

THURSDAY FEBRUARY 17, 2000

NEWSLINE

A QUICK READ ON THE NEWS

WALL STREET: Dow Jones industrial average tumbles 156.68 points to 10,561.41; Nasdaq index climbs 6.88 points to 4,427.65; 30-year Treasury bond yield rises to 6.26%; 1.4B.

► **USA TODAY** Internet 100 falls 0.60 points to 170.93; 4B.

► Japan's Nikkei average jumps 192 points, 1.0%, to 19,791 at 1 a.m. ET today; yen is 110.09 per dollar. Hong Kong's Hang Seng index is up 106 points, 0.6%, to 17,150.

SECURITY FLAP 'ASTOUNDING': Rep. Christopher Shays, R-Conn., the leader of House panel looking into Defense Department's backlog of security clearance investigations, calls the Pentagon's failure in managing the program "astounding." 2A.

ALL-USA COLLEGE ACADEMIC TEAM



By Robert Deutsch, USA TODAY

They speak 23 languages and have been to every continent but Antarctica. USA TODAY's newest college all-stars, including NYU's Ying Wu, above, are truly going places. 1A-7D.

CARGO PLANE CRASH: DC-8 crashes into automobile junkyard east of Sacramento late Wednesday, killing crew of three and setting hundreds of vehicles ablaze. 3A.

TURNER TALKS: Ted Turner has seemingly done it all. Except a Goodwill Games in the winter. Interview. 1C.

TODAY'S DEBATE: Real estate rebates. In USA TODAY's opinion, "Realtors' grip on commissions cracks — but watch out." 1A.

► "Don't let inducements make you take your eye off the ball," Brian Pray says. 1A.

MONEY: After wooing workers from traditional companies, Net firms are losing them to newer start-ups. 1B.

► DoubleClick takes a hit on news of FTC investigation. 1B.

SPORTS: Texas men knock off Oklahoma State 68-57; Notre Dame women rout Villanova 70-52. Hoops. 4C, 15C.

► PING golf equipment founder Karsten Solheim dies. 15C.

LIFE: New colon cancer gene test may help improve genetic testing for other diseases, scientists say. 1D.

► More students are taking math and science — good news — but now officials worry about quality of teaching. 1D.

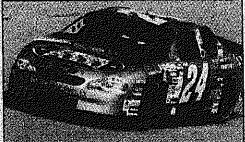
► Multi-Millionaire marriage pays off for Fox. TV. 4D.

Written by John O. Buckley

Coming Friday

Daytona 500

Rating the field in Sunday's NASCAR "Super Bowl." Jeff Gordon, right, is one of the formidable drivers to beat. Bonus Section.



By Tim Dillon, USA TODAY

Inside USA TODAY 5 SECTIONS



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USA SNAPSHOTS®

A look at statistics that shape the nation

Military downsizing

The number of active-duty U.S. military personnel is down since 1990.

1990 2000

Army

Navy

Media vs. Web in digital copy

By Mike Snider
USA TODAY

An unprecedented coalition of TV networks, movie studios, media conglomerates and sports and news organizations has formed to seek protection from what it calls digital piracy in cyberspace.

Creation of the so-called Copyright Assembly was announced Wednesday at a congressional hearing. It includes a

who's who of modern media. Among them: CBS, NBC, ABC/Disney, MGM, Paramount, Sony, Time Warner, Universal, the Directors Guild of America, the Writers Guild of America and all major sports leagues, including the NBA, NFL, NHL, Major League Baseball, the NCAA and NASCAR.

"We are deeply concerned about the future of creative works," said Jack Valenti, president of the Motion Picture As-

sociation of America. He pointed to "illegitimate intruders" on the Internet who "steal copyrighted works."

"New technologies provide the impetus for greater potential of signal piracy," the NFL's Brian McCarthy said.

The group did not ask Congress for any specific action at the House Commerce Committee hearing, which was convened after iCraveTV, a Canadian Web site, began

rebroadcasting network sports TV over the Internet, federal judge suspended broadcasts after the NFL others sued.

In other recent cases, music and movie industry have filed suits against sites and hackers they say or copy copyrighted material.

"This is not about strict digital progress," said Hilary Hahn, president of the Recording Industry Association of America.

'Above and beyond': Workplace organ donors



By Steve Barnett for USA TODAY

'The right thing': Margie Stickles, left, donated a kidney to co-worker Rhonda DeLaremore.

Co-workers offering more than support

"This person has chosen to give me a part of her body, and she didn't have to. How do you thank someone for that?"

