

SAIC Earns Highest Award Fee Ever Given to OTS Contractor

SAIC-Frederick, Inc. earned an award fee score of 90.659% for the period of September 26, 2001, through March 25, 2002. This is the highest award fee score ever earned by an OTS contractor and is within the "Outstanding" award fee category.

The score reflects NCI's assessment of the quality, timeliness, and efficiency of the research and support provided by SAIC-Frederick and its employees. Dr. Larry Arthur, Principal Investigator for SAIC-Frederick, Inc. believes the score demonstrates the efforts of employees and the pride they have in their work. He stated that "the Directors and staff are highly motivated and are self-starters."

In arriving at the score, the NCI's Award Fee Evaluation Board considers scientists' awards and publications, steps we take to use contract resources efficiently, the timeliness of support services, and our efforts to understand and satisfy customer requirements. The Board evaluates each SAIC-Frederick Directorate for its specific functions. "They look at what went above and beyond their expectations, as well as areas where we didn't perform as well," Dr. Arthur said. When evaluations are concluded, the Board

Continued on page 2

SAIC-Frederick, Inc. Again Sponsors Race for the Cure Team

Four years ago, we began participating in this annual event, which more than any other national program raises awareness of breast cancer; but for us, this year was different: we walked in memory of SAIC-Frederick, Inc. nurse Paula Bondy.

This event brings together breast cancer survivors, women and even some men, wearing pink t-shirts; fathers with children, walking in memory of wives and mothers; parents walking in memory of daughters; groups walking to celebrate someone who is winning the battle; and others, like us, walking in memory of someone who fought valiantly but lost.

For Us, This Year Was Very Different

In the past we have discussed how fortunate we have been not to have breast cancer, or not to have lost someone to the disease. But this year, we could not say these things. We wore memorial signs on our backs, as do tens of thousands of participants. Our signs, with Paula's picture, acknowledged that we were walking in memory of Paula. At the end of the race, we each received a long stemmed rose, which we placed

in a bottle of water, along with one of Paula's signs, and laid at the foot of the Washington Monument. Then we took a quiet moment, because for us, this year was very different.

Early detection is your best defense against breast cancer until a cure is found. For more information, visit www.breastcancerinfo.com or call 1-800-462-9273.



(Editor's note: Recently, two separate SAIC-Frederick, Inc., teams [Jeannie Gonzalez, Kathy Easterday, Wanda Shook, Kathy Miller, Barbara McElroy, and Debbie Fitzgerald, Carol Tobias, Barbara Romeka, Angela Shughart, and Mariaestela Ortiz] participated in the Washington, DC, Susan G. Komen Breast Cancer Foundation's Race for the Cure®; this race is a series of 5 K runs/fitness walks being held in more than 100 U.S. cities and three foreign countries.

Kathy Miller provided us with the preceding account of her team's participation.)

Ethics Corner

ETHICAL DILEMMA:

You just transferred into a new group. You notice immediately that the atmosphere in your group is relaxed and that most of the employees have worked together for years. Your quick observation is that the employees joke around with each other in the common work area and share stories that are sensitive in nature. You are uncomfortable with certain topics of conversation but feel awkward about sharing your concern with members of the group. What should you do? Turn to page 7 to see if your decision agrees with the professionals' advice.

Arthur's Corner

SAIC-Frederick, Inc. Performance Review Gets Top Marks

In recent months, both SAIC-Frederick, Inc., and its employees have earned top marks in evaluations. SAIC-Frederick, Inc. earned the highest Award Fee that any contractor has ever received for the OTS contract here at Frederick—90.659%, for the period September 26, 2001, to March 25, 2002.

The Award Fee process [see related article on page 1] has been modified to reflect each of our nine directorates, including Facilities Maintenance and Engineering (previously linked with Contracts and Administration), with individual percentages that are averaged for the total Award Fee score. Recognition and evaluation of each directorate certainly enable us to more easily identify areas that are working incredibly well, and also areas in which we need to improve.

Annual Performance Reviews

Of course, the Award Fee ultimately depends on our employees—the better our employees perform, the better our award fee, which brings us to the annual performance reviews.

We revamped our annual performance reviews for several reasons. Several years ago, an in-depth employee survey revealed that one of the employees' biggest concerns was how merit increases were determined. At the time, merit increases were essentially disconnected from performance reviews, which seemed inappropriate. After extensive study, the OTS Operating Committee recommended to the directors that the annual performance review process incorporate a numerical score that could

be translated into a merit increase; and as a whole, we endorsed it.

