

DAYS ONLY

PC-12

VF



EPA

InSight

OCTOBER 1992

EPA-175-N-92-008

NEWS FOR, ABOUT, AND BY

EPA EMPLOYEES

EPA Names New Civil Rights Director

On August 10, Dan Rondeau began his appointment as Director of the Agency's Office of Civil Rights. A federal employee for 26 years, Dan comes to EPA from the U.S. Public Health Service where he served as Deputy Director for Equal Employment Opportunity.

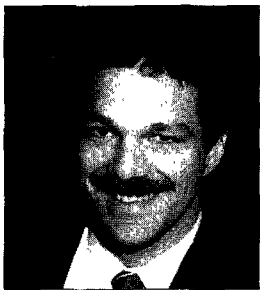
Educated in Detroit's public schools, Dan has advanced degrees in Legal Studies and Public Administration. He started his career as a Counselor Aide to the Mayor's Committee for Human Resource Development and later served as Director of Community Services and the Youth Development Programs for the city of Detroit. In 1971, the U.S. Department of Labor recruited Dan into its internship program for mid-level managers. Shortly thereafter, the Public Health Service selected him for



Dan Rondeau and Administrator Bill Reilly

a social science analyst position in the Health Care Services Division. Having volunteered his services as an EEO Counselor, Dan accepted a detail as the acting director of the Office of EEO and Civil Rights for PHS. The detail led to a permanent position—Deputy Director for EEO—which Dan held for almost nine years.

Continued on page 6



Agency Issues New Rules For Controlling Air Pollution Offshore

by Tom Kiernan, Deputy AA for OAR

EPA has issued its first regulations to control air pollution from offshore sources on the Outer

Continental Shelf (OCS). The regulations were issued on August 24 under the Clean Air Act of 1990,

which transferred authority from the Department of Interior to EPA for these sources. Areas affected are states along the Pacific, Arctic, and Atlantic coasts, as well as the Gulf Coast of Florida.

Under the new rule, areas located within 25 miles of states' seaward boundaries will be subject to the same requirements that would be applicable if the source were located in the corresponding onshore areas. If EPA finds a state's regulations to be adequate, it will delegate to that state implementation and enforcement authority for OCS regulations at the state's request. Sources located beyond the 25-mile limit will be subject only to federal requirements.

Continued on page 6

Inside

Heads Up2

HR Update3

R&D Awards4

On the Hill5

In the News5

On the Move6

People and Progress ..7

Calendar8



Recycled/Recyclable
Printed with Soy/Canola ink on paper that contains at least 50% recycled fiber

Heads Up

A QUICK LOOK AT EPA NEWS AROUND THE NATION

EPA LABORATORIES

✓ *Air and Energy Engineering Lab, RTP* — Since **Hurricane Andrew** left many families in Southern Florida and Louisiana homeless and without food or supplies, **Susan Sharpe** organized a response effort from AEERL. Employees bought and collected canned goods, bottled water, pet food, diapers, and other necessities, which were delivered within a few days to hurricane victims. (Contact: **Pat Sharpe**, 919-541-2821.)

✓ *Environmental Research Lab, Athens, GA* — The Institute of Meteorology and Water Management in Warsaw, Poland recently honored **Dr. Rosemarie Russo**, ERL-A Director, for helping to develop water quality modeling systems for Poland. Dr. Russo was also commended for acquiring training in water quality for researchers at the Institute. (Contact: **Bob Ryans**, 706-546-3306.)

✓ *Environmental Research Lab, Corvallis, OR* — For the first time, ERL-C has entered into a cooperative agreement with a state university to **stimulate minority student interest in environmental careers**. **Alex Onate**, a biology major from California State University, Los Angeles, is working on forest ozone research for ERL-C. Through this agreement, Alex and other students can work on environmental problems throughout the year—on campus during the academic year and at ERL-C during the summer. (Contact: **Grady Neely**, 503-754-4684.)

