which present internship opportunities the participants may select for their intern assignment. NRO military and civilian personnel volunteer their support for this special event. For information on the benefits of this program, watch the "Warfighter Promo" video under "Related Media" and hear the interns share their stories.

(U) For more information, call (b)(3), (b)(6) on (b)(3), (b)(6), (b)(3), (b)(6) on (b)(3), (b)(6) or (b)(3), (b)(6) on (b)(3), (b)(6). Click here for the invitation.

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**(U) IC Events and Other Items of Interest**

(U) Joint IC Facilities and Environmental Conference, May 12-14

(U) GEOINT Search IC-Wide Conference, May 12-14

(U) Biometrics and Forensics Conference, May 12-14

(U) NGA Burma Days Conference, May 12-14

(U) Forum for Women of Color in Intelligence Leadership, May 13-16

(U) National Research Council Public Workshop, May 15

(U) 2009 DoDIIS Worldwide Conference, May 17-21

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(U) SEAL Training...Just Another Day in Paradise



(U//~~FOUO~~) April 8, 2009 -- A cold-weather training instructor monitors U.S. sailors as they spend five minutes in near-freezing water "rewarming" as part of SEAL qualification training in Kodiak, Alaska. (Photo courtesy of Defense Imagery)

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**(U) NRO Counterspace Threat Conference is July 28-30**



(U) Systems Engineering and the National Reconnaissance Operations Center will host the **9th Annual NRO Counterspace Threat Conference**, on July 28-30, 2009, in the J.D. Hill Conference Center.

(U) Over the past nine years the conference has grown from a half-day event into three full days, accommodating 450+ attendees and over 50 presentations from 14 agencies across the Intelligence Community (IC) and defense counterspace threat analysis communities. The goal for the conference is to foster continued dialog among IC and military counterspace threat analysts, space systems operators, and those individuals working space system-related protection technologies, and acquisition professionals involved in developing and fielding space-related systems. This dialog will better prepare us to make the most effective and appropriate protection investment and operations decisions.

(U) All Directorates and Offices are encouraged to submit topics on NRO program responses to counterspace threats, or insights into your counterspace threat intelligence needs. Our intent is to offer a mix of presentations covering the broad spectrum of existing and potential threats to the NRO enterprise, with emphasis on the space and information segments.

(U) There is great interest in the current state of foreign investment, technology, doctrine, and employment trends in space and counterspace programs. We encourage diverse ideas and opinions, therefore, the briefings may include preliminary analytic findings and need not be finished intelligence that represents IC consensus. Briefings are limited to 30-45 minutes, including time for questions and answers. The conference will be held at the TOP SECRET//SI//TK//NOFORN level.

(U) An agenda will be available in a future announcement. The conference website has been activated and includes on-line registration. **Pre-registration is required**, as security procedure no longer accommodates walk-ins. For further information and to access registration, click [9th Annual NRO Counterspace Threat Conference](#).

(U) Mr. (b)(3), (b)(6) and (b)(3), (b)(6) are the NRO points of contact for the conference.

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~~TOP SECRET//SI//TK//REL TO USA, FVEY.~~~~(TS//SI//TK//REL TO USA, FVEY)~~ ADF-Colorado Collects (b)(1)1.4c

(b)(1)1.4c

(b)(1)1.4c

~~(TS//SI//TK//REL TO USA, FVEY)~~ On April 24, ADF-Colorado (b)(1)1.4c  
 (b)(1)1.4c (b)(1)1.4c to the (b)(1)1.4c  
 (b)(1)1.4c launched the (b)(1)1.4c This is an  
 important collection against (b)(1)1.4c

~~(TS//SI//TK//REL TO USA, FVEY)~~ Significance: The (b)(1)1.4c is (b)(1)1.4c  
 (b)(1)1.4c It is capable of producing  
 (b)(1)1.4c NRO collection assets will continue to  
 (b)(1)1.4c to obtain more detailed information regarding its  
 (b)(1)1.4c

~~(S//REL)~~ NOTE: Collection that provides information on (b)(1)1.4c  
 intelligence capability is a (b)(1)1.4c requirement in (b)(1)1.4c of the (b)(1)1.4c

~~(TS//TK//RSEN//REL TO USA, ACGU)~~ (b)(1)1.4c

(b)(1)1.4c

~~TOP SECRET//SI//TK//REL TO USA, FVEY.~~

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**(U) H1N1 Flu Update**



(U) Management Services & Operations (MS&O) is responsible for enterprise-wide pandemic planning for the NRO. MS&O's Comprehensive Emergency Management Program (CEMP) Office is handling oversight of daily monitoring, which includes tracking the course of the current virus and its effect on the workforce.

(U) Currently, the H1N1 virus is highly contagious, but produces primarily mild symptoms. It is critically important that NRO employees and their families exercise appropriate hygiene practices at home, work, and school to prevent the spread of the H1N1 virus and other illnesses.

(U) Precautionary measures all employees should follow:

- Cover your mouth and nose when you cough or sneeze. It's better if you cough/sneeze into your sleeve or a tissue.
- Wash your hands frequently.
- Protect your coworkers; remain out of the workplace if you have a respiratory illness with fever.
- If you become ill at work, contact the medical clinic in your building or consult your personal health care provider. When you arrive at the clinic, report your symptoms immediately so further evaluation can take place in a separate treatment area.

(U) For more information on the current H1N1 situation, visit the Centers for Disease Control website at <http://www.CDC.gov/swineflu>, or visit the **CEMP** Web page.

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**(U) Thrift Savings Plan Briefing is May 18**

(U) Federal employees who participate in the Thrift Savings Plan (TSP) program, or are eligible to join the TSP, are encouraged to attend (b)(3) (b)(6) presentation on May 18, at 10 a.m., in the J.D. Hill Auditorium. The two-part briefing applies to Federal employees covered under the Federal Employees' Retirement System (FERS) and the Civil Service Retirement System (CSRS).

