

GLOBAL LINK

Association of American Foreign Service Women



FORUM Spotlights a World of Bright Ideas—Yours!

All interested individuals are urged to attend the second session of FORUM 1997-98 to continue work on AAFSW position papers which will be used in advocacy work and action planning. You are welcome to come even if you did not attend the first FORUM meeting or if you are not an AAFSW member.

WHEN: Saturday, February 7, 1998

TIME: 10 a.m. to 1 p.m.

WHERE: National United Methodist Church
3401 Nebraska Avenue, NW
Washington, DC 20016
Tel. 202-363-4900

The church is located close to Ward Circle where Massachusetts and Nebraska Avenues intersect, across from American University. For further instructions, please call Mette Beecroft (301-320-7698) or Peggy McMahon (202-966-8247).

WHAT: We hope to use Saturday morning as a working session to finalize as much

(See "FORUM," page 5)

Employment News

The State Department is hiring again... by the hundreds. While some family members may benefit, others may be shut out of essential training.

The State Department's Director General recently indicated the possibility of hiring a significant number of employees this year, especially for specialist positions (which do not require passing the Foreign Service Exam). This may be an excellent time for family members to consider becoming tandem couples under the specialist program.

On the down side, increased hiring will impact the availability of training for spouses. Dozens of spouses have taken the consular training course over the past year, preparing themselves for possible employment overseas. Space in this course or others may be limited during a period of heavy employee intake.

In question is the effect the hiring will have on the money-saving and formerly fast-growing Professional Associates program.

For more information on the new positions, contact your admin officer at post,

(See "Employment," page 5)

Cyber Spouses Information Sought

AAFSW would like to make better use of computer communication over the coming months. Don't forget that you can contact us online at: aafsw@erols.com. We would like to create a list of members' e-mail addresses—please drop us a line!

We would also like to know which features you would appreciate seeing in an AAFSW web site, something which is now in the planning stages. Please send in your ideas.

Award Recognizes Great Volunteers

Nominations for the 1998 AAFSW/Secretary of State Volunteerism Awards are due by **February 1**.

U.S. Government direct-hire employees and family members over the age of 18 are eligible for the award, which is based on excellence in traditional community activities, exceptional community service, outstanding activities directed toward the host country or exceptional service in emergencies. Each post can submit the name of only one candidate. For more information, see your CLO coordinator, admin officer or ambassador; a cable was sent out in early December with details on how to submit nominations.

The final article in our series featuring last year's winners appears on page 6.

AAFSW

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FEBRUARY

- 4 (eve) OBC Going Overseas - Logistics for Adults
- 10 PROGRAM**
- 10-11 OBC Life After the Foreign Service
- 17-19 OBC Regulations, Allowances and Finances
- 21 OBC Protocol and Representation Overseas
- 24 Board Meeting**

MARCH

- 6 OBC Spouse to Spouse
- 7 OBC Communicating Across Cultures
- 10 PROGRAM**
- 11(eve) OBC Tax Seminar
- 21(Sat) OBC Going Overseas (Logistics for families, children, singles, and couples)
- 23-27 OBC Employment Planning for the Foreign Service Spouse
- 24 Board Meeting**
- 31 OBC Tax Seminar (lunch)

OTHER USEFUL NUMBERS

- AMERICAN FOREIGN SERVICE ASSOC.
2101 E St., NW, Washington, DC 20037
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- EMPLOYEE CONSULTATION
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Telephone 202-663-1815
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- FAMILY LIAISON OFFICE
Room 1212, Department of State
Telephone 202-647-1076
Web site <http://www.state.gov/www/flo/>
DIRECTOR: Kendall Montgomerney
- FOREIGN SERVICE LOUNGE
Telephone 202-647-3432
- FOREIGN SERVICE YOUTH FOUNDATION
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202-863-2317
Susan Scott (Administrator) 703-759-7952
- OFFICE OF OVERSEAS SCHOOLS
Room 245, Department of State
Telephone 703-875-7800
DIRECTOR: Keith D. Miller
- OVERSEAS BRIEFING CENTER
4000 Arlington Blvd., Arlington, VA 22204
Telephone 703-302-7274
DIRECTOR: IRay Leki

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IMPORTANT AAFSW NUMBERS

(All Department of State addresses are at: Washington, DC 20520)

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AAFSW membership is open to all U.S. Foreign Service employees and family members. Annual dues are \$25. Subscriptions to GLOBAL LINK are available to the public at \$25 per year.



