

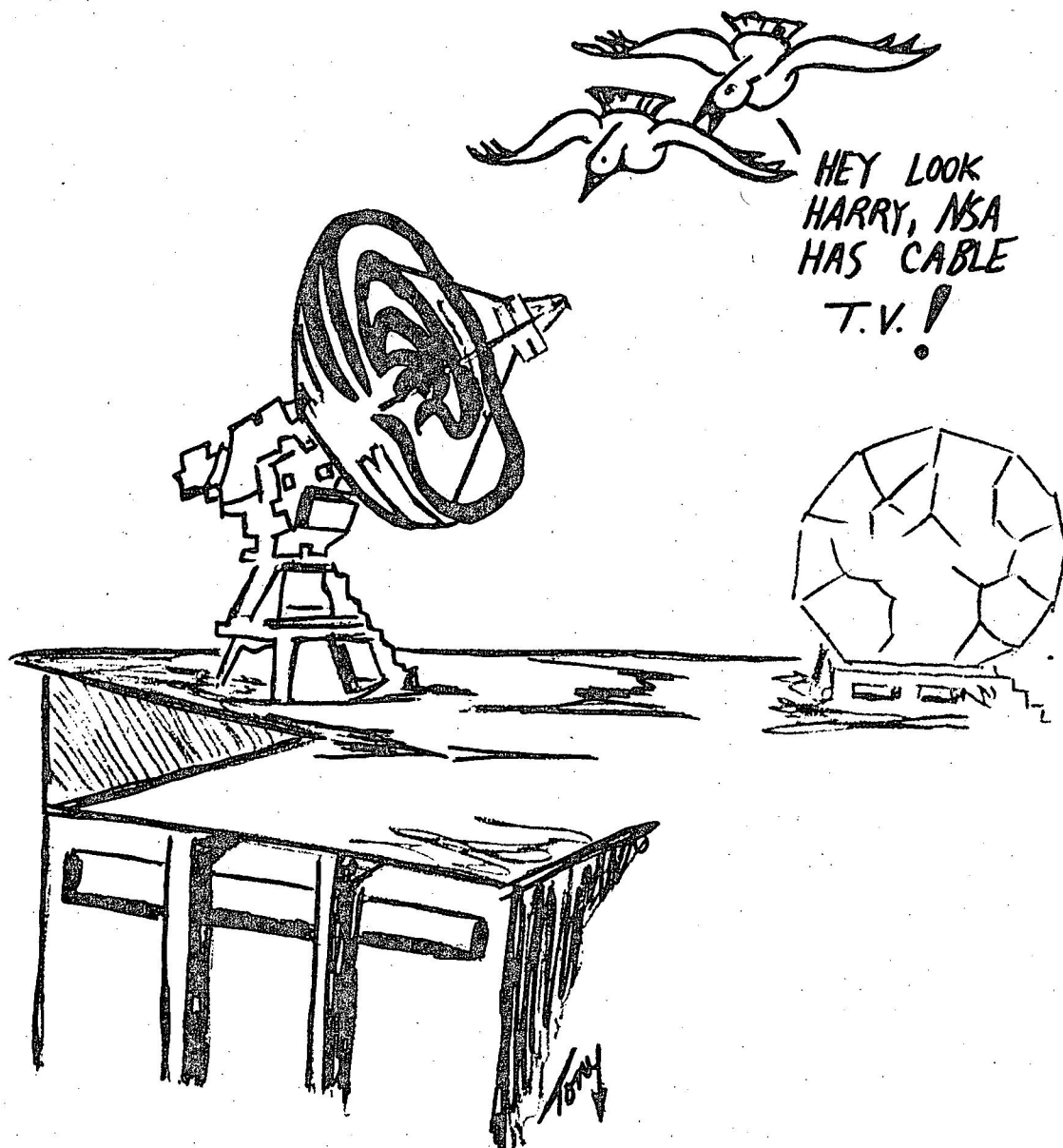
~~CONFIDENTIAL~~

# The CARION

CRYPTO-LINGUISTIC ASSOCIATION

VOLUME 3, NUMBER 2

JULY 1982



WARNING: The unclassified and FOUO portions of this publication should not be separated from it.

~~CONFIDENTIAL~~

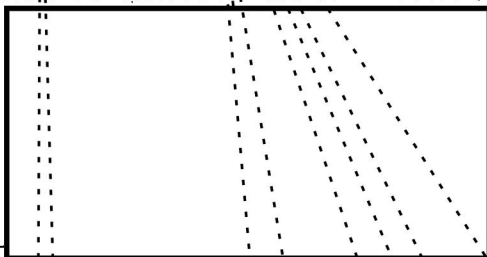
Classified By NSA/CSSM 123-2  
Declassify On: Originating Agency's  
Determination Required

UNCLASSIFIED

THE CLARION IS PUBLISHED QUARTERLY  
BY THE CRYPTO-LINGUISTIC ASSOCIATION.

FROM THE EDITOR

STAFF:



It is with both pleasure and sadness that I serve as editor of the CLARION for both the first and last time (for at least a year): pleasure because of the success of the publication and because of the delightful people--namely

--I have had the good fortune to work with; sadness at leaving them, the CLARION, and the other CLA and GGroup folks I have enjoyed working with over the years. Due to a TDY abroad and a year field assignment downtown, I will be taking a leave of absence from my CLARION responsibilities. I have thoroughly enjoyed my tenure as associate editor, having worked with CLARION from the time it was just a glimmer in the eye of its editor-in-chief and founding father,

I am looking forward to returning to it in a year.

In the interim, we are in desperate need of talent, be it yet untapped or "misdirected."

As I mentioned in the annual report (to be published in the next issue), CLARION has grown in size from a few pages to this double issue totaling 36 pages. The old staff, subsequent to my departure, has decreased to two highly capable but human individuals, Bob and

Two new writers, are joining our ranks, but WE NEED MORE NEW BLOOD AND FRESH IDEAS. We need reporters who could contact the staff with tips on goings-on of interest to other linguists; as we now have a readership numbering several hundred who could benefit from your information.

