



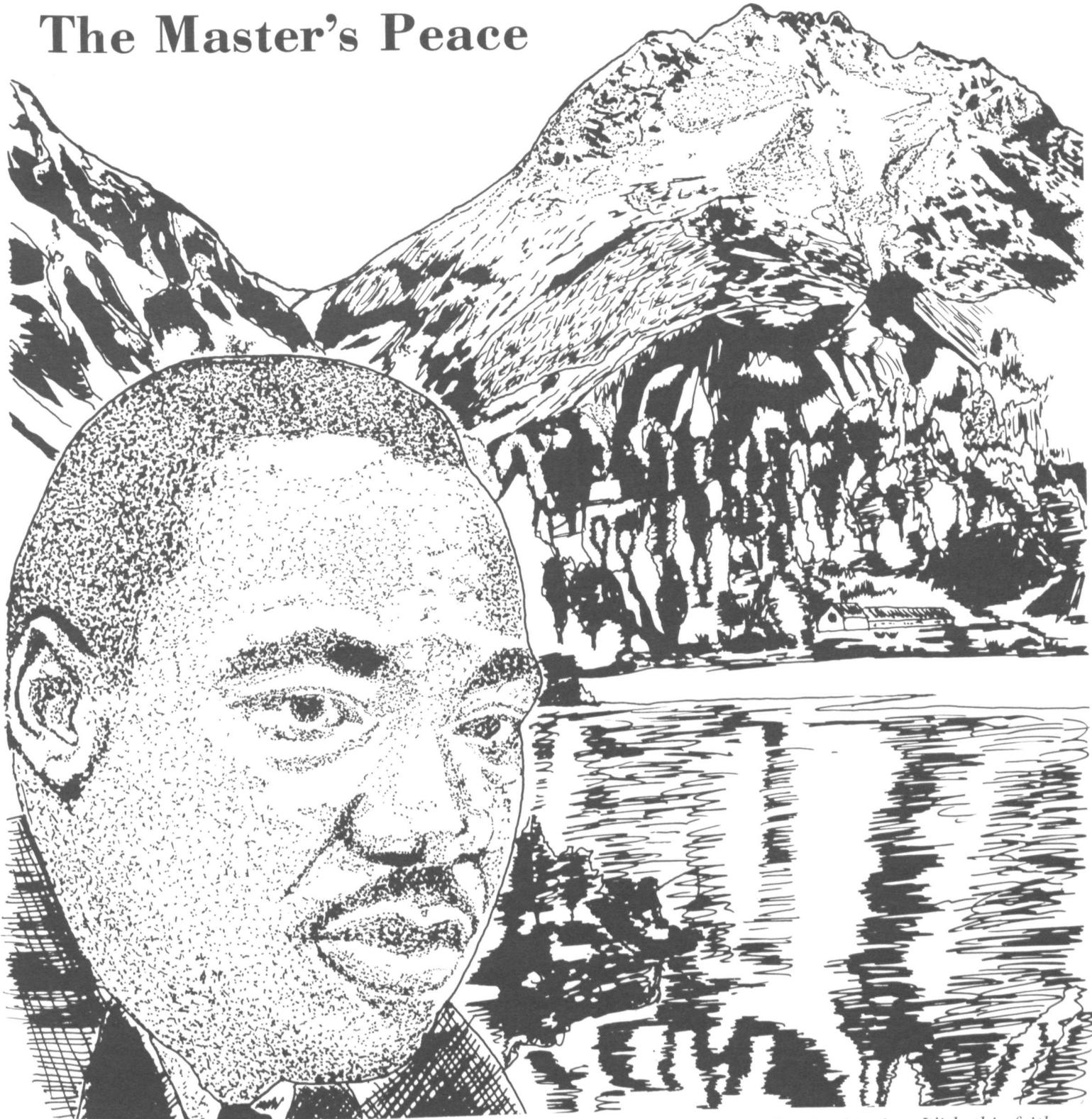
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Special Edition  
January 1980

U.S. DEPARTMENT OF COMMERCE

# NOAA news

National Oceanic and Atmospheric Administration

## The Master's Peace



*"I have a dream this afternoon that the brotherhood of man will become a reality in this day. With this faith I will go out to carve a tunnel of hope through the mountain of despair."*

Rev. Martin Luther King, Jr., from "I have a dream" speech of August 28, 1963

## **Messages in commemoration of the Rev. King's birthdate**

**. . . from Richard A. Frank,  
NOAA Administrator**

This special NOAA News issue is published in observance of the 51st birthday of Dr. Martin Luther King, Jr.