— Rhonda DeLaremore

By Stephanie Armour
USA TODAY

From behind her desk with its piled-high candy dish, Laura Montoya beams whenever her friend arrives for work. Mary Kirby, a customer service representative, breezes into the cheery office decorated with dangling wind chimes and framed movie posters. The two spend a few minutes chatting, enough time to remind Montoya that she did the right thing.

Just a few years ago, Kirby was in dialysis. Anti-rejection medication for an earlier liver transplant had left her with failing kidneys. So Montoya, a co-worker, came to her with a simple offer: Take one of mine.

The surgery June 25, 1998, left Montoya with a 12-inch scar, eight weeks of recovery and incredulous questions from others. What was it like? Why would you do such a thing? Would I?

A small number of colleagues are quietly donating kidneys to co-workers — gestures that cross generational, racial and hierarchical lines. An employee gave to her boss. A white employee to her African-American colleague. A 46-year-old mother to a co-worker young enough to be her son.

These living gifts are kindling ethical debates, turning everyday employees into office heroes and showing the extraordinary lengths that co-workers will go to in the name of friendships.

Please see COVER STORY next page ▶

Internet glitch exposes taxpayer H&R Block forced to shut program down

By Thomas A. Fogarty
USA TODAY

free, password-protected accounts of the firm's Web site

berg said. He said the number of corrupted accounts could

The company took preparation program Monday. Goldenberg's service probably would not be accessible until the

Clinton is lobbying to approve the Chi

Gore union China

AFL-CIO to fight

By Laurence McQuillen
USA TODAY

NEW ORLEANS — President Clinton fails to fight for a trade deal with this year, Vice President Al Gore has assured organized labor that he would seek a deal and environmental concessions before moving himself, AFL-CIO President John Sweeney said in an interview Wednesday.

Gore's private association have emboldened the 12-million-member labor group to fight the deal harder, has brought additional terms for Clinton. The president is lobbying Democratic members hard for the vote is expected this spring.

If the controversial deal is defeated this year, Congress, union leaders say, would be more willing to at least some of the things they seek if he is elected, Sweeney said.

Gore is "better positioned to be president on trade," Sweeney said. He said inadequate and environmental give China an unfair advantage.

"The vice president, when he's elected, probably won't sign a trade deal unless it did provide labor standards and environmental protection," he said. "Going a step further, the president is willing to give up some of the things he did the right thing."

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By Lisa Tomsic ABC movie on ABC

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ETV's Ian McCallum

student owners don't un-

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They

raise rates all over

the world," he said.

"Casting is inevitable,"

John Johnson, a spokes-

man for Chairman

Kazan, R.I.A. "The ques-

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to allow the Wild West

to take over?"

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pledges
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By Joe Manetti AP

Union chief says he
has private assurances.which many Repub-
licans support. "I'm going to
do as hard as I can," Clin-
ton said.Wednesday, Clinton
met today in a
private session with the
council of the AFL-CIO,

one of the nation's largest labor or-

ganizations. Gore campaign
spokesman Chris Lehane said
he had made secret of his
plan to see labor and environ-ment groups incorporated
into his campaign. "He's
not president he wants them,
not just as side

elements," Lehane said.

House spokesman Jim
Sweeney said, "Each candidate
is including the vice presi-
dent, needs to talk about
what they see it."Clinton's endorsed
and union support is con-critical for Democratic
victories. Sweeney would not
serve as a political lit-
erature for the AFL-CIO, but
he could have that effectif workers felt
they were not being
represented.

Clinton's money-

concerns

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Block's time as an opportunity

Wednesday that \$75,000

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It is the first year Block

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the site, www.block.com,

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including Microsoft's money-

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Block's time as an opportunity

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COVER STORY

Ethical questions
arise over living gifts

Continued from 1A

forged on the job.

"It's like having a baby. You remember the pain, but it's worth it," says Montoya, 39, who handles human resources for the firm that operates an Albuquerque-based Comcast Cable. "Co-workers say I wouldn't do it; you're braver than I. It's hard for me. I don't see myself that way as a hero. I just know that I wasn't thinking straight."

"It was amazing," says Kirby, 35. "My friend is doing this. I can't wait to be on a mission, so I can travel, so I can wear a sexy tank top without all these tubes hanging out."

More living donors

Statistics aren't kept on how many transplants are provided by co-workers, but the number of kidney donations from living persons increased 118% from 1988 to 1998, according to the U.S. Health Resources and Services Administration. Reports that the number of living kidney donations from those who aren't related to recipients is climbing as the list of people awaiting transplants grows and medical advances make the procedure easier on donors.