Best of luck to you all in the coming year! I am looking forward to seeing you all again.

## CONTENTS

From the Editor.....	p. 2
Eavesdropping School?.....	p. 3
CLA Board Elections.....	p. 5
Language Incentives	
in-house.....	p. 6
in-the House.....	p. 10
Library notes.....	p. 13
Outside the Fence.....	p. 14
Inside the Fence.....	p. 15

NEXT DEADLINE: Articles for the October issue of CLARION are due by Sept. 24. Send Outside the Fence items to

and everything else to

\*\*\*\*\*

## OUR COVER

The technical aspects of eavesdropping, which serve as a counterpart to Jack Gurin's article, are depicted on our cover by artist who also contributed the illustration on p. 7 on the subject of the linguist incentive/promotion problem.

\*\*\*\*\*

## NOSE FOR NEWS?

IF YOU HAVE ANY INFO THE REST OF US MIGHT BE INTERESTED IN, CALL x5693.

UNCLASSIFIED

~~CONFIDENTIAL~~

## SHOULD EAVESDROPPING BE TAUGHT?

JACK GURIN

SYSTEMS RESEARCH LABS

Not since Secretary Stimson remarked that "gentlemen don't read each other's mail" have we blushed at the idea that our business requires us to eavesdrop on our targets. Our charge is to read or listen to target communications, even though we have not been invited to do so by those we listen to nor do they make any concessions to make life easier for us. In fact, both nature and man conspire to make the process difficult.

In the voice intercept field, the specific task of the COMINT processor is to eavesdrop on conversations, to play the role of an uninvited third party, doing his best to hear, understand, and report what the others are talking about. Such a task poses difficulties enough even if the language being used is the eavesdropper's own. If the conversation is cryptic, or in the jargon of a particular trade or profession, or difficult to hear through noise, the listener could be hard put to it to provide a coherent account of what is being said. And when one adds the problems of listening in on a foreign language, incompletely mastered, the task multiplies in difficulty.

Eavesdropping is not taught in any of the language schools. It would not be polite to do so in a university, I suppose. But it is not taught even in those institutions created for or dedicated to the training of future transcribers. This is probably because such institutions use uncleared instructors for the most part, and often the students themselves do not hold clearances until after they complete their language training. Introducing intercepted conversations into language classes would be out of the question. As a result, when the fledgling transcriber is confronted with voice traffic for the first time, the experience can indeed be traumatic. In spite of hours of grammar and syntax, seemingly numberless words committed to memory, and endless drill on 'useful phrases,' it is possible to feel utterly inadequate when faced with real voice traffic. Ask any transcriber.

To compensate for the prohibition against introducing genuine traffic into the language classroom, those responsible for language training have come up with a number of ingenious substitutions over the years. Recorded dialogs based on lesson material, copies of radio and TV broadcasts, Voice of America recordings, foreign language films, and even synthetic traffic have been used. Except for the

~~CONFIDENTIAL~~

~~CONFIDENTIAL~~

synthetic traffic, and that had its limitations, none of the substitutes are really appropriate for the learning of eavesdropping skills which, after all, should be the true goals of every transcriber training program.

There IS a way to introduce eavesdropping training into unclassified programs preparing students for transcribing tasks. Unclassified telephone conversations, in almost any language that may be desired, can be secured without particular difficulty or great expense. They can be recorded purposely for use as training instruments, on subjects prescribed by course designers. Conversations between native speakers recently arrived from their homelands are today being recorded for the purposes of the Spoken Language Library, an effort under the joint sponsorship of [redacted]. The activity could easily be expanded to provide training materials as well, with transcripts and translations of all conversations if required. Securing native speakers to record, transcribe and translate conversations in exchange for a very modest stipend has not proven to be a particularly difficult task, depending on the language involved.

Once such unclassified examples of telephone conversations are available, they could be made available immediately for self-study and eventually incorporated into training courses. Their value would obviously not be limited to formal programs of study but would extend to maintenance and enhancement of language and transcribing skills after schooling has been completed. Having cassette recordings of the conversations together with the accompanying transcripts and translations would make it possible to work on these conversations almost anywhere.

Eavesdropping training, no matter what it may be called to make it sound more polite and less revealing, would not solve all our transcription problems, not by a long shot. But it wouldn't take long before we would wonder how we ever got along without it.

#### ----- ATTENTION FREE-LANCE TRANSLATORS

The Joint Publications Research Service urgently needs contract translators for Chinese, Japanese, Korean, Arabic, Turkish, Persian, and Hindi-Urdu. Anyone interested in getting contract work in these languages is invited to contact JPRS either by calling 841-1050 or by writing to:

Joint Publications Research  
Service  
1000 North Glebe Rd.

Arlington, VA 22201

Initial contract rates range from \$23-\$30 per thousand words of original text, and JPRS provides translators with all the necessary supplies and a number of useful working aids.

RENEWAL TIME!! Send in your 1982

[redacted]  
Don't let your membership lapse and your name be placed in the inactive status. Dues are still \$3.00.