EPA REGIONS

✓ *Region 1* — This region's **Green Lights Program** now has 54 participants, including 24 corporations and universities, three government partners, 12 lighting product manufacturers, five lighting management companies, six utility allies, and four endorsers. More than 160 million square footage is involved, and the projected savings in energy are over 700 million kwh and \$70 million. The program is expected to reduce the discharge of air pollutants by 480,000 metric tons annually for New England participants. (Contact: **Norm Willard**, 617-565-3243.)

✓ *Region 8* — On September 30, Region 8 launched a successful, multi-agency effort to open a **child care center** for federal employees in downtown Denver. The center will accommodate 105 children ages six weeks to five years and will provide energy-efficient lighting and recycling projects. Region 8 plans to

involve local senior citizens in the care and nurturing of the children. (Contact: **Linda Adams**, 303-293-1485.)

✓ *Region 4* — **Lou Ella Harris**, an auditor in the Office of Inspector General's Southern Audit Division in Atlanta, GA, was recently selected for OIG's Gary Chin Award. This award is given annually to the OIG employee who best typifies the personal work qualities—dedication and perseverance—of Gary Chin, an OIG employee who died in 1990 at age 33. (Contact: **Tom Maloney**, OIG, 202-260-2234.)



Lou Ella Harris

✓ *Region 9* — Since the early 1980's, this region has trained thousands of EPA, federal, and state employees on the Agency's **risk assessment and risk management** processes. Because of its success in this effort, Region 9 was selected by the EPA Risk Training Committee to produce a training manual on risk and decision-making. Using Total Quality principles, Region 9 completed the manual last July, distributed copies to all regional and program offices, and saved about \$100,000 in contract funds. (Contact: **Gerry Hiatt**, 415-744-1022.)

EPA HEADQUARTERS

✓ *Office of Regional Operations and State/Local Relations* — On September 10, Deputy Administrator **Hank Habicht** welcomed about 80 representatives from **small communities, state and local governments, environmental organizations, and public interest groups** from across the country. The purpose of this pathbreaking effort is to help EPA define the problems local governments have in implementing EPA regulations. The next meeting is set for October 8-9. (Contact: **Jim Bower**, 202-260-0246.)

✓ *Office of Administration and Resources Management* — The **Procurement and Contracts Management Division** (which may be called the Office of Acquisition Management by the time you read this) is having its annual Procurement Training Conference in Chicago this year. Please mark your calendar for November 18-20. (Contact: **Jane Raspberry**, 202-260-6033.)

Human Resources Update

October is National Disability Employment Awareness Month

In 1988, the U.S. Congress passed a Joint Resolution declaring the month of **October** as National Disability Employment Awareness Month. In 1990, Congress passed the **Americans with Disabilities Act**, a landmark bill that secures the rights of persons with disabilities. Relevant laws still in effect are the **Rehabilitation Act of 1973**, which authorizes programs to promote and expand employment opportunities for disabled individuals, and the **Vietnam Era Veterans' Readjustment Assistance Act of 1974**, which promotes the

employment of veterans with emphasis on disabled and Vietnam Era Veterans in the federal government.

The national theme for NDEA Month this year is "**Working Together for Change.**" EPA is observing this event throughout the Agency with special programs and activities.

For more information, please contact your local Disabled Employment Program Manager or **Carolyn Johnson**, National Employment and Special Programs Manager, OHRM, 202-260-3305.



Carolyn Johnson



Forging Ahead—

FWP Sets Goals for Women in EPA

by Barbara Gary, Federal Women's Program Manager, OCR

Recently in Cincinnati, Federal Women's Program Managers from around the Agency got together for their annual training. **Marylouise Uhlig**, Director of Program Operations and Management for OPPTS and Chair of EPA's Awards Board, highlighted the event with her advice on how women in EPA should prepare themselves for managerial and executive positions.

