

6/27

Phil

Shouldn't

Jim D.

get this

one to do

reply +

not Maureen

Lewis

Yes-

S

Dorinda



THE PRESIDENT HAS SEEN

6/24/96

WILSON SCHLAMME

500 25th St. Santa Monica CA 90403

MAY 30, 1996

Dear President Clinton and Mrs. Clinton,

Killer Guilty - great letter from
young boy whose parents are
friends - (need nice reply
to him on point - also tell him
about "greening of whitehouse"
(can we fund him the CD?) -

BC

1. Please don't cut down the rain forest trees. Just cut down ours, because the rain forest might become extinct. We should go into the rain forest and plant trees and make it healthier and see if there is a cure for cancer and aids there.
2. I think people should have homeless shelters for free. Maybe a huge hotel as big as the Empire State Building and there could be jobs and they could work and they could all fit. It makes more sense this way. Instead of them dying.
3. I think we should treat all living creatures like they were us.
4. If there's something that's going to be extinct, we should protect it.
5. We should have more garbage cans and put more alarm systems in the banks.
6. They shouldn't sell guns at all, because all it means is killing. Only for people at gun practice - inside at targets only. No more guns in the country. They could put alarm systems around the few guns reserved for the target practice people. It's okay for the police to have guns.
7. Make people have science. Give people more places to learn science. Science helps you sometimes. And not to have so many strict teachers like I have because young kids are just learning - they don't know any better. Everything about learning is fun - except when the teachers are so strict, it's not so fun.

Thank you,
Wilson Schlamme
age 7

original
to J. Dorskind

JIM DORSKIND:
Please coordinate
the reply.

P.S. I Think you are Doing a great Job!

G. 24.96

enforcement of the Packers and Stockyards Act to determine whether it is correctly targeting problem areas in today's marketplace; and 2) USDA should revise and expand its market information reporting systems to provide better, more accurate information to market participants. Note that NEC believes the main news of the report is its finding of little evidence of concentration in U.S. agriculture that is harming producers or consumers.

Berger follow-up on asylum and female genital mutilation (FMG). Fauziya Kasinga, the young woman from Togo who applied for asylum in the U.S. because she would face FMG if returned, successfully appealed the ruling against her by an immigration judge. The Bureau of Immigration Appeals found that she was credible, FGM constitutes persecution, and she had established a well-founded fear of persecution. FMG will now be considered a basis for asylum although the BIA's ruling did not establish clear guidelines to be applied in factual circumstances different from her case. NSC will consult with DOJ and make a recommendation as to whether the AG should issue regulations specifying the conditions under which FGM shall be grounds for asylum.

PCAST principles on government's investment role in technology. Via John Young, Co-Chair. While there is general agreement on the government's role in the funding of science, there is a lack of agreement on the appropriate government role in funding advanced technology. PCAST suggests criteria: 1) technology that achieves public goals such as national security, environmental protection, new energy sources, better health and education, and training of the workforce; 2) areas of national importance where the marketplace cannot justify a sufficient level of investment by private industry; and 3) efforts that ensure the nation benefits from our investments and leadership in basic research.

Washington Post article on minority contractors. Weldon Latham, general counsel of the National Co-
response to the Administration's 2-year suspension c
study the need for these programs. "There's already
of discrimination." However, unlike Anthony Robir
Business Enterprise Legal Defense and Education Fu
criticize the Administration -- "They tried their best to balance," the requirements of
Adarand with the needs of minority contractors.

Myers memo on the "At the Table" outreach initiative. Since Thanksgiving over 800 round tables for women led by Clinton Administration political appointees have been held in over 40 states, with an average of 10 to 30 attendees. The goal is to hear from women, highlight Administration accomplishments, activate and better utilize women political appointees, and bring info. back to the White House. Reactions from appointees and participants have been overwhelmingly positive. Salient issues from the "What I Want the President to Know" reports by participants include: strong support for affirmative action; desire for affordable child care; concern about increasing restrictions on choice (and support for your veto of H.R.

TABLE

cc: Doraskind

Scheduling

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r to
tory
ty

(H)

Goetz

1. Think all
should be
never (should
allow call on
w/ letter to
President
Congress
Dec. 1/10
2. (I need to
sign letter to
John Major
about w/
this)

THE PRESIDENT HAS SEEN

6-24-96

EXECUTIVE OFFICE OF THE PRESIDENT
PRESIDENT'S COMMITTEE OF ADVISORS ON SCIENCE AND TECHNOLOGY
WASHINGTON, D.C. 20500

96 JUN 18 P2:21

June 18, 1996

President William J. Clinton
The White House
1600 Pennsylvania Avenue
Washington, DC 20500

*VP
Cancer Research
W. J. Clinton*

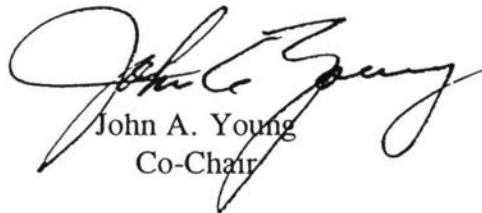
Dear Mr. President:

The appropriate role of the Federal government for investing in science and technology has been widely discussed and debated in Congress and the media. While there is general agreement on the government's role in the funding of science, there are many differing viewpoints on the appropriate government role in funding advanced technology. However, there is a consensus that leadership in advanced technology matters for our Nation's economic security.

Your Committee of Advisors on Science and Technology (PCAST) offers the enclosed Principles on the U.S. Government's Investment Role in Technology for your consideration. These PCAST-Principles provide a framework and criteria for those areas where the Federal government has a clear role to play in advanced technology. We intend that these principles be helpful in forging a bi-partisan consensus and thereby in supporting government actions.

We would be pleased to discuss these with you. In the meantime, please let me know if we can be of further assistance.

Sincerely,


John A. Young
Co-Chair

Enclosure

PCAST PRINCIPLES ON THE U.S. GOVERNMENT'S INVESTMENT ROLE IN TECHNOLOGY

Leadership in advanced technology matters. In the United States, technological innovations and a high level of advanced development create new industries and sustain existing ones. Technology intensive industries provide a wide range of professional, technical, and manufacturing jobs, increase economic productivity, and strengthen our competitiveness. As never before, the U.S. is embedded in a global economy. Our U.S.-based companies must compete with companies of other nations for world markets. A strong position in advanced technology is a key element of our competitiveness.

The Federal government affects the levels of advanced technology investment in certain areas both by creating incentives for private firms to invest and by supporting advanced technology in key areas where private participation is inadequate. There are also other government policies that affect advanced development indirectly. Protection of intellectual property and access to markets overseas are two examples where the outcome affects U.S. firms' ability and willingness to invest in R&D.

There will always be areas where public benefits of R&D substantially exceed the returns that can be realized by private investment alone. Federal investment is essential in these areas. The President's Committee of Advisors on Science and Technology provides the following criteria for government investment in technology:

- I. Technology that achieves well-defined public goals such as national security, protection of the environment, new energy sources, better health and education for all Americans, and training of the workforce.
- II. Areas of national importance where the marketplace alone cannot justify a sufficient level of technology investment by private industry: *
 - (1) Where the benefits are too widely spread for any one company to recover its investment at a profit;
 - (2) Where the cost or risk is too great for any individual company to bear alone;
 - (3) Where the potential benefits are too far in the future to pass the threshold of private investment criteria.
- III. Efforts that ensure our nation benefits from our investments and leadership in basic research. The Federal government can facilitate the transfer to industry of the benefits from basic science investments by encouraging partnerships and by promoting the exchange of people and ideas between industry, academia, and government.

** Examples from the past, which fit in one or more of the categories of criterion II, include aeronautics research, the Global Positioning System (GPS), the Internet, satellite development, agricultural research on disease or pest-resistant food crops, and the development of vaccines for diseases such as Hepatitis-B.*

6-24-96

3982

THE WHITE HOUSE
WASHINGTON

98 JUN 20 P11:02

June 20, 1996

INFORMATION

MEMORANDUM FOR THE PRESIDENT

FROM: SAMUEL BERGER

SUBJECT: Asylum and Female Genital Mutilation

Background

You asked me about the status of Fauziya Kasinga, a young woman from Togo who fled her country and has applied for asylum in the United States claiming that she would face female genital mutilation (FGM) if returned. Her claim was denied by an immigration judge, who found both that Ms. Kasinga was not credible and that FGM did not constitute a basis for asylum. She appealed her case to the Board of Immigration Appeals (BIA). While the INS argued that FGM could constitute a basis for asylum, it did not drop the case, as urged in the article at Tab A, because: (1) it had remaining doubts about Ms. Kasinga's credibility; and (2) once a case is in the administrative/judicial system, INS generally allows it to follow its course.

BIA Ruling

The BIA ruled for Ms. Kasinga, finding that (1) she was credible; (2) FGM constitutes persecution; and (3) she had established a well-founded fear of persecution. She was granted asylum.

Future Course of Action

FGM will now be considered a basis for asylum, though the BIA's ruling did not establish clear guidelines to be applied in factual circumstances different from this case.

The Attorney General could now issue regulations specifying the conditions under which FGM shall be grounds for asylum. We will be consulting with the Justice Department and present you with a recommendation on whether such regulations ought to be issued.

Attachment

Tab A A.M. Rosenthal Article

cc: Vice President
Chief of Staff

6/5/96

To the Clintons and the Doles

Some day, through my will and heart, I will help end the suffering of millions of people. That will make the world a better place for everybody. How lovely that will be.

Can there be a sweeter dream? Can there be a child who has known love who has not dreamed it? Or a grown-up of good soul who has not carried the thought inside, taking it out now and again to look at, then putting it away because adulthood teaches us it cannot be?

But that is not entirely true. I can think of four people in the United States alone who can move such a dream toward reality. I am sure each of them has the heart to do it. Now all they need is the will.

President Clinton can do it — which Hillary Rodham Clinton can point out. Bob Dole can promise to do it if he becomes President. Elizabeth Dole could bring that up now. Whoever is elected, bipartisanship in mercy could save millions from torture so hideous that most of humanity does not even want to think about it.

Female genital mutilation: the amputation or removal or sewing together of some or all of the genitalia of girls or young women in almost 30 countries, mostly African. About two million young people a year undergo this torture — and the long pain and sexual deprivation it brings, along with disease, damage to other body organs, peril during childbirth and the strong possibility of early death.

Recently I met with Fauziya Kasinga of Togo. She fled her country in 1994. She was then not quite 18 years old. She preferred to part from family and homeland rather than submit

The bipartisanship of mercy.

to the mutilation she knew would be inflicted upon her. She entered the U.S. illegally but immediately turned herself over to immigration officials.

Awaiting hearings on her plea for asylum, for more than a year she endured body searches, shackles and poor sanitation at a Federal detention center. After The New York Times reported her story, she was permitted to live with Americans from religious and human rights groups.

But the Government is still determined to fight against asylum for her. Some of the meaner among us warn that giving her asylum would open the gates to hordes of African women who could somehow find the courage, strength and money to flee their fate, and we don't want that, do we?

And meanwhile the hideousness goes on, generation after generation. About 100 million women now alive have been put to the knife — or razor. A small number of African and foreign women devote their lives to fighting genital mutilation. But unless they get major help and attention their struggle may take more generations.

No people on earth can give them more help and attention than the President of the United States or a candidate for the Presidency. No advice to do so could be more important from their wives.

To start with, a President can order the Justice Department to drop the case against Ms. Kasinga, who has suffered more than enough. He can order an immigration regulation mandating female genital mutilation as grounds for asylum when reasonably demonstrated. He can order humane treatment for illegal immigrants fleeing mutilation — not tough prisons meant for tough criminals. And he can give his push to pending legislation that would make mutilation a crime in the U.S. A few cases have been reported from among African immigrant groups.

These steps will not stop this horror abroad. So he can do the following:

1. Give instructions that \$100 million of the American foreign aid budget be put aside for local campaigns against the ritual of mutilation — including essential health education. The work would be carried out by Africans and foreigners.
2. Give more aid to governments actively working against mutilation in their countries, and less, or nothing, to governments that are not. Do the same about all U.N. agencies in a position to help.
3. Make the issue a high, continuous priority for American delegations to the U.N., and other international organizations.

Doing all this could bring the end of female mutilation closer — say 20 years earlier. Forty million girls and young women would bless the name of the President, his opponent, their wives and their country. So, one day, would all children who ever dreamed of helping the grievously suffering and all grown-ups who still do. □

© 1996 USPS

Sandy

THE PRESIDENT HAS SEEN

6/5/96

What's the real

story here?

Why wouldn't this
be a ground for asylum?

Why not

What's the real
story here?Why ~~not~~ shouldn't
this be a ground
for asylum?

Why not

THE WHITE HOUSE
WASHINGTON, D.C. 20500

DATE: 6/24/96

TO: Elena Kagan

FROM: Staff Secretary

Per your request.

Elena

original copy
sent to
Elena

Handwritten: (circled) 10/24/96

The President
The White House
Washington, DC 20500

June 21, 1996

Handwritten: To G. H. L. Learn - group letter from important folks. Jo 6/24

Dear Mr. President:

In your State of the Union address this January, you said, "When companies and workers work as a team, they do better--and so does America."

We agree, and your leadership is needed now to allow 85% of the American workforce to respond effectively to your call.

Recent government decisions have put at risk the ability of groups of employees and managers to put their heads together and cooperate in non-union workplaces. Yet, at the same time, companies large and small have been encouraged by your Administration and its predecessors to compete for the Malcolm Baldrige National Quality Award. The regrettable irony is that in order to win the award, a company must use the very employee involvement teams these recent decisions are closing down. This just doesn't make sense.

There is legislation to correct this situation and bring common sense to bear. It is called the "TEAMwork for Employees and Managers (TEAM) Act." It has passed the House of Representatives on a bipartisan basis and is soon to be considered by the full Senate. Even William Gould, National Labor Relations Board Chair, recently acknowledged that the Congress and the President should pass legislation to clear up this problem.

However, some of your senior advisors have stated opposition to the legislation, and they are recommending that you veto it. We urge you to reject a veto and seize this chance to lead by supporting legislation that enables employees and managers to cooperate.

American companies in all industries are rediscovering the spirit and value of cooperation. Employees and employers are working together in teams to address and solve workplace issues such as health and safety, quality, flexible work schedules, and diversity. We stand ready to work with you to do what you have extolled the nation to pursue--embrace teamwork.

Respectfully,

Handwritten signature of Louis V. Gerstner, Jr.

Louis V. Gerstner, Jr.
Chairman and CEO
IBM Corporation

Handwritten signature of Bill Budinger

Bill Budinger
CEO
Rodel, Inc.

Handwritten signature of George M. Fisher

George M. Fisher
Chairman, President and CEO
Eastman Kodak Company

Handwritten signature of Dr. Charles Briggs

Dr. Charles Briggs
President and CEO
Sunsoft Corporation

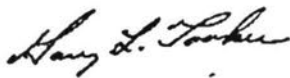
Handwritten signature of Donald F. Chandler

Donald F. Chandler
President
Precision Filters, Inc.

Handwritten signature of George A. Lorch

George A. Lorch
Chairman and CEO
Armstrong World Industries,
Inc.

The President
June 21, 1996



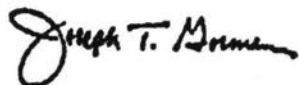
Gary L. Tooker
Vice Chairman and CEO
Motorola, Inc.