Letter Link

Member Suggests Services, Articles for Those Overseas

Dear AAFSW,

I have been a Foreign Service spouse for the past seven years, all of which have been spent overseas, and I have been an AAFSW member for most of that time. I plan to keep up my membership, because I think we spouses need all the information and points of connection we can get. Your work, such as evacuee support, foreign-born spouse activities, support of the OBC, etc., is great. I will surely take advantage of these services and participate as a volunteer someday when we are posted to Washington.

But meanwhile, I am out here.

How about:

- Letter-writing networks of spouses with specific interests
- Articles highlighting particular State Department regulations that affect spouses and explaining them clearly
- Profiles of spouses who have carved out their own professional, artistic or volunteer niches at foreign posts
- Items on cross-cultural communications
- Items highlighting questions of protocol, representational entertaining, etc.—whether advice, first-person experiences or a humorous view.
- Travel-related items, on topics such as planning, packing, moving, traveling with children, travel-related regulations, etc.

Best wishes,

Name and post withheld by request

Note: The series "Do the Right Thing" covered ethical issues for family members, and copies are available on request from the AAFSW office. The Family Liaison Office's Direct Communications Project offers a number of publications explaining regulations and policies clearly.

We would love to hear from other members. What articles would you like to see in Global Link? Are you interested in forming a letter-writing network—about what? What concerns at post could AAFSW address?

Please send your replies to the

AAFSW office or directly to Global Link. Remember that correspondence sent to Global Link may be printed unless you indicate otherwise.

Play Group Welcomes New Additions

Feeling cooped up and going crazy with the kids? Wouldn't you enjoy a morning letting your little ones play, giving you the chance to chat with other Foreign Service parents?

The AAFSW Northern Virginia Play Group meets every Friday morning at a different location. This is a group to attend with your toddler or pre-schoolers; it is not a babysitting service. Newcomers are welcome! Call Kelly Midura at 703-921-1217 for details on the location.

AAFSW Bids Farewell to Officer, Oral History Manager

Two important people recently resigned their positions with AAFSW. Second Vice President **Sossi Mahoney** will soon be traveling to Cairo, an unexpected posting. (We all know how that is.) This was Sossi's first year as an AAFSW officer. Bon Voyage!

Pamela Stratton was the Spouse Oral History Program Manager for more than two years. She was responsible for organizing three very successful Oral History Teas and for coordinating oral history interviews and transcriptions.

Pam put in many, many volunteer hours in addition to her paid duties. Many thanks for your outstanding efforts, Pam!

The changing faces of FLO

In the past year, the Family Liaison Office (FLO) has experienced a remarkable turnover of staff. In all, 7 out of 11 employees have left for new jobs and overseas assignments with their families. As 1997 closed, we welcomed the newest members of the staff, Paula Riddle and Carole Zalucky as Employment Program Specialist and CLO Support Officer, respectively.

Paula was a CLO in Buenos Aires and again in Lima. Most recently she worked in Lima's consular section as a Professional Associate. She replaced Erin Rooney who had worked in FLO since 1990 in various positions assisting hundreds of family members make successful employment decisions. Carol was a CLO in Lahore and in Jeddah. Most recently, she worked in the office of the Inspector General as an editor. She replaced Virginia Chandler who during her tenure ensured the excellence of our new CLO training and orientation program and guided the worldwide CLO program through the transition to ICASS last year.

As the New Year began, we said farewell to Karen Hansen Lundahl, FLO's Publications Coordinator. Karen left FLO to become an editor in the office of the Inspector General. Karen's most recent achievement was to implement FLO's homepage.