(U) (b)(3) (b)(6) a TSP expert, will cover the advantages of TSP membership for eligible employees, and address the current features and future changes for employees who are already contributing.

(U) For more information, click on **TSP flyer**.

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**(U) Mandatory Annual Espionage (EO 12333) Training**



(U) The Secretary of Defense, the Director of the Central Intelligence Agency, and the Director of National Intelligence have mandated annual briefings for **all** personnel -- **staff and contractor** -- involved in the collection, storage, or dissemination of intelligence at Government sites. The **EO 12333 Legal Bulletin** provides additional explanation.

(U) To launch EO12333 training, click [here](#). If you have any questions, please contact the Office of General Counsel.


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~~CONFIDENTIAL~~

## (U) Recent NRO CIA Careerists (GS-6 to GS-10) Promotions

			
<del>CONFIDENTIAL</del>			
Congratulations to NRO CIA Careerists Promoted Nov '08 - Apr '09!			
GS-06 to GS-10			
<u>GS-06 to GS-07</u>	<u>GS-08 to GS-09</u>	<u>GS-09 to GS-10</u>	
(b)(6), (b)(3)	(b)(6), (b)(3)	(b)(6), (b)(3)	(b)(6), (b)(3)
<u>GS-07 to GS-08</u>		<u>GS-10 to GS-11</u>	
(b)(6), (b)(3)		(b)(6), (b)(3)	(b)(6), (b)(3)


~~CONFIDENTIAL~~

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~~CONFIDENTIAL~~

## (U) Recent NRO CIA Careerists (GS-11 to GS-15, and SIS) Promotions

		<del>CONFIDENTIAL</del> Congratulations to NRO CIA Careerists Promoted Nov '08 – Apr '09! GS-11 to GS-15, and SIS	
<u>GS-11 to GS-12</u> (b)(6), (b)(3)		<u>GS-14 to GS-15</u> (b)(6), (b)(3)      (b)(6), (b)(3)	
<u>GS-12 to GS-13</u> (b)(3), (b)(6)			
<u>GS-13 to GS-14</u> (b)(6), (b)(3)	<u>GS-13 to GS-14</u> (b)(6), (b)(3)	<u>GS-13 to GS-14</u> (b)(6), (b)(3)	<u>GS-15 to SIS</u> (b)(6), (b)(3)

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**(U) Take the COMM ICT Annual Survey**



(U) The annual NRO COMM Information & Communication Technology (ICT) survey began May 11. All employees are encouraged to participate. Your input is crucial in helping COMM understand how their customers believe they are meeting commitments for service delivery and management activities. Feedback received from the survey will be used to evaluate both current services performance and the direction for future service improvements.

(U) The **COMM ICT Survey** should take less than 15 minutes to complete. Free-form fields within each service area were created to record user comments. This is your opportunity to identify service areas that are working well and those that need improvement.

(U) If you have any questions regarding the survey, contact the Service Desk, on **(b)(3), (b)(6)**

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(U) Mike Mears Speaks on Leadership - June 5



Leadership  
Learning Forum

## The MS&O Leadership Learning Forum

presents

**"Want to Become a Great Leader?"**

With Guest Lecturer and Noted Public Speaker

**Mike Mears**

Former Chief of Human Capital, Central Intelligence Agency

**Friday, June 5, 2009**

**8:30 am – 10:00 am**

**J.D. Hill Auditorium**

**"Open to All Personnel"**

For more information, contact (b)(3), (b)(6)

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The Recon - May 15, 2009

~~SECRET//SI//TK//REL TO USA, FVEY~~~~(S//TK//REL TO USA, FVEY)~~ (b)(1)1.4c Provides Insight into (b)(1)1.4c

(b)(1)1.4c

~~(S//TK//REL TO USA, FVEY)~~ Since October 2008, (b)(1)1.4c and Menwith Hill Station have executed (b)(1)1.4c an effort to provide analytic support and target development on the (b)(1)1.4c provide the collection. Using this collection, Menwith Hill Station analysts can (b)(1)1.4c content. Menwith Hill (b)(1)1.4c the data to (b)(1)1.4c These agencies can then (b)(1)1.4c The goal is to (b)(1)1.4c

~~(S//TK//REL TO USA, FVEY)~~ Significance: There is a heightened interest in (b)(1)1.4c due to regional unrest and potential for the (b)(1)1.4c This new effort, performed by (b)(1)1.4c and Menwith Hill Station, is proving successful in assessing the vulnerabilities of (b)(1)1.4c In the future, techniques and technologies developed in the project may be used for (b)(1)1.4c

~~(S//SI//TK//REL TO USA, FVEY)~~ Example (b)(1)1.4c from (b)(1)1.4c

~~SECRET//SI//TK//REL TO USA, FVEY~~

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The Recon - May 15, 2009

~~UNCLASSIFIED//FOUO~~

(U) Boots (& Paws) on the Ground



~~(U//FOUO)~~ May 7, 2009: U.S. soldiers assigned to Bravo Company, 2nd Infantry Battalion, 112th Infantry Regiment, patrol the city of Abu Ghraib, Iraq. (Photo courtesy of Defense Imagery.)

~~UNCLASSIFIED//FOUO~~

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The Recon - May 15, 2009

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### **(U) Update on Parking Garage Upgrades**



(U) Upgrades to the Westfields parking garages are almost complete. The upgrades, which began late last year, have included maintenance work to the overhead fire suppression supply piping.

(U) The upgrades in garage 2 were completed earlier this month. Due to ongoing work, phased parking restrictions are still in effect on the bottom level of garage 1, with up to 60 parking spaces on the lower level restricted each day.

(U) If you plan on leaving your vehicle parked overnight, or for an extended period of time, check with a **(b)(3), (b)(6)** for an alternate parking location.

(U) Completion of the garage project is expected by the end of May. For more information, click [Facility Advisory](#).