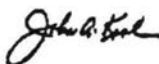
Fred Ahle
President and CEO
Kwik Kopy Printing



J.W. Marriott, Jr.
Chairman of the Board and
President
Marriott International



Joseph T. Gorman
Chairman of the Board and CEO
TRW, Inc.



John A. Krol
President and CEO
DuPont Company



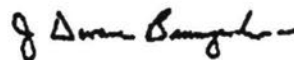
Bussey C. Bonner, Jr.
President and CEO
Coca-Cola Bottling Company
West, Inc.



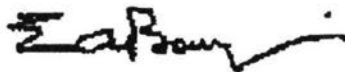
Roger G. Ackerman
Chairman & CEO
Corning Incorporated



Gordan E. Moore
Chairman
Intel Corporation



J. Dwane Baumgardner
Chairman and CEO
Donnelly Corporation



E.A. Bourque
President & CEO
Lasertechnics Marking Corp.



Charles Knight
Chairman, President & CEO
Emerson Electric Co.



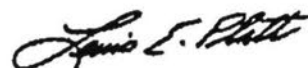
Chuck Lee
Chairman & CEO
GTE Corporation



Allen Questrom
Chairman & CEO
Federated Department Stores, Inc.



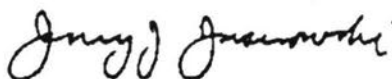
David R. Whitwam
President and CEO
Whirlpool Corp.



Lewis E. Platt
Chairman, President & CEO
Hewlett Packard Co.



David F. Manchester
President
The J.E. Baker Company



Jerry J. Jasinowski
President
National Association of
Manufacturers

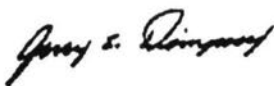


Richard Ayers
Chairman and CEO
The Stanley Works

The President
June 21, 1996



William P. Weber
Vice Chairman, Acting
President & CEO
Texas Instruments



Jerry E. Dempsey
Chairman & CEO
PPG Industries, Inc.



Don R. MacPherson
Chairman & CEO
Red Devil, Inc.



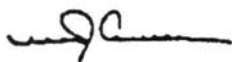
Peter F. McCloskey
President
Electronic Industries Association



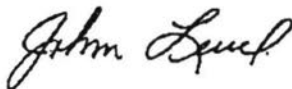
Richard L. Leshner
President
U.S. Chamber of Commerce



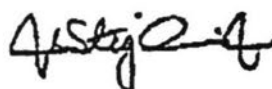
John R. Walter
President & CEO
R. R. Donnelley & Sons



Walter A. Elisha
Chairman & CEO
Springs Industries



John Level
Vice President & GM
Hi Rel Labs, Inc.



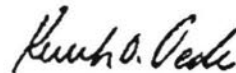
John Stiglmeier, Jr.
President & CEO
Aqua Clear Industries, Inc.



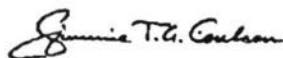
Russell N. Mosher
President
American Boiler Manufacturers
Assoc.



H. William Lichtenberger
President & CEO
Praxair, Inc.



Kenneth O. Decko
President & CEO
Connecticut Business &
Industry Association



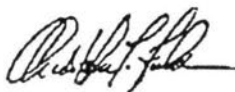
Jimmie T.G. Coulson
President and CEO
The Coeur d'Alenes Co.



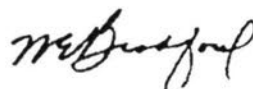
Albert E. Davis
President & CEO
Diemakers



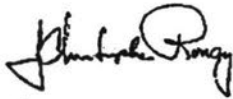
Robert W. Mahoney
President and CEO
Diebold, Incorporated



K. T. Derr
President & CEO



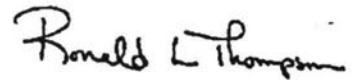
The President
June 21, 1996



J. Christopher Ronay
President
Institute of Makers of
Explosives



Paul A. Stroup, III
President and CEO
Lance, Inc.



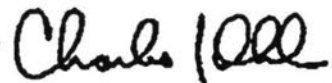
Ronald L. Thompson
President & CEO
Midwest Stamping



Randall J. Brown
President and CEO
Niagara Business Alliance,
Inc.



Ed Ligon
President
Orbit Valve International,
Inc.



Charles J. Ohl
President
Penn Aluminum
International, Inc.



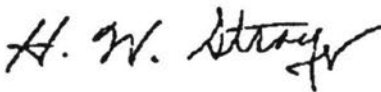
Ronald P. Sandmeyer
Chairman of the Board
Sandmeyer Steel Co.



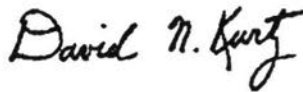
Rodger M. Glos
President
Timber Operators Council



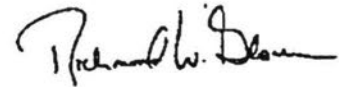
D. R. Starrett
Chairman and CEO
The L.S. Starrett Company



H.W. Strayer
President
Erie Strayer Company



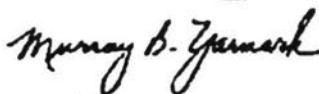
David N. Kurtz
President
TAM Ceramics, Inc.



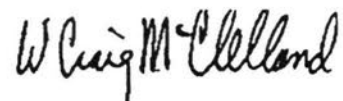
Richmond W. Glover
President and COO
Theis Precision Steel Corp.



James R. Wilson
Chairman and CEO
* * Corporation



Murray B. Yarmark
President
Triboro Electric

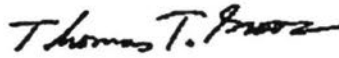


W. Craig McClland
Chairman and CEO

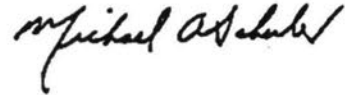
The President
June 21, 1996



Randolph K. Rolf
Chairman, President and CEO
UNITOG Company



Thomas T. Groos
President
The Viking Corporation



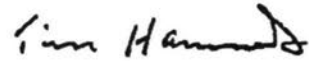
Michael A. Schuler
President and CEO
Zippo Manufacturing Co.



William J. Hudson
CEO and President
AMP Incorporated



Richard L. Lawson
President & CEO
National Mining Assn.



Tim Hammonds
President and CEO
Food Marketing Institute



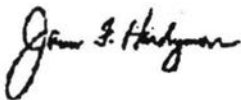
George A. Sissel
Chairman, President & CEO
Ball Corporation



Phillip W. Farmer
Chairman, President & CEO
Harris Corporation



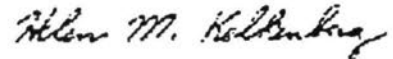
M. Thomas Moore
Chairman and CEO
Cleveland-Cliffs Inc.



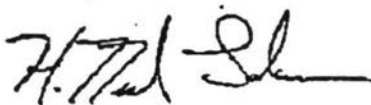
James F. Hardyman
Chairman and CEO
Textron Inc.



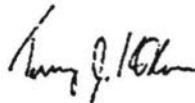
Dennis J. Moore
Chairman and CEO
ESCO Electronics Corp.



Helen M. Kelkenberg
President & CEO
Tyler Truck Lines Inc.



H. Neal Johnson
CEO
Prime Technological Services, Inc.



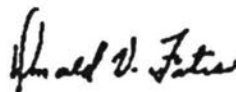
Terry J. Kohler
CEO
North Sails Group, Inc.



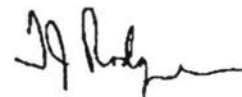
M. Anthony Burns
Chairman, President & CEO
Ryder System, Inc.



Charles P. Johnson
Chairman and CEO
General DataComm Industries, Inc



Donald V. Fites
Chairman



T.J. Rogers
President and CEO

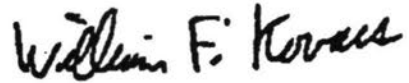
Mr. President
June 21, 1996



Robert Belter
President
Sortage Newspaper Supply Co.



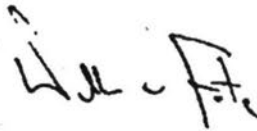
J.W. Kisling
President
Multiplex Co., Inc.



William F. Kovacs
President
Sheet Metal Products, Inc.



Lalit K. Sarin
President
Shelby Industries, Inc.



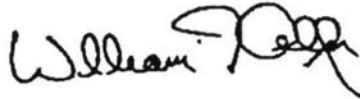
William C. Foote
Chairman, President & CEO
USG Corporation



J. Stephen Larkin
President
Valve Manufacturers Assn. of America



Melvin R. Goodes
CEO
Warner-Lambert Company



William F. Allyn
CEO
Welch Allyn, Inc.



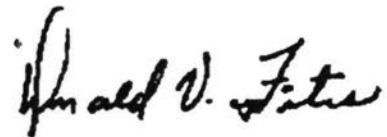
Frank H.W. Schoenwitz
CEO
Weldun International



Rodger S. Lawson
CEO
Alliance of American Insurers



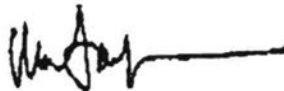
William A. Sebastian
President
American Society of Employers



Donald V. Fites
Chairman
Caterpillar, Inc.



David R. Buchanan
President & CEO
Three-Five Systems, Inc.



Edward McLaughlin
CEO
Dey Dey Corporation



Brian Bargenquest
CEO
Dahlger USA, Inc.

The President
June 21, 1996



Richard G. Haworth
Chairman and CEO
Haworth, Inc.



Herbert C. James
CEO
Jesco



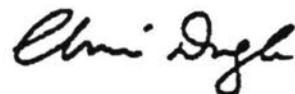
Robert W. Cardy
Chairman, President & CEO
Carpenter Technology Corp.



Donald Hare
CEO
Doran Manufacturing Co. Inc.



Charles E. Conner
CEO
Alcon Tool Co.



Chris Dugle
President
Deltec Incorporated



Clyde R. Moore
President
Thomas & Betts Corp.



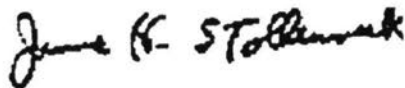
Edward Schmocker
CEO
Winter Woods, Inc.



Kerry Paulson
CEO
The JUGS Company



David A. Ladd
President - Owner
Walnut Hollow



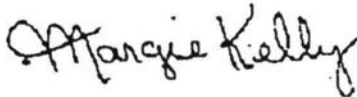
James H. Stollenwerk
President and Secretary
Construction Industry Manufacturers
Assn.



Thomas K. Isaacs
President
Amole, Inc.



Wendell L. Christoff
CEO
Chadalee Farms, Inc.



Margie Kelly
President & CEO
Stover Quality Water Inc.



Chet L. Walthall
CEO
Heat - Treating Inc.

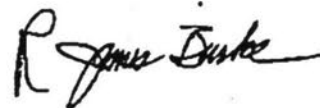
The President
June 21, 1996



William W. Lane
CEO
Atlas Electric Devices Co.



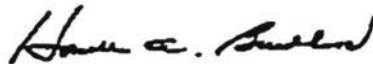
Alan L. White, Sr.
CEO
The Alan White Company



R. James Burke
President
Drive Train Industries



Douglas R. Strief
CEO
Control Works, Inc.



Howell A. Breedlove
President and CEO
J&L Structural, Inc.



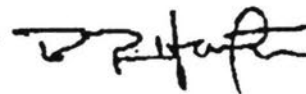
Gust Headbloom
CEO
APEX Broach & Machine Co.



James Jennison
CEO
Jennison Industries, Inc.



Gary S. Hirsch
CEO
Chicago Fineblanking Corp.



R. Peter Haentjens
CEO
Hazleton Pumps, Inc.



James A. Peterson
CEO
Bimet Corporation



David P. McGregor
CEO
Rose City Mfg. Inc.



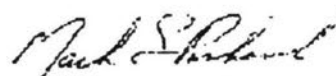
K. Wayne Long
CEO
Enviro-Industries, Inc.



Harry Merigian
CEO
Merico Marketing, Inc.



James Parmelee
President
Associates

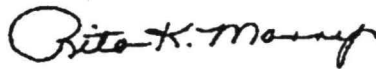


Mark Puskarich
President
Atlantic Systems Electronics

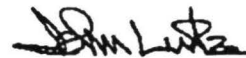
The President
June 21, 1996



Ernest A. Walen
President
Heatbath Corporation



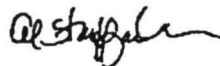
Rita K. Manny
President & CEO
Employers Association of Florida



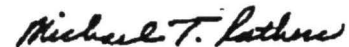
John Lutz
President & CEO
Elco Textron, Inc.



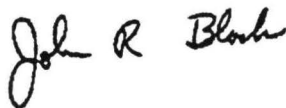
William L. Hart
President and CEO
Employers Resource Assoc.



Albert H. Stauffacher
President and CEO
Employers Resource Council



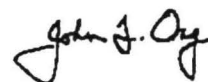
Michael T. Rathers
President
High Pressure Equipment Co.



John R. Block
President
Food Distributors International



Duane J. Cassidy
President & CEO
Georgia Employers Assoc.



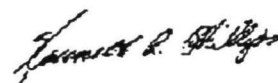
John D. Ong
Chairman & CEO
BF Goodrich



T. F. Gundlach
Chairman & CEO
T.F. Gundlach Machine Co.



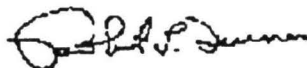
Paul A. Stroup, III
President and CEO
Lance, Inc.



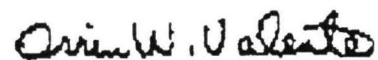
Kenneth R. Phillip
President
Kenneth R. Phillips, D.D.S.



Ed Turner
Owner
Turner WSD

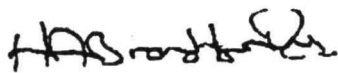


Robert L. Turner
Chairman
R.L. Turner Corp.



Orrin Valente
President
A.L. Griffin, Inc.

Mr. President
June 21, 1996



Hank A. Brandtjen III
CEO
Brandtjen & Kluge, Inc.



Melvyn London
CEO
London Litho Aluminum Co., Inc.



C.J. van Gemert
CEO
Planax North America, Inc.



Joseph Martinez
CEO
Dynaric/DYC Supply Co.



Evans Kostas
CEO
Publishers Equipment Corp.



Larry R. Bowman
CEO
F.P. Rosback Co.



J.M. Murray
CEO
Brckett, Inc.



Leo Lehrer
CEO
Graphic Tech Inc.



William S. Colehower
CEO
Jomac, Inc.



Regis J. Delmontagne
CEO
NPES



David R. Beckerman
CEO
Polyfibron Technologies, Inc.



Jeffrey P. Green
CEO
Printing Developments, Inc.



Robert S. Steffens

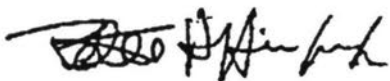


Don Trytten
CEO
Resource New Technologies

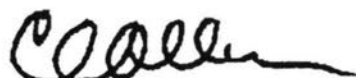


Michael J. Grauel
CEO
Baumfolder Corp.

Mr. President
June 21, 1996



Peter H. Hickok
CEO
W.O. Hickock Manufacturing Co.



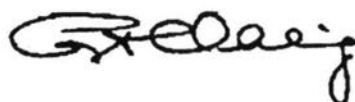
Clifford L. Allen
CEO
Temes Register System



W. Bruce Goodwin
CEO
Glunz & Jenson, Inc.



Eric S. London
CEO
London Litho Aluminum Co., Inc.