For those who have trouble keeping track of this fast-changing office, the FLO staff list as of February 1998 is as follows:

Kendall Montgomery, Director
 Gail Watson Knowles, Deputy Director
 Carole Zalucky, CLO Support Officer
 Sydnee Tyson, Education and Youth Officer
 Judy Ikels, Employment Program Coordinator
 Paula Riddle, Employment Program Specialist
 Carleen Kaurin, Program Assistant
 Ginny Boncy, Support Services Officer
 Allan Moyes, Secretary to the Director
 Kitty Bourke, Secretary Front Desk Reception

Family Liaison Office

Working Around the World

A Peck of Preparation Leads to Overseas Success



A Foreign Service spouse working in her dream job? AAFSW member April Peck Herbert comments on her position as Associate Peace Corps Director in the Philippines, "It demands high energy, organization, public relations, teaching, administrative and counseling skills all wrapped up into one job which I would have created for myself if I were creating the ideal job."

The process that April went through to obtain the perfect position is illuminating. More than a simple matter of being in the right place at the right time, she began focusing on the possibility two full years before she actually got the job.

She filled out an SF-171 and sent it to Peace Corps Washington and followed up with a letter to the Peace Corps Philippines Director. When she arrived in country and heard nothing, she called the Peace Corps Director, reintroduced herself and offered to do a workshop for the volunteers if needed.

She took another job as Counseling Coordinator at the In Touch Foundation, meanwhile obtaining a short-term contract to run Close of Service Workshops for exiting Peace Corps volunteers, helping them with career and graduate school plans, resumes, federal applications forms, and descriptions of service. A senior staff officer from Washington observed her work during a trip to the Philippines and shortly thereafter her position as Associate Peace Corps Director of Education and Project Director of English Language Assistance was created.

April works with 50 Peace Corps volunteers (aged 22 to 65) who are assigned as secondary school teacher trainers with the Philippine Department of Education, Culture and Sports in nine regions of the country. A typical week might include advising volunteers on a new teaching manual or the preparation of a grant application; meeting with government officials or national organizations to develop partnerships or confirm needs; doing research on learning styles or peer coaching; reporting to Washington; flying to remote regions to provide support for volunteers; and, of

course, rushing home to attend receptions or other events as a supportive diplomatic spouse (Kevin Herbert is currently Consul General in Manila).

Projects vary widely: the provision of microscopes and slides to secondary teachers; the development of a professional resource library for the Western Visayas—from construction of the shelves and ventilation system to ordering books; the funding of bio-intensive gardening and fruit tree planning programs on a small island; the construction of a dam—to name a few.

The educational qualifications necessary for this position were gained over three decades: another display of the results of determination and tenacity. April earned a B.A. in English and Secondary Education from Ohio University in the 1970s, an M.Ed. in Counseling and Development from George Mason University in the 1980s, and a Ph.D. in Counseling and Development from the American University in 1993.

April notes, "I went for advanced degrees as the sense of achievement was 'permanent' in my mind and not 'temporary' in the sense that I would have to forfeit them, as I would a job, each time

we moved."

April grew up in a small town in New York surrounded by people contented to stay in one place.

"I only dreamed of travel to Europe once or twice in a lifetime," she says.

She married Kevin, however, a former Peace Corps volunteer who tantalized her with descriptions of his work, and the two of them traveled to Korea with the Peace Corps to assist with a university English teaching program from 1971-73. Kevin entered the Foreign Service in 1975, and they (including Matt, who was born in Seoul) were posted to Athens, Greece.

April writes of this period, "I felt and still feel that staying home with the children and building a secure and safe and intellectually stimulating and creative home for them was the best use of the majority of my time, so I was busy with our two-year-old son and made no preparations for that first posting. Very few wives were working at that time. I feel so very strongly about one parent devoting full time to small children and a majority of time to growing children
ESPECIALLY FOREIGN SERVICE

Making the Foreign Service Work

☞ Make use of OBC seminars, FLO publications, and other resources (This applies even while you are overseas: FLO publications can be sent to you at post, and videotapes are available of a number of OBC classes.)