Once again we are reminded that Dr. King symbolized the struggle and hope for equality of opportunity for all people. Dr. King's birthday provides a time for all of us to pause and renew our dedication to make his dream come true.

Nineteen-eighty also marks the 10th anniversary of NOAA, as well as the beginning of a new decade. Let us resolve to make equal employment opportunity for all individuals an integral part of NOAA's mission.

We have come a long way here at NOAA with the establishment last year of our Office for Civil Rights; but to realize Dr. King's dream and reach our ultimate goal, we need to add our individual effort and commitment to those of the Office for Civil Rights.

Dr. King's words are as current today as they were in 1968, when he said, "I say to you today, my friends, so even though we face the difficulties of today and tomorrow, I still have a dream. It is a dream deeply rooted in the American dream. I have a dream that one day this nation will rise up and live out the true meaning of its creed, 'We hold these truths to be self-evident, that (everyone is) created equal'."

**. . . from Arva M. Jackson, Director,  
Office for Civil Rights**

NOAA will celebrate its tenth anniversary at the dawn of the 1980's and this is a good time to pause for reflection of past accomplishments and begin preparation to meet the challenges of the future.

As we cross the threshold into the next decade we find that Martin Luther King, Jr.'s master plan is as current today as it was in his lifetime. We should still refuse to cooperate with injustice. We should still avoid violence at all costs. Then as now, we must continue to awaken all classes of people to join in the struggle for equal rights for all.

Our challenge is to ensure that our well deserved reputation for excellence in the scientific arena does not blind us to our responsibility. As stewards of a public trust we must become an organization where talent is sought and nurtured among *all* in our society.

**. . . from Norma Hughes, Chairperson,  
NOAA EEO Committee**

I'm glad to be apart of this year's celebration of the birthday of one of this country's greatest individuals.

I think it befitting that all people be made aware of the things Dr. King inspired. I only hope that the fight which he launched for Equal Employment Opportunity was not in vain and that the road ahead will be a lot straighter than the one we've left behind.

Be assured that the NOAA EEO Committee will continue to do its part in bringing to light the need for better opportunities for all persons in NOAA.

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### **ABOUT THE ARTIST**

The cover was drawn by Gary Dingle who is a physical science technician in the Office of Oceanography at NOS, and has been employed by NOAA since 1970.

*There are lots of us, you know*

If I were Black and you saw me and offered a helpin' hand, could you relate my salty tears to the sea? Would I fit into your master plan?

Blacks float too and it ain't the grease that keeps me comin' back. Its not high steppin', nor ghetto rappin' that makes me an asset. It's my scientific skills and my ability to accomplish *your* job, not thrills that make me and my contributions of value. I can perform, I can produce, man - but would I fit into your master plan?

Sometimes self-doubt has kept me out of your highly technical and sophisticated field. But, in a strong blowin' wind even the mightiest of century old trees have to yield.

So you yielded, and I became the "spook that sat by the door". Now I'm wantin' more, and you keep askin' yourself what for? I ain't the only Black that ever cried, and when I do, I won't be the last whose fighting has died for the others - there are lots of us you know.

Sure, we've croppped up here; we've sprung up there; but in a close management analysis its all just for show.

What I'm wanting is not more of the sea; I want the boat. I don't want to rock it, but turn this mufa over! My back is strong enough; my patience has been long enough.

And fully accredited I have arrived for sure. "Necessity is the mother of invention", let's be progressive NOAA. You're still re-inventing the wheel. And statistically Blacks are still gettin' a raw deal. But you *are* home, and we have come to nest.

But with dreams and plans and actions fulfilled we all can take a rest. Notice I didn't say stop - 'cause if I were Black and you heard of me and you needed a qualified man, could you prepare, show special care, or even understand the need for a master plan?

But more importantly, I do have a place - Don't look over there, we're sharing the same space.