~~CONFIDENTIAL~~

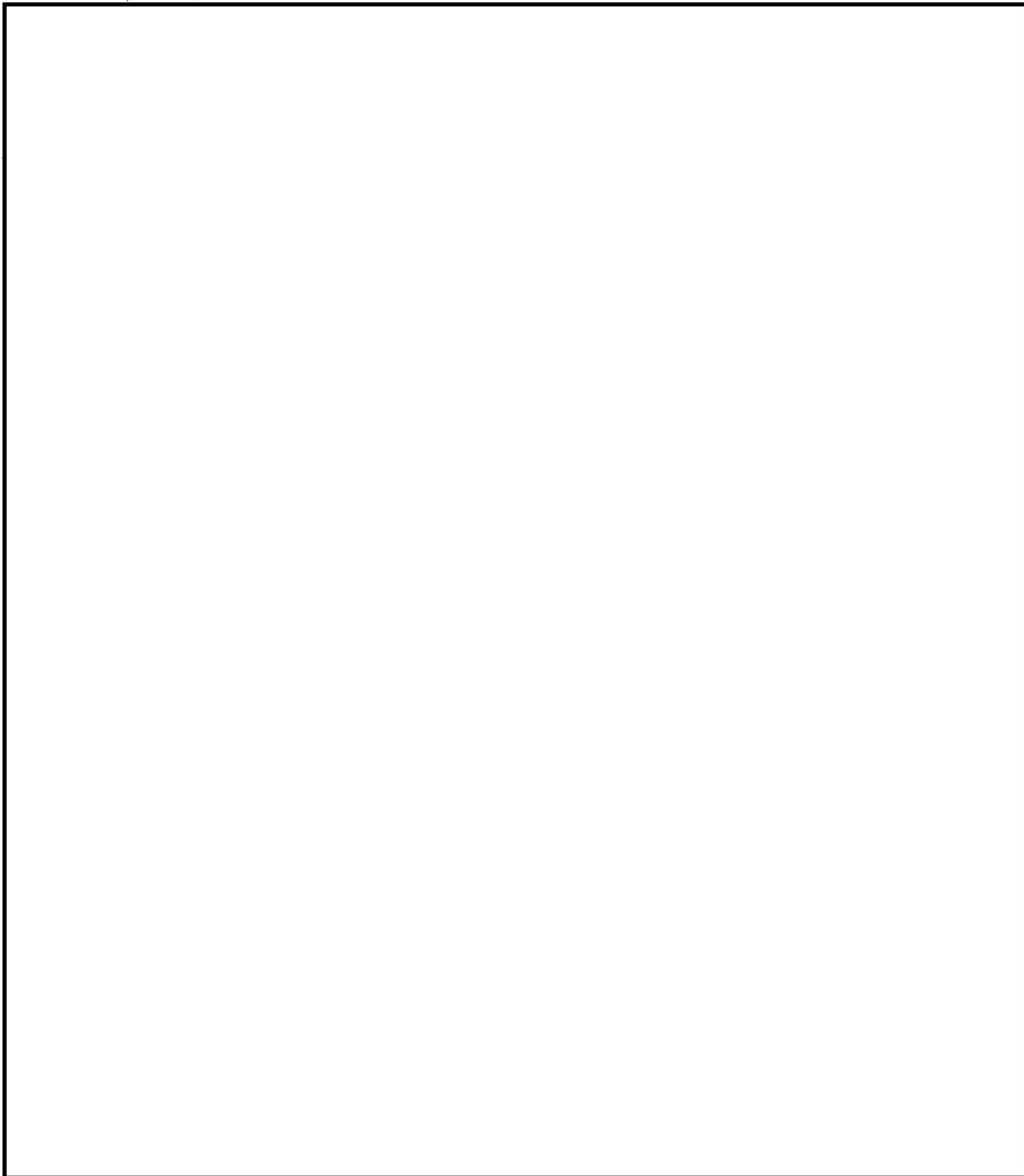


(b) (1)  
(b) (3) - P.L. 86-36  
(b) (6)

~~CONFIDENTIAL~~

NEW CLA BOARD MEMBERS

At the annual CLA meeting held in the Friedman Auditorium on 20 May, 1982, the following three CLA members were elected to the board as members-at-large:



~~CONFIDENTIAL~~

~~FOR OFFICIAL USE ONLY~~

+++++

UNCLASSIFIED AD

WANTED: Ever-expanding publication offers positions for individuals with writing, editing, typing, reporting, and related talents.

Immediate vacancy. Resume not required. FAME AWAITS YOU!! Contact

[REDACTED] (x5693) for details. Clarion would also like to develop a staff of local reporters; if you would like to become the local reporter for your area (Group, Division, Branch, Team, floor, corridor, etc.), contact [REDACTED] also.

+++++

PROGRESS ON LANGUAGE INCENTIVES

The following is Annex C to NSA/CSS Directive 40-1 which deals with NSA's Language Incentive Program. This revised annex became effective on 23 June 82 and is of great importance to those employed as or interested in becoming linguists for NSA.

ANNEX C - NSA Language Incentive Program

1. Purpose: There is hereby established an NSA Language Incentive Program to encourage civilian cryptologic personnel to acquire, retain, or improve proficiency in foreign languages or special related abilities needed by NSA. The Incentive Program shall be restricted to languages for which NSA has an operational need or which have been designated as Class I or Class II languages. No incentive shall be paid solely for the completion of foreign language training. Employees and members of the Cryptologic Linguist Reserve who are in an active civilian status must meet established criteria in order to qualify for the individual incentives established under this program.

2. Definitions:

a. A Class I language is one:

(1) in which NSA is manned at significantly less than the current required strength, and

(2) for which there is an existing or anticipated intelligence requirement, or

(3) which is necessary to the maintenance of a historical or current technical data base.

b. A Class II language is one:

(1) in which NSA has virtually no capability, and

~~FOR OFFICIAL USE ONLY~~

~~FOR OFFICIAL USE ONLY~~

(2) for which there is an existing or anticipated intelligence requirement, or

(3) which is necessary to the maintenance of a historical or current technical data base.