"The big increase has been in unrelated transplants from a colleague or a neighbor or someone in their church," says Jon Nelson, director at the administration's office of special programs.

Co-workers who have donated kidneys have answered all sorts of questions from curious friends and outsiders. They know all the myths and misconceptions. No, a donor doesn't have to be related to the recipient, although it's a good match.

No, not everyone who wants to donate a kidney can do so. The donor must have the right blood type, be free of diseases such as hepatitis, pass medical tests ensuring that he is healthy enough to withstand the procedure and undergo other screening such as psychological counseling.

And no, there aren't long-term health problems for donors. They can function with one kidney, which takes over the function of blood purification that the other had died by two.

But there are other questions that are tougher to answer: What if an employee donates to a co-worker who later becomes the boss? How comfortable can an employee feel working with someone whom he or she may have saved? Should a subordinate provide a kidney to a supervisor?

When you donate to someone, the relationship can become complicated afterward. The person may feel indebted to his or her boss. "How comfortable can an employee feel working with someone whom he or she may have saved?" Should a subordinate provide a kidney to a supervisor?

Delaware's Delaire, who suffered from kidney scarring caused by a recurring infection, received a new organ in 1993 from her sister. But that kidney also developed scar tissue. So her co-worker Margie Gorański Stickle, a nurse and procurement coordinator at Allentown-based Penn State Health Care Center of Maryland, gave her one of hers.

Delaire is black. Gorański Stickle is white. Their story garnered a flurry of media attention.

The two went on the *Queen Latifah Show*. The Discovery Channel filmed the surgery Dec. 16, 1998, for national television.

"The media attention was wonderful," says Delaire. "We knew that even though Margie and I were different races, we're all a lot more alike underneath than people realize," says Delaire, 43. "This person has chosen to give me a part of her body, and she didn't have to do it. How do you thank someone for that?"

Her co-worker will stop working and return to work after the surgery and now is 21 weeks pregnant.

"I am so healthy. I can give life yet again, which is cool," says Gorański Stickle, 36, already a mother of two.

This was truly the right thing."

But for donors, the surgery itself can be intense. Doctors may remove part or all of a rib to get to the kidney, although new laparoscopic techniques are making the surgery easier. And though the cost of the procedure in many cases is picked up by the recipient's insurance, there are unexpected expenses: In some cases, weeks off for recovery; the cost of buying new, looser-fitting clothes; and finding someone to care for the children during recovery.

"I realized that if I had any intention of living, I had to take it seriously," says Helms, 51. "It was humbling. I thought I was macho enough to do it, but I was afraid of death's door when Nancy came in and said she was OK for a transplant."

Nearing, 43, had talked with counselors and decided that if she ever felt favoritism on the job was an issue, she could always leave. What mattered more, she decided, was helping now. The surgery took place on Sept. 10, 1998. His insurance covered the procedure, and his company offered to pay for the time she missed work. Nearing was out for about 10 days.

Looking back, neither regret the decision.

"It changes your whole perspective. I'm here doing this funny job, and I'm not thinking, 'Am I going to die?' I'm thinking, 'I'm going to get back to real life,'" Helms says. "But one of the things that happened after the transplant is that I saw I'm wrong. I'm right where I'm supposed to be."

Despite promising outcomes, the procedure can leave friends, family and co-workers shocked, even unsupportive. Some discourage a

healthy person from undergoing an invasive operation, especially for someone who is not kin.

When Sandy Heller offered last year to donate a kidney to her co-worker, her lunchtime bridge partner and her colleague at CTI Laboratories in Waltham, Mass., some took the news hard; her mother was appalled, and her sister and children said she wasn't thinking straight.

At a subcommittee hearing, Rep. Christopher Shays, R-Conn., said the management failures had cost the federal government substantial sums of money.

Shays' survey included a question

Clearance backlog called 'astounding'

By Edward T. Pound
USA TODAY

WASHINGTON — The chairman of a House panel exploring the Defense Department's backlog of more than 500,000 security-clearance investigations said Wednesday that the Pentagon's failure in managing the program "boggles the mind." He added that the backlog of over 100,000 investigations might be even higher.

At a subcommittee hearing, Rep. Christopher Shays, R-Conn., said the management failures had cost the federal government substantial sums of money.

Shays' survey included a question

that asked whether security investiga-

tions were being conducted in a timely manner.

Shays' aides said the survey found

that the backlog was costing the agency

more than \$100 million a year.

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But there are other questions that are tougher to answer: What if an employee donates to a co-worker who later becomes the boss? How comfortable can an employee feel working with someone whom he or she may have saved? Should a subordinate provide a kidney to a supervisor?