*Casey (Kitty Clark)*

# Breaking Barriers

*(Editor's note: Congressman Conyers submitted to NOAA News the following article which appeared in various newspapers in October. The proposal to make Dr. King's birthday a national holiday did not pass this year.)*

by Michigan Congressman John Conyers

Rosa Parks was a young black woman who, returning home from work one evening on a bus in Montgomery, Ala., refused to turn over her seat to a person of another color, as the law required. That simple assertion of human dignity took place in 1955 and it ignited a revolution in attitudes in America and throughout the world.

History thrust a young Baptist minister from Atlanta, Dr. Martin Luther King, Jr., into the leadership of the Montgomery bus boycott and, later, the civil rights movement. He became the architect of the greatest movement of citizen action in modern times, one that empowered millions of citizens, black and white, whose lives had been devoid of dignity and hope.

Rosa Parks is a legend in Detroit, where she lives and works. The nation last Jan. 15 commemorated the 50th anniversary of Dr. King's birth date and, last February, the 11th anniversary of his assassination. The House of Representatives this week will decide whether Dr. King's birth date should be a national holiday.

In each Congress from 1968 onward, I have introduced legislation to designate Dr. King's birth date a national public holiday. This year, 125 House sponsors won a vote of approval in the Post Office and Civil Service Committee to report the bill for floor action. Thirty-eight senators sponsor the legislation, which has the full support of the leaders of Congress and the president. Thirteen states, as well as most major cities, already honor Dr. King. Because his memory is revered by peoples throughout the world, his gravesite in Atlanta has become a national shrine at which the world's leaders pay their respects.

By commemorating Martin Luther King, Jr.'s birth date, we do more than honor one man,

however extraordinary; we honor the profound spirit of love and concern for humanity that guided his life and inspired his fellow men. The meaning of his life — and what each of us needs to relearn and reflect upon — is captured in what he said in 1964 when he was awarded the Nobel Peace Prize:

"Nonviolence is the answer to the crucial political and moral questions of our times — the need for man to overcome oppression and violence without resorting to violence and oppression. I accept this award today with an abiding faith in America and an audacious faith in the future of mankind."

Those who regard Dr. King as the leader of a narrow cause or the spokesman for a single group fail to share his vision of the interdependency of every human life. Injustice in any form, affecting anyone, was viewed by Dr. King as a threat to everyone. Oppression against one group was oppression against us all. His politics were harnessed to an overriding moral imperative to improve the lives of all human beings, whether he fought to end segregation in Birmingham, win full political rights in Selma, overcome job and housing discrimination in Memphis or bring an end to the war in Vietnam.

Dr. King was a deeply religious man, the son and grandson of two prominent ministers in whose church — the Ebenezer Baptist Church in Atlanta — he too became a minister. His training in theology led from Atlanta's Morehouse College and Pennsylvania's Crozer Theological Seminary through the University of Pennsylvania, Harvard and Boston University, where he earned a doctorate in philosophy. The social gospel that he studied he later practiced, according to Luke, "to heal the broken-hearted, to free the captives, to set at liberty them

*(Continued on p. 6)*

## Larry D. Spires

Larry D. Spires, a doctoral candidate in physics at Howard University, Washington, D.C., is working in EDIS' Marine Environmental Assessment Division of the Center for Environmental Assessment Services as a member of an interdisciplinary team of scientists who are seeking to assess the impacts of pollutants and offshore development on the marine environment.

Named "The Most Academic Athlete" in 1972 and 1974 by the Pepsi Cola Corporation while attending Mississippi Valley State University, he was also cited in Who's Who in American Colleges and Universities. He received a B.A. in physics and mathematics in 1976.

In 1978, Spires received his master of science degree from Howard University with a dissertation titled "The Production and Relaxation of Muonium in Catalytic Oxides." He has also studied at the College of William and Mary and the University of



Larry D. Spires

British Columbia. That same year he joined the EDIS staff under NOAA's program for Student Assistants.

Spires is a member of the Sigma Pi Sigma National Honor Society, Chairman of the Howard University Scientific and Technical Leadership Enterprise and president of the Mississippi Valley State Eastern Region Alumni Association.