Ernest Ohlig
CEO
Olec Corporation



Marc Wolstenholme
CEO
Iselann-Moss Industries, Inc.



Bruce B. Monroe
CEO
The Johnson Corp.



William Golde
CEO
MBM Corp



Gerald J. McConnell
CEO
AB Dick Company



Harry Royse
CEO
Royse Manufacturing Co.



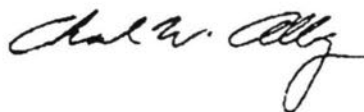
Peter Butkis
CEO
Sitmo USA, Inc.



Robert M. Adams
President
Trux Inc.



Herman Albrecht III
Chairman



Charles Alby



V. Harold Alessio
Chairman
A H Mechanical Contractors, Inc.

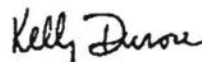
The President
June 21, 1996



Richard W. Douglas
President
Greater Dallas Chamber



L. F. Dudenhoeffer
President/CEO
Klein Plating Works, Inc.



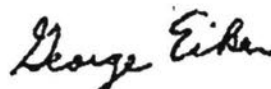
Kelly Durose
CEO
D.C. Metals and Recycling



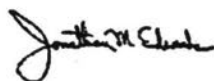
J. Dwight Dyess
Chairman of the Board
Area Development Partnership



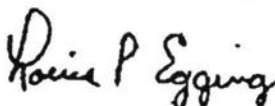
Ross J. Eckert
President & CEO
Pine Hill Materials Corp.



George Eiker
President
Design & Build Corp.



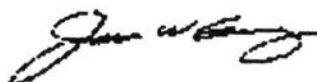
Jonathan M. Edwards
President
Edwards Oil Co. of
Lawrenceburg, Inc. & South
Tennessee Oil Co., Inc.



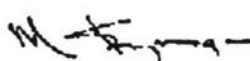
Louis T. Egging
President/CEO
The Egging Co.



Gerald Edlund
President
Edlund Associates, Inc.



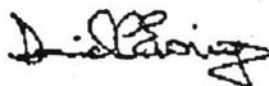
James W. Elsey
President
Buckeye Hone Co.



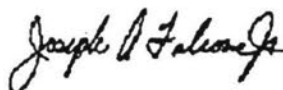
Marshall Elzinga
Co-Chairman
Elzinga & Volkers



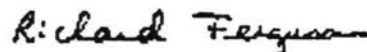
Bob Eubank
President
Temp Staff, Inc.



David C. Ewing
President
Actronica Inc.



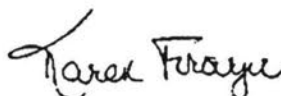
Joseph A. Falcone, Jr.
CEO
F. W. Capacitors Inc.



Richard Ferguson
President
Marvin A. Smith Company, Inc.



Robert Feroldi
President
Evergreen Surveying Inc.



Karen Frayer
CEO
Sta-Brite Electronics

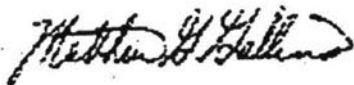


Stuart Freides
President
Mistco Inc.

The President
June 21, 1996



William Joseph Frodsham
President
Beam Contracting, Inc.



Matthew G. Gallins
President
Gallins Vending Co., Inc.



James P. Garber
President
R. L. Turner Corporation



Dan Gatchet
President
West Coast Trucking



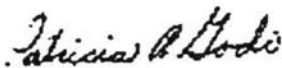
John E. Gates
President
Aerospace Lubricants, Inc.



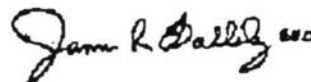
H. R. Gentsch
President and Chief
Executive Officer
Harrisonville Telephone Co.



Barry B. George
President
Toby Food Group, Inc./
Group Enterprise Inc.



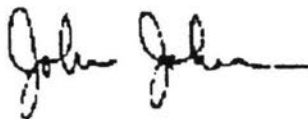
Patricia A. Godo
President
Godo & Gado, Inc.



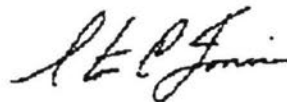
James R. Golladay
CEO
Ohio Pet Foods, Inc.



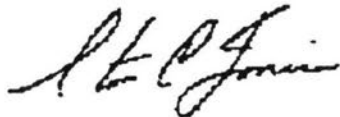
Don Johnson
CEO
Arizona Contractors Assn.



John W. Johnson, Jr.
President
His Life Woodworks



Donald E. Jones, Jr.
President
Pioneer Oil Co., Inc.



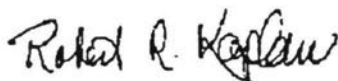
Stan C. Jones
CEO
Wausau Manor



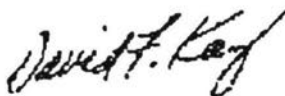
Dewie D. Jordan
President
Advanced Recovery Technologies
Corporation



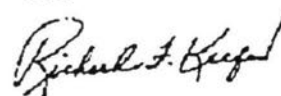
Richard L. Jurgena
President
Mail Advertising Services,
Inc.



Robert R. Kaplan
President & CEO

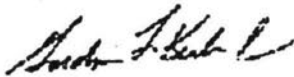


David F. Kay
President
Ortech, Inc.



Richard F. Keefer
President
Keefer Printing Co.

The President
June 21, 1996



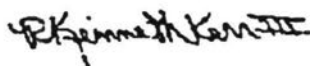
Gordon F. Keeler, Jr.
President/CEO
Ferriot Inc.



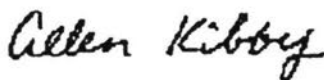
Terry Myers Kelly
President
LBM Construction, Inc.



George R. Kempton
Chairman and
Chief Executive Officer
Kysor Industrial Corp.



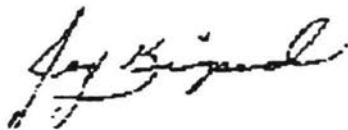
R. Kenneth Kerr III
President
Kerr Companies



Allen Kibby
President
Mission Music



Vern H. Kilfoy
CEO/President
Pioneer Electric Power Co.



Jerry Kingseed
President
Slagle Mechanical
Contractors Inc.



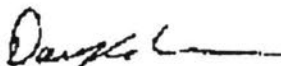
Tracey B. Kirsch
President
Electromedical Products
International, Inc.



Steven G. Knorr
President
Wisconsin Valley
Concrete Products Co.



Thomas J. Koch
President - CEO
Signko



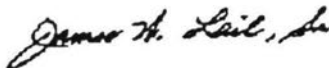
Daryle Kraige
President
DGH Enterprises



Harold Kuller
CEO
Minnesota Knitting Mills



David Kurk
President
David Kurk, Inc.

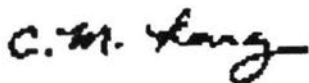


James W. Lail, Sr.
President
Raines Brothers, Inc.

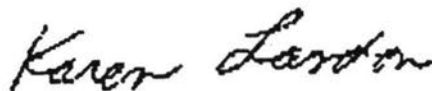


James E. Lakin
Chairman
Timpte Industries, Inc.

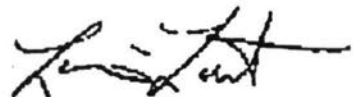
The President
June 21, 1996



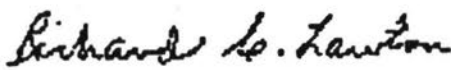
C.M. Long
President
Reliable Paving, Inc.



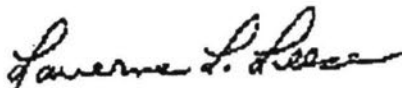
Karen Landon
CEO
Aztec Wire Inc.



Lorraine M. Lavet
President and CEO
Fairfax County Chamber of Commerce



Richard C. Lawton
President
Buell Automatics, Inc.



Laverne L. Leese
President
Littonian Shoe Company



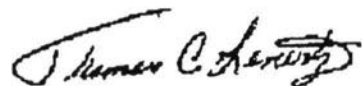
Matt Lemieux
President
Certco, Inc.



Eugene Lemke
President
Lemke Machine Products



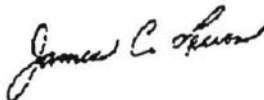
Cecil L. Lemma
President
Military Distributors, Inc.



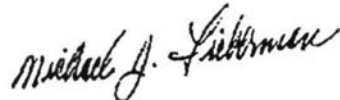
Thomas C. Lenertz
President
Riverview Healthcare Assn.



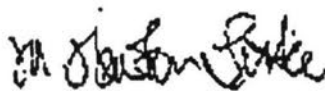
Fred A. Lewis
President and CEO
Mtf. Corp.



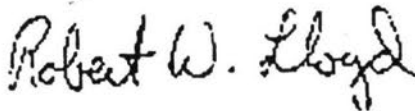
James C. Lewis
President
Mr. & Mrs. Tire of West Lafayette, Inc.



Michael J. Lieberman
Executive Vice President
Lieberman-Appalucci Adv.



M. Newton Little
President
Ace Glass Co., Inc.

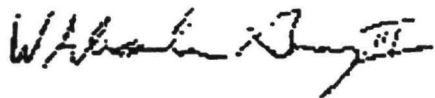


Robert W. Lloyd
President and CEO
Bodine Aluminum, Inc.

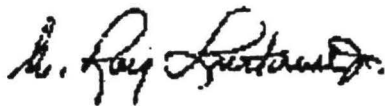


Stephen R. Lounsberry
President and CEO
Pinnacle East, Inc.

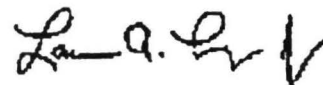
The President
June 21, 1996



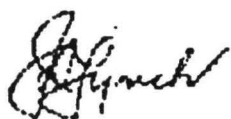
W. Alexander Gray III
CEO
American Hardwood Co.



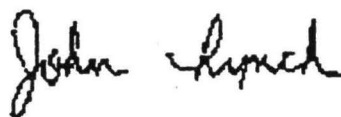
W. Ray Luttaull, Jr.
President
First & Farmers Bank



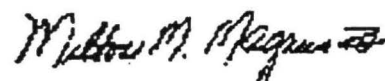
Lauren A. Lydis, Jr.
President
B.E. Fit, Inc.



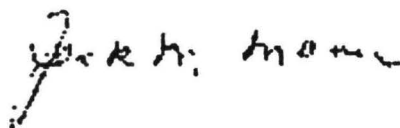
J.D. Lynch
President
Iroquois Paving Corporation



John Lynch
President & CEO
Wright Environmental Services, Inc.



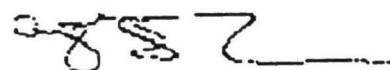
Milton M. Magnus III
President and CEO
M & B Metal Products Company



Jack M. Mann
President
The Made-Rite Co.



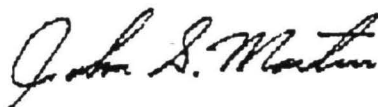
Adelino M. Marcal
President
Pyramid Flooring, Inc.



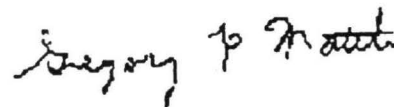
Cynthia F. Marks, MD
Sole Proprietor
Cynthia F. Marks MD



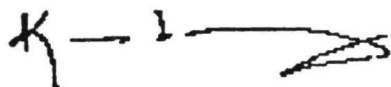
Eladio Marquetti
CEO
Pet Products Associates



John S. Martin
President
American Brush Co.



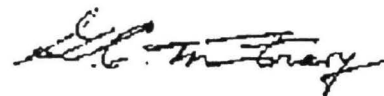
Gregory P. Mattli
President
Alliance Water Resources, Inc.



Kevin L. McCaffery
President
RKB Enterprises, Inc.

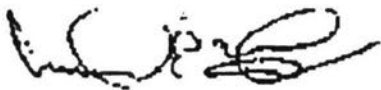


Ken McClanahan
President and CEO
Cross County Bank

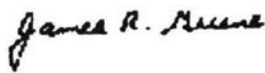


Giles C. McCrary
President
McCrary LTD

The President
June 21, 1996



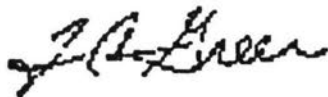
Michael E. Green
President
Neat-Line Co., Inc.



James R. Greene
President
James Green Trk., Inc.



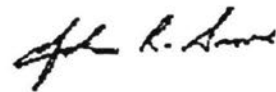
David Greer
President
Wire Belt Co. of America



F.C. Greer
President and CEO
The Citizens Bank



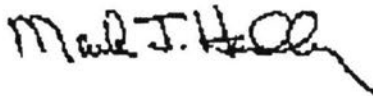
John E. Griffin, Jr.
President
United Electric Co. of Jacksonville



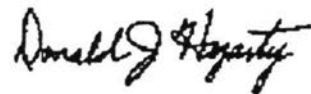
John R. Grove
President
K.H. Graphics, Inc.



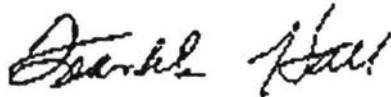
Richard Gwin
President
Woodford Builders, Inc.



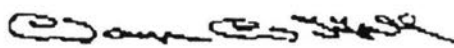
Mark J. Hadley
President
Hadley's Office Products, Inc.



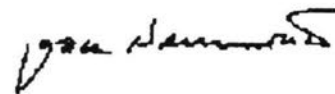
Donald J. Hagarty
President
Ultra Forge, Inc.



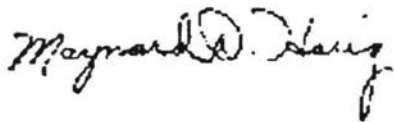
Franklin Hall
President
Hall & Sons Funeral Home



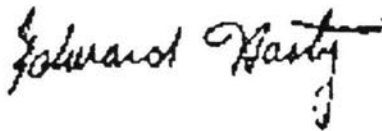
Wayne W. Hall
President
Keystone Construction Specialist, Inc.



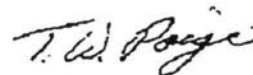
Jack Hammontree
President & CEO
Knoxville Chamber of Commerce



Maynard D. Harig
President
Gladwin Floor Covering, Inc.



Edward Hasty
Chairman & CEO
Hallsmith Sysco Food Services, Inc.

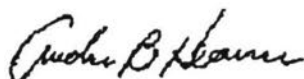


Theodore W. Paige
President
Temaron Co., Inc.

The President
June 21, 1996



David C. Hatch
President
Risk International



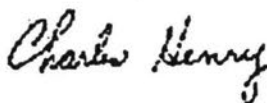
Andrew B. Hearn
President and CEO
Wilson T.V. :



Richard A. Henoel
CEO
Joseph A. Hendel Inc.



Kenneth A. Hendricks
President and CEO
ABC Supply Co. Inc.



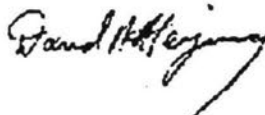
Charles Henry
President and CEO
Bloomdale Plastics Co.



A. W. Herman
President
Cleveland Foundry &
Manufacturing Co. Inc.



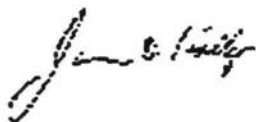
Lew Herndon
President
Talicor, Inc.