Following the training session, the National FWP Council installed the following officers:

- ✓ Chair—**Marcia Colvin**, Region 10
- ✓ Vice-Chair—**Annette Hill**, Region 4

Below are the goals the FWP Council adopted for the forthcoming year:

- ✓ To assess the current state of and recommend actions to enhance **career advancement opportunities** for women in EPA
- ✓ To clarify the **purpose** of the FWP and the **role** of FWP Managers, including the representation of women of color working in the FWP, Secretary Advisory Councils, and Women in Science and Engineering—both locally and nationally
- ✓ To develop a position paper addressing **family issues in EPA**

- ✓ In cooperation with the Hispanic Employment and Black Employment Program Managers, to seek **increased resources** for all special emphasis programs Agencywide.

National Hispanic Heritage Month

From September 15 through October 15, EPA, along with other federal departments and agencies, is observing **National Hispanic Heritage Month**.

This year is a particularly noteworthy one as the Nation will be celebrating the **500th anniversary** of Columbus's discovery of the New World on October 12. In fact, the theme for National

Hispanic Heritage Month is "Five Hundred Years of Hispanic Heritage, 1492-1992: Contributing to America's Progress."

A series of programs and activities is already underway throughout the Agency, and employees are encouraged to participate in them. For more information about these events, please contact your local Hispanic Employment Program Manager or **Mercedes Olivieri**, EPA's new National Hispanic Program Manager, OCR, 202-260-4569.



Mercedes Olivieri

R&D Awards

51 ORD Employees Honored for Research Work

by
Fred Blosser,
ORD

begun in 1980, the **Scientific and Technological Achievement Awards Program** is sponsored by the Office of Research and Development with evaluation support from the Science Advisory Board. ORD confers awards each year for achievements in the following areas: **control systems and technology; ecology; health effects; monitoring and measuring methods; transport and fate; and review articles.** For 1991, a total of 51 ORD employees received STAA Awards under three levels of achievement:

Level I (\$5,000)

Eric Clegg, ORD HQ (OHEA)
Ray Lassiter, ERL-Athens, GA
Luis Suarez, ERL-Athens, GA
Mahlon Barber, ERL-Athens, GA

Level II (\$2,500)

Lawrence Burkhard, ERL-Duluth, MN
Neil Chernoff, HERL-RTP, NC
Robert Clark, RREL-Cincinnati, OH
Earl Davey, ERL-Narragansett, RI
Elizabeth Durhan, ERL-Duluth, MN
Russell Erickson, ERL-Duluth, MN
Robert Kavlock, HERL-RTP, NC

Neal Lackie, ERL-Narragansett, RI
James McKim III, ERL-Duluth, MN
George Morrison, ERL-Narragansett, RI
Kenneth Perez, ERL-Narragansett, RI
John M. Rogers, HERL-RTP, NC
Leslie Sparks, AFERL-RTP, NC
Mark Stanton, HERL-RTP, NC
Bruce Tichenor, AFERL-RTP, NC

Level III (\$1,000)

Barbara Abbott, HERL-RTP, NC
Jeffrey Adams, RREL-Cincinnati, OH
Gerald Ankley, ERL-Duluth, MN
Linda Birnbaum, HERL-RTP, NC
Frank Black, AREAL-RTP, NC
Philip Bushnell, HERL-RTP, NC
Neil Chernoff, HERL-RTP, NC
Robert Clark, RREL-Cincinnati, OH
Faith Cole, ERL-Narragansett, RI (Newport, OR Branch)
Timothy Collette, ERL-Athens, GA
Audrey Cummings, HERL-RTP, NC
Elizabeth Durhan, ERL-Duluth, MN
Steven Ferraro, ERL-Narragansett, RI
(Newport, OR Branch)
Gary Glass, ERL-Duluth, MN
Stephen Hutchins, ERL-Ada, OK
Albert Klee, RREL-Cincinnati, OH
Paul Lemieux, AFERL-RTP, NC
Ronnie Levin, ORD HQ (OTTRS)
Charles Lewis, AREAL-RTP, NC
William Linak, AFERL-RTP, NC
John Meier, EMSL-Cincinnati, OH
Diane Miller, HERL-RTP, NC
Teresa Norberg-King, ERL-Duluth, MN
James O'Callaghan, HERL-RTP, NC
Stephanie Padilla, HERL-RTP, NC
Sally Darney, HERL-RTP, NC
John E. Rogers, ERL-Athens, GA
John M. Rogers, HERL-RTP, NC
Kathleen Schenck, RREL-Cincinnati, OH
Guy Sewell, ERL-Ada, OK
Garmon Smith, ERL-Ada, OK
Robert Stevens, AREAL-RTP, NC
Thomas Ward, HERL-RTP, NC
Roy Zweidinger, AREAL-RTP, NC

