

To All Our NSA/CSS Family,

From the time of our nation's inception, it has been traditional during the holiday season for American families to take stock of the year gone by and to ponder the challenges that the new year will bring.

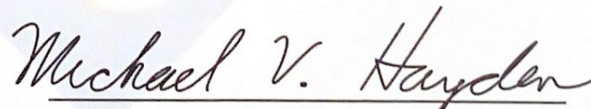
This holiday season has a special significance for all the dedicated individuals who are a part of the NSA/CSS family because, as you know, this will be the 50th time that NSA has celebrated the holiday season. As the clock moves toward midnight on December 31st, we will be preparing not only for the new year, but also for our second half-century of service to the nation.

Since NSA's inception, the people of this Agency have fought the good fight and gone above and beyond the call of duty to ensure that our nation's policy makers and war-fighters have the information, products, and services they need to protect America. Today we continue this proud tradition.

In November of 1963, presidential speechwriter Ted Sorenson prepared remarks for President Kennedy to mark the significance of the holiday season for those who defend this nation. Sadly, the speech was never given, but years later its words still resonate: "We in this country, in this generation, are — by destiny rather than choice — the watchmen on the walls of world freedom. We ask, therefore, that we may be worthy of our power and responsibility, that we may exercise our strength with wisdom and restraint, and that we may achieve in our time and for all time the ancient vision of peace on Earth, good will toward men."

As we reflect on the past year, we can be especially proud of our efforts, particularly with the added challenge of the global war on terrorism. Our accomplishments have been due not only to our own hard work, but also to the courage, sacrifice, and support of our families and loved ones.

As the war against terrorism continues, and we face the potential for more threats to our security, we realize that the demands on our employees and their families will not end any time soon. Jeanine and I want to express our gratitude for your past sacrifices and for those you will make in the future. We wish you the best for a happy holiday season and a safe and prosperous new year. May God bless you and your family in 2003, and may God bless America.

A handwritten signature in black ink that reads "Michael V. Hayden". The signature is written in a cursive style with a horizontal line underneath the name.

MICHAEL V. HAYDEN  
Lieutenant General, USAF  
Director, NSA/Chief, CSS