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**The Recon - May 15, 2009**

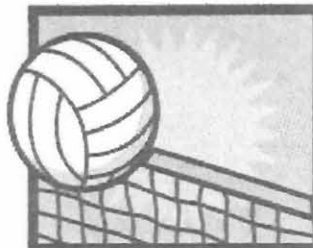
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**(U) 2009 NRO Volleyball Tournament**

(U) The Westfields Fitness Center will hold the annual NRO volleyball tournament July 6-10, 2009. Finals will be held July 10, during All American Day/Family Day. The number of registered participants will determine the actual tournament dates.

(U) Both competitive and recreational leagues will be held. All teams must include a minimum of one female player at all times. Teams must consist of at least 10 members to participate. Click [here](#) for the sign-up sheet.

(U) If you have any questions, contact (b)(3), (b)(6) on (b)(3), (b)(6)



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The Recon - May 15, 2009

~~UNCLASSIFIED//FOUO~~

### (U) NRO On Demand: Interacting with Senior Leaders

(U) Did you know technical skills and knowledge account for 15 percent of the reason a person gets a job, keeps a job, and advances in a job? Eighty-five percent of job success is connected to people skills.\* The "Business Protocol & Etiquette" -- **Interacting with Sr. Leaders** video, now available on NRO On Demand, can help you be more effective in the workplace and when dealing with senior leaders.

(U) The workshop, facilitated by leading protocol consultant, (b)(6) (b)(7)(C) was videographed in March, when the Office of Equal Employment Opportunity and Diversity Management hosted it in conjunction with the NRO Federal Women's Program and the NRO Native American Council. Highlights of the program include:

- First impressions
- World-class handshakes
- Introductions and titles
- Business cards
- Common protocol practices



*\*Based on research conducted by Harvard University, Carnegie Foundation, and the Stanford Research Institute.*

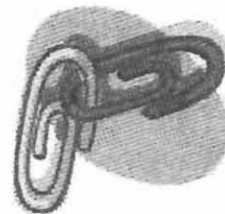
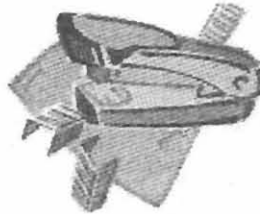
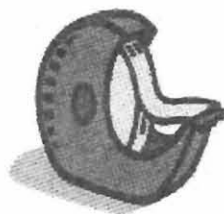
~~UNCLASSIFIED//FOUO~~

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The Recon - May 15, 2009

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**(U) Tower 1 Free Issue Room Nears Completion**



(U) The Tower 1 Free Issue Room will reopen soon and will be renamed the "Just-In-Time Supply Center." The Logistics and Facilities Services Group (L&FSG) reports that the construction work is complete. An opening date will be announced once Internet connectivity is established. The new supply center will offer better inventory management and availability to customers.

(U) During the construction phase, the Tower 4 (T4) Free Issue Room has temporarily serviced customers. L&FSG is restocking the room every week; however, once the Tower 1 "Just-In-Time Supply Center" opens, the T4 Free Issue Room will be closed.

(U) If you experience problems locating certain supplies, email **Supply Center POCs** or **Free Issue POCs** for a supply request and/or more information.

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The Recon - May 15, 2009

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**(U) OGC Bulletin - Rental Car Fender Benders While TDY**



(U) The Office of General Counsel (OGC) has created a **Legal Bulletin** that addresses queries from NRO travelers and administrative officers regarding procedures to follow in the event a Government employee is involved in an accident, using a rental car, while on TDY travel.

(U) If you have any questions, please contact OGC, on (b)(3), (b)(6)

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**The Recon - May 15, 2009**

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**(U) NRO University - May Courses**



(U) Performance Conversations - May 18  
Performance Conversations

(U) NRO and the Congressional Budget Process - May 19  
NRO and the Congressional Budget Process

(U) Advanced Concepts in Systems Engineering (SE701) - May 19  
Advanced Concepts in Systems Engineering

(U) ASSET v5.1 Operators' Course - May 19  
ASSET v5.1 Operators' Course

(U) Getting Results Without Authority - May 19  
Getting Results Without Authority

(U) Facility & Infosec Accreditation Tool Training - May 19  
Facility & Infosec Accreditation Tool Training

(U) Harassment Awareness and Prevention Workshop for New Personnel - May 19  
Harassment Awareness and Prevention Workshop for New Personnel

(U) Reasonable Accommodations Under the Americans with Disabilities Act - May 19  
Reasonable Accommodations Under the Americans with Disabilities Act

(U) Communication Makes for Successful Working Relationships - May 19  
Communication Makes for Successful Working Relationships

(U) NRO SIGINT Schoolhouse, SATT-2350 - May 20  
NRO SIGINT Schoolhouse, SATT-2350

(U) ADF-East Tour - May 21  
ADF-East Tour

(U) What NRO Program Managers Must Know About Software Systems Engineering and Management (SE702) - May 21  
What NRO Program Managers Must Know About Software Systems Engineering and Management

(U) Customer Information System (CIS) Training - May 22  
Customer Information System Training

(U) HR-Introduction - May 26  
HR-Introduction

(U) Handling NRO Workforce Issues for Managers - May 27  
Handling NRO Workforce Issues - Managers

(U) R-Maintenance - May 27  
R-Maintenance

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The Recon - June 01, 2009

~~SECRET//SI//TK//REL TO US, AUS, CAN, GBR, NZL~~

## (U) Town Hall presents PDDNRO Perspectives

(U) Ms. Betty Sapp began her first Town Hall as Principal Deputy Director NRO, on Thursday, May 28, to a full audience in the J.D. Hill Auditorium. She rendered a heartfelt expression of her appreciation for being back at the NRO after two years at the Pentagon. Prior to her assignment at the Pentagon, Ms. Sapp spent 13 years at the NRO and held six jobs across three towers.

~~(S//TK//EYEX)~~ Ms. Sapp highlighted several NRO successes and provided acquisition updates on a number of NRO programs including Next Generation Electro-Optical, ~~(b)(1)(1.4c)~~

~~(b)(1)(1.4c)~~

(U) In her discussions about the Next Generation EO program, Ms. Sapp added that it had the support of the President, DNI, and SECDEF, and is now being considered by Congress. She emphasized the criticality of the NRO working as a team on this crucial national asset.