David R. Heying
President & CEO
Bank One, West End



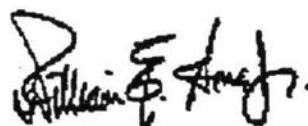
Del Holley
President
Tiocco Filtration Systems



James D. Holey
President
Holley's Incorporated



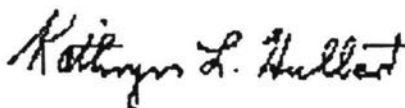
Scott C. Holmes
CEO
NSI



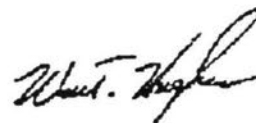
William E. Home, Inc.
President
ANEL Ind., Inc.



E. Keith Hubbard
President
F Keith Hubbard

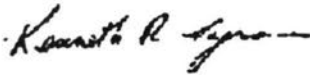


Kathryn L. Hulbert
President
Front Range



William T. Hughes
President
Falcon Design & Mfg

The President
June 21, 1996



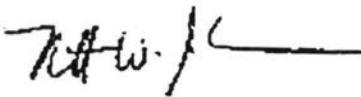
Kenneth R. Ingram
President
The Valv-Trol Company



Cesar C. Iriarte
President
Saratoga Tire & Service, Inc.



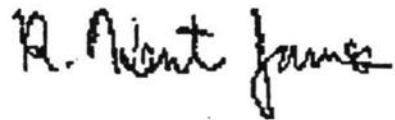
Cletis M. Jackson
President & CEO
Hi-Tek Manufacturing, Inc.



Robert W. Jackson
President & Co-Owner
Mountain Oil, Inc.



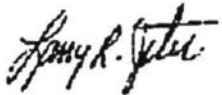
Robert Jacobsen
President
Lloyd Lumber Co., Inc.



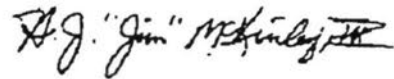
R. Kent James
President
Quadtek, Inc.



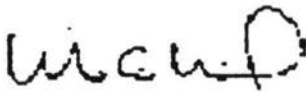
Roy Jaskowski, Sr.
President
Matt-A-Matic, Inc.



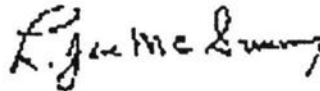
Larry R. Jeter
CEO
Sycamore Shoals Hospital



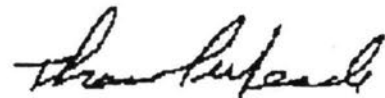
Harold J. "Jim" McKinley, III
President
McKinley Funeral Home, Inc.



M.C. McNeill III
President
Bill's Bookstore, Inc.



L. Joe McSweeney
President
McSweeney's Inc.



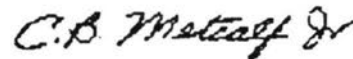
Thomas L. Meade
President
Collegiate Furnishings, Inc.



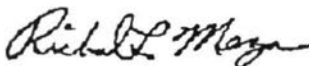
Donald L. Menchhofer
President
Fabri-Tech, Inc.



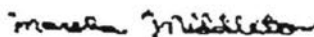
J.E. Eliot Merk
President
J.E. Merk & Associates, Inc.



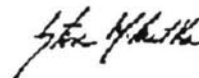
C.B. Metcalf, Jr.
President
C.B. Metcalf Co.



Richard L. Meza
President

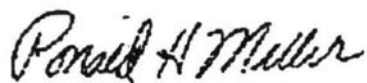


Marsha Middleton



Steve Mikulks
President

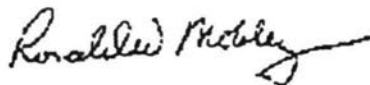
The President
June 21, 1996



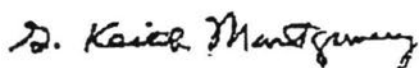
Ronald H. Miller
President
Patron Plastics, Inc.



Charles A. Mionske
President
Charles A. Mionske, Inc.



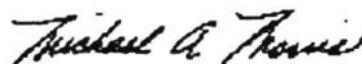
Ronald W. Mobley
President
Pro Rentals, Inc.



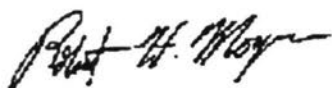
G. Keith Montgomery
Executive Director
Oklahoma Allergy & Asthma Clinic



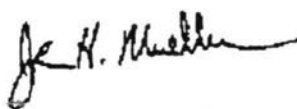
Kim Moline
President
S & D Wire Co.



Michael A. Morris
Chief Operating Officer
Rangaire, Inc.



Robert H. Moyer
Chairman of the Board
Mosser Construction, Inc.



John H. Mueller
President
G&W Electric Company



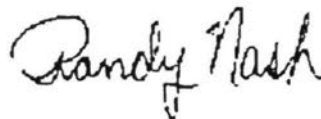
Margaret V. Munoz
President
Overseas Transport Co.



Robert A. Murdock
President
Murdock, Inc.



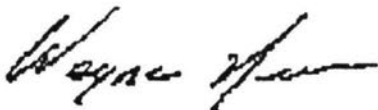
Richard Muth
President
Muth Electric, Inc.



Randy Nash
President
R & R Hardwood Floors



Roger H. Naylor
President
Lv-Tech, Inc.

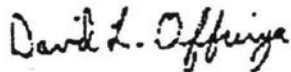


Wayne Neu
President
Neuko Construction Co., Inc.



Rayburn Norling
President
Wolmar Poultry Co

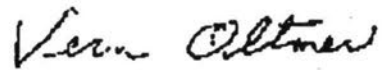
The President
June 21, 1996



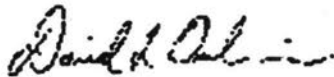
David L. Offringa
President
Woodland House of
Kitchens, Inc.



Leroy J. Ogg, Jr.
President
Signal Maint., Inc.



Vern Oltmer
CEO
Sunbelt RV Center



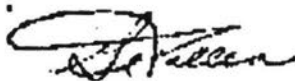
David L. Onerheim
President
Color Dynamics, Inc.



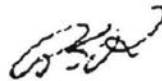
Chris Scott Opp
President
Opp Art, Inc.



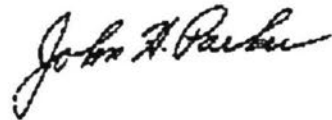
Robert E. Orchard
President & CEO
State Heat Treat,
Inc.



Gil Pallen
President
Pallen Enterprises, Inc.



Robert E. Panza
President
ProPage



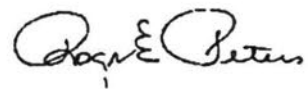
John H. Parker
President
Parker Motor Freight, Inc.



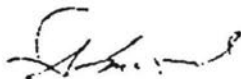
Robert Patrician
President
Quality Sign &
Banner



S. Joel Perry, Jr.
President
Derrick Co., Inc.



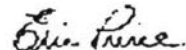
Roger E. Paters
Executive Director
Ft. Walton Beach
Chamber of Commerce



Sam McDonald
CEO
Quality Computer
Products, Inc.

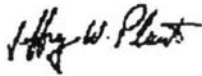


Kevin Perthman
President
Allied Modular
Building Systems



Fred Pitzer
President
P&F Automotive Whse

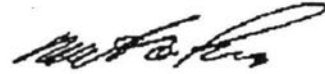
The President
June 21, 1996



Walter A. Poggi
President
Retlif Testing
Laboratories



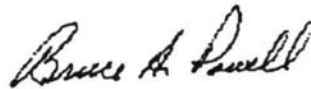
Frank Poma
General Manager
Micro Surface
Finishing Product



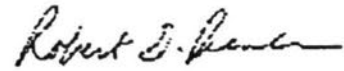
Michael D. Poole
President
MJ Mechanical



Gail Popiolek
President
Pyramid Aluminum, Inc



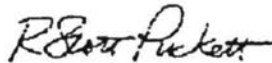
Bruce A. Powell
President
Marking Devices,
Inc.



Robert D. Prentice
President
A.F.K. Corp.



Edward Pruc
President
T&B Foundry Co.



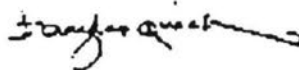
R. Scott Puckett
President
Wesley Manor, Inc



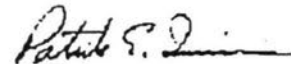
Larry Pugh
President
L. Pugh &
Associates, Inc.



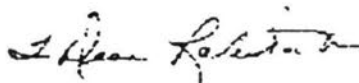
Gerald L. Qualheim
President
Gerald L. Qualheim
Enterprises, Inc.



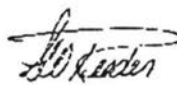
J. Douglas Quick
President & CEO
Lakeside Foods, Inc.



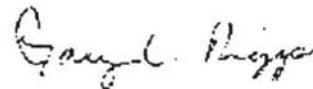
Patrick E. Quinn
President
U.S. Xpress
Enterprises, Inc.



T. Dean Rabitsch
CEO
Poly Tech
Industries, Inc.



S.W. Reeder
Chairman & CEO
Direct Repair
Laboratories



Gary L. Riggs
President
Mid-Continent
Airmotive, Inc.

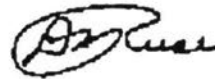
The President
June 21, 1996



David E. Reiber
President
Mechanical Western
of Lincoln, Inc.



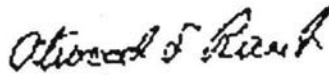
E. Paul Reichard
President
Holt and Reichard,
Inc.



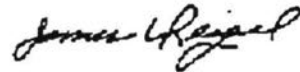
D.M. Reese
Doorking of Texas Inc.



Jolene E. Reith
President
Titan Plastics



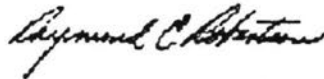
Atwood L. Rice, Jr.
Chairman
Byrne, Rice &
Turner, Inc.



James L. Reigel
President
Paget Equipment Co.



F.X. Petrini, Sr.
Petrini Realty &
Insurance Co.



Raymond C. Robertson
President
Robertson Metal
Fab, Inc.



Robert C. Rodenburg
President
Paxton-Mitchell Co.



Donald J. Roder
President
GarGraves Trackage
Corp.



Gayle Rodgers
President
Preferred Bindery
Company



Walter Roskuszka
President
Kwik Copy Printing
DBA Roskuszka
& Sons



R. Fred Rouse
President
Duluth Paper &
Specialties



David L. Rowe
President
Smith-Rowe, Inc.

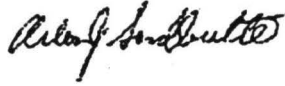


John L. Rulison
President
Raven Services Corp.

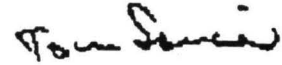
The President
June 21, 1996



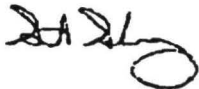
L. Donald Rushing
President
Fisher Brown, Inc.



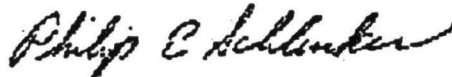
Arlon J. Sandbulte
President
Joe's Ready Mix, Inc.



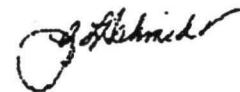
Tom Saucier
President & CEO
Laurel Oil & Supply Co. Inc.



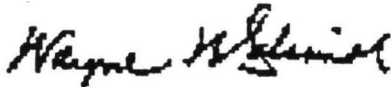
Scott Schang
President
American Printer
Repair



Philip E. Schlenker
President
Schlenker Developments
Inc.



Grace L. Schmidt
CEO
Life Industries
Corp.



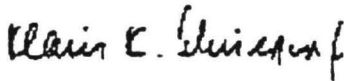
Wayne W. Schmidt
CEO & Editor
Fire and Police
Personnel Reporter



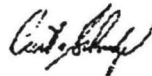
Jeffrey A. Schofield
President
Subway #6067, Inc.



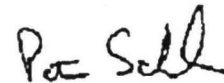
R.E. Schuchardt
President
B&C Die Cast,
Inc.



Klaus K. Schuegraf
President & CEO
Tystar Corp.



Curt D. Schulze
Schultze Manufacturing



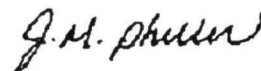
Pete Schwab
President
Schwab Company



E.W. Scollen
President
Scollon Productions

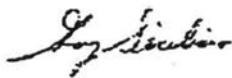


W. James Sessoms, Jr.
President
Gilded Mirrors, Inc.

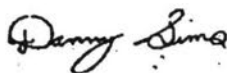


James M. Shiller
President
Shiller Electric
Co., Inc.

The President
June 21, 1996



Gary Siciliano
President & COO
Logan Metal
Stamping



Danny Sims
President
Sims Pottery Inc.



Richard Slieter
President
Owatonna Hospital



Jan R. Smith
President
Jan R. Smith
Construction Co.



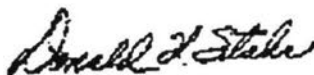
Suzanne Smith
President
Stat Medical of
El Paso



Kathleen L. Somers
Executive Director
Associated Builders
& Contractors,
Ohio Valley



Donald Spaulding
President
March Intl Sales Ltd.



Donald F. Stahr
President
CKE, Inc.



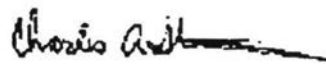
C. Harry Stanley
President
SECO Machine Tool
Co., Inc.



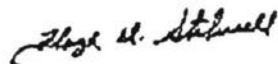
David P. Stanyo
Micro-E Company



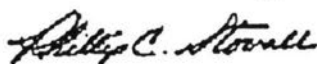
Raymond Steck
President
Steck Mfg. Co. Inc.



Charles Strauss
President
Majestic Ind. Inc.



Floyd D. Stillwell
President
Marsh Aviation Co.

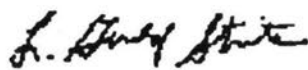


Phillip Stovall
President
Higgins-Spencer,
Inc.

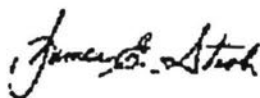


James Steffke
President
Contract Transport
Services

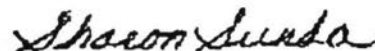
The President
June 21, 1996



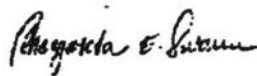
L. Gerald Strite
President
Shenandoah Mfg. Co.



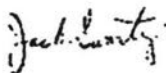
James E. Stroh
President & CEO
Malco, Inc.



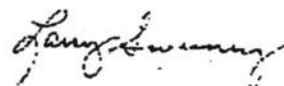
Sharon Sunda
President
Orange County
Speaker, Inc.



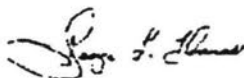
Margareta Swann
Owner
Swann Ent/The
Golden Swann



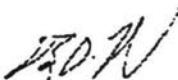
Jack Swartz
President
Nebraska Chamber
of Commerce



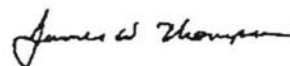
Larry Sweeney
President
Sweeney Bros.
Tractor Co.



George L. Thomas
President & CEO
Thomas Acoustics



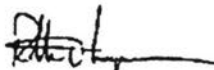
Barry Thompson
KAJN Radio



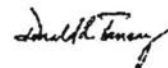
James W. Thompson
President
Thompson Diesel,
Inc.