RREL Innovation Wins Major Award For Hazardous Waste Treatment Process

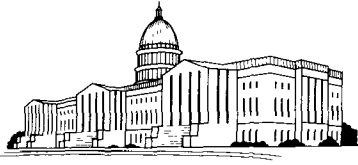
EPA recently received an **R&D 100 Award** for an innovative process pioneered by the Office of Research Development's **Risk Reduction Engineering Laboratory in Cincinnati**. The sponsor of this award is *R&D Magazine*, which cited the **base catalyzed decomposition** process for treating hazardous waste as "one of the 100 most significant R&D products in 1992."

BCD offers an efficient, cost-effective way of removing polychlorinated biphenyls (PCBs) and other toxic compounds from contaminated soil. RREL chemists **Charles Rogers, Alfred Kornel, and Harold Sparks** hold the patent for this process.

EPA shares the award with the U.S. Department of Energy's Battelle Pacific Northwest Laboratory, the Naval Civil Engineering Laboratory, and the Battelle Memorial Institute in Columbus, OH. EPA's partner agencies in this effort helped to develop the process through pilot and full-scale demonstrations.

The R&D 100 Award was presented on September 24 at a ceremony at the Museum of Science and Industry in Chicago.

AEERL-Air and Energy Engineering Research Lab
AREAL-Atmospheric Research and Exposure Assessment Lab
EMSL-Environmental Monitoring Systems Lab
ERL-Environmental Research Lab
HERL-Health Effects Research Lab
OHEA-Office of Health and Environmental Assessment
OTTRS-Office of Technology Transfer and Regulatory Support
RREL-Risk Reduction Engineering Lab
RTP-Research Triangle Park



On the Hill



by Robin Grove, OCLA

During the week of September 14, EPA Administrator **Bill Reilly** testified on the North American Free Trade Agreement before the **Senate Finance Subcommittee on International Trade** and

the **House Ways and Means Committee**. The Administrator also testified before the **Senate Foreign Relations Committee** that week on the U.N. Global Climate Change Treaty.

Senator Daniel Moynihan (D-NY) has been confirmed by the Senate as the new Chairman of the **Environment and Public Works Committee**, replacing the late **Quentin Burdick** (D-ND). **Representative Gerry Studds** (D-MA) has been

named the new Chairman of the **House Merchant Marine and Fisheries Committee**, replacing the late **Walter Jones** (D-NC).

With the defeat of two current House members in primary elections on Tuesday, September 15, a total of 19 incumbents have now lost primary battles, surpassing the post-World War II record of 18 in 1946.

"Mixture and Derived From" Rule

Senate-On Thursday, October 1, **Don Clay**, Assistant Administrator for OSWER, is scheduled to testify before the **Senate Environment and Public Works Subcommittee on Environmental Protection** (Chairman **Max Baucus**, D-MT).

The Senate will adjourn for the year on Saturday, October 3; the House of Representatives on Monday, October 5.

In the News

EPA Joins With National Geographic Society To Celebrate 20th Anniversary of Clean Water Act

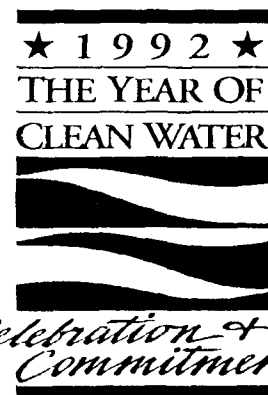
For the sixth consecutive year, Congress has proclaimed "**National Geography Awareness Week**." This year, the event will be observed **November 15-21**. The theme for this event is *Reflections on Water*. Because we are celebrating the 20th anniversary of the Clean Water Act this year, and since Congress has proclaimed 1992 as the "Year of Clean Water," EPA is jumping on the geography bandwagon. For example, the Office of Water, the Office of Research and Development, and the Environmental Education Division, OCEPA, are encouraging EPA employees to *reach out and teach someone* during Geography Awareness Week. We have also put together packets of information for EPA employees who choose to participate in this event.