(U) "NRO needs to provide better mission utility at reduced cost. We must make better use of our systems end-to-end," she said. Later, she said the NRO must focus on shifting and lowering recurring costs in addition to increasing mission utility, for example making multiple vehicle buys for efficiency and cost savings.

(U) The PDDNRO said the NRO is experiencing the growing pains many organizations face when they reorganize. She related what we are experiencing today to what the organization faced in 1993, with the dissolution of Programs A, B, and C. Reporting to the NRO shortly after this major reorganization, Ms. Sapp saw the effect it had on the workforce.

(U) "Some things will need to be tweaked," she said of last year's transformation. "We are going to work through them and it will require that we work together." Although she observed some residual confusion about roles and responsibilities, she feels establishing separate ground, systems operations, and system engineering directorates is the "right way to go." She has emphasized the importance of the organization continuing the emphasis of innovation focusing on the Ground.

(U) Looking forward, Ms. Sapp said we need to re-embrace and re-emphasize the NRO core values of integrity, excellence, teamwork, innovation, and respect and diversity. "We must recommit to our core values. It is how I expect you to behave inside and outside of the NRO.....There will be 'no excuses.'"

(U) "We will position the right people to lead the programs, position them for success and, if they run into a problem, we will all help them."

(U) Ms. Sapp wants individuals working at the NRO to walk away from the experience feeling it was the best tour they have ever had. At the recent DNI Galileo awards she met a 22 year old recent college graduate working for the CIA.

(U) "I thought it was remarkable that he thought he could write a paper that could change the IC and he did it," she said. These are the kinds of bright people we want working for the IC today.

(U) Following her remarks, Ms. Sapp answered several questions. She briefly updated the audience on the status of the NRO Focus Groups addressing the Stakeholder Analysis. She said the front office is taking the lead but she encourages workforce participation. "Please roll in and help if you find one of the focus areas you are interested in."

(U) Ms. Sapp remarked on the incoming DNRO and noted that, while no official announcement has been made, the new Director should be in place by mid-July. "We'll have someone walk into the role who will be very good for us. This is critical", she said.

~~SECRET//SI//TK//REL TO US, AUS, CAN, GBR, NZL~~

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The Recon - June 01, 2009

~~S//TK//REL TO USA, FVEY.~~**(U) Col (b)(3), (b)(6) Relinquishes Command of ADF-C**

(b)(3), (b)(6)

(U) On May 21, 2009, Col (b)(3), (b)(6) relinquished command of the Aerospace Data Facility-Colorado (ADF-C). Col (b)(3), (b)(6) assumed command of ADF-C on (b)(3). His follow-on assignment will be Director of Space Forces in United States Central Command. During the ceremony, Col (b)(3), (b)(6) was awarded the Defense Superior Service Medal, the National Intelligence Exceptional Achievement Medal, the NRO Gold Medal, the Bronze Medal from the Director of NSA, and the National Geospatial-Intelligence Agency Medallion for Excellence.

(S//REL TO USA, FVEY) Col (b)(3), (b)(6) tenure at ADF-C was marked by several notable achievements. The Director of National Intelligence recognized ADF-C with the 2008 DNI National Intelligence Award for Collaborative Leadership. Owing to the collaborative approach that resulted in a litany of operational successes for warfighting and Intelligence Community customers, an excerpt from the citation read, "the Aerospace Data Facility-Colorado has established itself as the Intelligence Community leader for guiding and institutionalizing a culture of collaboration and information sharing between these IC agencies, DoD personnel, foreign mission partners and a global customer set." ADF-C has a reputation for continually looking for ways to better serve consumers of the information it produces. Col (b)(3), (b)(6) leadership advanced collaborative relationships among the site's intelligence agencies, military services, and mission partners. The award is a testament to the site's standard of excellence and Col (b)(3), (b)(6) visionary leadership.

(S//REL TO USA, FVEY) The 2008 Joint Inspector General Inspection (IG), held Oct. 20-31, was another validation of Col (b)(3), (b)(6) leadership. The Joint IG Team consisted of inspectors from NRO, NSA, NGA, and all services. Under Col (b)(3), (b)(6) guidance, the (b)(1)1.4c. This achievement constituted a 25 percent improvement over the previous inspection. The site earned 27 "commendables," a new Joint IG record. As a result, the IG determined that ADF-C set a new standard for excellence.

(U) Col (b)(3), (b)(6) collaborated with the site's mission partners, NGA and NSA, and updated the joint agency leadership construct reflecting ADF-C continuity independent of agency representation. Additionally, space limitations within ADF-C drove the need for a new building. Col (b)(3), (b)(6) began the initial steps to develop requirements concepts of operation for the visionary facility, known as Keystone, which will set the standard for future intelligence production. These actions have made ADF-C a DNI test bed for establishing and governing a multi-agency intelligence organization.

(U) Col (b)(3), (b)(6) leadership embodies the absolute commitment to customer needs. The ADF-C workforce and NRO wish him well on his upcoming deployment to the Central Command Theater of operations. Although Col (b)(3), (b)(6) will be missed, he leaves a legacy on which the site can build upon to achieve even greater success.

(S//TK//REL TO USA, FVEY) Note: Change of Command ceremonies have two components: relinquishment of command by the outgoing commander and assumption of command by the incumbent commander. This ceremony was a Relinquishment of Command. Col (b)(3), (b)(6) from (b)(1)1.4c. will assume command of ADF-C on July 14, 2009.

~~S//TK//REL TO USA, FVEY.~~**NRO Approved For Release**

The Recon - June 01, 2009

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**(U) IC named a "Best Place to Work in the Federal Government"**



**A Message from the DNI (U)** Congratulations! On May 20, 2009, the not-for-profit Partnership for Public Service recognized the U.S. Intelligence Community (IC) as one of the *Best Places to Work in the Federal Government*. This coveted designation is based on the Partnership's analysis of our 2008 IC Employee Climate Survey results. They compared our results to those of other Federal agencies, and what they found is something many of us knew all along... that overall, the IC is truly an "employer of choice," as judged by the toughest critics of all-our very own employees.