## NWS Seeks Electronics Students

A major recruitment effort to fill trainee-level electronics technician (E1 Tech) positions through the Cooperative Education Program has been launched by NWS.

A large number of bright, motivated, electronics students from junior and community colleges, and two-year technical institutes will be selected. There are presently about 35 technical schools across the Nation in which the E1 Tech Co-op's are being recruited.

NWS has an expanding E1 Tech work force. There are presently over 400 E1 Tech's and due to the Automation Field Operations and Services (AFOS) and other new equipment programs, this work force will increase to about 500 within the next few years. This increase of about 100 people, plus normal attrition, requires large numbers of new employees thus providing the opportunity for substantial hiring of minorities and women.

The Co-op's gain practical exposure to the world of work,

along with earnings to help cover school expenses. Students are placed in weather station work assignments that are relevant to their academic training and career goals — and which also provide the equipment and other learning facilities frequently not available at the college. The program's purpose is to encourage quality students, regardless of age, sex, race, color, religion, national original, or physical handicap, to consider permanent employment with the Weather Service.

The Co-op students work at least 26 weeks of fulltime employment prior to their graduation. The periods of employment are divided into two or more work assignments separated by at least one intervening period of study. The selectees generally have completed some portion of their training, typically one or two semesters, and are often in the upper rank of their classes. They then begin alternate periods of training and paid work assignments at

*(Continued on p. 6)*

# BIG is . . .

## I. Philosophy

Blacks In Government was conceived by Black Federal employees at the Department of Health, Education, and Welfare in Rockville, Maryland. The organization was viewed as essential to Black civil service employees, based on a wide assortment of racially motivated problems faced by them in Rockville. Initially, it was thought that the umbrella organization would address only the problems at the Federal level. However, it was soon determined that State, County, and Municipal Black employees were faced with the same general type of employment problems.

When coupled with the fact that no single civil rights organization had as its sole objective, the preservation and enhancement of Black civil servants, it became apparent that Black civil servants had to unite and protect themselves.

To some this meant jeopardizing their careers. To others it meant duplicating some of the efforts of other organizations. To still others, it meant very little; they felt (as some Blacks do now) that it would be a wasted effort. Nonetheless, Blacks In Government, Inc. was organized in 1975 and incorporated as a non-profit organization under the District of Columbia jurisdiction in 1976.

BIG functions as a knowledgeable, problem identifying and solving organization for Black civil servants. It is dedicated to: (1) establishing and operating socioeconomic, political, and cultural programs which enhance the life, liberty, and pursuit of happiness for Blacks; (2) eradicating all vestiges of unlawful treatment towards Blacks; (3) eliminating institutionalized racism which oppresses Blacks and violates civil and human rights; (4) overcoming all social, political, and economic barriers to full and equal citizenship for Blacks; (5) encouraging pride and motivation in Blacks so as to promote achievement of full potential and recognition of societal contributions; (6) sponsoring a

national effort to promote the well-being, education, and professional development of Blacks; (7) acting as an advocate for equal employment opportunities and conditions which affect Blacks. This shall include, but not be limited to, those administrative and personnel selections, recruitments, placements, promotions, upward mobilities, and other similar areas.

## II. Goals

A. Establish liaison with other Federal, State and local agencies and organizations.

B. Support Blacks participating in community and civic affairs.

C. Establish a National Resource Bank.

D. Raise funds to support the activities of BIG, Inc.

## III. Organizational Structure

A. National. The organization's business is managed by an Executive Committee which includes elected National Officers.

B. Local Chapters. Local Chapters are generally managed in a similar manner. There are about eight (8) metropolitan Washington, D.C. chapters, as well as chapters in Oklahoma City, St. Louis, and the San Francisco Bay area. Chapters are being established in several other key cities.