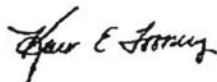
Michael D. Thompson
President
BJB Electric Corp.



Robert C. Thompson
President
JTR Enterp. Inc



Donald R. Tomeny
President
B&L Wholesome
Supply, Inc.



Kent E. Toomey
Darling Store
Fixtures



Philip Trahadias
President
Atlantic Photo
Processing Inc.



Robert W. Tracy
President
Tracy Electric, Inc.

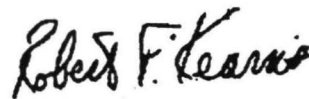
The President
June 21, 1996



Piet Provo Kluit
CEO
Akzo Inc.



Donald K. Younker
CEO
Felker Brothers Corp.



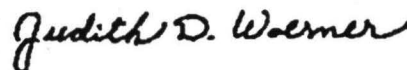
Robert F. Kearns
CEO
B.H. Aircraft Company, Inc.



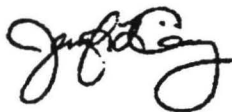
David W. Davies
CEO
D.W. Davies & Co., Inc.



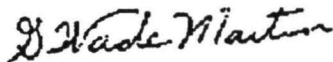
Michael D. Murrell
CEO
Protective Coatings, Inc.



Judith D. Woerner
Vice President
Woerner Engineering, Inc.



Jennifer L. Carey
CEO
JLC Environmental Consultants, Inc.



G. Wade Martin
CEO
Nut Tree, Inc.



Don Butler
President and CEO
The Employers Group



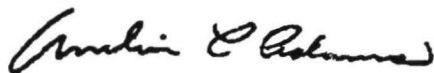
L. David Black
Chairman, President & CEO
JLG Industries, Inc.



Phil Tredway
CEO
Erie Molded Plastics, Inc.



T.J. Keating
CEO
Hi-Lex Corporation



Melvin L. Adams
CEO
Recreation Vehicle Products, Inc.



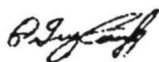
G. J. McGrath
President
Mico, Inc.



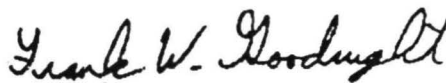
Ronald T. Stafford
CEO
Kiva International



N. David Landreth
CEO

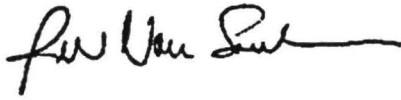


P. Grey Cane, Jr.
CEO



Frank W. Goodnight
President and CEO
Diversified Graphics, Inc.

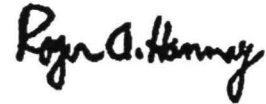
The President
June 21, 1996



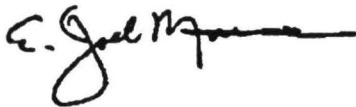
R.W. Van Sant
CEO
Lukens Inc.



Jean-Paul Valles
Chairman and CEO
Minerals Technologies Inc.



Roger A. Hannay
CEO
Hannay Reels, Inc.



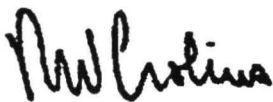
E. Joel Martin
CEO
GKN Walterscheid Inc.



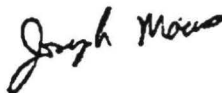
Joseph P. Forte
CEO
Uniflo Conveyor, Inc.



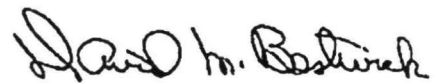
Charles Day Van Dyke
CEO
Western Textile Products Co., Inc.



Robert W. Crolius
President
The Refractories Institute



Joseph Maas
CEO
J.T.M. Provisions



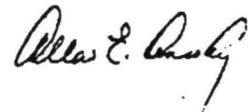
David M. Bestwick
CEO
Tray-Pak Corp.



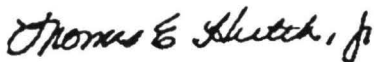
Donald Brent Leedon
CEO
Crossroads Tool & Manufacturing Co.



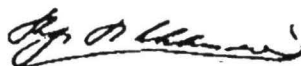
John M. White, Jr.
CEO
Morrison Textile Machinery Co.



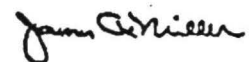
Allan E. Concoby
CEO
Erie Forge and Steel, Inc.



Thomas E. Hutca, Jr.
CEO



Helge H. Wehmeier
President & CEO
Bayer Corporation



James A. Miller
CEO

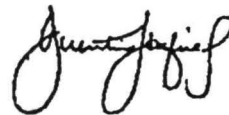
The President
June 21, 1996



Curt D. Schulze
CEO
Schulze Manufacturing



Warren F. Gast
CEO
Gast Manufacturing Corp.



Quentin Hatfield
CEO
K-Products Inc.



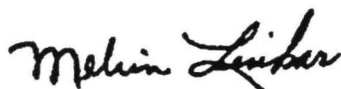
Willard T. Walker, Sr.
CEO
Walker Forge, Inc.



H. John Riley, Jr.
Chairman, President & CEO
Cooper Industries



Stephen Stepanian
President
Printed Circuit Corporation



Melvin Lesikar
President/Owner
Cyclone Steel Services, Inc.



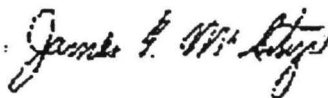
Robert S. Lee
CEO
Hotwatt, Inc.



Gary Keeney
CEO
Prochem



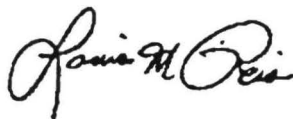
Georgia Berner
CEO
Berner International Corp.



James E. McIntyre
President
West Florida Natural Gas Co.



Christian H. Poindexter
Chairman of the Board
Baltimore Gas and Electric Company



Louis M. Reis
President
Advanced Conversion Technology, Inc.



Jack Hiler
President
Stripco Sales



James F. Cameron
President and CEO
Tubesales

The President
June 21, 1996



Don Nieward
President-Owner
Valley Steel & Wire Co.



Allen Applegate
President
Viking Materials, Inc.



Edman L. Gray
President
Ward Steel Service Co.



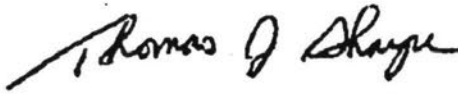
Arthur M. Robinson
President
West Coast Wire & Steel



Charles F. Prine
President
Westfield Steel, Inc.



Gregory A. Liebovich
Chairman
Liebovich Brothers, Inc.



Thomas J. Sharpe
President
Bergsen Incorporated



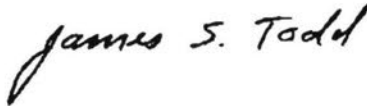
John P. Benedict, Jr.
President
Benedict-Miller, Inc.



James E. Louth
President
Certified Metals, Inc.



Robert E. Courmoyer
President and CEO
C.C. Lewis Co.



James S. Todd
Chairman
The Cininnati Steel Products Co.



William J. Ring
Executive Vice President
Dalco Metals, Inc.



L. Doss
President
Coilplus-Alabama

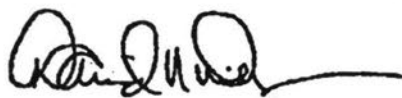


Michael J. Emerson
President



David S. Soble
President

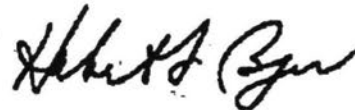
The President
June 21, 1996



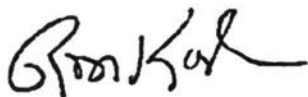
David M. Deinzer
President and CEO
Denmann & Davis



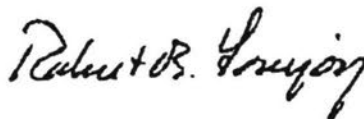
R.H. Monks, Jr.
CEO & Chairman of the Board
Faitoute Steel Company, Inc.



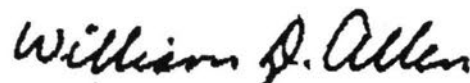
Herbert I. Byer
President
Frederick Steel Company



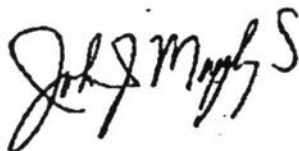
Roger Kasle
President and CEO
Asle Steel Corporation



Robert B. Lovejoy
President
Lovejoy Industries



William D. Allen
President and CEO
Metal Bars, Inc.



John J. Murphy, III
V.P. & Treasurer
Murphy & Nolan, Inc.



Bruce E. Meyer
President
Spec Steel



A.W. Bradburd
Chairman and CEO
Interstate Steel



John H. Watson
President and CEO
Genzink Steel Company



Neven M. Jergensen
President and CEO
Earle M. Jergensen, Co.

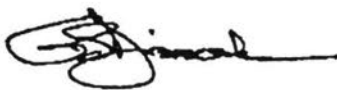


Curtis E. Boriack
President
Curtis Steel Corp.

The President
June 21, 1996



Norman E. Gottschalk, Jr.
President
Marmon/Keystone Corporation



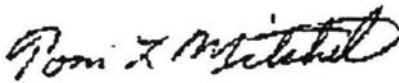
George S. Dibble, Jr.
President and CEO
Colorado Assn. of Commerce & Industry



Kenneth R. Hutton
President
Wood Machinery Manufacturers of America



Max Gonzenbach
CEO
Valley Queen Cheese Factory, Inc.



Tom E. Mitchel
President
Mitchel & Scott Machine Co., Inc.



Fred A. Lewis
CEO
MTE Corporation.



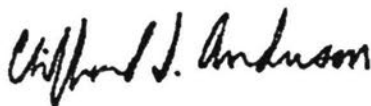
A.J. Koller, Jr.
President
Koller Enterprises, Inc.



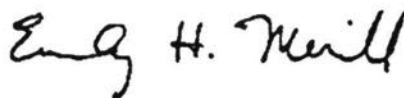
Cliff Feldman
President
Feldman Engineering & Mfg. Co.



John Council
Vice President & General Mgr.
Council Tool Co.



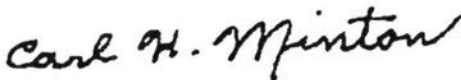
Clifford I. Anderson
CEO
Crown Iron Works Company



Emily H. Merrill
CEO
Brystie, Inc.



Fred Berndt, Jr.
President
Arden Architectural Specialties, Inc.



Carl H. Minton
President
A D S Machinery Corp.



Lawrence O. Selhorst
CEO
American Spring Wire Corp.



William C. Dorris
President
Associated Packaging, Inc.

The President
June 21, 1996



Jean-Pierre Rodier
Chairman and CEO
American National Can Company



Richard T. Vallin
CEO
Advanced Manufacturing Technologies, Inc.



Carl Hagan
CEO
Air Filtration Co., Inc.



Robert R. Norton
President
Beef America Operating Co., Inc.



Robert Kaminski
CEO
Continental/Midland Inc.



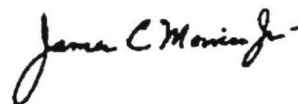
Robert N. Burt
Chairman and CEO
FMC Corporation



Ronald Riley
CEO
Filterite Business Group/Memtec
America Corp.



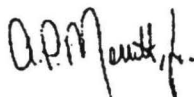
Stephen P. Lyon
President
Halm Industries Co., Inc.



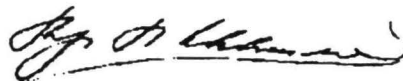
James C. Morris, Jr.
CEO
JCM Industries, Inc.



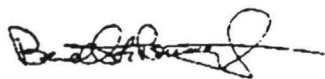
Beverly J. Campbell
CEO
Magnatone



A.P. Merritt, Jr.
President
Merritt Tool Company, Inc.



Helge H. Wehmeir
President and CEO
Bayer Corporation



Bennett Bussey, Jr.
President
Cinema Races, Inc.



R.V. Byles
CEO
Enterprises, Inc.

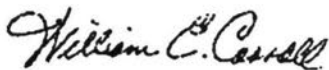


Ralph Call
Chairman and CEO
Winco, Inc.

The President
June 21, 1996



James Ronald Carpenter
President
Superior Slitting, Inc.



William E. Carroll
President
Alpha Security Products, Inc.



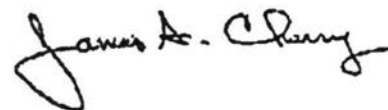
Doris F. Carter
President
Ariel Nursing Service, Inc.



Jeffrey S. Chambers
President
Chambers Environmental Group



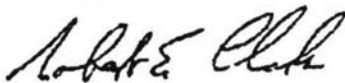
Joseph J. Charvat
CEO
Valley Distributors, Inc.



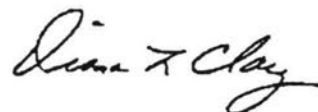
James A. Cherry
CEO
Greater Hot Springs Chamber of Commerce



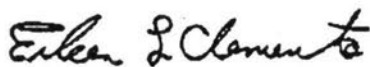
Jerald Clark
President
Atlas Industries, Inc.



Robert E. Clark
President
Letter Press Services, Inc.



Diana L. Clay
Co-Owner
Clay Enterprises



Eileen L. Clemente
President
Clemente-McKay Ambulance



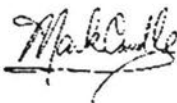
Larry H. Colin
President
Colin Service Systems, Inc.



Dale Conant
President
Healthline Laboratories, Inc.



Carl A. Caspers
Owner



Mark Candle
President



Peter J. Canning
President

The President
June 21, 1996



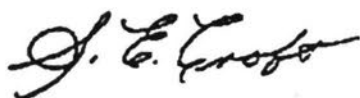
John Cooke
President
J.P. Cooke Company



Henry Craighead
Owner
Computer Support Services



Jeff H. Cramer
President
Table Top To-Go, Inc.



Samuel E. Croft
President
Craft & Son Manufacturing, Inc.



Dick Croxton
President
Electronic Service Center, Inc.



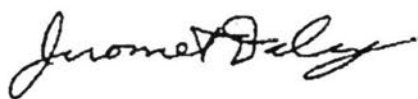
Roland A. Croteau
Owner
Tower International



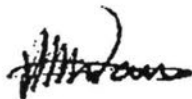
Karen Crum
Executive Director
Independent Distributors Assn.



Michael K. Dailey
President
Prescott Aerospace, Inc.



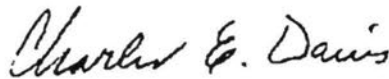
Jerome T. Daley
President
EGR Products Co.



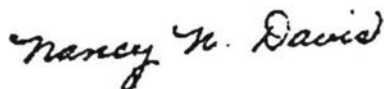
J.P. Darr
President
Darr Industries, Inc.



Robert P. Dathe
President
Benda Tool/Ast B Die Casting



Charles E. Davis
President
Davis and Watson, P.A.



Nancy N. Davis
President



Sidney B. DeBoer
President
Litho

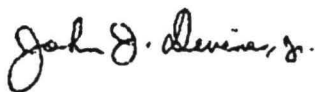


D.M. Dekeyser
Owner
Dekeyser's Custom Roofs

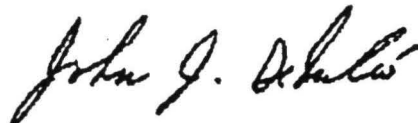
The President
June 21, 1996



Lester Demaline
President
Willoway Nurseries, Inc.