☞ Take advance steps to find employment, but don't be discouraged if they do not provide immediate results.

☞ Follow up in person once you are at post.

☞ If you don't get your ideal job right away, take another job in the meantime—you never know where it may lead, especially if it is related to the work you would like to do.

☞ Don't worry if there are breaks in your work history, but use your time productively. "Down time" is great for gaining new skills or qualifications.

☞ Consider volunteering in the field in which you wish to work, but clearly communicate—to everyone you meet—that you would like to find a paid position.

CHILDREN that my views may appear outdated—or progressive—in that area.”

Subsequent posts included Guadalajara, Mexico (where daughter Beth was born); Ireland; Medan, Indonesia; Washington, D.C.; La Paz, Bolivia; and Manila, Philippines.

April found her own efforts to be the best means of finding employment. In Indonesia, she wrote ahead to USIS and a few weeks after arrival began work at

“I went for advanced degrees as the sense of achievement was ‘permanent’ in my mind...”

the Binational Center designing English curricula and teaching classes.

In La Paz, she wrote ahead to the American Cooperative School, but did not secure full-time employment there until after a year at post, meanwhile working as the Mental Health Coordinator at the Embassy. By the end of her time in Bolivia, April not only taught, but also chaired the English department.

April describes the career seminar at the Foreign Service Institute as “a big help.”

“It helped me to see the value in what I had done abroad, recognize the importance of networking and of developing my public speaking skills and documentation of cross-cultural experiences. Seminars helped me write achievement statements which identified my transferable skills and helped me begin to be able to articulate my skills clearly and purposefully.”

As someone who has found her dream job, what advice does April offer other Foreign Service spouses?

“My strategy in the early years was to find work which would keep me in the field, keep me reading and writing, but still putting most of my energy into family. I suggest attending [OBC career] seminars and buying some good career and life planning manuals to explore your values, preferred work environments, problem-solving capabilities and [their] applicability.”

“It has taken studied determination and years of acquiring degrees and experience to do the job I am currently doing.”

Employment News

(Continued from page 1)

the FLO office in Washington or internet job listings such as the following:

www.state.gov/www/careers/index.html
www.fedworld.gov/jobs/jobsearch.html
www.usajobs.opm.gov

TIME'S UP! Executive Order Open Season Draws to a Close

If you ever worked for 52 weeks in an overseas PIT position, this may be a great time to apply for a government job. A change in the regulations governing the application of Executive Order 12721 means that individuals are eligible for appointment until March 31, 1998—even if their eligibility previously expired. For more information, contact Judy Ikels at the Family Liaison Office, 202-647-1076; e-mail ikelsji@perms.us-state.gov.

Please note that when you are applying for government positions, you must include complete documentation of your 52 weeks of overseas service with your application or you may be disqualified. Attach copies of the SF-50s which indicate the dates of appointment and termination for all relevant positions. Recently some family members were eliminated from consideration incorrectly because they were assumed to be ineligible for the positions involved.

Beware the PITfalls of Resignation

Remember that if you are currently working in a PIT position, you should request leave without pay status when you resign if you will be applying for government jobs in future. In a number of situations, government agencies can only hire someone on leave without pay status, who is not considered a “new” hire.

FORUM Sparks Ideas

(Continued from page 1)

as possible the position papers on which various groups or individuals are working.

Topics include:

-  AAFSW membership
-  eldercare
-  childcare
-  training for new spouses
-  employment overseas
-  morale in the Foreign Service

 compensation for traditional spouses

 spouse language training

We will review the draft position papers which the smaller working groups have formulated and use the session to “brainstorm” for additional ideas which might be included.

FACILITIES: The church offers a fully equipped nursery, an outdoor fenced playground and ample parking. Please call Joan Deason (703-241-8914) immediately to coordinate your babysitting needs.

Morning refreshment will be provided.
NOTE: Please try to bring 25 copies of any draft position paper so that others will have a chance to read it before the discussion begins. Many thanks.