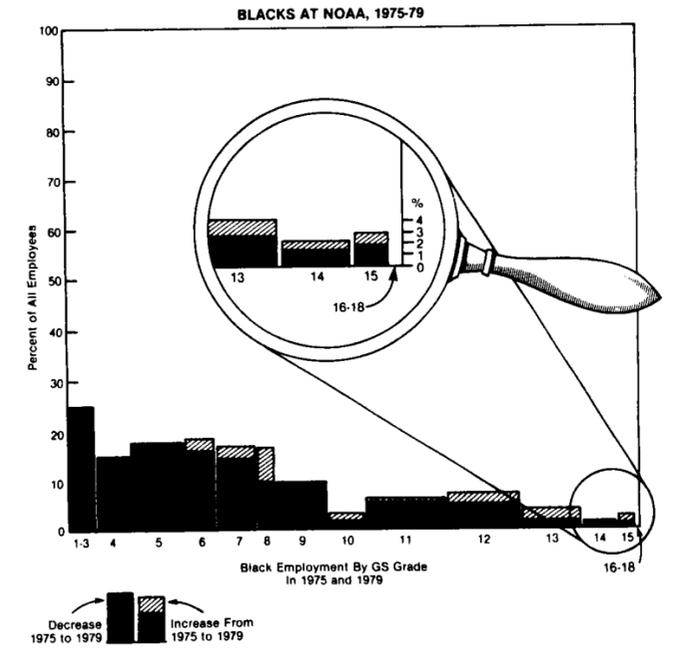
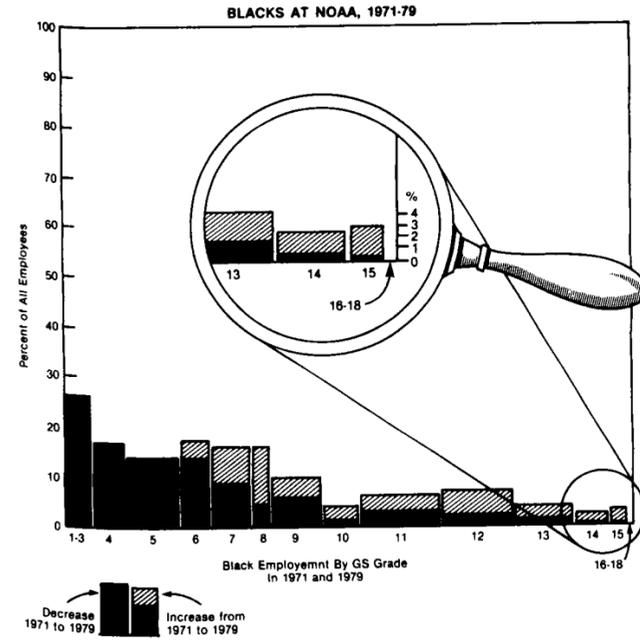
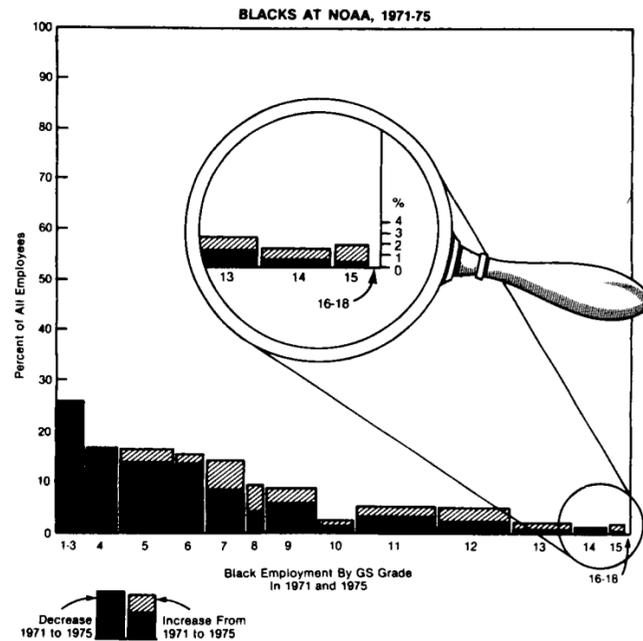
The organization is financially supported by dues-paying members through annual National dues (\$12.00), donations and fund-raising events.

## IV. Affiliations - Other Organizations

Blacks In Government, Inc. is philosophically and directly supported by the NAACP, Urban League, SCLC, Congressional Black Caucus, and other leading Black organizations.