John J. Devine, Jr.
President
Devine Insurance Agency, Inc.



John J. Detulio
President
John J. Detukio Co.



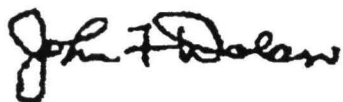
William J. Di Bui
President
Rumsey Electric Company



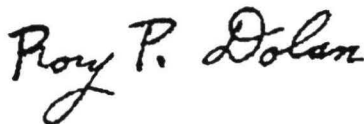
Martin Dingman
President
American Strap, Inc.



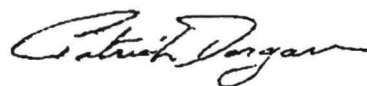
B. Lees Divine
President
Divine Brothers Co.



John F. Dolan
President
Fairfax Lumber & Millwork Co.



Rory P. Dolan
President
Atlas Elevator Co.



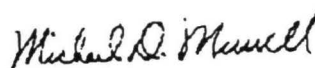
Patrick Dorgan
President
The Leather Institute



Leo Moran
President
Reichert Enterprises, Inc.

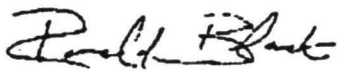


John C. Mullis
President
Hearn Graphics Finishing, Inc.



Michael D. Murrell
President
Protective Coatings, Inc.

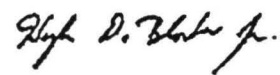
The President
June 21, 1996



Ronald Black
President
Avalon Welding Supply



Merle R. Blair
President & CEO
Greater Topeka
Chamber of Commerce



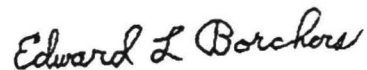
Hugh D. Blocker
President



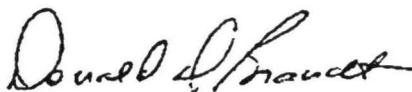
Jerry Bohannon
President & CEO
Cleveland/Bradley
Chamber of Commerce



J. C. Bradley
President
American Literary
Press, Inc.



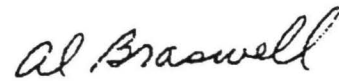
Edward L. Borchers
President
Superior Aluminum
Products, Inc.



Donald D. Brandt
President
Bitrode Corporation



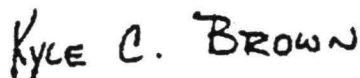
Harren Brannon
President
Owasco Meat Co.



Al Braswell
President
Vista Pacifica



Marco A. Brizzolare
President
Brioschi, Inc.



Kyle C. Brown
President
B-Line Enterprises,
Inc.



William O. Browning
President & CEO
Peoria Area Chamber
of Commerce

The President
June 21, 1996

Charles J. Barone

Charles J. Barone
President
Barone's Office
Supply & Equipment

O. C. Barr

O. C. Barr
President
Kestron
International

Jerry L. Barrix

Jerry L. Barrix
President
Wade Electric
Company, Inc.

William Bartram

William Bartram
President
Brookdale Motors, Inc.

L. Allen Barwick

L. Allen Barwick
President
Shuford Mills, Inc.

Anne B. Bates

Anne B. Bates
President
Bristol County Chamber of
Commerce

Robert C. Beam Jr.

Robert C. Beam Jr.
President
Staunton Steam Laundry

J. Edward Beck, Jr.

J. Edward Beck, Jr.
President
Bitrek Corporation

Kevin M. Asker

Kevin M. Asker
Vice-President & CEO
Asker's Harvest Foods

William D. Belden Jr.

William Belden Jr.
Chairman & CEO
Belden Brick Co.

Joseph M. Bendix

Joseph Bendix
President
US Food Service
CP Division

John F. Babb

John Babb
CEO
J&S Oil Incorporated

Eugene Benyo Pres.

Eugene Benyo
President
Northeast Fabricators, Inc.

Robert P. Borchardt

Robert P. Borchardt
President
CBS Construction
Services, Inc.

Ralph E. BeVard

Ralph E. BeVard
President
Eraser Company

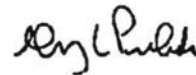
The President
June 21, 1996



Dan Root
Chairman & CEO
GM Nameplate



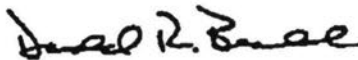
Ken Oilshlager
President & CEO
Kentucky Chamber of Commerce



Gregory C. Pulido
Chairman and Chief
Executive Officer
HUMCO



Stephen R. Iardis
Chairman and Chief
Executive Officer
Eaton Corporation



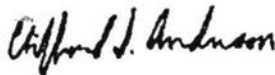
Donald R. Beall
Chairman of the Board and
Chief Executive Officer
Rockwell International
Corporation



Richard G. Haworth
Chairman and Chief
Executive Officer
Haworth Inc.



Larry Liebovich
President
Liebovich Steel & Aluminium



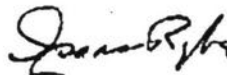
Clifford I. Anderson
President & CEO
Crown Iron Works Company



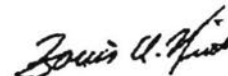
T. Ray Looper
General Manager
Haskins Steel Co., Inc.



Michael Simpson
Chairman of the Board
A.M. Castle & Go



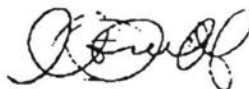
Isaac Ruba
President/CEO
Allied Steel Corporation



Louis A. Nivert
Executive Vice President
Nivert Metal



Roy Berlin
Executive Vice President
Berlin Metals, Inc.

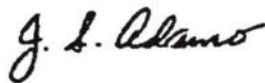


Daniel Greiff
President
Bellesteel

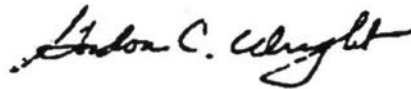


John T. Dillon
Chairman and
Chief Executive Officer
JTD International Paper

The President
June 21, 1996



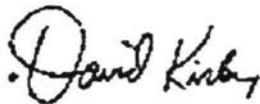
Jeanna S. Adamo
CFO
Celtech Corp.



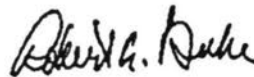
Gordon C. Wright
President & CEO
21st Century
Plastics Corp.



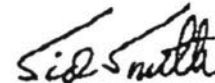
Thomas R. Harrington
President & CEO
National Technologies Inc.



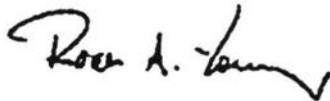
David Kirby
President & CEO
Kirby Specialties Corporation



Robert A. Beebe
President & CEO
Acme Abrasive Co.



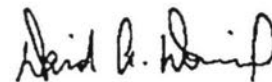
Sid Smith
President & CEO
National Association of Hosiery
Mfrs.



Roger A. Young
President & CEO
Bay State Gas Co.



L. Rickard
President & CEO
Rickard Circular Folding Co.



David A. Daniel
President & CEO
Piedmont Associated Industries,
Inc.



Earlyn Church
President & CEO
Superior Technical
Services



Michael Baly III
President & CEO
American Gas Association



Keith E. Bailey
Chairman & CEO
The Williams Companies,
Inc.

The President
June 21, 1996



Donald L. Hoover
President
American Linc Corp.



David A. Meierhoff
Vice-President
Didde Corporation



Richard J. Juneau
President
IMR, Inc.



Robert J. Schundler
President & CEO
The Schundler Co.



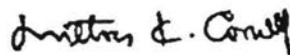
Edward Proc
President & CEO
T & B Foundry Co.



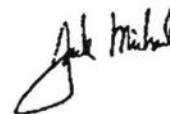
Daniel Merkel
President & CEO
American Orthodontics Corp.



William Kuchera
President & CEO
Kuchera Industries



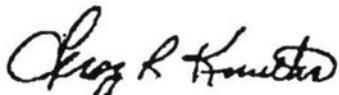
Milton K. Cornell
President & CEO
Cornell Iron Works,
Inc.



Jack D. Michaels
President & CEO
Hon Industries, Inc.



Monty Kruttlin
President & CEO
Alcona Tool &
Machine, Inc.

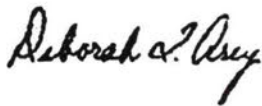


Leroy R. Knuths
President & CEO
Rosco Manufacturing Co



John Herslow
President & CEO
Bill Cocks Plastics

The President
June 21, 1996



Deborah Q. Arey
President
Earth Exploration



Steven J. Thomas
President
Syscon International Inc.



Grant D. Young
President & CEO
Special-Lite, Inc.



Dave Gray
President
Ripon Community Printers



Glenda Y. Allen
President
Alco Contractors, Inc.



David W. Ankeny
CEO
Elein Manufacturing, Inc.



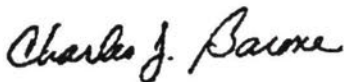
Greg Anderson
President
Design Service
Corporation



James E. Anderson
President & CEO
Ellis Stone
Construction Co., Inc.



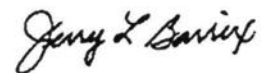
Les Anhalt
President
SSI Incorporated



Charles J. Barone
President
Barone's Office
Supply & Equipment



O. C. Barr
President
Kestron International



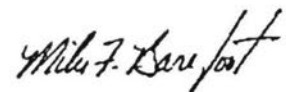
Jerry L. Barrix
President
Wade Electric
Company, Inc.



Lothar Bacher
President
Wheeling Metal
Processing LTD.



Alex Banderas
President
Alcar Cabinet Co.,
Inc



Miles Barefoot
President
Albion Aluminum
1.



JOHN F. MEESE
President
General Offices:
AFL-CIO Bldg.
815 16th Street, N.W.,
Washington, D.C. 20006
Tele. 202-347-7255
FAX 202-347-0181

169666
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Fifth Vice-President
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Sixth Vice-President
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Seventh Vice-President
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Eighth Vice-President
ARTHUR A. COIA
Ninth Vice-President
ARTHUR MOORE
Tenth Vice-President

Metal Trades Department

American Federation of Labor and Congress of Industrial Organizations

May 20, 1996

The President
The White House
1600 Pennsylvania Avenue, NW
Washington, D.C. 20500

Dear Mr. President:

As we write this letter, a long-overdue increase in the minimum wage is being debated by Congress, and if the noxious TEAM Act rider is dropped from the bill, millions of American workers will see some improvement in their living standards. At the same time, you are preparing, next week, to host a conference on the issue of corporate responsibility. These are just two examples of how your Administration has lived up to its promise to help American families, and to "level the playing field" for American workers.

You also have been a strong advocate for collective bargaining and the rights of American workers to join unions, if they choose. This is reflected in your appointments to the National Labor Relations Board, an Agency that, once again, is fulfilling its statutory mandate to protect workers who seek to organize and to promote the process of collective bargaining. Indeed, the Agency is doing an admirable job, with a reduced staff and budget, and in spite of being singled out for venomous and time consuming attacks by the Republican Congress.

This is the good news. We write today, however, because much of what your Administration has sought to accomplish in the area of worker rights is being undercut by an antiquated and blind system of awarding huge government contracts -- particularly defense contracts -- to companies with abysmal worker rights, health and safety, and collective bargaining records. This makes no policy sense, and, in these times, it certainly makes no fiscal sense.

We would like to relate to you one astonishing example of a company that receives most of its revenue from one federal government agency, the United States Navy, and then spends countless thousands of those same government procurement dollars fighting the orders and complaints of another federal government agency, the National Labor Relations Board.

Avondale Industries, Inc. operates a large shipyard in New Orleans, Louisiana, and is one of the Navy's premier contractors. In 1993, alone, the Navy awarded Avondale over \$1 billion in new contracts. Also in 1993, Avondale employees sought union representation, and on June 25, 1993, the National Labor Relations Board conducted a representation election among a unit of Avondale's employees.

Despite an intense and intimidating anti-union campaign run by Avondale officials, approximately 2000 employees voted in favor of being represented by the Metal Trades Department, AFL-CIO. But this overwhelming vote in favor of representation did not deter Avondale officials from their commitment to preventing collective bargaining. Hundreds of ballots were challenged, and the Company filed dozens of objections to the conduct of the election -- a time-tested method by which employers try to defeat employee free choice.

Normally, election challenges and objections are heard in a matter of days at an NLRB hearing, with decisions quickly following. In this case, however, a high-priced team of Avondale attorneys dragged out the process for more than 84 days over a six month period. Largely because of the volumes of materials filed by the Company, the NLRB Hearing Officer's Report, overruling Avondale's objections, did not issue for another year.

In the meantime, in July, 1994, the NLRB began prosecuting a series of unfair labor practice complaints against the Company encompassing literally hundreds of unfair labor practice charges. To date, there have been 160 days of trial and over 2000 exhibits introduced concerning charges of unlawful discharge and discrimination against union supporters, interrogations and threats, and other egregious and unlawful conduct. The cost of prosecuting these cases is incalculable but it may well be one of the most expensive cases ever brought by the NLRB.

And, who is financing Avondale's shameless misconduct and "spare-no-expense" resistance to its employees union organizing efforts? The United States Government! Mr. President, there is something seriously wrong with this picture.

Let us be clear. The Metal Trades Department, its affiliated unions, and the Avondale employees we represent are not asking the Navy to withhold contracts won by Avondale after a competitive bidding process. We are painfully aware that any reduction in orders could well result in a loss of work to Avondale employees. But the status quo is unacceptable.

Previous complaints about this situation resulted in a cursory Defense Contract Audit Agency (DCAA) review allowing Avondale to charge its anti-union meetings and activities as an allowable "indirect cost" to be reimbursed by the federal government. At the very least, Avondale should be required to fund its anti-union campaign out of non-federal revenues. This is only one step that should be considered. We implore you to help find others.

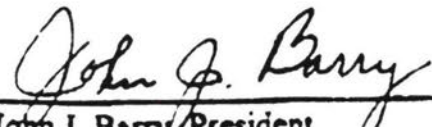
We ask that you immediately convene a high level meeting among officials at the Departments of Labor and Defense, the National Labor Relations Board, Avondale's President and CEO, and the leadership of the unions involved. We think the personal involvement of Secretary of Labor Reich is essential.

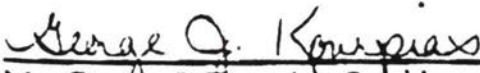
We also suggest that a Task Force be created to consider the ongoing problem of the federal government awarding taxpayer financed contracts to companies which then use that taxpayer money to fight the orders of other government agencies. In view of the uncertain legal status of executive orders debarring federal labor law violators, other options should be considered. At a minimum, there should be government-wide enforcement of "collection by administrative offset" -- the procedure which permits the federal government to withhold money from a federal contractor if that contractor has failed to comply with an NLRB order to restore wages or benefits.

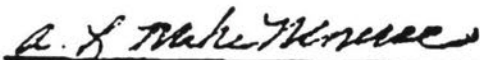
We appreciate your immediate attention to this problem. Avondale's employees deserve the level playing field that your Administration has begun to achieve for so many American workers. American taxpayers deserve a financially sound and sensible federal contracting system.