➤ 1997 AAFSW/Secretary of State Outstanding Volunteerism Awards

FATIMA MCKINLEY Mozambique

Fatima McKinley proved that one person can make a difference when she took charge of a project to expand the classroom space at a community school.

The need for schools in Mozambique is urgent: almost half of all school-age children can find no space in existing facilities. In the early 1990s local professionals saw a critical need in the Maxaquene slum district of Maputo. The group received land but little else from the ruling Frelimo party. They opened a school with four classrooms, a tiny director's office, and a sandy play area. The school charged a modest fee to pay teachers' salaries. By 1995, over 500 children attended in three shifts: additional space became a dire necessity.

After studying the situation, a group consisting of Fatima McKinley, the Canadian and South African Chargés, and a diplomatic spouse from the British embassy decided to organize a charity ball to raise money for the school. The ball, held in November, 1995, successfully raised \$2,200.

The excitement of this success was overshadowed by the inflated building proposal offered by the school's director. Thought was given to finding another project to support. However, Fatima liked the level of commitment she saw in the director and the teachers and the example of self-help in a country where many people depend on foreign assistance to get things done. In the process of making visits to the school, Fatima realized the immense value of the school for hundreds of children. She and her collaborators decided to subsidize three new classrooms, making the funds stretch by purchasing and controlling materials and asking the school to contribute labor.

By the time the group was ready to proceed in early 1996, Fatima was left to handle all the logistics. With the assistance of a Mozambican contractor and his engineer friend, who both donated their time, Fatima came up with a design for the new rooms. The contractor



helped Fatima find the best places to buy the raw materials. She drove to the "thieves' market" more than a dozen times, haggling over the prices and quantities of materials she needed. After making the initial purchases, she kept the materials in her garage in order to maintain control of their use.

The project began to consume more hours each week, then each day, finally expanding to weekends as well. Armed with rudimentary architectural drawings and basic materials, Fatima worked out a construction schedule with the school director. They agreed that teachers, parents, and the director's family would provide the labor voluntarily, making the construction a true community effort.

The early days, however, were difficult at best. The director questioned the cost controls Fatima imposed and argued endlessly about the building plans provided by the engineer.

Fatima made daily trips to the school to supervise the progress and developed a close working relationships with the laborers. As the three rooms took shape, she was able to trust the director with small amounts of money for additional purchases, while maintaining control of the cement and wood supplies, even

transporting them to the school herself.

By May, 1996, the money had run out. Fatima approached several people for assistance and was referred to the librarian at the International School of Maputo. The librarian sponsored a read-a-thon at the school, raising \$800.

Construction began again in July. Fatima used the additional funds to expand the project to include three latrines and a small library, which was built and stocked with contributions from the British Council and a volunteer group at the American Embassy.

Then the school was hit by a new crisis. During the early years of the school, the Frelimo party neighborhood secretariat had retained two rooms adjacent to the director's tiny office. As the secretariat noticed the progress of construction, party members demanded that they receive a new room. For good measure, they asked for the director's office and the library. Intercessions with senior party officials led to the local officials backing down; they are now publicly supportive of the improvements at the school.

The school officially opened the three new classrooms in October 1996. Today the Maxaquene school has more space for the overflow of children, better lighting, a new library, and much-needed latrines. Fatima has continued to support the school, most recently receiving a donation from the Portuguese Embassy consisting of hundreds of pencils, rulers, and notepads for the students.

Fatima was invited to make a presentation to a group from the American International School looking at how to expand community service. The organizer of the event later wrote that Fatima "had us all in awe."

For demonstrating extraordinary personal concern, giving generously of her time and effort and working selflessly with others to produce the desired result, Fatima McKinley was awarded the 1997 AAFSW/Secretary of State Volunteerism Award.

PROGRAM

IRAQ: Constant Crises? Possible Solutions?

We are honored to have as our speaker on this complicated subject His Excellency, the Ambassador of Sweden, Rolf Ekéus.