## V. Major Activities Of BIG (to date)

There are two primary activities at present. Energies are



## Looking Back Eight Years - Can Only Hope For The Future

The graphs above show how Blacks have been employed at NOAA during the past eight years. The area of the entire square represents total General Schedule (GS) employment at NOAA.

If you imagine that all employees have been put into the square according to their GS grade level from left to right, then each grade level would fill up a vertical slice of the square and Blacks would occupy a certain portion of each slice. The width of each bar in the graph shows how wide each GS-level slice is. That is, it

indicates how many total employees there are in each grade level.

The side edge of each bar could be extended all the way to the top of the square to determine what the employment in each grade level would be compared to the total employment at NOAA.

In the graphs above, the actual bar widths are all based on June 30, 1979 employment data. The distribution of employees among grade levels is of course slightly different in 1971 and 1975 than in 1979, but the

difference for any particular grade level in any year is only about one percentage point of the total on average, and is never more than four percent of the total employment.

Each graph shows how many Blacks were employed in each grade level at two different times. Data for each year shown are for December 31 of that year except that "1979" data are shown for June 30, 1979. Data include all full-time permanent and temporary employees on board on the date indicated.

In each graph, the percentage

of blacks in the grade level in the earlier year is represented by the top of the solid part of the bar or the dark shading. The percentage of Blacks in the later year is represented by the solid bar or the light shading. The increase in Black employees from one time to the next than shows up as a light-shaded bar and decreases show up as a dark-shaded bar.

The advantage of using these bars with different widths based on total employment is that the total area in each bar or shaded section, or even outside the bar,

is directly proportional to a certain number of employees. It then becomes possible to perceive visually the distribution of Black employees by grade level.

As can easily be seen, Blacks have only a small portion of all the jobs at NOAA: only the bars and shaded portion of the square as compared with the remaining "white" space. Blacks held 6.4 percent of all the jobs in NOAA in 1971, 8.2 percent in 1975, and 9.2 percent in 1979. Between 1971 and 1975 Blacks gained almost two percentage points of the total employment,

but from 1975 to 1979 they gained only one percentage point. (Total GS employment in NOAA was just under 11,000 in 1971 and reached more than 13,000 in 1979.)

It is also easy to see that the small proportion of Blacks in NOAA is heavily concentrated in lower grade levels. Blacks have never held more than seven percent of the jobs in any grade above GS-9 and have never held less than 13 percent of the jobs in any grade below GS-7.

Also obvious is the fact that the percentage of Blacks in jobs above GS-13 is so microscopic that a magnifying glass is necessary to see them.

The most noticeable fact is that apparently there are not, and have never been, any Blacks above GS-15 at NOAA.

It is also shown that generally Blacks improved their employment position at NOAA between 1971 and 1975 and 1979. It appears that there was greater improvement in the earlier time period and very little change in the later period. In any case, the employment pattern of Blacks has not shifted drastically. It is clear that Blacks have made progress in NOAA but still have a long way to go.

directed to the organization of local chapters and efforts are expended to assure the success of our October 1979 National Conference in the District of Columbia.

## VI. Future Plans

A. Organize in all Federal agencies nationwide.

B. Organize State, County and Municipal employees nationwide.

C. Sponsor an Annual National Conference.

D. Implement the philosophy of the organization.

## The Office for Civil Rights Has An Important Place In NOAA

On July 30, 1978, the Administrator of NOAA established an Office for Civil Rights because heretofore no single organizational element in NOAA was delegated policy development, planning, coordination or monitoring and evaluating for equal employment opportunity efforts at NOAA.

The Office for Civil Rights develops, directs and coordinates programs, policies and activities throughout NOAA to insure the effective fulfillment of NOAA's responsibilities in the areas of

equal employment opportunity (EEO), including affirmative action, for employees and job applicants, and non-discrimination in activities and projects sponsored by NOAA programs.

The Office develops program Policy recommendations; advises and assists NOAA elements in the performance of their EEO and civil rights responsibilities; monitors and evaluates the implementation of approved recommendations, affirmative action plans, and the effectiveness of NOAA in the areas of

EEO and civil rights; monitors and evaluates compliance with civil rights or EEO statutes, executive orders or regulations; and administers NOAA's internal and external discrimination complaint systems, civil rights' Training Program, and Special Emphasis Programs.