"When you donate to someone, the relationship can become complicated afterward. The person may feel indebted for the gift," says Arthur Caplan, a bioethicist at the University of Pennsylvania. "The person may say, 'You owe me something.' These things happen. I've seen them. ... And what if it doesn't work? People feel guilty, flawed; they blame themselves."

Difficult questions

Nancy Nearing grappled with questions tougher than most: She donated a kidney to her boss. It was 1998 when Art Helms, a project manager at Rockville, Md.-based Applied Management Systems, assembled staffers and told them that he had polycystic kidney disease, which is genetic. He had scheduled surgery to remove both kidneys.

Later, sitting out on the deck with her husband and a cold beer, Nearing realized the implications of Helms' surgery: He needed a kidney. She talked it over with her husband and left a message on her boss's answering machine telling him they'd like to get evaluated to see whether either of them could be donors.

"I realized that if I had any intention of living, I had to take it seriously," says Helms, 51. "It was humbling. I thought I was macho enough to handle it. I was really on death's door when Nancy came in and said she was OK for a transplant."

across her skin and gave her an odd purplish hue, like a pale bruise, alarming her family.

The swelling subsided by the next day, and Heller still remembers watching Baier — with her new kidney already functioning — walk into her hospital room. The 54-year-old technical writer, who for months had been losing her energy to polycystic kidney disease, appeared healthy again. Her skin, once yellow, looked pink. Even Heller's mother, once opposed to the transplant, told her daughter that she was proud.

"It's above and beyond what the average workplace friendship involves," says Baier, who still meets her friend for lunchtime bridge games. "It made everybody think about, 'Would I do that? Could I?' Sometimes you spend more time with your work friends than family. It's a natural extension."

Becoming heroes

In the aftermath of the transplants, donors and their recipients often become workplace folk heroes. Co-workers point them out to new hires, and colleagues they've never met send effusive e-mail and cards. In some cases, company CEOs have written gushing letters of praise to the donors and honored them in front of their peers with awards and ceremonies. Some employees find themselves before news cameras or on national talk shows — experiences that can be both heady and overwhelming.

Rhonda DeLaremore, who suffered from kidney scarring caused by a recurring infection, received a new organ in 1993 from her sister. But that kidney also developed scar tissue. So her co-worker Margie Goralski Stickles, a nurse and procurement coordinator at Baltimore-based Transplant Resource Center of Maryland, gave her one of hers.

DeLaremore is black; Goralski Stickles is white. Their story garnered a flurry of media attention. The two went on the *Queen Latifah Show*. The Discovery Channel filmed the surgery Dec. 16, 1998, for national television.

"The media attention was wonderful. I wanted people to know that even though Margie and I were different races, we're all a lot more alike underneath than people realize," says DeLaremore, 43. "This person has chosen to give me a part of her body, and she didn't have to. How do you thank someone for that?"

Her co-worker was up and moving around two weeks after the surgery and now is 21 weeks pregnant.

"I am so healthy I can give life yet again, which is cool," says Goralski Stickles, 36, already a mother of two. "This was truly the right thing."

But for donors, the surgery itself can be intense. Doctors may remove part or all of a rib to get to the kidney, although new laparoscopic procedures minimize the trauma. And though the cost of the procedure in many cases is picked up by the recipients' insurance, there are unexpected expenses: in some cases, weeks off for recovery, the cost of buying new, looser-fitting clothes, and finding someone to care for the children during recovery.

None of this fazed Cindy Scimemi, who donated a kidney to a coworker, Steven Schibetta, 30. He ran the company showroom at a branch of Kel-

logg's in Annapolis, Md., a Washington-based trade group. Shays said that contractors pass along such costs to taxpayers.

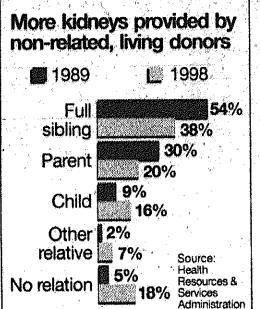
Referring to the Defense Security Service, the agency responsible for conducting background checks on Pentagon employees and contractor personnel, Shays said, "It is astounding. I don't know how DSS could be in worse shape or done a worse job."

Shays said he was concerned that the backlog could be larger.

The congressman asked the General Accounting Office (GAO), the investigative arm of Congress, to verify the accuracy of the Pentagon's back-

log. Cunningham said that previous managers also had relaxed investigation standards and cut back on training. He also said that he has installed reforms, hired more agents and brought in private companies to as-

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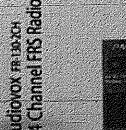
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