

During the 1970's Dorothy successfully overcame breast cancer. She was active in her community and devoted her spare time to the American Cancer Society. She was especially involved in operating the American Cancer Society's Discovery Shop in Belmont Shore.

Mr. President, none of us is untouched by the terror of September 11th, and many Californians were part of each tragic moment of that tragic day. Some were trapped in the World Trade Center towers. Some were at work in the Pentagon. And the fates of some were sealed as they boarded planes bound for San Francisco or Los Angeles.

I offer today this tribute to one of the 54 Californians who perished on that awful morning. I want to assure the family of Dorothy deAraujo, and the families of all the victims, that their fathers and mothers, sons and daughters, aunts, uncles, brothers and sisters will not be forgotten.●

ALAN BEAVEN: IN MEMORIAM

● Mrs. BOXER. Mr. President, I take this opportunity to share with my colleagues the memory of one of my constituents, Alan Beaven, who lost his life on September 11, 2001. Mr. Beaven was a 48-year-old environmental lawyer when the flight he was on, United Airlines Flight 93, was hijacked by terrorists. As we all know, that plane crashed in a Pennsylvania field, killing everyone on board.

Mr. Beaven was born in New Zealand and was educated at the University of Auckland, New Zealand where he was a recipient of the Butterworth Prize. He taught law and practiced in the areas of securities, class actions and environmental law in New Zealand, England, New York and California.

Considered one of our nation's leading environmental lawyers, over the past nine years Mr. Beaven prosecuted nearly 100 clean water cases. His law firm partner, Joe Tabbacco, observes, "This is an absolutely remarkable record. Alan's efforts had almost single-handedly cleaned up the waters in Northern California through his aggressive prosecutions."

California lost an environmental champion, and Mr. Beaven's family lost a loving and devoted husband and father. His proudest achievement was his family. His wife, Kimi Beaven, recalls, "He would do anything for his children and spent hour after hour reading to Sonali, playing ball with John and scuba diving with Chris."

Mr. Beaven was flying back to California to prosecute one more water pollution case before taking a sabbatical in India where he was to volunteer his services as an environmental lawyer. Alan Beaven was one of many heroes on Flight 93 who, aware of the terrorist attacks on the World Trade Center and the Pentagon, chose to fight back against the hijacking terrorists. His voice was recognized by his family on

the cockpit voice recorder, and his remains were found in the wreckage of the cockpit.

His son John perhaps describes Alan Beaven best when he writes, "His love for simplicity and genuine appreciation for the happiness he held within was not lost on others; friends would always leave his company with uplifted spirits."

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TRIBUTE TO DOUG DENLER

● Mr. BURNS. Madam President, I rise today to ask my colleagues to join me in paying tribute to a dedicated member of the Montana Department of Fish, Wildlife and Parks, FWP, as he concludes over 30 years of service to his State and Nation. We are proud that much of this Montanan's working life has been dedicated to serving the citizens of and visitors to our great State.

Mr. Doug Denler deserves this honor. We owe our gratitude for his contributions to the conservation of Montana's wildlife and natural resources, as well as preserving the outdoor heritage in the Rocky Mountain west.

Doug Denler's personal and professional career accomplishments truly reflect the values of rural life under the big sky. His loyal service with our military forces, followed by public service in several Montana State agencies are a testament to all who find value in outdoor experiences. I would like to take a moment to reflect upon Doug's career as he embarks on a new phase of life beyond government service.

Doug was born and raised in Boise, ID and attended college at Montana State University in Bozeman. Following graduation he was commissioned as a Second Lieutenant in the U.S. Army and shortly thereafter received orders to join a unit deployed to South Viet Nam. During that assignment Doug was highly decorated for service in combat, receiving the Air Medal and Bronze Star. Subsequently he continued uniformed service, and having completed 10 years on active duty he then elected to resign his commission and move his family to Montana.

Doug's first job in State government was as human resource manager with the Department of Administration where he was instrumental in crafting

legislation to enable hiring temporary workers in State government. His approach for quickly and efficiently engaging short-term workers continues today as a foundation for many State agencies whose missions include part-time and seasonal tasks. He then spent two years at the Department of Highways before being selected in 1989 to be the Human Resource Bureau Chief at FWP.

Bringing diverse experience and unbounded enthusiasm to his assignment Doug embarked on innovative ventures in pay plans, safety, training, labor relations, recruitment, and retention. Among his first achievements was crafting a comprehensive Policy Manual that is now widely used by FWP managers and is an essential component of new employee orientation.

Turning his attention toward safe operating practices, he created an FWP statewide safety program that incorporated management oversight, documentation of mishap statistics and costs, and funding generated by savings from lowered accident rates. Demonstrating leadership ability and dedication, Doug volunteered to chair the new safety committee. A measure of his success is reflected in the fact that during the past three years FWP has twice received Governor's Award recognition for surpassing accident prevention goals.

In 1999 Doug took the lead to initiate an Alternative Pay Plan for the Department's employees. This effort required his team to analyze market data, establish performance standards, initiate agency wide competencies, and obtain funding. Among the first of such plans approved by the Legislature and implemented the next year, the pay plan in use at FWP today typifies Doug's tireless efforts to find common ground and craft sensible solutions for both management and rank and file employees.

Over the past year Doug stepped up yet again when asked to take on additional duties following the unexpected retirement of an executive manager. For eight months Doug served as the acting Chief of Administration and Finance. Along with performing his normal duties he provided oversight for a troubled \$8 million computer development project, assisted with the preparations for a special session of the Legislature, and finalized a \$62 million biennium budget.

Doug Denler is highly regarded among his peers and the public for his devotion to resource conservation and his unmatched appreciation for Montana's hunting and fishing lifestyle. Embracing the FWP mission both in and outside the office makes Doug a consummate professional, and his retirement will leave a gap in knowledge and ability that FWP will find difficult to replace.

It is a great honor for me to present these credentials of Doug Denler before the Senate today. It is clear through his many accomplishments that Doug