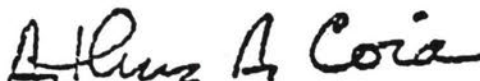
Sincerely yours,


John F. Meese, President
Metal Trades Department, AFL-CIO


Mr. John J. Barry, President
International Brotherhood of Electrical
Workers, AFL-CIO

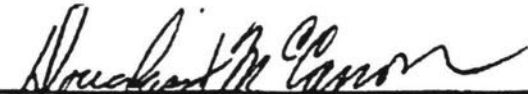

Mr. George J. Kourpias, President
International Association of Machinists and
Aerospace Workers, AFL-CIO


Mr. A. L. "Mike" Monroe, President
International Brotherhood of Painters and
Allied Trades, AFL-CIO

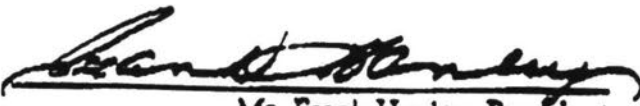

Mr. Arthur A. Coia, President
Laborers International Union of
North America, AFL-CIO

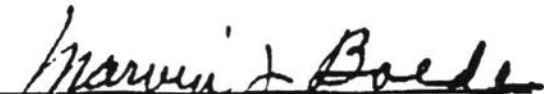
cc: Honorable Robert Reich
Honorable William J. Perry
Honorable William Gould
General Counsel Fred Feinstein

JFM/skb


Mr. Doug McCarron, President
United Brotherhood of Carpenters
and Joiners, AFL-CIO


Mr. Jake West, President
International Association of Bridge, Structural
and Ornamental Iron Workers, AFL-CIO


Mr. Frank Hanley, President
International Union of Operating
Engineers, AFL-CIO


Mr. Marvin J. Boede, President
United Association of Journeymen and
Apprentices of the Plumbing and Pipefitting
Industry of the United States
and Canada, AFL-CIO


Mr. Arthur Moore, President
Sheet Metal Workers International
Association, AFL-CIO


Mr. William G. Bernard, President
International Association of Heat and Frost
Insulators and Asbestos Workers, AFL-CIO



John B. Yasinsky
Chairman and
Chief Executive Officer

175 Ghent Road
Fairlawn, Ohio 44333-3300

Tel: 330-869-4300
Fax: 330-869-4410

May 30, 1996

The Honorable William J. Clinton
President of the United States
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

Re: Support for the Teamwork for Employees and Managers Act (TEAM Act)

Dear President Clinton:

I am writing to respectfully urge you to reconsider a threatened veto of the TEAM Act legislation. The bill takes a genuine step toward increasing cooperation in the workplace, a concept you have endorsed and encouraged corporations to adopt.

As you indicated in your State of the Union message this year, "when companies and workers work as a team they do better, and so does America." I wholeheartedly agree and that's why I support the TEAM Act. As President and CEO of GenCorp, with 10,000 employees, I recognize that many times employees are in the best position to identify and implement innovative ideas that increase efficiency, boost product quality, and safeguard working conditions. When they are given a greater voice in workplace decisions, employees are also more motivated and find their jobs to be more rewarding. The TEAM Act would empower employees to provide such input in workplace decisions by addressing the legal uncertainty surrounding employee involvement programs. As a participant in the recent White House conference on corporate citizenship, I believe the bill also goes a long way in meeting the five corporate challenges you raised, including: 1) creating family-friendly workplaces; 2) providing economic security; 3) investing in employees; 4) partnering with employees; and 5) providing safe and secure workplaces.

I want to emphasize that the TEAM Act does *not* in any way lessen current protections for employees or lead the nation back to the days of employer-dominated unions. Rather, the bill takes an appropriate approach to clarifying recent NLRB decisions. First, the bill ensures that employee involvement teams would not be allowed to have, claim, or seek authority to negotiate or amend collective bargaining agreements. Second, the bill clearly prohibits employers from blocking the establishment or operation of a union.

Cooperation is fundamental to the success of any workplace – whether it be a government agency, commercial office, or manufacturing facility – and, therefore, it is imperative that we eliminate the artificial barriers that prevent employees and management from working together to improve U.S. competitiveness and the lives of employees. I strongly urge you to sign the TEAM Act when it reaches your desk.

Sincerely,



172367

PPG Industries, Inc.

One PPG Place Pittsburgh, Pennsylvania 15272 USA Telephone: (412) 434-2581 Fax: (412) 434-2571

Jerry E. Dempsey
Chairman and
Chief Executive Officer

May 28, 1996

The Honorable William J. Clinton
President of the United States
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D. C. 20500

*Received in
CRN from
Dempsey
6/7/96*

Dear Mr. President :

I write to urge you not to veto H. R. 743 (S. 295), the TEAM Act. This legislation is essential to the competitiveness of PPG Industries in the global marketplace of today and the future. Hence, it is a matter of real concern that, to the best of my knowledge, you remain opposed to granting workers in non-union environments the same right to participate with management in cooperative decision-making as that enjoyed by employees in union settings.

Opponents of the legislation contend that it would enable employers to deny employees the right to self-organization and independent representation by setting up "sham" company unions. On the contrary, the bill specifically retains the law's prohibition against "sham" unions. By amending the National Labor Relations Act with regard to Section 8(a) (2), it simply enables employers to do what they are already doing to maintain America's competitive position without having to worry about being ordered by the National Labor Relations Board to shut down an integral component of their workplace culture. Moreover, the TEAM Act continues all of the protections and procedures that currently exist in the law to protect the right of employees to self-organize and elect unions as their independent representatives.

At present, PPG and other successful American businesses are receiving conflicting signals from the Federal Government. In your State of the Union message and other statements, you have encouraged employee participation in workplace decisions and stated that America works better when employees and managers work as a team. Yet, at the same time, in recent cases the NLRB has banned employee involvement dealing with not only conditions of work, but also where to put the plant soft drink machine and the very existence of a company softball team!

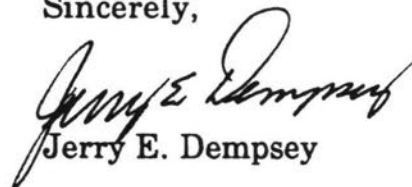
Employee involvement is also strongly supported by workers. This was demonstrated by a recent broad Princeton Survey Research study which found that, when workers were presented with a choice between employee involvement teams, unions, or more protective laws, 63% chose teams, 20% chose unions, and 15% chose laws. At PPG, flexible work teams and employee involvement have proven to be popular and effective in both union and non-union environments.

Recently, Senators Daschle (D-SD) and Kennedy (D-MA) have proposed an amendment to S.295, the Senate version of the TEAM Act, which does nothing more than restate existing law, and thus is itself a "sham". It continues the law's patronizing view of American workers by requiring that they have "independent representation" in discussing matters such as health and safety, flexible scheduling, day care, work assignments, training, first aid procedures, length of rest breaks, etc. with employers in non-union settings, unless the dialogues occur only "on occasion". Thus, it appears that Senators Daschle and Kennedy trust workers to express their views and contribute their ideas only infrequently, and "without representation" only on issues of little or no consequence. Clearly, the Daschle-Kennedy amendment is not only impractical in the modern, rapidly changing manufacturing environment, but also unacceptable in that it is demeaning to the American worker.

Companies like PPG Industries are attempting to reestablish the preeminent position of the United States in the global business arena through enhanced employee involvement in workplace decisions. By tapping the intellectual and leadership abilities of our employees, we are maximizing our capability to meet the needs of our global customers through the effective use of the total quality management process. The TEAM Act removes a threatening and demotivating legal obstruction to this process and creates a win-win situation for all American workers and employers, as well as the nation's economy.

Please reconsider your position regarding the TEAM Act, and provide your leadership in having this essential legislation enacted into law as soon as possible.

Sincerely,



Jerry E. Dempsey

JED/faf

THE WHITE HOUSE

WASHINGTON

June 22, 1996

MEMORANDUM FOR THE PRESIDENT

FROM: HELEN HOWELL *Howell*

SUBJECT: Recent Information Items

We are forwarding the following recent information items:

(A) **Panetta memo on Interior Appropriations Bill mark-up.** Funding is \$12 billion, \$0.9 billion below the FY 1997 request, and \$0.4 billion below FY 1996. The bill makes modest cuts below FY 1996 in Interior and the Forest Service, and deeper cuts in energy conservation. Prior to the mark-up, Rivlin indicated that the Secretaries of Energy and Interior would recommend that you veto the bill if it were presented to you. The committee also approved 2 objectionable riders related to the marbled murrelet and Native Americans.

(B) **Panetta memo on VA-HUD Appropriations Bill mark-up.** The bill totals \$64.35 billion, \$2.9 billion below the FY 1997 request (\$3.9 billion if there is an adjustment for the \$1 billion FEMA restoration), and roughly a freeze at FY 1996 levels. Prior to the mark-up, Rivlin expressed the Administration's strong opposition to the legislation. She commended the subcommittee for the absence of legislative riders, but noted concern with reductions to EPA operating and drinking water programs and Superfund. She requested full funding for Boston Harbor, and indicated concern about Veterans, HUD, National Service, CDFI, and NASA funding levels. The committee did improve the bill somewhat -- an across-the-board cut in the subcommittee bill was removed, slightly increasing levels in all accounts, funding for some HUD and VA programs was increased, and report language to ensure continued DOJ enforcement activities in the Superfund program was included.

(C) **Sec. Kantor memo on report of President's Export Council on trade ministerial in Cartagena.** The report contains private sector comments on progress toward a Free Trade Area of the Americas, and focuses on 3 areas of common concern: general market issues, issues relating to investment barriers and issues relating to meeting WTO principles.

(D) **Sec. Glickman memo on corporate concentration in agriculture.** A very hot topic in the agricultural community -- many producers believe that the large meat packing companies exercise market power to drive down cattle prices. Sec. Glickman established a 21-member Advisory Committee on Agricultural Concentration in February, and they just issued a report suggesting: 1) USDA should evaluate its

Leon
Should USDA do
#1? This is not clear.
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G. 24.96

enforcement of the Packers and Stockyards Act to determine whether it is correctly targeting problem areas in today's marketplace; and 2) USDA should revise and expand its market information reporting systems to provide better, more accurate information to market participants. Note that NEC believes the main news of the report is its finding of little evidence of concentration in U.S. agriculture that is harming producers or consumers.

Berger follow-up on asylum and female genital mutilation (FMG). Fauziya Kasinga, the young woman from Togo who applied for asylum in the U.S. because she would face FMG if returned, successfully appealed the ruling against her by an immigration judge. The Bureau of Immigration Appeals found that she was credible, FGM constitutes persecution, and she had established a well-founded fear of persecution. FMG will now be considered a basis for asylum although the BIA's ruling did not establish clear guidelines to be applied in factual circumstances different from her case. NSC will consult with DOJ and make a recommendation as to whether the AG should issue regulations specifying the conditions under which FGM shall be grounds for asylum.

PCAST principles on government's investment role in technology. Via John Young, Co-Chair. While there is general agreement on the government's role in the funding of science, there is a lack of agreement on the appropriate government role in funding advanced technology. PCAST suggests criteria: 1) technology that achieves public goals such as national security, environmental protection, new energy sources, better health and education, and training of the workforce; 2) areas of national importance where the marketplace cannot justify a sufficient level of investment by private industry; and 3) efforts that ensure the nation benefits from our investments and leadership in basic research.

Washington Post article on minority contractors. Via Harold. Article quotes Weldon Latham, general counsel of the National Coalition of Minority Business in response to the Administration's 2-year suspension of set-aside programs in order to study the need for these programs. "There's already a 100-year study on the history of discrimination." However, unlike Anthony Robinson, president of the Minority Business Enterprise Legal Defense and Education Fund, Latham did not directly criticize the Administration -- "They tried their best to balance," the requirements of Adarand with the needs of minority contractors.

Myers memo on the "At the Table" outreach initiative. Since Thanksgiving over 800 round tables for women led by Clinton Administration political appointees have been held in over 40 states, with an average of 10 to 30 attendees. The goal is to hear from women, highlight Administration accomplishments, activate and better utilize women political appointees, and bring info. back to the White House. Reactions from appointees and participants have been overwhelmingly positive. Salient issues from the "What I Want the President to Know" reports by participants include: strong support for affirmative action; desire for affordable child care; concern about increasing restrictions on choice (and support for your veto of H.R.

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Dec. 14
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THE WHITE HOUSE

WASHINGTON
June 12, 1996

96 JUN 13 P7:19

MEMORANDUM FOR TODD STERN

FROM: DANIEL HEATH DH

SUBJECT: NEC Staff Comments on "Concentration in Agriculture"

Secretary Glickman's memo to the President covering the recent report by USDA's Advisory Committee on Agricultural Concentration deserves some amplification:

1. The main news of the report is its finding of little evidence of concentration in U.S. agriculture that is harming producers or consumers. This issue has been studied before, particularly focusing on the meat industry, and once again an inquiry concludes that the sector is free of such problems as monopoly pricing and collusion. The report's main recommendations are to enforce more strenuously as markets change in the future existing antitrust laws (without suggesting that it is not at present), and to gather more price information.
2. Some of the minority recommendations for the meat industry are sweeping in their belief that detrimental concentration exists and in their solutions. They warrant careful interagency evaluation as USDA develops "an appropriate response", as Secretary Glickman promises. Legislation could emerge on which the Administration would want to keep its policy options open at this point.
3. The Administration should respond to the wide farm interest in this issue by pointing out what it is doing. USDA itself already is funding research on concentration, and monitoring pricing for various commodities.



THE SECRETARY OF AGRICULTURE
WASHINGTON
20250-0100

96 JUN 10 PM 12:16

June 10, 1996

MEMORANDUM TO THE PRESIDENT

From: Dan Glickman
Secretary of Agriculture

Subject: Concentration in Agriculture

Dan Glickman
Levin
File #1
Lefts & Rights

The issue of corporate concentration in agriculture is the hottest topic in the agricultural community at this time, particularly in the cattle and meat packing industries. Many agricultural producers believe that the large meat packing companies exercise market power to drive down cattle prices. The current low cattle prices, drought, and high feed grain prices have exacerbated these concerns about concentration as producers face tremendous financial stress and potential loss of their operations.

In February, I established an Advisory Committee on Agricultural Concentration to examine concentration in the meat packing industry as well as other issues such as vertical integration, credit, and transportation. The Committee presented its report to me on Thursday, June 6, 1996. The report will be the subject of intense interest by constituency groups, the media, and Congress.

The full Committee report was approved by all 21 Committee members. This is significant given the diversity of the Committee members and the intensity of views on concentration issues. The overall thrust of the full Committee report is that (1) USDA should evaluate its enforcement of the Packers and Stockyards Act to determine whether it is correctly targeting problem areas in today's marketplace, and (2) USDA should revise and expand its market information reporting systems to provide better, more accurate information to market participants.

In addition to the full Committee report, there are also three minority reports which supplement, but do not disagree with, the full Committee report. The most significant minority report is signed by six members of the Committee. They believe that the full Committee report does not go far enough and call for additional enforcement action by USDA and the Department of Justice against the perceived unfair practices and market power of large packers. There is likely to be strong interest in this minority report as well as criticism of the full Committee report among certain sectors of the agricultural community such as the National Farmers Union and some Members of Congress.

I am attaching a copy of the report as well as a statement I issued after receiving it. As you will note, I praised the Committee for its work in developing the report. All but two committee members paid their own travel and expenses to attend meetings and all worked

diligently and professionally to develop the report within a tight deadline. We do not plan to issue a formal policy response for several weeks. The report contains over 50 recommendations, and it is important to emphasize that some of these recommendations are highly controversial while others raise significant legal and policy issues. The Department will develop an appropriate response after the recommendations are fully reviewed and considered.