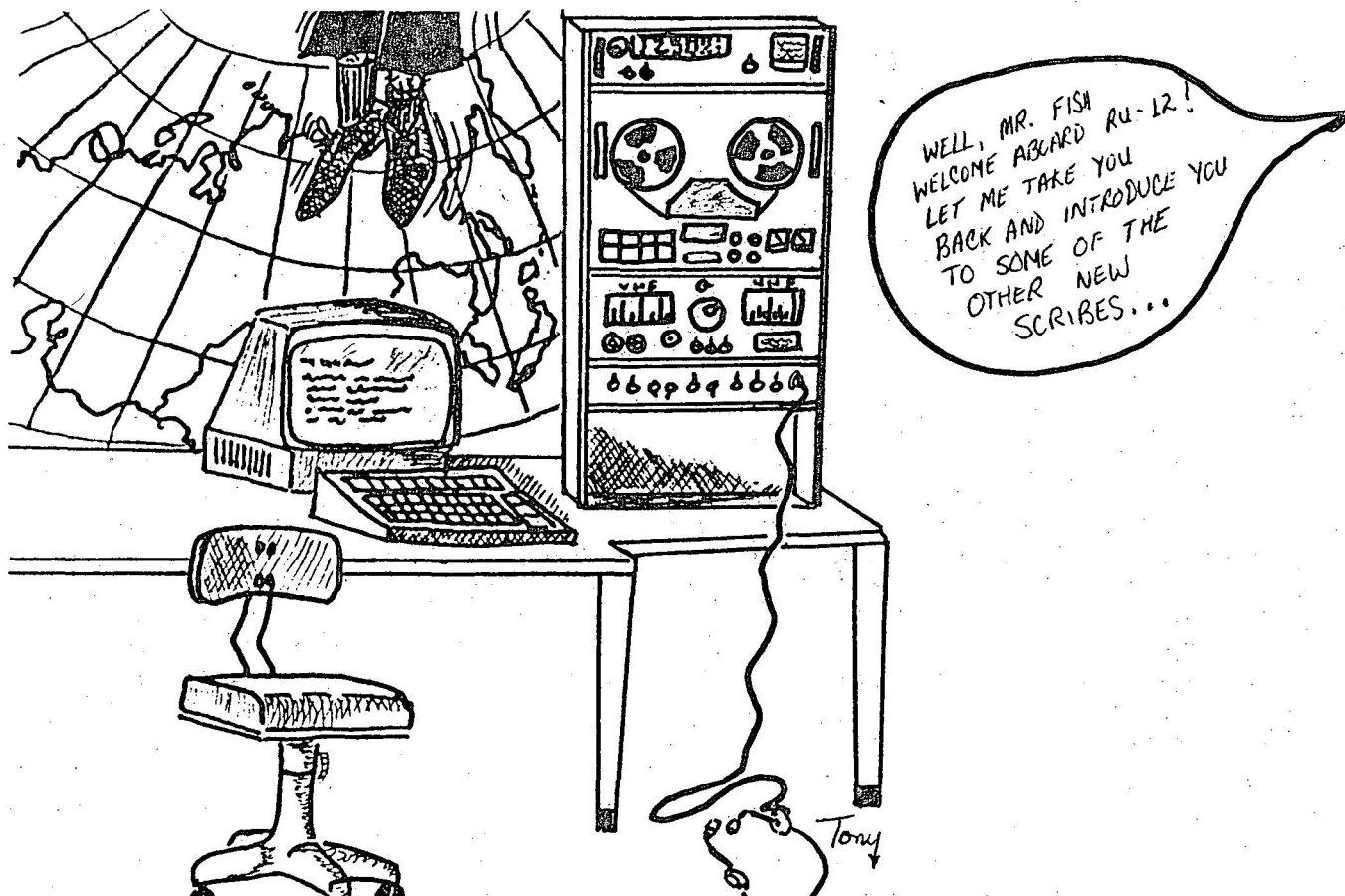
c. Special-related abilities are those abilities that are used in the collection or analysis of communications in foreign languages that rely on an understanding of the language or a graphic component thereof but which do not meet the standards for qualification as a voice language technician, voice language analyst or graphic linguist. Examples include, but are not limited to, a voice or morse search or collection operator and a specialist in the graphic representation of a foreign language in other than its original form.

d. The individual proficiency levels are defined as follows:

(1) Level 1 represents successful completion of a recognized course of study and attainment of the minimum acceptable score on the language proficiency test.

(2) Level 2 represents attainment of a passing score on the language proficiency test.

(3) Level 3 represents attainment of a passing score on the Professional Qualification Examination and certification as a professional linguist.

~~FOR OFFICIAL USE ONLY~~

# UNCLASSIFIED

## 3. Incentive Criteria:

### a. General:

(1) Performance Rating: Payment of an incentive is contingent upon the attainment and maintenance of a performance rating of "excellent" or better, or any subsequently established equivalent rating.

(2) Eligible Grade Levels: Incentives shall be available to all appropriate and otherwise eligible grade levels through GG-15. Eligibility for incentives for grades GG-16 through GG-18 or equivalents shall be limited to individuals assigned to technical track positions and to languages which are not the primary language for linguists or the target language for other Agency personnel authorized an incentive under paragraph 3.b.(1) (a).

### (3) Incentive Limits:

(a) Multiple Languages: An individual may be paid no more than one incentive for a primary language and no more than two incentives for additional languages for which there is an operational need or which are Class I or Class II languages. In no case shall the individual receive more than \$125 per pay period.

(b) Mutually Intelligible Languages: An individual may not receive an incentive for a language which is mutually intelligible to the language for which the individual is already receiving an incentive. A list of mutually intelligible languages is available from the Language Panel.

### b. Incentive Categories:

#### (1) Language Use Incentives:

(a) Cryptanalysts, intelligence analysts and personnel in other technical disciplines where a knowledge of the language of the target country is an integral element of the position who attain a Level 3 proficiency in that language: \$25 per pay period. The position description must contain the requirement that the language of the target country is an integral element of the position in order for an individual to be eligible for this incentive. This incentive is payable for as long as the individual occupies such a position.