We have now completed this year's performance reviews and the general response has been positive; however, as with anything new, we may need to tweak a few things. The OTS Operating Committee is currently analyzing the process and will make appropriate changes as needed. I was pleasantly surprised at how smoothly the process went this year. All the directors realize that any time you talk about someone's performance or the amount of money they're going to be taking home later, those are crucial issues. If it's not done properly, there can be problems, and we are determined to provide as open and fair a process as possible.

The new annual performance review works well because it moves us to a much more open process for evaluating performance. Rather than giving rote numbers, the supervisors now have to think carefully when evaluating the employees' performance: what things they do well, and what things they need to improve. Each of us wants to do our job well, and the best way to improve is for us to receive fair and objective feedback from our supervisors. This new process has provided us with a more fair and open annual performance review.

The bottom line is SAIC-Frederick, Inc. is only as good as the people that are working here. So we strive hard to help each employee be the best and the brightest, and to compensate them fairly.



Continued from SAIC Wins Highest Award, Page 1

members identify for Dr. Arthur “areas that they think we’ve been exceptional in; but also, and probably more importantly, they point out areas that require attention. And this allows us to understand our customers’ needs, so we can improve.”

Continuous improvement is the primary focus of SAIC-Frederick’s approach to the award fee process. We need to understand what our customers need and then deliver a high quality service or product on schedule and within budget. If we focus on quality, efficiency, and timeliness, the award fee score will take care of itself. Dr. Arthur added, “With an organization of this size, we will always be looking to improve, and we can never become complacent just because we receive good scores. We want to make sure that this is the best research institute in the nation.”

This award fee period also marked the first time that the former award fee category of “General Management” was segregated into the Facilities Maintenance and Engineering (FME) Directorate and the Contracts and Administration Directorate. Dr. Arthur noted that the Directors are “pleased at the progress that has been made within FME during the last six months, and we anticipate that we’ll continue to move to enhance that. It is very important to have highly efficient people in our organization. I know we have the people in place to do it; we just need to provide them with the resources they need.”

Open House

The Laboratory of Molecular Technology, Toll House Avenue, recently held its second annual open house. More than 450 people attended to view the state-of-the-art equipment.



IRSP Holds Retreat

On May 16-18, the Intramural Research Support Program (IRSP) held a retreat at the Wisp Retreat & Conference Center, Deep Creek Lake, in Western Maryland.

The 3 poster sessions and 7 presentations, on topics ranging from molecular genetics in cheetah behavior to the RASSF1A tumor suppressor gene, reflected IRSP's wide diversity.

Additionally, Dr. Randall Morin, Director and head of the Environment, Health, and Safety Program, gave a keynote address, *Anthrax to AIDS: The History of Ft. Detrick*; Dr. Larry Arthur, Principal Investigator for SAIC-Frederick, Inc. made two keynote

presentations, *HIV, Past and Future*, and *SAIC, the OTS and Personal Services*. Other presentations included Donna Bialozor, OTD, Technology Development session; Dr. Mike Smith, SAIC stock. Dr. Jon Wigginton closed with *Bench to Bedside*.

Rising Health Care Costs Across the Nation

Recent reports indicate that the health insurance industry expects between 12% and 20% increases in cost by 2003. These increases are being driven primarily by higher hospital, physician and prescription drug costs. Many employers will be struggling to deal with the increases by modifying their group plans, increasing premium rates charged to employees, changing prescription plan designs, and introducing multi-tiered systems of coverage. Disease management programs and health education availability will be stressed in an effort to curb or forestall chronic conditions that add to the expense.

Most employer-sponsored plans, such as SAIC-Frederick, Inc.'s plans, are calendar year plans, and premium negotiations for 2003 begin during the summer months. Announcements of premium rates, any plan changes, and open enrollment will occur later in the year.

If you have any questions, contact Human Resources at x 1146.

Sixth Annual Spring Research Festival

When the tent went up, Fort Detrick came out en masse to the sixth annual Spring Research Festival May 15 and 16 to visit exhibitors, vendors, view posters and talk to health professionals.

About 250 booths lined the aisles of the structure that covered nearly all of the Blue and Gray Field.

In past years, the festival was open to the Frederick Community; however, increased security restrictions didn't permit that invitation to be extended this year. "We were delighted that it didn't seem to make a difference to the exhibitors or vendors," said National Cancer Institute's Cheryl Parrot. "We had more exhibitors, a longer tent, and most important, more people attending from the Ft. Detrick professional community, than ever before."

Hosted by the National Cancer Institute and Fort Detrick, the festival featured scientific poster presentations, a health fair, exhibitors of the research done at Fort Detrick, and vendors of biomedical research equipment and supplies.