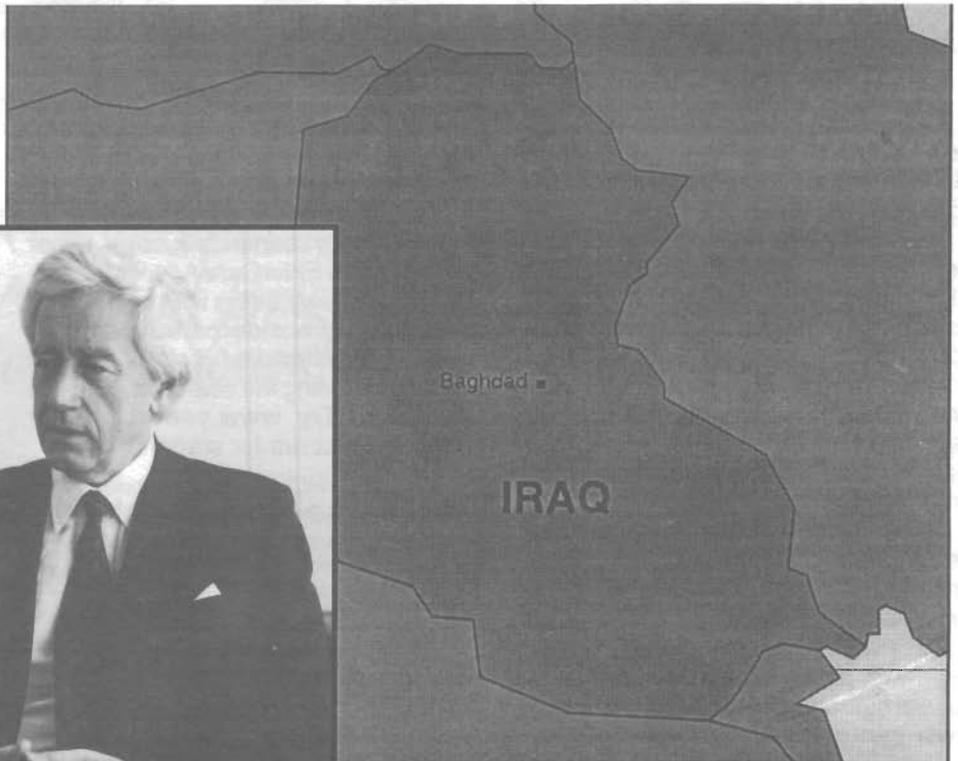
As the Executive Chairman and Inspector General for the United Nations Special Commission for Iraq from 1991 to 1997, Ambassador Ekéus had the rare opportunity of finding out what the internal realities of this country are and what it means in the conduct of UN policy.

Ambassador Ekéus joined the Swedish Foreign Service in 1962 and served in Bonn, Nairobi, New York (UN) and the Hague, where he was Deputy Chief of Mission. From 1967 to 1973, he was Special Assistant to the Minister for Foreign Affairs in Stockholm.

His very distinguished career has included serving as Ambassador and Permanent Representative to the Conference on Disarmament, Geneva, from 1983 to 1988; Chairman of the Committee on Chemical Weapons in 1984 and 1987; Chief Delegate to a number of disarmament review conferences, including the Biological Weapons Convention and Nuclear Proliferation Treaty and to the First Committee and the Disarmament Commission of the United Nations, 1983-88.

Later he served as Ambassador and Head of the Swedish Delegation to the Conference on Security and Cooperation in Europe in Vienna and Chairman of the Committee on Principles Charter of Paris from 1990 to 1991.

After his important service to the United Nations, he became the Ambassador of Sweden to the United States in September, 1997. Ambassador Ekéus has published articles and essays on foreign policy, international economy, nuclear non-proliferation, disarmament and arms control, chemical weapons, European



security, Iraq, and weapons of mass destruction. He is a member of the Advisory Board of the Nuclear Non-Proliferation Center, the Monterey Institute, and the recipient of various awards, inter alia, the Waterle Peace Prize from the Carnegie Foundation in 1997.

Ambassador Ekéus is married and has three daughters and three sons.