(U) In the aggregate, our survey results placed us fourth among all large Federal departments and agencies, a result that is especially gratifying given that this is the very first year the IC participated in the Partnership's ranking process (for more information on that process, visit the Partnership's

Web site at [bestplacetowork.org](http://bestplacetowork.org)). This is a singular achievement, but all of the credit goes to you. After all, you helped create the work environment that the award recognizes, and I want to thank you on behalf of the IC's senior leadership.

(U) I also want to take this opportunity to thank you for your service to our Nation. You are the ones who dedicate yourselves to our mission each and every day, and in so doing, you embody all of the things that the IC stands for: courage, collaboration, and commitment to such things as selfless service, diversity, and excellence in everything you do. Together, you make the IC one of the very best places to work in the Federal government, and it is my honor and privilege to serve with you.

Dennis C. Blair

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The Recon - June 01, 2009

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**(U) Leadership Opportunity**



(U) Don't miss the opportunity to hear noted lecturer and public speaker Mike Mears, as he addresses the NRO workforce on the topic "Want to Become a Great Leader?" The presentation, sponsored by the MS&O Leadership Learning Forum, will be held June 5, beginning at 8:30 a.m., in the J.D. Hill Auditorium.

(U) Mr. Mears comes to the NRO with a resume peppered with experience from every sector represented at the NRO: military, government, and private.

(U) Mears graduated from West Point and later became a Vietnam Combat Platoon Leader. He has been awarded the Bronze Star, two Army Commendation Medals with "V" device, and an Air Medal.

(U) Mears' government portfolio includes tenure as the Chief of Human Capital at the CIA, where he also founded the Agency's Leadership Academy. He has been awarded the NSA Directorate of Operation's highest award and also the CIA Distinguished Career Intelligence Medal.

(U) In the private sector, Mears, a Six Sigma Black Belt and graduate of the Harvard Business School, has been president of a fast food company and senior vice president for private equity of a major corporation.

(U) Friday's lecture is open to all NRO personnel; no registration is required. For more information, contact (b)(3), (b)(6) on

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The Recon - June 01, 2009

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### **(U) Announcing the Summer-Only Employment Program**

(U) For the first time, the NRO will participate in the Summer-Only Employment Program. Given the success of the CIA's Summer-Only program, NRO/OHR chose to pilot a program at Westfields.

(U) The NRO will host eight summer-only employees, who are dependents of CIA employees. The program runs from now until the students return to school in the fall.

(U) Factoids you'll want to remember when dealing with a summer-only employee:

- Cleared only to the **SECRET** level
- Have a gray badge
- Are assigned to OHR with swipe access into OHR SCIF spaces
- Will identify themselves as "Summer Only" when answering secure phones
- Have no access to NMIS
- Have no open/close suite privileges and no access to safes and/or combinations for safes

(U) Help make this an educational and rewarding experience for our "summer employees." If you have any questions regarding the program, please contact (b)(3), (b)(6) on (b)(3), (b)(6) or

(b)(3), (b)(6) on (b)(3), (b)(6)



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The Recon - June 01, 2009

**UNCLASSIFIED.****(U) The Lesson of the Butterfly**

(U) Spring was just beginning and a man came upon the cocoon of a butterfly with a small opening in it. He observed, on the inside, a small creature trying very hard to free himself. After several hours of struggling, the butterfly seemed to be making little progress. The man decided to help the butterfly. He took a pair of scissors and snipped off the cocoon so that the butterfly could emerge easily.

(U) The body of the butterfly was swollen and its wings were small and shriveled. The man kept watching because he expected to see the wings expand and enlarge, the body to shrink, and the butterfly to fly away and fulfill the promise of spring. But it never happened. The butterfly spent the rest of his life crawling around and never able to fly.

(U) What the man did not understand was that the restriction of the cocoon and the struggle required for the butterfly to get through the tiny opening were nature's way of forcing fluid from the body of the butterfly into its wings so that it would be ready for flight once it achieved freedom from the cocoon.

(U) Sometimes struggles are exactly what we need in our life. They force us to use our creativity to find new and, sometimes, better ways to adapt to things we may not be able to change. The pressures on society, and subsequently each of us individually, are enormous today. The effect of stress in our lives is taking a toll on our physical and emotional health. There is no easy way around it, but we can make use of the tools we have, and those we can develop, to adapt more effectively.

(U) Eat properly, get plenty of rest, exercise, and seek out the support of others. Most importantly, maintain a positive attitude. Studies indicate that a positive frame of mind is the most effective defense against the negative effects of stress in our lives.

(U) We are most able to maintain that positive attitude when we are feeling healthy, fit, and connected to others. Look for and appreciate the small blessings of every day – the weather beginning to warm, the greeting of "Have a nice day" that you receive from the gate guard each morning, and the opportunity to be living in the USA.

**UNCLASSIFIED.****2009 EAP Support Groups****SEPARATED & DIVORCED**

(b)(3), (b)(6) LPC, LMFT  
 (b)(3), (b)(6) Tuesday – 1200 - 1300, Room 12A04

**SPECIAL NEEDS**

(b)(3), (b)(6) LPC, LMFT  
 (b)(3), (b)(6) Tuesday – 1200 - 1300, Room 12A04

**PARENTS OF TODDLERS**

(b)(3), (b)(6) LCSW  
 (b)(3), (b)(6) Tuesday – 1230 - 1330, Room 12A04

**RECOVERY**

(b)(3), (b)(6) LPC  
 (b)(3), (b)(6) Tuesday – 1100 - 1200, Room 12D00F

**PARENTS OF TEENS**

(b)(3), (b)(6) LPC & (b)(3), (b)(6) LCSW  
 (b)(3), (b)(6) Tuesday – 1100 - 1200, Room 12A04