It works in close cooperation with the Office of Management and Budget with respect to EEO and affirmative action within NOAA so that policy direction and guidance may be provided to the Personnel Offices on EEO

and affirmative action matters.

The activities of this Office are carried out in cooperation with the Departmental Office of Civil Rights and the Departmental and NOAA General Counsels.

Editor's note: This special issue of NOAA News was coordinated by an Ad Hoc Committee of interested Black employees and the Office for Civil Rights.

# Breaking Barriers

## NEAD Founder, Warren J. Jacob



NEAD officers — (standing l. to r.) Michelle Cummings, secretary; Carter Smith, president; and Norma Hughes, vice-president — pose with NEAD founder, Warren Jacobs. Not shown is Rebecca Williams, treasurer.

Warren J. Jacob, research meteorologist at NOAA's National Environmental Satellite Service, past chairperson of the NOAA Equal Employment Opportunity Committee, past chairperson and founder of NOAA Employees Against Discrimination (NEAD) retired recently.

During his scientific career he worked extensively on the development of a numerical model that specifies and predicts the monthly surface temperature of the oceans. He underscored the importance of air-sea interaction in long-range forecasting.

Not only was Jacob considered a competent scientist, but also a humanitarian. He founded NEAD in 1973 because he was empathetic towards frustrations that Blacks, minorities and women felt at that time. His goal for NEAD was formulated to influence and persuade the power structure to eradicate all vestiges of unequal employment opportunities at NOAA.

There are positive changes in NOAA's EEO profile today when compared with those of yesteryears. NEAD founder Jacob played an integral part in generating the understanding necessary to commence a totally new EEO program in NOAA.

## James F. Wright

One of the first graduates of the Administrative Trainee Program was James F. Wright. Upon completion of this program, he was assigned to the Special Programs Section in NOAA where he is currently responsible for seeking out and recruiting qualified minorities.

Wright graduated from Virginia State College in June, 1952 with a B.S. degree in industrial education. Upon graduation he went into the U.S. Army as a 2nd Lieutenant where he remained until he came to work for the Environmental Scientific Services Administration (ESSA) in the mid-1960's. He began his career in ESSA as a supervisor

in Property and Supply and later worked as a computer operator then a computer programmer.

We salute Wright for his unrelenting enthusiasm and interest in seeking out and prompting minorities to take a role in significant tasks that influence our society as well as our government.

We do hope that Wright has instilled within the hearts of those who will be successors what it means to not only open the door to minority groups but to also walk out that door and help talented individuals develop their capabilities and enhance their intellectuality to greater creativity.

## In Memorium . . . Bennie P. Lightsey

Bennie P. Lightsey entered the Weather Bureau (now the National Weather Service) in August 1964, and until July 1970 served as a meteorological technician.

His assignments were at the Joint Arctic Weather Stations of the Northwest Territories, Canada, and the Floating Ice Island Arctic Weather Station "T-3".

During these assignments, his potential for leadership under the most adverse of weather conditions was specifically noted. Subsequently, he was promoted to Executive Officer on his Northwest Territories assignment and to Technician-in-Charge (TIC) on the Ice Island where he earned an award for outstanding service. He was specifically cited in February 1968, by Dr. Max Brewer, Director, Naval Arctic Research Laboratory for his contributions to the varied scientific programs conducted at the Ice Island.

After a vacation at home with his family, Lightsey returned to "T-3" in February 1969 for what was to be his final assignment. In May 1978, he was appointed manager of the sta-

tion for the summer months. It was while serving in this capacity that in July 1970, Bennie P. Lightsey met his untimely death.

## Conyers (From p. 3)

that are bruised."

Public holidays in the United States are reserved for celebrating great traditions in the nation's history, our highest ideals and leaders who have shaped our common destiny. Dr. King lived and died for our ideals of justice, human dignity and freedom. In practicing nonviolent, citizen action, he embodied the political tradition in America that originated with the Pilgrims' settlement in 17th-century New England, that continued with the Boston Tea Party and the American Revolution and that in one form or another has been practiced in grass-roots citizen movements up to the present day. Designating Dr. Martin Luther King Jr.'s birth date a national holiday would represent another giant step forward in reconciling the lives and aspirations of all peoples who compose the American nation.