The Technical Sales Association, a nonprofit organization, has sponsored the Festival for the past 13 years, donating generously for awards in winning poster presentations. The Association sets up similar shows at NIH, Harvard Medical School, and the University of Pittsburgh.

The Sixth Annual Spring Research Festival



SRF Poster Award Winners

The following SAIC-Frederick, Inc. researchers won awards in the sixth annual Spring Research Festival poster presentations:

Jurgen Muller, Biochemistry category, for “Functional Analysis of the KSR1C-TAK1 Interaction Identifies a Docking Motif Required for C-TAK1 Binding”

Tao Fan (NCI), Qingsheng Yan (NCI) **Sharon Austin**, **Doug Ferris**, and **Kathrin Muegge**, Cancer Biology, for “Reduced Cell Proliferation and Methylation-related Centrosome Amplification in Lsh-deficient Murine Embryonic Fibroblasts”

DaRue Prieto, New Technology, for “The SELDI-TOF MS Approach to Proteomics: Protein Profiling and Biomarker Identification”

Kimberly Shafer-Weaver, New Technology, for “ELISpot as an Alternative to the 51Cr-Release Assay”

Brad Sherman, New Technology, for “DAVID: Database for Annotation, Visualization, and Integrated Discovery”

Paul Klausmeyer, Scientific Core Services, for “Computer and Database Tools for the Identification of Novel Lead Compounds in Natural Products Extracts”

Xiaoyi Yang, Drug Development and Delivery, for “Development of a Quantitative Cell-Based ELISA for Determination of Binding Activity of the 7G7/B6 Monoclonal Antibody against IL-2Ra” and

Chiu Chin (Catherine) Yuan, Virology, for “Plasma IICV Viral Load Determination by Robotic High-Throughput Viral RNA Extraction and Real-Time RTPCR Quantification.”

Degrees and Certifications

The following people have earned degrees:

Andy Atkinson, Intramural Research Support Program (IRSP): MS, Biotechnology/Bioinformatics; Johns Hopkins University (May 2002)

Suzanne Borgel, Laboratory Animal Sciences Program (LASP): MS, Biomedical Science; Hood College (May 2002)

Mike Cullen, IRSP: PhD, Genetics; George Washington University (January 2002)

Robert-Wayne Davis, Advanced Biomedical Computing Center, LAN: AAS, Computer Information Systems; Hagerstown Community College (May 2002)

Scott Keimig, Environment, Health, and Safety Program (EHSP): MBA, Management of Science & Technology; University of Maryland (May 2002)

Olga Kozhich, Advanced Technology Center: MS, Biotechnology; Johns Hopkins University (May 2002)

Shamika Perry, Biopharmaceutical Development Program (BDP): MS,

Biotechnology; Johns Hopkins University (May 2002)

Dana-Lynn Young, EHSP: AAS, General Studies; Frederick Community College (May 2002).

The following people have earned certification in their respective fields during the past year:

Robert Andersson, Biopharmaceutical Development Program (BDP): UMBC Regulatory Track, University of Maryland, Baltimore Campus (June 2002)

Ranee Baker, Laboratory Animal Sciences Program: ALAT, AALAS (May 2002)

Gary Bowers, BDP: Graduate Level Certificate, Regulatory Compliance, Hood College (May 2002)

Denise Ekstrom, BDP: UMBC Regulatory Track, UMBC (May 2002)

Cordell Hall, Sr., Facilities Maintenance and Engineering: GED, Adult Education (May 2002)

Laura Knott, Intramural Research Support Program (IRSP): Good Manufacturing Practices for Bioprocesses (May 2002); Regulatory Issues in Biotechnology (December 2001); and Biotechnology Facility and Design (May 2001); all, Department of Chemical and Biochemical Engineering, UMBC

Joe Kozlovac, Environment, Health, and Safety Program: Certified Specialist Microbiologist in Biological Safety; National Registry of Microbiologists, American Society for Microbiology (July 2001); Certified Biological Safety Professional, American Biological Safety Associations (October 2001)

Christine Miller, BDP: PMP,

Certified Project Management Professional, Project Management Institute (May 2002)

Brandy Reis, IRSP: IATA/ICAO, Goods Shipping Training, World Courier Training; Biotechnology Facility and Design, Construction and Validation; Good Manufacturing Practices for Bioprocesses, Department of Chemical and Biochemical Engineering, UMBC (May 2002)

Peggy Wickless, IRSP: Good Manufacturing Practices for Bioprocesses, Department of Chemical and Biochemical Engineering, UMBC (May 2002); Regulatory Issues in Biotechnology, Department of Chemical and Biochemical Engineering, UMBC (December 2001)