The February program will be held in the Benjamin Franklin room on the eighth floor of the Main State Department building on **February 10 at 10 a.m.**

*Barbara Gordon
Program Chair*

Reservations Contact: Pearl Richardson, 202-265-3301 or AAFSW office (page 2)

February Program Coupon - Immediate Reply Requested

Tuesday, February 10, 1998, 10 a.m., 8th Floor, State Department

Name (as you wish it on name tag): _____

Date of Birth or Social Security Number: _____

Telephone: _____ New Member? yes ___ no ___

Name(s) of Guest(s) with DOB or SSN: _____

NOTE: BRING A VALID PHOTO I.D. FOR ENTRY TO STATE DEPARTMENT

Reservations accepted in the order CHECKS are received. Please send form, with check made out to AAFSW (\$6 per member, \$6 per guest), to AAFSW Reservations, 5125 MacArthur Blvd NW, Suite 36, Washington, DC 20016.

REMINDER: Special permission granted members and guests to enter the Department of State building is limited to hours of meeting only.

No refunds can be made nor reservations accepted after February 3.

OBC, Internet Provide Information for Seniors

Americans are living longer and longer lives, increasing the needs both to plan for retirement and to obtain information on caring for elderly relatives.

The Overseas Briefing Center can help with the first of these needs. Life After the Foreign Service is a two-day course dealing with the issues of transition and adjustment to retirement for spouses of retiring Foreign Service employees. It is offered four times a year; the next course will be Feb. 10-11. Call 703-302-7268 for more information or to register.

The internet is full of resources for senior citizens and those caring for elderly people. Sites such as SeniorNet, SeniorCom and Third Age Media feature discussion groups on hundreds of topics, news, health information, tips on financial management and so on. (Check www.seniornet.com, www.senior.com or www.thirdage.com).

The Social Security Administration has a comprehensive site which includes the complete 1997 handbook, along with information on Social Security benefits and other matters. Some sections have been translated. See www.ssa.gov.

There are dozens of sites related to elder care. Eldercare Web (www.elderweb.com) provides links to web sites featuring research and information. Access to information on eldercare programs, providers and facilities may be found at www.seniorlink.com. Other sites such as ElderCare Advocates feature online newsletters with helpful articles. See www.eldercareadvocates.com. For other useful sites, look up "eldercare" using the search engine you like best. (Try www.yahoo.com or www.lycos.com for starters.)

elderweb.com) provides links to web sites featuring research and information. Access to information on eldercare programs, providers and facilities may be found at www.seniorlink.com. Other sites such as ElderCare Advocates feature online newsletters with helpful articles. See www.eldercareadvocates.com. For other useful sites, look up "eldercare" using the search engine you like best. (Try www.yahoo.com or www.lycos.com for starters.)

Welcome New Members!

Kelly Adams-Smith
Kay S. Akard
Nancy H. Barton
Marjorie W. Clark
Claris X. Dance
Susan Enroth
Sika D. Gressel
Jeanne Henifin
Barbara Hunter
Jill Collier Indyk
Robbin Kuchova
Claire M. Lent
Lilia R. Minges
Catherine Ostick
Filomena Sabarr-Tracy
Inger F. Sheinbaum
Kim Smith

Women's Center Holds Leadership Conference

The Women's Center will be holding its 13th Annual Leadership Conference on Saturday, March 14 at the the McLean Hilton from 9 a.m. to 4 p.m. The focus of this year's conference is on "Changing Workplaces, Changing Lives," with particular emphasis on integrating our personal and professional lives.

Those interested in attending or volunteering should contact Stephanie Blackburn at 703-281-4928, ext. 311 or by e-mail at pdtwc@aol.com.

Conference Features Cross Cultural Topics

The National Multicultural Institute will hold a national conference from May 28-31 on "Beyond Rhetoric: Redefining Diversity through Common Ground."

Workshop topics include "Exploring Our Cultural Assumptions," and "Mediating Cross-Cultural Conflict." For more information, contact the National Multicultural Institute at 3000 Connecticut Ave., NW Suite 438, Washington, DC 20008; tel. 202-483-0700; fax: 202-483-5233; e-mail: nmci@nmci.org.

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