(b) Foreign liaison representatives who are stationed in a foreign country, who conduct frequent business with representatives of a foreign government where a knowledge of the official language of the host government is important to the relationship and the individual attains a minimum of a Level 2 proficiency with a demonstrated conversational capability or a Level 3 proficiency with a demonstrated conversational capability: Level 2 - \$25 per pay period for the period of the overseas assignment. This incentive is limited to individuals assigned to foreign liaison positions that are not linguist positions. Persons assigned to linguist positions at foreign liaison posts that do not involve substantial representational duties are not eligible for this incentive but are eligible for the applicable Language Proficiency Incentive. This incentive is payable for the period of the overseas assignment.

#### (2) Language Acquisition Incentives:

(a) Agency personnel in professional disciplines who attain a Level 3 proficiency in a Class I language and who agree to maintain that proficiency:

# UNCLASSIFIED

\$25 per pay period. This incentive is limited to specified languages within the Class I language category and to the specified number of language slots as determined pursuant to paragraph 4.a.(3)(c). Individuals must obtain a qualifying score on the Language Aptitude Test in order to obtain one of the available language slots. Individuals must agree to periodically update their skill in accordance with guidelines established by DDO and ADT.

(b) Agency personnel who acquire at least a Level 2 proficiency in a Class II language and who agree to maintain that proficiency: a one-time cash award of \$1000 and \$25 per pay period for a specified period. This incentive is limited to languages in the class II category and to the specified number of language slots as determined pursuant to paragraph 4.a.(3)(c). This incentive is limited to personnel who currently do not have a capability in the specific language who agree to acquire such a capability and who subsequently meet the requirements of this subsection. Individuals must attain a qualifying score on the Language Aptitude Test in order to obtain one of the available language slots. The cash award and incentive are payable upon attainment of the Level 2 proficiency. The incentive shall be payable for a period of five years provided the recipients periodically update their skill as required in accordance with guidelines established by DDO and ADT.

(c) Multilingualists who have obtained a Level 3 proficiency in a language for which NSA had an operational requirement, are currently in a linguist position, and who acquire a Level 3 proficiency in an additional language for which there is an operational need and which is an integral element of the position or is a Class I language or a Level 2 proficiency in a language designated as a Class II language: \$25 per pay period per language subject to a limit of two such languages. Individuals must agree to periodically update such languages in accordance with guidelines established by the DDO and ADT.

## (3) Language Proficiency Incentive:

(a) Graphic linguists in a language for which NSA has an operational requirement who have attained a Level 3 proficiency, are certified as a professional in that language and who are currently in a linguist position that requires that language: \$50 per pay period\* \*(Language Interns who otherwise qualify for these incentives are also eligible to receive them. In all cases, the incentive is only applicable for as long as the individual continues to occupy the position to which the respective incentive is applicable. An individual may qualify for only one Language Proficiency Incentive.)

(b) Voice linguists in a language for which NSA has an operational requirement who have obtained a Level 3 proficiency, are certified as a professional in that language and who are currently in a voice transcriber position that requires that language: \$75 per pay period.\*

(c) Voice language technicians in a language for which NSA has an operational requirement who have completed an acceptable course of language training, worked as a voice language technician for a minimum of one year prior to receipt of an incentive, attained a Level 2 proficiency, and who are currently in a voice language technician position that requires that language: \$25 per pay period.\*

(4) Special Related Abilities Incentive: The Director, NSA, may approve an incentive for Agency personnel who are assigned to operational positions (Continued on page 17.)

# UNCLASSIFIED



# UNCLASSIFIED

## NEW BILL TO ESTABLISH A BUREAU OF LANGUAGE SERVICES INTRODUCED IN CONGRESS

On 4 March 1982, Representative Panetta (D-CA), introduced a bill, H.R. 5738, to improve the translation and interpretation services available to the U.S. Government by providing for the establishment within the Department of State of a Bureau of Language Services to be headed by an Assistant Secretary. Rep. Simon (D-ILL) coauthored the bill. The bill identifies the overall language problem in the United States and stresses the importance of linguistics to foreign policy. Two of the duties assigned to the Assistant Secretary would be the provision of a clearing house for linguists among all federal agencies and the promotion of the study of key foreign languages through enhancing the role of foreign language specialists in the Government. In justifying the need for this bill, Rep. Panetta made reference to the testimony of Admiral Inman concerning shortages of linguists. The bill was referred to the House Committee on Foreign Affairs. A copy of H.R. 5738 is given below.

97th Congress  
2d Session H.R. 5738

To improve the translation and interpretation services available to the United States Government by providing for the establishment within the Department of State of a Bureau of Language Services, to be headed by an Assistant Secretary.

IN THE HOUSE OF REPRESENTATIVES  
March 4, 1982

Mr. PANETTA (for himself and Mr. SIMON) introduced the following bill; which was referred to the Committee on Foreign Affairs

## A BILL

To improve the translation and interpretation services available to the United States Government by providing for the establishment within the Department of State of a Bureau of Language Services, to be headed by an Assistant Secretary.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

That (a) the Congress finds and declares that--

(1) the availability of competent linguists for translation and interpretation services is an essential prerequisite for the effective conduct of United States foreign policy, and is moreover vital to the Nation's commercial ventures abroad and foreign intelligence gathering activities;

(2) there is a critical and growing gap between the needs of United States Government agencies for foreign language specialists and the available supply of such specialists, and this problem is aggravated by the lack of prominent career paths for linguists in the agencies of the United States Government.

(3) the ability of linguists presently employed by the United States Government to provide translation and interpretation services in a highly competent and proficient manner is impaired by their subordinate status within the administrative structure of the Department of State and other agencies; and

(4) more than twenty-five agencies of the United States Government utilize the services of foreign language specialists, and there is a need for greater coordination between these

~~FOR OFFICIAL USE ONLY~~

agencies to avoid duplication of work and promote the use of uniform methods of translation.