Alan Wolf, BDP: Exam MS70-210, Windows 2000 Professional, Microsoft Certified Systems Engineer (MCSE) on Windows 2000, Tech Test Center, Buckeystown, MD (January 2002); Exam MS770-215 Windows 2000 Server, Microsoft Certified Systems Engineer (MCSE) on Windows 2000, Computrain Test Center, Frederick, MD (January 2002)

Cuiping Zhao, BDP: Millennium 32 Version 4.0 Advanced Topics Software Training (May 2002) Waters; Waters 2001 Chemistry Educational Seminar Series, Waters (October 2001); HPLC (3D) ChemStation Data Analysis and Reporting, Agilent Technologies (February 2002).

The Sixth Annual Spring Research Festival



NCI-Ergonomics Fair



Almost 300 NCI-Frederick personnel came to the first NCI-Ergonomics Fair held May 21, 2002, visiting vendors, hearing ergonomic seminars, receiving information on ergonomics, and entering the Ergonomics Challenge Contest. The Grand Prize Winner, Halina Zakowicz, won a 15”

For information on ergonomics, please contact EHS at 301-846-1451.

Flatscreen Monitor; other winners received exercise flex balls and ergonomic tools.

Other contest winners included:

Flex ball: Cheryl Parrott, Lisa Virts, Kelly Colson; pliers: Rhea Eckenrode, Kitty Nalewaik, Kay Ecker, Etienne Marofsky; screwdriver set: Kelly Leib, Michelle Ahalt, Laura Geil, Suneetha Porkattil, Zhen Xiao; ice cream spatula: Sherri McKissick, Amy Franciscovich, Diane Simmons, Rane Baker, Tim Gibbs; nut/seafood

cracker: Shamika Perry, Anna Mason, Tanya Johnson, Jerry Alexandratos, Joan Castner.



Robin Pickens presents Halina Zakowicz with the Flatscreen computer monitor.

Publications Department Is Now Scientific Publications, Graphics & Media

It's official. The Publications Department has taken on a new identity: Scientific Publications, Graphics & Media (SPGM).

For many years, scientists at NCI-Frederick have relied on SPGM to present their scientific research in top quality form, whether graphs, chemical structures, gels, slides, posters, manuscripts, or other materials.

The “new” SPGM anticipates producing even more excellent materials for NCI-Frederick, thanks to SAIC-Frederick, Inc.'s restructuring efforts during the past three years. These efforts have included, among other things, advanced, in-depth training for staff, state-of-the-art equipment and tools, up-graded computer equipment and software.

The most recent acquisitions include:

- A 52”-wide format printer, the

largest on post, to produce one-piece posters for scientists. Such posters allow the scientist to demonstrate the quality and depth of his/her research and provide lots of space for clear, sharp images of figures, tables, data, and other scientific matter.

- High-quality laminators, which ensure that the posters and displays will last through numerous showings and in all kinds of weather.
- Four specialized scanners, digital video equipment, and four digital still cameras to capture nearly any image in digital form.
- Xerox Docucolor 12 Photocopier: More than a color copier, more than a printer, this top-quality machine provides the scientist with standard color copies up to 11” x 17”; full-color transparencies; and color proofs of Matchprint™ quality for publication use. With the most accurate color rendition available at Fort Detrick, these proofs can assure that the color matches as closely as possible the colors in the final product.



The Scientific Publications, Graphics and Media department's booth showcased new capabilities, including a wide format poster printed with a rearprojected onscreen show.

Disabilities Awareness Month

In celebration of Disabilities Awareness Month, the F-EDT (Frederick Employee Diversity Committee) sponsored Fidos for Freedom on June 28, 2002. This is a non-profit organization made up of volunteers whose mission is to increase the quality of life of people

Continued on, Page 7

What Is the Werner Kirsten SIP?

The Werner H. Kirsten Student Intern Program (SIP) is an NCI-sponsored program that encourages Frederick and Washington County high school seniors to pursue a career in cancer research. Interns earn high school graduation credits, working full-time during the summer and continuing part-time during the school year. Students must be at least 16 and high school juniors, must have grade point averages of 3.0 or greater (when applying), and must be U.S. citizens or permanent residents. Please contact Dr. Howard Young, NCI, head of the program, at 301-846-5700 (young@ncifcrf.gov), or Emily Moler, (301) 846-1106 (emoler@mail.ncifcrf.gov), for further information.