**SURVIVING IN A BAD ECONOMY – SUPPORT/DISCUSSION**

(b)(3), (b)(6) AFC  
 (b)(3), (b)(6) Wednesday – 1230 - 1300, Room 15D01A

**ELDER CARE**

(b)(3), (b)(6) Ph.D. and (b)(3), (b)(6) LPC  
 (b)(3), (b)(6) Wednesday (June 3) 1130 - 1230, Room 12A04

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The Recon - June 01, 2009

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**(U) Update from the NRO Pay Modernization Program Office: Moving Forward**

(b)(3), (b)(6)

(U) Over the past several weeks there has been increased media attention regarding performance-based pay systems, including the Congressional and presidential administration's review of the Defense Department's program. Although this review has prompted questions into how the review will affect other performance-based pay systems and delayed the conversion of Air Force civilians at the NRO into DCIPS pay bands until August 16, 2009, the implementation of the DCIPS performance management system at the NRO has continued to move forward. Air Force employees have actively been working to load their individual performance plans to the Performance Appraisal Application (PAA) and complete the required performance management training courses offered by the NRO.

(U) As of May 1, 2009, 84 percent of Air Force civilians and 67 percent of their supervisors have completed the NRO performance management training. Additionally, as of May 15, 2009, the NRO has received DCIPS performance plans for over 65 percent of the Navy SPAWAR and Air Force civilians.

(U) The Pay Modernization Program Management Office (PMO) appreciates the vigor and commitment all have shown thus far in completing this rigorous requirement. However, we have much more work to do. In the coming weeks, the Pay Modernization PMO will focus on providing additional performance management training, providing guidance on crafting SMART performance objectives, and ensuring the completion of performance plans and Individual Development Plans (IDPs). Please see the chart below for upcoming activities associated with each pay system.

(U) By June 30, 2009, every Navy SPAWAR and Air Force civilian MUST have a performance plan in place to be evaluated for this rating period, which ends Sep. 30, 2009. Employees, managers, and supervisors are encouraged to continue to complete training requirements and request assistance from the Pay Modernization PMO and your HR representative as we transition toward this exciting and challenging organizational initiative.

(U) To remain current on recent Pay Modernization updates, subscribe to receive Pay Modernization alert emails. In addition, upcoming Pay Modernization information sessions are being scheduled throughout the summer. These sessions are a great venue to keep employees informed about the various pay modernization efforts and learn about preparing for the transition. To register for these sessions, visit the NROU website.

(U) For questions about NRO Pay Modernization, call our hotline on (b)(3), or submit a question through our website.

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## The Recon - June 01, 2009

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## (U) NRO University - June Courses

(U) Check out the June calendar of courses being offered at NRO University. For more information, click [NROU](#).

Course	Date	Location
NRO University Basic Instructor Course (BIC)	01 - 05 June 2009	(b)(7)(C) 1415
Leading Change for Managers	02 - 03 June 2009	Scitor 2
NRO Training Focal Point Lunch and Learn Workshop	09 June 2009	WF 21D26
DAWN: A Retirement Planning Seminar: CSRS	03 - 04 June 2009	HCC
Action Officer Orientation Program	09 June 2009	(b)(7)(C) 1415
DAWN: A Retirement Planning Seminar: FERS	10 - 11 June 2009	HCC
Building Better Work Relationships in a Government Environment	10 - 12 June 2009	(b)(7)(C) 1415
Mentoree Workshop	10 June 2009	(b)(7)(C) 1513
Mentor Workshop	11 June 2009	(b)(7)(C) 1513
Introduction to Space for Non-Technical Professionals	16 June 2009	(b)(7)(C) 1415
Blended Learning & Instructional Strategies (BLIS)	17 June - 18 August 2009	TBD
Handling NRO Workforce Issues - Human Resource Officers	17 - 18 June 2009	WF 2GB00
Resume Writing Workshop	17 June 2009	(b)(7)(C) 1415
Facilitation Skills Workshop	23 - 24 June 2009	(b)(7)(C) 1123
Successful Interviewing: Strategies for Putting Your Best Foot Forward	23 June 2009	(b)(7)(C) 1415
Step Up To Leadership and Supervision	30 June - 01 July 2009	(b)(7)(C) 1415

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The Recon - June 01, 2009

~~S//TK//REL TO USA, FVEY.~~~~(S//TK//REL TO USA, FVEY)~~ Error-Free ~~(b)(1)1.4c~~ Flight Operations