## King's 1963 March: How Far Have We Followed?

Sixteen years ago Dr. Martin Luther King, Jr., an internationally recognized human rights and religious leader, led a march on America in Washington. The purpose of the march was to emphasize the oppression and denial of basic human rights suffered by Blacks and other Americans.

King was totally committed to the spiritual, physical and material betterment of mankind.

The march of August 28, 1963 was to make America conscious of its neglect of some of its most subjective citizens. Were the demands of the march too much for America?

Today Black Americans voice the same demands. How far have we progressed?

## NWS (From p. 3)

nearby field stations where they gain practical experience on Weather Service equipment maintenance.

Weather Service managers also have the opportunity to observe the student's work performance and, after graduation, select and offer career appointments to those best suited and motivated to become part of the permanent work force.

Overall the progress of the Co-op's is going very well. The Weather Service plans to have 17 career conversions during this year and to increase the number of Co-op's on the rolls to over 60 by the end of the year. Presently, about 70 percent of the Co-op's are minorities and/or women.

This effort is clearly the largest and most viable affirmative action program within the Weather Service.

# NOAA's Office for Civil Rights



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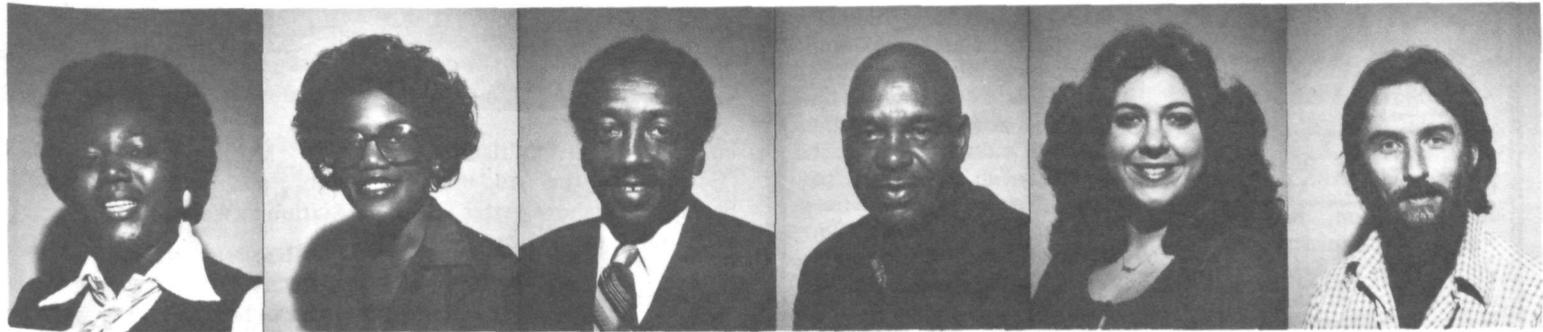
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# Helping Others Help Themselves



George Jones (r.) with student.

In 1977, as a result of the Affirmative Action Plan's community outreach efforts, the NESS EEO Committee initiated a tutorial program under the direction of George D. Jones.

Jones, the former NESS Awareness Subcommittee chairperson, believes that education is a necessary prerequisite to capitalize on opportunities made possible by the EEO program. He was instrumental in designing the tutorial program with

members of the NESS EEO Committee and other co-workers lending their skills to the students of Suitland Jr. High School in Maryland.

Is the program a success? According to Paul Lewis, the principal of Suitland Jr. High, "Many students have been greatly benefited by this program. Some have become exceptional students."

Jack Shunk, the program



E. Larry Heacock (above, r.) and Elizabeth Mack (below, r.) tutor students.



coordinator at Suitland said, "Several of the students are beginning to show better leadership qualities and as a result, they feel more confident that they can move forward academically."

Other NESS facilities presently engaged in community outreach programs are: Satellite Field Service Stations in Kansas

City, Mo., and San Francisco, Calif., and the Data Acquisition Station at Wallops Island.

NESS is truly willing to share its experiences with other NOAA facilities. For information in establishing a tutorial program or a community outreach service, contact George Jones at the National Environmental Satellite Service (NESS).

## NOAA news

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