Incoming 2002-2003 SIP interns include: Noureen Khan, Tyler Hockman, Christopher Greene, Shannon Mort, June Brindley, Jennifer Gee, Kathryn Pevey, Christine Jodrie, Angela Gainer, Laura Eskander, Amrita Klar, Jillana Minchoff, Kathryn Tworkoski, Adam Day, Emily Buzzell, Rhyan Maditz, Jason Syambaugh, Adan Brandt, Juliet Aiken, Kevin Graf, Illiana Jaatmaa, Rebecca Bruening, Dana Loll, Caroline Garrett, Theresa DiSipio, Desirae Vasquez, Lynn Iaccarino, Sabrina Selway, Catherine Uchino, Maureen Murphy-Ryan, Kristen Cooper, Daniel Baggett, Tontesh Tawady, Stefanie Cohen, Brittany Crum, Carly Bolyard, April Munroe, Andrea Riner, Rina Dave, and Stephanie Cole.



Walk for the Cure Winners

Occupational Health Services sponsored a walking competition, which was begun during the Spring Research Festival and concluded June 30th. Twenty-seven teams competed, comprising over 255 employees. Over the 6-week campaign a total of 17,347 miles were logged. The winning teams were:

1st place: The Grateful Treads-2,208 miles (*Debbie Vessa, Tanya Johnson, Kathy Mood, Linda Miller, Nancy Martin, Jennifer Wood, Jennifer Wilson, Carol Shawver, Becky Soto, Chad Wright and Maxine Medaglia*)

2nd place: Just The Mailroom-2,105 miles (*Jimmy Lescalleet, Christine Rice, Michelle Brewster, Barb Burgess, Dawn Marsh, and Karen Cowden*)

3rd place: Essentially-1,712 miles (*Anna Trivett, Debbie Gilbert, Debbie Householder, Matt Trivett, Madeline Knoebel, Linda Brubaker, Sally Spence, and Linda Cleveland*)

OHS hopes that all participants enjoyed the competition and saw positive results from their increased level of exercise.

Continued from Ethics Corner, Page 1

Ethics Corner

Our workplace should be a comfortable environment for everyone. Please be sensitive to those around you and pay close attention to what is discussed in your work surroundings. If you find yourself in a situation similar to the one mentioned in this article, consider the following options:

- *If you feel comfortable doing so, approach the group or individual and share your concerns. If the behavior continues, you need to speak with your manager.*
- *Share your concerns in confidence with your manager. Once the manager*

Continued from Disabilities Awareness, Page 6

living in the Baltimore-Washington Metropolitan Community through the use of specially trained service dogs.

This program highlighted the use of the dogs in local health care settings, libraries and especially how they can be used



in the workplace for those who are physically challenged. Additional information can be found at

www.fidosforfreedom.org.

is made aware of the situation, it becomes his/her responsibility to address the group or individual and monitor the situation. The manager should remind the employees that inappropriate behavior in the work environment, such as foul language or certain topics sensitive in nature, will not be tolerated. The manager should also review the Prohibiting Sexual or Other Types of Harassment policy with the group or individual. If the inappropriate behavior continues in the work place, the manager should consult Human Resources.

- *Contact Human Resources at x1146.*

Important Telephone Numbers

Ethics Hotline	1-800-435-4234
Human Resources Department	(301) 846-1146
Benefits Questions, HR Department	(301) 846-1146
SAIC Stock Programs	1-800-785-7764
SAIC Stock Price	1-888-245-0104

Important Dates

Farmer's Market Opens	July 9, 2002
Take Your Child to Work Day	July 24, 2002
Winter Staff Meeting	December 18, 2002

SAIC Stock

Current SAIC Class A Stock price as we go to press is \$33.06; the stock price last quarter was \$32.27.

Stock Price Set	Future Trade Dates*
July 12, 2002	July 26, 2002
October 11, 2002	October 25, 2002

*Dates are subject to change.

News and Views Staff

Executive Editor	Ken Michaels
Managing Editor	Maritta Grau
Production Manager	Kathy Green
Lead Designer	Jennifer Brown
Photography Editor	Jon Summers
Typographers	Jennifer Klabansky, Debbie Shores

Directorate Representatives

Basic Research	Tammy Higgins
Applied/Development Research	Laurie Lambert
Research Technology Program	Barbara McElroy
Biopharmaceutical Development Program	Kathy Miller
Vaccine Development Program	Barbara Kending
Laboratory Animal Sciences Program	Shirley Langley
Environment, Health, and Safety	Robin Pickens
Facilities Maintenance and Engineering	Fran Duignan
Contracts and Administration/Human Resources	Etienne Marofsky

Published four times a year by Scientific Publications, Graphics & Media for SAIC-Frederick, Inc.
National Cancer Institute at Frederick, Frederick, MD.