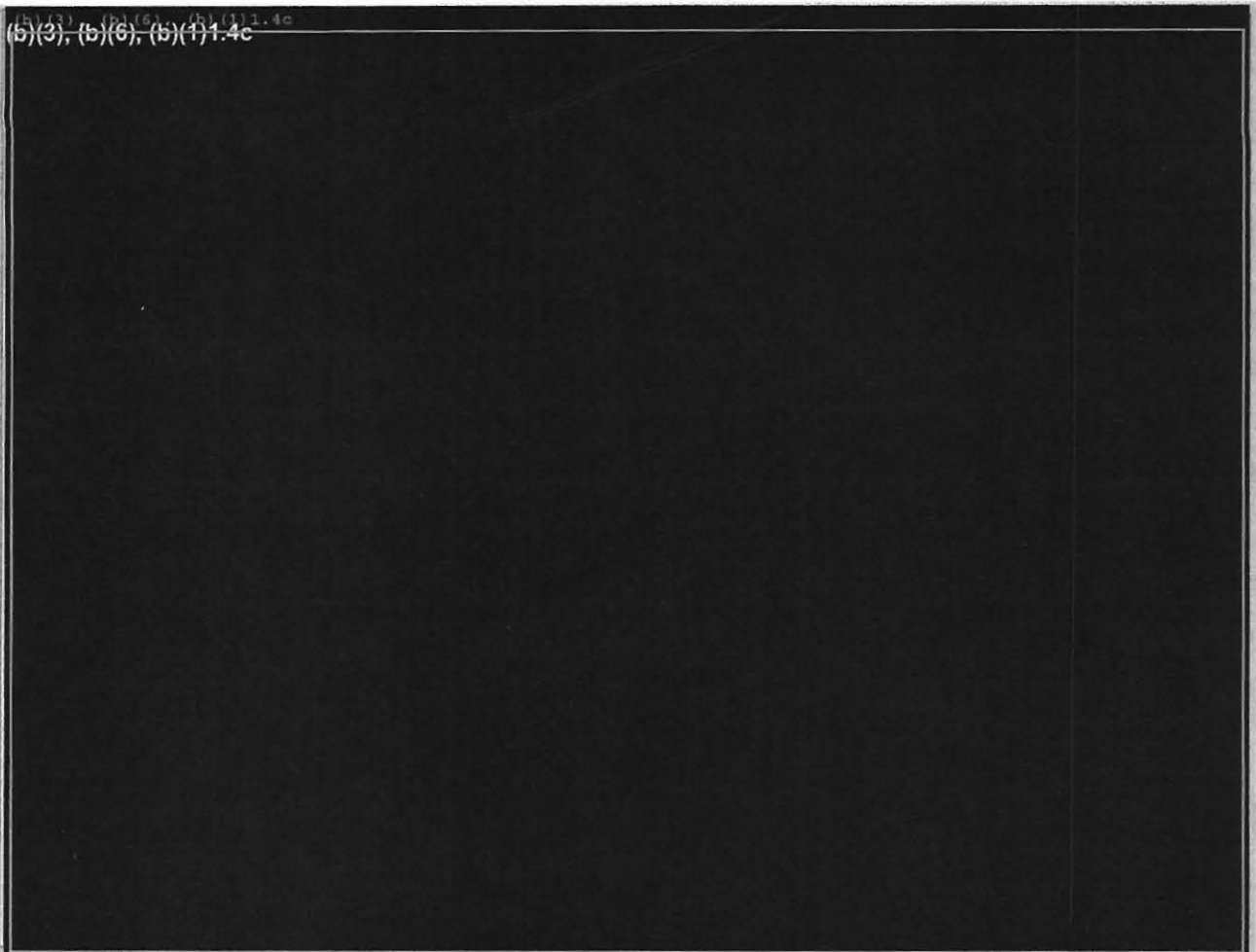
~~(S//TK//REL TO USA, FVEY)~~ Over the past year, ~~(b)(1)1.4c~~ Flight Operation personnel achieved an amazing feat, incurring only ~~(b)(1)1.4c~~ due to personnel errors. Additionally, ~~(b)(1)1.4c~~ Flight Operations has an active string of six months of error-free performance, and the count continues. Perfection is always the goal, given the vital SIGINT missions enabled by ~~(b)(1)1.4c~~ and the expense of these national assets. However, the combination of a harsh space environment and sensitive complexity of low earth orbiting (LEO) ~~(b)(1)1.4c~~ satellites often presents circumstances that challenge that goal. The ~~(b)(1)1.4c~~ and government team aggressively attacked personnel errors less than two years ago. The results speak for themselves. ~~(b)(2) (b)(6)~~ at Aerospace Data Facility-Colorado, called it "a staggering milestone, especially considering the operations tempo driven by achieving full operating capability for the ~~(b)(1)1.4c~~ the ~~(b)(1)1.4c~~ that tested the crews, and mandated ~~(b)(1)1.4c~~ that drove new roles and tools."

~~(S//TK//REL TO USA, FVEY)~~ How did the ~~(b)(1)1.4c~~ team achieve this level of performance while operating such a complex system? They attribute this success to the continued diligence and attention to detail of the operators and mission schedulers, as well as the continuing focus on operator interface improvement by the support staff. A tireless training team supports the operators and schedulers, delivering spot-on monthly recurring training to every crew-certified employee. This training is supplemented with required study of lessons-learned, which pays huge dividends by learning from the successes and previous challenges of others.

~~(S//TK//REL TO USA, FVEY)~~ While the operations crews and schedulers are the ones flawlessly "pushing the buttons" and deserving of the credit, the focus on error-free operations doesn't stop with them. The entire ~~(b)(1)1.4c~~ team, from management to technical advisors, doesn't consider any job complete until the crews and schedulers are fully prepared to execute their duties with the best processes, procedures, and tools available. It is this end-to-end support that enables the operations crews to report for work each day, confident they're prepared for anything that ~~(b)(1)1.4c~~ throws them.

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(b)(3), (b)(6), (b)(1)1.4c



~~S//TK//REL TO USA, FVEY.~~

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~~CONFIDENTIAL~~

**(U) Westfields Barrier Construction**

(S) Construction is underway to replace the (b)(1)1.4g on the NRO Headquarters compound.

(U) Initial construction, which began May 11 at the truck entrance to the Tower 1 loading dock area, had minimal impact to the building population. However, once the work is complete at the truck entrance, the work crews will begin replacing the barriers embedded on Heth Lane--work which will affect the daily traffic patterns at the south end of the facility. During this phase, vehicles entering the compound through the Employee gate will be directed through the truck entrance, into the parking lot adjacent to the Generator Building/Tower 1, and then back out onto Heth Lane.

(U) Once the work at the south end of the facility is completed, crews will begin work on Loop Road at the north end of the facility. The work will affect traffic patterns entering and exiting the north gate, as well as the Tower 4 overflow parking lot.

(U) The estimated completion date of the barrier project is early September 2009.