What else have we done? We helped the National Geographic Society develop a "Teacher's Handbook" on geography. This handbook was recently distributed to more than 150,000 educators and

20,000 policy-makers Nationwide. Even the **Peace Corps** is getting into the act. The Peace Corps, the NGS, and EPA recently sent a joint invitation to **50,000 returned Peace Corps volunteers**, asking them to visit their community schools to talk about their overseas experiences.

These outreach efforts can really pay off. The NGS estimates that, last year alone, more than 75 million people learned about Geography Awareness Week through the print and broadcast media.

For more information, please contact **Mary Lou Soscia**, OW, 202-260-5410.



On the Move . . .

by Doris McCurdy, OHRM

This new feature identifies people recently appointed to **top management** positions. In future editions, *EPA InSight* will also highlight people selected for **GS/GM** positions that are **one-of-a-kind** or **hard-to-fill** or who've been appointed to **leadership** positions on **Agencywide standing committees/ad hoc groups**.

OW - Jon Cannon - Director, Gulf of Mexico Program Office, Bay St. Louis, MS. Before joining a local law firm, Jon was DAA for OSWER, DAA for Enforcement (Civil), and Deputy General Counsel for Litigation and Regional Operations.

OF - Gordon Davidson - Director, Office of Federal Facilities Enforcement.

OE - Pat Alberico, certified SES candidate - Deputy Director, Office of Compliance Analysis and Program Operations.

OIG - Michael Fitzsimmons - Deputy Assistant Inspector General for Investigations.

Environmental Appeals Board - **Nancy Firestone** - Environmental Appeals Judge.

AO - Tracy Mehan - Associate Deputy Administrator to Deputy Administrator Hank Habicht. Tracy was Director of the Missouri

Department of Natural Resources and has served on several interstate commissions dealing with the Missouri and Mississippi Rivers and Low-Level Radioactive Waste.

OPPE - Dennis Tirpak - Senior Program Advisor for Global Climate Change.

OAR - Stephen Page, certified SES candidate - Director, Radon Division, Office of Air and Radiation.

OPPTS - Susan Hazen - Director, Environmental Assistance Division, Office of Pollution Prevention and Toxics.

OARM - Sandra Martin - Director, Administrative Systems Division, Office of Information and Resources Management.

Editor's Note: OCEPA - Lew Crampton - Vice President for Corporate and Public Affairs, Waste Management, Inc., Oak Brook, IL. Associate Administrator for OCEPA since 1988, Lew was instrumental in getting funding and support for *EPA InSight*.

Thank you, Lew, and *Bon Voyage!*

Civil Rights Director

Continued from page 1

As OCR Director, Dan plans to emphasize **training and education** as key tools in accomplishing the Office's mission, particularly courses in affirmative employment, the new EEO complaints procedures, and preventing sexual harassment. Dan also plans to work closely with the Agency's Special Emphasis Programs to ensure their activities are tied to the Agency's Affirmative Employment Program. Within the next few months, Dan plans to set up an advisory group of representatives from all of EPA's ethnic and gender-based committees, boards, and groups to advise him on issues involving civil rights and equal opportunity. The new OCR Director said recently that his vision is to "ensure that EPA is a place where all employees and applicants are treated fairly and that the public views us that way, too."

Offshore Air Pollution

Continued from page 1

The OCS rules apply to any source of offshore air pollution in any industry authorized or regulated under the Outer Continental Shelf Lands Act. At this time the only sources are in the **oil and natural gas industry adjacent to California and Alaska**.

Activities covered by the OCS rules include **exploration, construction, development, production, processing, and transportation**, mainly of platforms and drill ships.