(b) There is established in the Department of State, in addition to the positions provided under the first section of the Act of May 26, 1949 (22 U.S.C. 2652), an Assistant Secretary of State for Language Services, who shall be appointed by the President, by and with the advice and consent of the Senate. The Assistant Secretary shall be the head of a Bureau of Language Services and shall be responsible for--

(1) improving the translation and interpretation services available to the President, the Department of State, and the Foreign Service;

(2) providing a clearinghouse for the collection and dissemination of information on translation and interpretation services, including the availability of linguists, among all of the agencies of the United States Government.

(3) emphasizing the importance of foreign language skills to United States economic and diplomatic objectives, and promoting the study of key foreign languages by United States citizens through enhancing the role of foreign language specialists in the United States Government; and

(4) avoiding duplication of work, and promoting the use of uniform methods of translation, by the various agencies of the United States Government which engage in translation activities.

(c) (1) Section 5315 of title 5, United States Code, is amended by adding at the end thereof the following new paragraph:

"Assistant Secretary for Language Services, Department of State."

(2) The amendment made by paragraph (1) of this subsection shall take effect on October 1, 1982.

## ON THE PROMOTION OF LINGUISTS

*(This is a subject that seems to be on our minds a lot in recent times. It is the subject of a letter we received and of a recent DDO Memo.)*

As a linguist who will be on the receiving end of the proposed linguist incentive program, I would like to share a few thoughts on that program with you.

As ambitious and as well-intentioned as the program is, if one of the problems that it hopes to solve is the retention of qualified linguists in the language field, I feel that it is the wrong approach to that problem.

Most competent linguists leave the language field by grade 12 to become managers and staff personnel because there are virtually no language positions above that grade. A grade 12 linguist has a choice of either a change in career fields and an opportunity for promotion or of a permanent grade 12 with a \$50 per pay period bonus, subject at any time to a budget cutter's whim.

Incentive pay, which can be reduced or eliminated at any time and which cannot be computed toward retirement, will not keep this linguist or most other linguists in the language field if a management or a staff position with a promotion opportunity should be offered.

True, not all linguists will choose to leave the field at this juncture, but, I daresay, not many will consciously forfeit promotion to a higher grade in order to remain in the language area. Most linguists love their chosen field, but I think few would altruistically choose pure job satisfaction over promotion.

It seems to me that a better incentive for linguists to remain working linguists would be to open up the so-called "super-grades" to them. The current management philosophy of making grade 13 and

~~FOR OFFICIAL USE ONLY~~

~~FOR OFFICIAL USE ONLY~~

above accessible only to managers and staff people will, despite incentive pay, continue to drive the ambitious linguists out of language work.

A little extra money in the form of incentive pay does not offset the status and prestige of promotion. Your achievement and success in government service is measured, rightly or wrongly, by the grade you attain.

Basic management philosophy will have to change in order to achieve what I suggest, not only by promoting technicians to super-grades, but perhaps also by allowing lower grade managers to write the performance appraisals of higher grade linguists or by establishing a separate language organization to manage all linguists, who would then work in production organizations on a long-term basis.

This seems to be the crux of the problem: a basic versus a superficial approach to a management problem. The superficial approach is to give the linguist a few extra dollars in his/her pay every other week, the idea apparently being that money, in larger or smaller amounts, is the universal panacea. The basic approach would be the ability to accept and to implement changes in the grade structure and promotion philosophy at NSA. Without such a basic approach, I fear the "language problem" will be with us for a long time to come.

Among such measures is a bonus system which will reward linguists in varying degrees according to their skill and application. Although the details for administration of the system are well along in the staffing process, I remain concerned about what I see as a more deeply seated problem affecting our linguistic workforce. It may be demonstrated statistically that we lose many linguists to other career fields at about the GG-12 level because of their conviction that further advancement is only possible through such a change. It is at this point in their careers that most linguists are becoming particularly productive, and their loss is, for that reason, especially damaging.

2. Accordingly, in the course of promotion deliberations, I wish to insure that proper consideration is given to advancement of outstanding linguists particularly to grades within Pay Levels III and IV (GG-13 to 15 and 16 to 18, respectively) of the new Language Career Occupational Structure. I would like the results to demonstrate clearly the attractiveness of a totally linguistic career and thus help to dispel the perception among linguists that there are only limited opportunities in this critical field.

/s/ H.J. Davis, Jr.  
Rear Admiral, U. S. Navy  
Deputy Director for Operations

\*\*\*\*\*

ARABIC ARRIVES AT MIDDLEBURY

(As if in answer to [redacted] letter, on 3 May, the following memo was issued by the Office of the DDO)

SUBJECT: Promotion of Linguists

1. As a result of the recent Congressional enactment of PL 97-89, the Director has been authorized to take certain measures to improve the language posture of the Agency.

Middlebury College has recently added a School of Arabic to its intensive summer program. The summer school is a uniquely demanding one where students live together for six to nine weeks in a totally foreign language environment. Other languages taught during the summer are Chinese, French, German, Italian, Japanese, Russian, and Spanish. For details write: Language Schools, Middlebury College, Middlebury, VT 05753.

## UNCLASSIFIED

## FOOTNOTES FROM THE LIBRARY COMMITTEE

The Language Library has recently begun to shelve foreign language literature donated by CLA members, along with excess foreign newspapers and journals. To date approximately two shelves of books in eight languages have been received, and are available to be checked out by NSA linguists, along with the French fiction in the Jaffe collection. CLA members are encouraged to make use of this material and to donate any books that they believe may be of interest to others, either for recreational reading or for training.

(b) (3) - P.L. 86-36

At the request of the CLA President, [redacted] the Library Committee has undertaken a project to produce a foreign language periodicals catalog. This catalog will list by language, the foreign language newspapers, magazines, and other periodicals received by the Agency, along with the name, organization, and phone number of the person who can be contacted by anyone interested in having access to any to these publications. The Agency does not publish such a listing, and we believe that it would be a useful reference document for CLA members. In order for the Library Committee to accomplish this task, we need the assistance of our language area institutes. We would appreciate it if the members of the institutes would give this information to the institute chairpersons.