~~CONFIDENTIAL~~

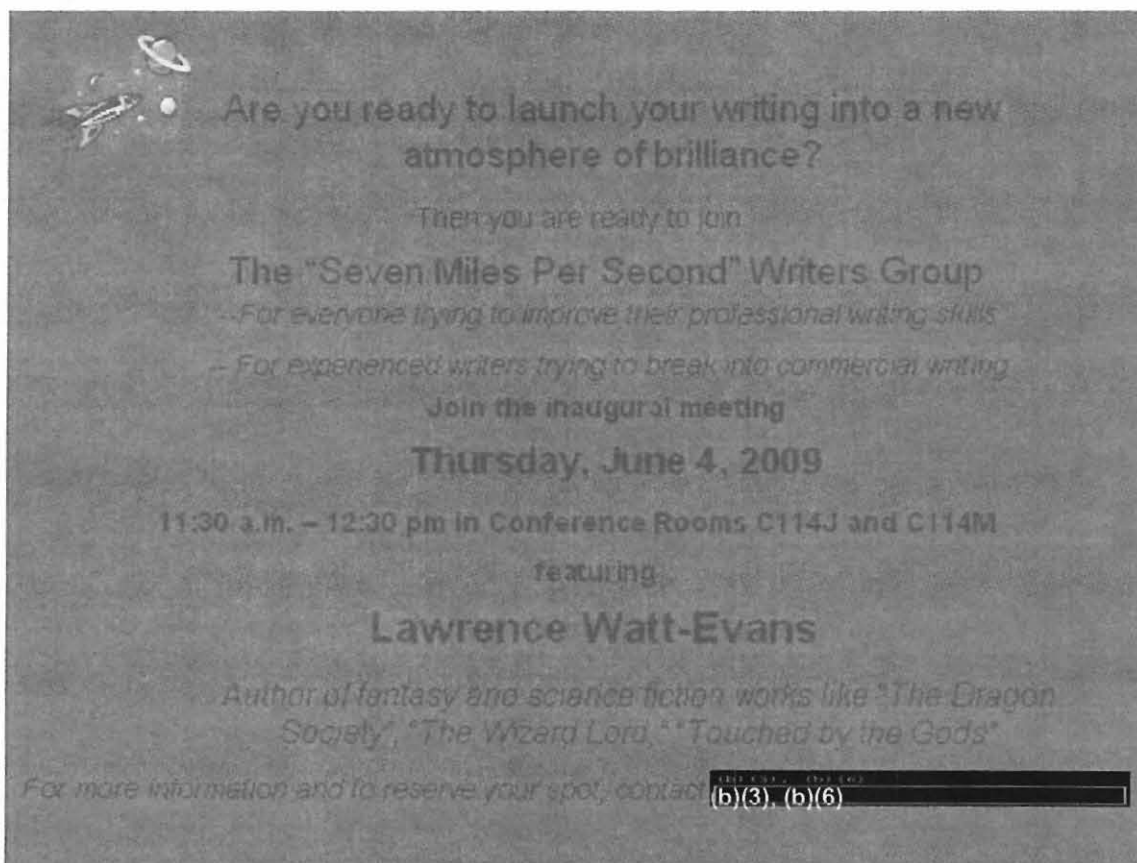


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**(U) Presenting the "Seven Miles Per Second" Writers' Group**



Are you ready to launch your writing into a new atmosphere of brilliance?

Then you are ready to join

**The "Seven Miles Per Second" Writers Group**

- For everyone trying to improve their professional writing skills
- For experienced writers trying to break into commercial writing

Join the inaugural meeting

**Thursday, June 4, 2009**

11:30 a.m. - 12:30 pm in Conference Rooms C114J and C114M

featuring

**Lawrence Watt-Evans**

Author of fantasy and science fiction works like "The Dragon Society", "The Wizard Lord", "Touched by the Gods"

For more information and to reserve your spot, contact (b)(3), (b)(6)

**UNCLASSIFIED.**

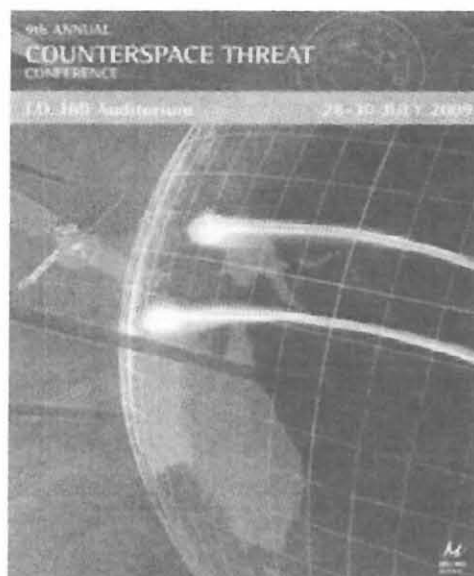
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The Recon - June 01, 2009

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**(U) NRO Counterspace Threat Conference is July 28-30**



(U) Systems Engineering and the National Reconnaissance Operations Center will host the 9th Annual NRO Counterspace Threat Conference, on July 28-30, 2009, in the J.D. Hill Conference Center.

(U) Over the past nine years the conference has grown from a half-day event into three full days, accommodating 450+ attendees and over 50 presentations from 14 agencies across the Intelligence Community (IC) and defense counterspace threat analysis communities. The goal for the conference is to foster continued dialog among IC and military counterspace threat analysts, space systems operators, and those individuals working space system-related protection technologies, and acquisition professionals involved in developing and fielding space-related systems. This dialog will better prepare us to make the most effective and appropriate protection investment and operations decisions.

(U) All Directorates and Offices are encouraged to submit topics on NRO program responses to counterspace threats, or insights into your counterspace threat intelligence needs. Our intent is to offer a mix of presentations covering the broad spectrum of existing and potential threats to the NRO enterprise, with emphasis on the space and information segments.

(U) There is great interest in the current state of foreign investment, technology, doctrine, and employment trends in space and counterspace programs. We encourage diverse ideas and opinions, therefore, the briefings may include preliminary analytic findings and need not be finished intelligence that represents IC consensus. Briefings are limited to 30-45 minutes, including time for questions and answers. The conference will be held at the TOP SECRET//SI//TK//NOFORN level.

(U) An agenda will be available in a future announcement. The conference website has been activated and includes on-line registration. **Pre-registration is required**, as security procedure no longer accommodates walk-ins. For further information and to access registration, click **9th Annual NRO Counterspace Threat Conference**.

(U) Mr. (b)(3), (b)(6) and Mr. (b)(3), (b)(6) are the NRO points of contact for the conference.

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