New OCS sources must comply with the rules immediately. Existing sources have **two years** to comply. The final rule was published in the *Federal Register* on September 4.

For more information, please contact **Alison Bird**, Region 9, 415-744-1232.

People and Progress



“Handicapped” — The Most Misunderstood Word

by Michael Dubowe, Environmental Criteria and Assessment Office, EPA-Cincinnati

I remember an incident in college that had a profound effect on me. My chemistry professor was showing me a chemical reaction taking place in a test tube. He was pointing at the tube and talking to me at the same time. Since I am deaf in both ears, I've learned to read lips, but sometimes it's not always possible. I kept looking back and forth between the professor and the test tube, which made me lose track of what he was saying. I had to ask him several times to repeat himself. As a result the professor labeled me as “dumb.” I never forgot it.

As an industrial hygienist in ECAO/EPA-Cincinnati, my job is to evaluate human health risk from chemical exposures. I wear a hearing aid to amplify speech sounds and detect noises around me. People assume that I can hear perfectly when I wear an aid, but that is not true. The environmental sounds, or background noise, often make it impossible to hear what someone is saying. That is why it is necessary for me to read lips. When I communicate by phone, I use special equipment called the **Telecommunications Device for the Deaf (TDD)**. TDD allows me to send a typed message to another caller with a similar device.

In a way, almost everyone is “handicapped.” Some people are nearsighted or have flat feet, so they wear glasses or special shoes to correct the problem. But being handicapped doesn't mean we're unable to perform a task or lead a normal life. It is more often a daily inconvenience to which you can adjust.

At EPA, I really feel that people accept me for who I am and what I am capable of contributing to the Agency.

TQM Team Gives “Top Treatment” to Pretreatment Permits

by Lee Bohme, Permits Pretreatment Coordinator, Water Division, Region 6

In January 1992, Region 6 formed a Quality Action Team to look at the process for reviewing and approving modifications to municipal pretreatment permit programs. The purpose of a pretreatment permit program is to prevent untreated discharges of pollutants from industries into city waste water treatment facilities. Approximately 123 municipalities in Region 6 have pretreatment programs.

From the customers' point of view, it took too long to get modification approvals incorporated into their permits. So the team collected information on permit language requirements; level of detail used for reviewing city proposals for program changes; the number of letters sent to permittees to get additional information; and the timeframes used for requesting and receiving information from permittees.

After analyzing the data collected, the team found several ways to streamline the permit process. For example, they developed a **checklist** that their customers could use to ensure their modification requests were complete before submitting them to Region 6 for approval. Incomplete or incorrect requests are now promptly **returned** to the customers for appropriate followup. Also, municipalities can now certify that local limits were developed in accordance with EPA guidance.

We're proud to report that, by using Total Quality principles, Region 6 has shortened the process time from as much as **three years to six months**. These improvements have also freed up more time for us to focus on the **actual environmental impacts** of pretreatment activities.

Quality Quote

**“Tell me and I will forget;
Show me and I may remember;
Involve me and I will understand.”**

—Chinese Proverb

Calendar

DISABILITY EMPLOYMENT AWARENESS MONTH

October

Clean Water Month

S	M	T	W	T	F	S
4 <i>Oct 4-10 Fire Prevention Week</i>	5	6 ■ Oct 6-7 DAAs/DRAs Leadership Meeting on Quality	7	8 <i>EPA InSight</i> Editorial Board Meeting	9	10 <i>Panama Canal opened, 1914</i>
11 <i>16th Anniversary of TSCA</i>	12 Federal Holiday Columbus Day (500th Anniversary)	13	14	15  <i>Groucho Day</i>	16 ■ Oct 16 Bay City Supercomputer Opening	17 <i>6th Anniversary of SARA</i>
18 <i>20th Anniversary of Clean Water Act</i> 	19 ■ Oct 19-22 2nd Annual Conf on Emission Inventory (Contact Larry Jones , RTP/AEERL, 919-541-7716)	20	21 ■ Oct 21-22 Environmental Financial Advisory Board Meeting (Contact Ann Watt , OARM, 202-260-8874)	22	23 <i>20th Anniversary of Ocean Dumping Ban Act</i>	24 <i>United Nations Day</i> 
25 <i>Daylight Savings time ends</i> 	26 <i>Eric Canal opened, 1825</i>	27 <i>Oct 25-31 National Consumers' Week</i>	28	29	30	31 <i>Halloween!</i> 
NOV. 1	2 <i>Sadie Hawkins Day</i>	3 <i>Election Day</i> 	4	5	6 Copy deadline for December <i>EPA InSight</i>	7 <i>Lewis & Clark reached Pacific, 1805</i>