On a related subject, we remind you of the [redacted] allocation for foreign literature purchases, and ask for recommendations. In order to be acted upon, the recommendations should include sufficient bibliographic information for the books to be ordered; several recommendations received by the Library Committee so far have not met this requirement. If possible, current catalogs would be the best source of information. It might be helpful for you to contact Dorothy Rittenhouse at the Language Library (3094s) and check on whether she receives any catalogs for books in the languages in which you are interested. In the past she has retained a fair number of these catalogs, and allowed linguists to come to the library and look through them.

Please use the form below to suggest a book.

Do you know of a book or periodical that should be in the NSA Library? Here is your chance to recommend a book or periodical which will be useful to NSA Library patrons. Just fill in the requested information below and forward your suggestion to T51. If the book or periodical fits the criteria in the NSA Library Collection Policy Statement and funds are available, a copy or copies will be ordered for the use of library customers.

Author: \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Publisher: \_\_\_\_\_  
 Price: \_\_\_\_\_ Source of info: \_\_\_\_\_  
 Your name: \_\_\_\_\_ Organization: \_\_\_\_\_

UNCLASSIFIED

## UNCLASSIFIED

## OUTSIDE THE FENCE

Newspapers and journals in Foreign languages published in the United States.

Arabic: Al-Alam Al Jadid (The New World), 25720 York Road, Royal Oak, Mich. 48067 (weekly)

Al-Hoda (The Guidance), 16 West 30th St., New York, NY 10001; Lebanese, (semi-weekly)

Bulgarian: Makedonska Tribuna (Macedonian Tribune), 542 South Meridian St., Indianapolis, Ind. 46225 (weekly)

Byelorussian: Belaruskaya Dumka (Byelorussian Thought), 34 Richter Ave., Milltown, N.J. 08850 (semi-annual)

Chinese: Lin Ho Jih Pao (The United Journal), 199 Canal St., New York, NY 10013 (daily)

Croatian: Croatian Press (Croatian and English), P.O. Box 1767 Grand Central Station New York, NY 10017 (quarterly)

Czech: C.S.A. Journal (Czech Society of America) 2138 South 61 Court, Cicero, Ill. 60650 (monthly)

Dutch: The Holland Reporter, 3680 Division St., Los Angeles, CA 90065 (weekly)

Finnish: New Yorkin Uutiset, 4418-22 Eighth Ave., Brooklyn, NY 11220, (semi-weekly)

Flemish: Gazette Van Detroit, 11243 Mack Ave., Detroit, Mich. (weekly)

French: France-Amerique, 1111 Lexington Ave., New York, NY 10021 (weekly)

German: Der Deutsch-Amerikaner, 4740 N. Western Ave., Chicago, Ill. 60625, (weekly)

Kontinent, 601 West 26th St., New York, NY 10001 (monthly)

Staats-Zeitung und Herold, 36-30 37th St., Long Island City, NY 11101 (weekly)

Greek: Ethnikos Kerix (The National Herald), 134-140 West 26th St., New York, NY 10001 (daily)

Hungarian: Wisconsini Magyarsa 'G 609 North Plankinton Ave., Room 508, Milwaukee, WI 53203 (semi-monthly)

Italian: Il Progresso Italo-Americano, 260 Audubon Ave., New York, NY 10033 (daily)

The Echo (English/Italian), 243 Atwells Ave., Providence RI 02903 (weekly)

Japanese: Rafu Shimpo, 242 South San Pedro St., Los Angeles, CA 90012 (daily)

Kashu Mainichi, 346 East First St., Los Angeles, CA 90012 (daily)

Lithuanian: Naujienos (The Lithuanian Daily) 1739 South Halstead St., Chicago, Ill. 60608 (daily)

Draugas (Friend), 4545 West 63rd St., Chicago, Ill. 60629 (daily)

Norwegian: Nordisk Tidende (Norwegian News), 8104 Fifth Ave., Brooklyn, NY 11209 (weekly)

Western Viking, 2040 N.W. Market St., Seattle, Washington 98107 (weekly)

Polish: Zgoda (Unity), 1201 North Milwaukee Ave., Chicago, Ill. 60622 (semi-monthly)

Portuguese: Diario de Noticias (The Daily News), 93 Rivet St., New Bedford, Mass., 02742 (daily)

Voz de Portugal (Voice of Portugal), 370 A Street,



## UNCLASSIFIED

Hayward, CA 94541.

Luso Americano, 88 Ferry St., Newark, N.J. 07105 (weekly)

Russian: Novoye Russkoye Slovo (New Russian Word) (Affectationately called the "Hobo Press" because of the Cyrillic spelling of Novoye (HOBEO) 243 W. 56th St., New York, NY 10019 (daily)

Spanish: Aztlan International Journal of Chicano Studies Research, 405 Hilgard Ave., Los Angeles, CA 90024 (3 times a year)

El Diario-La Prensa (Daily Press) 181 Hudson St., New York, NY

American Spanish News, 2448 Mission St., San Francisco, CA 94110 (semi-monthly)

Swedish: Svenska Amerikanaren Tribunen 916 West Belmont Ave., Chicago, Ill. 60657 (weekly)

Nordstjernan Svea (The North Star-Svea) 4 West 22nd St., New York, NY 10010 (weekly)

Norden (The North) 4816 Eighth Ave., Brooklyn, NY 11220 (weekly)

Ukrainian: Ameryka, 817 North Franklin St., Philadelphia, PA 19123 (daily)

Krylati (The Winged Ones) 315 East Tenth St., New York, NY 10009 (monthly)

Yiddish: Der Tag-Morgen Journal 183 East Broadway, New York, NY 10002 (daily)

Jewish Daily Forward, 175 East Broadway, New York, NY 10002 (daily)

## FORTHCOMING EVENTS

Jul 30 - Aug 1---Linguistic Society of America, Summer Meeting, 43rd; University of Maryland, College Park, MD.

Aug 2-4---International Symposium on Language for Special Purposes: Reading for Professional Purposes in Native and Foreign Languages. Eindhoven U. of Tech., Eindhoven, The Netherlands. Write: J.M. Ulijn, Eindhoven U. of Tech., Dept. Applied Linguistics, HG8. 25, P.O. Box 513, 5600 MB Eindhoven, the Netherlands.

Aug 8 - 12---International Joint Conference on Artificial Intelligence. Karlsruhe, West Germany. Write: Saul Amarel, Computer Sci Dept., Hill Ctr/ Busch Campus, Rutgers Univ., New Brunswick, NJ 08903.

Aug 26 - 27---ICU Summer Institute in Linguistics, 21st., Tokyo, Japan. Write: SIL, Language Division, ICU, Osawa, Mitaka, Tokyo, Tokyo 181, Japan.

Aug 29 - Sep 4---International Congress of Linguists, 13th. Tokyo. Write: ICL 1982 Off, Gakushin U. Mejiro 1-5-1, Toshima-ku, Tokyo Japan 171.

Oct 14 - 16---Delaware Symposium on Language Studies, IV. "Linguistics, Humanism and Information Management," U. Del., Newark. Write: Dr. S. Williams, Dept. Ling. & Lit., U. Del., Newark, DE 19711

Oct 14 - 16---Linguistic Association of the Southwest, Annual Meeting, 11th. Albuquerque, NM. Write: Department of Linguistics, Univ. of Texas, El Paso, Texas 79968

UNCLASSIFIED

~~FOR OFFICIAL USE ONLY~~

## HIGHLIGHTS OF CLA BOARD

The following summarizes activity and decisions of the CLA board meetings during the last few months.

January: The CLA membership committee sent out complimentary memberships to 144 linguists professionalized in 1981. The Hispanic Institute is submitting a proposal for membership to the CLA.

February: The Language Automation Committee sponsored [redacted] presentation on 26 January of his Partial Machine Translation System for Russian. The film and videotapes committee scheduled the film "Clouds over Israel," with both Hebrew and Arabic dialog, for 16 March. A motion to establish the Hispanic Institute as a CLA Special Interest Group was accepted unanimously.

(b) (3) - P.L. 86-36

March: President [redacted] sent a memo to the Director thru the Deputy Director concerning the establishment of linkage between CLA and the SCE. The East European Institute (EEI) is making arrangements for [redacted] to speak on Eastern Europe. The Middle East Institute (MEI) is preparing a questionnaire for Arabic linguists on a lecture series, discussion groups in Arabic, and video cassettes of Egyptian and Syrian domestic television programs. SIGVOICE prepared a 27 April presentation on voice processing, and on 16 April a joint CLA-SIGVOICE presentation by Jack Curin of Systems Research Labs entitled "Technology and the Transcriber: What's in the Crystal Ball."

(b) (6)

April: CLA membership is currently at 416. The MEI has scheduled [redacted], an Arabic instructor at the school, to speak on May 28 on the Iranian-Iraqi conflict. The West European Institute elected as its new officers, [redacted] as chairman and Bob Fowler and [redacted] as board members. The Social Activity committee asked Woody Woodford, Director of International Programs for ETS in Princeton, N.J., to speak at the CLA banquet on 9 June.

May: The MEI's video cassette program will begin in June with two Syrian programs. The By-laws Committee's motion granting CLA associate member status to contract language instructors of the NCS was passed by the board.

\*\*\*\*\*

## COMING ATTRACTIONS

The next issue of the CLARION will include a detailed account of the CLA banquet complete with photos and Jaffe Award information, as well as an all-inclusive report on the CLA annual meeting and the organization's extensive activities this past year.

~~FOR OFFICIAL USE ONLY~~

# UNCLASSIFIED

(continued from page 9)

that require special-related abilities provided such an incentive is necessary to encourage such personnel to acquire, retain or upgrade such skills subject to attainment of an established level of proficiency and an incentive of no more than \$25 per pay period.

## 4. Responsibilities

### a. The DDA shall:

- (1) Administer the incentive program.
- (2) Program the funds for the NSA Incentive Program.
- (3) Upon the recommendation of the DDO and with the approval of the Director, NSA:

(a) designate those categories of personnel eligible for incentives related to the acquisition or retention of proficiency in foreign languages or special related abilities needed by the Agency;

(b) designate those foreign languages and special related abilities which make employees eligible to receive incentives when the employees meet the appropriate criteria;

(c) designate the number of language slots for Class I and Class II languages applicable to Language Acquisition Incentives, and

(d) determine the periods during which incentives for each language shall be authorized.

### (4) With the approval of the Director, NSA:

(a) establish criteria which must be met by designated personnel to be eligible to receive incentives.

(b) set the amount of incentives to be received by eligible employees.

### b. The DDO shall recommend to the DDA:

(1) those categories of personnel to be designated eligible for incentives related to the acquisition or retention of proficiency in foreign languages or special related abilities needed by the Agency;

(2) (a) those foreign languages and special related abilities to be designated as making employees eligible to receive incentives when the employees meet the appropriate criteria; and

(b) the number of language slots for Class I and Class II languages applicable to Language Acquisition Incentives.

(3) the periods during which incentives for each language shall be authorized.

c. The DDO and ADT shall establish guidelines for the maintenance of languages acquired under the Language Acquisition Incentive program.

# UNCLASSIFIED

# UNCLASSIFIED

d. The DDPR shall:

(1) review the number of language slots established for Class I and Class II languages applicable to Language Acquisition Incentives.

(2) advise as to the availability of funds for the Language Incentive Program.

## 5. Transfer

The Chief of Civilian Personnel may transfer any employee having the required proficiency in a Class I or Class II language and receiving an incentive in that language to a position for which that language is required and for which there is an immediate operational requirement as determined by the DDO.