Fire Prevention Week: October 4-10

Basic Rules for Evacuating the Building

by Howard Wilson, Safety, Health & Environmental Mgmt Div., OARM

One of the most important elements of a fire prevention program is an emergency evacuation program. Below are some basic rules to follow in the event of smoke or fire:

- ✓ When you hear the fire alarm, proceed immediately to the **nearest exit**, closing office doors behind you.
- ✓ **Take directions** only from fire department personnel or your floor wardens.
- ✓ If there's smoke, crawl **under it** and proceed as quickly as possible.
- ✓ Before opening any door, check it first for heat. If you feel heat, **do not open the door** and proceed to the next available exit.
- ✓ When descending stairwells, **stay to the right** to allow fire department or other emergency personnel immediate access to the building.
- ✓ **Stay with others from your work area**, if possible.
- ✓ Assemble **away** from the building.
- ✓ Once you are out of the building, **STAY OUT!** The fire department will tell you when it is safe to return.

For more information about evacuation procedures and fire prevention in the workplace, please contact your local Safety Manager or **Josie Hopkins**, Health and Safety Program Manager, EPA Headquarters, 202-260-1640.

EPA InSight

Bill Reilly
Administrator

Hank Habicht
Deputy Administrator

Lew Crampton
AA, Communications, Education, and Public Affairs

Charlie Osolin
Director, Editorial Services Division

Kym Burke
Editor

John Duff
Field Editor (Oct-Nov), Region 9

Eloise Davis
Assistant Editor (Oct-Nov), OCEPA

EDITORIAL BOARD

Labs/Field Offices
Rhoda Ritzenberg, RTP/OSORD
Randy Brady, RTP/OARM
Brenda Thompson, RTP/HERL
Gloria Koch, RTP/AREAL
Pat Sharpe, RTP/AEERL
Bob Ryans, Athens
Carroll Wills, NEIC
Norma Case, Corvallis
Mike Gruenfeld, Edison
Tom Osberg, Env Photo
Terry Gradv, LV/EMSL
Pati Cooke, Cincinnati/OSORD
Sandy Bowman, Cincinnati/OARM
Charlotte Cottrill, Cincinnati/ECAO
Linda Ransick, Cincinnati/EMSL
Debbie Ober, Cincinnati/RREL
Trudy Oliver, Stennis
Bob Drummond, Duluth

Jan Prager, Narragansett
Betty Jackson, Gulf Breeze
William Watson, Gulf of Mex.
Charles Petko, Montgomery

Regions

Frank McIntyre, Region 1
Paul Hedley, Region 2
Carolyn Szumal, Region 3
Norman Black, Region 4
John Rapsys, Region 5
Linda Thompson, Region 6
Rowena Michaels, Region 7
Linda Adams, Region 8
John Duff, Region 9
Jean Baker, Region 10

Headquarters

Betty Wonkovich, AO
Karen Smith, OAR
Craig Hooks, OARM
Robin Grove, OCLA
Sandie Friedland, OCR
Bill Frank, OE
Wanda Ford, OFX
Craig Annear, OGC
Dale Medearns, OIA
Tom Maloney, OIG
Edgar Thornton, OPPE
Tom Kean, OPPTS
Fred Blosser, ORD
Lew Kerestesy, OROSLR
Scott McMurray, OSWFR
Vicky Green, OW

DESIGN/EDITORIAL SERVICES

Steve Delaney, OCEPA
Free Hand Press