*Support
see
Appendix*

Members of Congress are strongly interested in this report. Congressman Tim Johnson has introduced legislation calling for mandatory price reporting, which apparently has the support of major farm organizations. The Administration has not taken a formal position on this legislation, and the Committee report does not specifically endorse mandatory reporting. Senator Pressler is holding a hearing of the Senate Commerce Committee on June 11, 1996, and Senator Craig is holding a hearing of a Senate Agricultural Subcommittee on June 18, 1996. Senator Daschle may be introducing legislation containing a number of provisions regarding the cattle industry, including the Committee's recommendations and the provisions of the Johnson legislation.

Relative to concentration in transportation, I announced USDA's opposition to the Union Pacific/Southern Pacific proposed merger on June 3, 1996, and am attaching that press release for your information. Both the Farm Bureau and Farmers Union as well as a number of other producer groups also oppose the proposed merger.

Attachments

Release No. 0301.96

Tom Amontree (202) 720-4623

Statement

PREPARED FOR SECRETARY DAN GLICKMAN
ON REPORT OF COMMITTEE ON CONCENTRATION
WASHINGTON, D.C. -- JUNE 6, 1996

A little over three months ago, at the request of the President, I appointed a diverse group of 21 people to an advisory committee to examine the concerns and controversies over the increasing concentration in the agricultural economy.

The individuals who served on this committee have performed an outstanding public service to USDA, and more importantly, to the agricultural community as a whole.

PROCESS

They held public meetings, heard from hundreds of organizations and individuals, read and analyzed thousands of pages of reports and studies. Then they completed a report which contains dozens of recommendations for action.

And they did all of this on their own dime. USDA had a very limited budget for the Committee's work, so with only two exceptions, Committee members paid their own travel and lodging expenses.

I know that some people are concerned because the Committee couldn't hold hearings all over the country. I wish they could have held more hearings, but they were constrained by the limited funding and the necessity of a tight deadline.

OUTCOME

The result is a full Committee report that is signed by every Committee member. This is quite an accomplishment given the diversity of views on the Committee. And there are three minority reports.

Since we just received the report, I'm not in a position to discuss either its recommendations or the USDA response in detail.

But in general, the full Committee report suggests that USDA's market reporting systems and our enforcement of the Packers and Stockyards Act are both based on an agricultural system that has radically changed over the years. The Committee feels that these programs need to be reexamined and revised to reflect the agricultural production, distribution, and marketing systems of today -- and of the future.

-more-

Release No. 0292.96

Tom Amontree (202) 720-4623
Connie X. Crunkleton (202) 720-8998

SECRETARY GLICKMAN OPPOSES PROPOSED UNION PACIFIC/SOUTHERN PACIFIC MERGER

WASHINGTON, June 3, 1996--Agriculture Secretary Dan Glickman today announced the U.S. Department of Agriculture's opposition to the proposed merger of the Union Pacific and Southern Pacific railroads in comments filed with the Surface Transportation Board, which is considering the proposed merger.

"Agricultural producers would be likely to receive lower farm income if the proposed merger is approved," Glickman said. "The proposed merger would reduce competition in key transportation corridors, and the evidence shows that rail rates are likely to increase as competition declines. Higher rates would mean lower prices for farmers, who would also be likely to face increased costs for crucial agricultural inputs."

If the proposed merger were approved, it would result in only two Class I railroads operating in the vast grain and oilseed production area between the Mississippi River and the Pacific Ocean. Moreover, in much of the geographic area that would be served by the merged railroads, there is no economically feasible alternative for transporting grains, oilseeds and other bulk agricultural products.

In comments filed March 29 and April 29 with the Surface Transportation Board, USDA highlighted the importance of competitive rail service to agricultural producers and shippers. USDA cited the adverse effects of continuing consolidation and concentration in the railroad industry and the substantial impacts this latest merger would have on grain production and marketing in the Midwest and West. The merger would particularly affect the Lower Plains states, where a majority of the wheat production is destined for export through Gulf Ports and Mexican Gateways. USDA recommended that Class I railroads be established to operate in the corridor between the Lower Plains states and Mexico, as well as in the Central Corridor between Kansas City and the West Coast.

"USDA's principal concerns about the increase in concentration and reduction in competition have not been addressed because no lines have been divested," Glickman said. "Accordingly, USDA opposes the proposed merger."

The proposed merger also has the potential to adversely affect U.S. competitiveness in foreign trade. "Affordable service to export points on the Gulf, the Pacific and gateways to Mexico is essential if the United States is to fully reap the benefits of trade liberalization," Glickman said. "The 1996 Farm Bill gave U.S. farmers the flexibility to respond to market signals. However, farmers will not be able to take full advantage of that flexibility if increased shipping costs reduce their net returns."

-more-

G. 24.96

enforcement of the Packers and Stockyards Act to determine whether it is correctly targeting problem areas in today's marketplace; and 2) USDA should revise and expand its market information reporting systems to provide better, more accurate information to market participants. Note that NEC believes the main news of the report is its finding of little evidence of concentration in U.S. agriculture that is harming producers or consumers.

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THE WHITE HOUSE
WASHINGTON

June 20, 1996

INFORMATION

MEMORANDUM FOR THE PRESIDENT

FROM: SAMUEL BERGER

SUBJECT: Asylum and Female Genital Mutilation

Background

You asked me about the status of Fauziya Kasinga, a young woman from Togo who fled her country and has applied for asylum in the United States claiming that she would face female genital mutilation (FGM) if returned. Her claim was denied by an immigration judge, who found both that Ms. Kasinga was not credible and that FGM did not constitute a basis for asylum. She appealed her case to the Board of Immigration Appeals (BIA). While the INS argued that FGM could constitute a basis for asylum, it did not drop the case, as urged in the article at Tab A, because: (1) it had remaining doubts about Ms. Kasinga's credibility; and (2) once a case is in the administrative/judicial system, INS generally allows it to follow its course.

BIA Ruling

The BIA ruled for Ms. Kasinga, finding that (1) she was credible; (2) FGM constitutes persecution; and (3) she had established a well-founded fear of persecution. She was granted asylum.

Future Course of Action

FGM will now be considered a basis for asylum, though the BIA's ruling did not establish clear guidelines to be applied in factual circumstances different from this case.

The Attorney General could now issue regulations specifying the conditions under which FGM shall be grounds for asylum. We will be consulting with the Justice Department and present you with a recommendation on whether such regulations ought to be issued.

Attachment

Tab A A.M. Rosenthal Article

cc: Vice President
Chief of Staff

6/5/96

To the Clintons and the Doles

Some day, through my will and heart, I will help end the suffering of millions of people. That will make the world a better place for everybody. How lovely that will be.

Can there be a sweeter dream? Can there be a child who has known love who has not dreamed it? Or a grown-up of good soul who has not carried the thought inside, taking it out now and again to look at, then putting it away because adulthood teaches us it cannot be?

But that is not entirely true. I can think of four people in the United States alone who can move such a dream toward reality. I am sure each of them has the heart to do it. Now all they need is the will.

President Clinton can do it — which Hillary Rodham Clinton can point out. Bob Dole can promise to do it if he becomes President. Elizabeth Dole could bring that up now. Whoever is elected, bipartisanship in mercy could save millions from torture so hideous that most of humanity does not even want to think about it.

Female genital mutilation: the amputation or removal or sewing together of some or all of the genitalia of girls or young women in almost 30 countries, mostly African. About two million young people a year undergo this torture — and the long pain and sexual deprivation it brings, along with disease, damage to other body organs, peril during childbirth and the strong possibility of early death.

Recently I met with Fauziya Kasinga of Togo. She fled her country in 1994. She was then not quite 18 years old. She preferred to part from family and homeland rather than submit

The bipartisanship of mercy.

to the mutilation she knew would be inflicted upon her. She entered the U.S. illegally but immediately turned herself over to immigration officials.

Awaiting hearings on her plea for asylum, for more than a year she endured body searches, shackles and poor sanitation at a Federal detention center. After The New York Times reported her story, she was permitted to live with Americans from religious and human rights groups.

But the Government is still determined to fight against asylum for her. Some of the meaner among us warn that giving her asylum would open the gates to hordes of African women who could somehow find the courage, strength and money to flee their fate, and we don't want that, do we?

And meanwhile the hideousness goes on, generation after generation. About 100 million women now alive have been put to the knife — or razor. A small number of African and foreign women devote their lives to fighting genital mutilation. But unless they get major help and attention their struggle may take more generations.

No people on earth can give them more help and attention than the President of the United States or a candidate for the Presidency. No advice to do so could be more important from their wives.

To start with, a President can order the Justice Department to drop the case against Ms. Kasinga, who has suffered more than enough. He can order an immigration regulation mandating female genital mutilation as grounds for asylum when reasonably demonstrated. He can order humane treatment for illegal immigrants fleeing mutilation — not tough prisons meant for tough criminals. And he can give his push to pending legislation that would make mutilation a crime in the U.S. A few cases have been reported from among African immigrant groups.

These steps will not stop this horror abroad. So he can do the following:

1. Give instructions that \$100 million of the American foreign aid budget be put aside for local campaigns against the ritual of mutilation — including essential health education. The work would be carried out by Africans and foreigners.
2. Give more aid to governments actively working against mutilation in their countries, and less, or nothing, to governments that are not. Do the same about all U.N. agencies in a position to help.
3. Make the issue a high, continuous priority for American delegations to the U.N., and other international organizations.

Doing all this could bring the end of female mutilation closer — say 20 years earlier. Forty million girls and young women would bless the name of the President, his opponent, their wives and their country. So, one day, would all children who ever dreamed of helping the grievously suffering and all grown-ups who still do. □

© 1996 USPS

Sandy

THE PRESIDENT HAS SEEN

6/5/96

What's the real story here?

Why wouldn't this be a ground for asylum?
Why not

What's the real story here?

Why shouldn't this be a ground for asylum?

Why not

G. 24.96

enforcement of the Packers and Stockyards Act to determine whether it is correctly targeting problem areas in today's marketplace; and 2) USDA should revise and expand its market information reporting systems to provide better, more accurate information to market participants. Note that NEC believes the main news of the report is its finding of little evidence of concentration in U.S. agriculture that is harming producers or consumers.

Berger follow-up on asylum and female genital mutilation (FMG). Fauziya Kasinga, the young woman from Togo who applied for asylum in the U.S. because she would face FMG if returned, successfully appealed the ruling against her by an immigration judge. The Bureau of Immigration Appeals found that she was credible, FGM constitutes persecution, and she had established a well-founded fear of persecution. FMG will now be considered a basis for asylum although the BIA's ruling did not establish clear guidelines to be applied in factual circumstances different from her case. NSC will consult with DOJ and make a recommendation as to whether the AG should issue regulations specifying the conditions under which FGM shall be grounds for asylum.

PCAST principles on government's investment role in technology. Via John Young, Co-Chair. While there is general agreement on the government's role in the funding of science, there is a lack of agreement on the appropriate government role in funding advanced technology. PCAST suggests criteria: 1) technology that achieves public goals such as national security, environmental protection, new energy sources, better health and education, and training of the workforce; 2) areas of national importance where the marketplace cannot justify a sufficient level of investment by private industry; and 3) efforts that ensure the nation benefits from our investments and leadership in basic research.

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Myers memo on the "At the Table" outreach initiative. Since Thanksgiving over 800 round tables for women led by Clinton Administration political appointees have been held in over 40 states, with an average of 10 to 30 attendees. The goal is to hear from women, highlight Administration accomplishments, activate and better utilize women political appointees, and bring info. back to the White House. Reactions from appointees and participants have been overwhelmingly positive. Salient issues from the "What I Want the President to Know" reports by participants include: strong support for affirmative action; desire for affordable child care; concern about increasing restrictions on choice (and support for your veto of H.R.

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EXECUTIVE OFFICE OF THE PRESIDENT
PRESIDENT'S COMMITTEE OF ADVISORS ON SCIENCE AND TECHNOLOGY
WASHINGTON, D.C. 20500

THE PRESIDENT HAS SEEN

6-24-96

96 JUN 18 P2:21

June 18, 1996

President William J. Clinton
The White House
1600 Pennsylvania Avenue
Washington, DC 20500

*VP
Can we do something
with this*

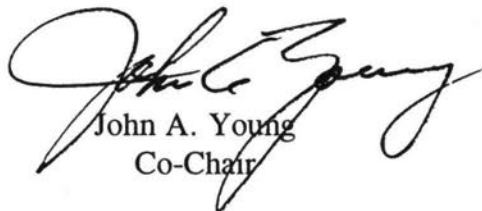
Dear Mr. President:

The appropriate role of the Federal government for investing in science and technology has been widely discussed and debated in Congress and the media. While there is general agreement on the government's role in the funding of science, there are many differing viewpoints on the appropriate government role in funding advanced technology. However, there is a consensus that leadership in advanced technology matters for our Nation's economic security.

Your Committee of Advisors on Science and Technology (PCAST) offers the enclosed Principles on the U.S. Government's Investment Role in Technology for your consideration. These PCAST Principles provide a framework and criteria for those areas where the Federal government has a clear role to play in advanced technology. We intend that these principles be helpful in forging a bi-partisan consensus and thereby in supporting government actions.

We would be pleased to discuss these with you. In the meantime, please let me know if we can be of further assistance.

Sincerely,


John A. Young
Co-Chair

Enclosure

PCAST PRINCIPLES ON THE U.S. GOVERNMENT'S INVESTMENT ROLE IN TECHNOLOGY

Leadership in advanced technology matters. In the United States, technological innovations and a high level of advanced development create new industries and sustain existing ones. Technology intensive industries provide a wide range of professional, technical, and manufacturing jobs, increase economic productivity, and strengthen our competitiveness. As never before, the U.S. is embedded in a global economy. Our U.S.-based companies must compete with companies of other nations for world markets. A strong position in advanced technology is a key element of our competitiveness.

The Federal government affects the levels of advanced technology investment in certain areas both by creating incentives for private firms to invest and by supporting advanced technology in key areas where private participation is inadequate. There are also other government policies that affect advanced development indirectly. Protection of intellectual property and access to markets overseas are two examples where the outcome affects U.S. firms' ability and willingness to invest in R&D.

There will always be areas where public benefits of R&D substantially exceed the returns that can be realized by private investment alone. Federal investment is essential in these areas. The President's Committee of Advisors on Science and Technology provides the following criteria for government investment in technology:

- I. Technology that achieves well-defined public goals such as national security, protection of the environment, new energy sources, better health and education for all Americans, and training of the workforce.
- II. Areas of national importance where the marketplace alone cannot justify a sufficient level of technology investment by private industry: *
 - (1) Where the benefits are too widely spread for any one company to recover its investment at a profit;
 - (2) Where the cost or risk is too great for any individual company to bear alone;
 - (3) Where the potential benefits are too far in the future to pass the threshold of private investment criteria.
- III. Efforts that ensure our nation benefits from our investments and leadership in basic research. The Federal government can facilitate the transfer to industry of the benefits from basic science investments by encouraging partnerships and by promoting the exchange of people and ideas between industry, academia, and government.

** Examples from the past, which fit in one or more of the categories of criterion II, include aeronautics research, the Global Positioning System (GPS), the Internet, satellite development, agricultural research on disease or pest-resistant food crops, and the development of vaccines for diseases such as Hepatitis-B.*

G. 24.96

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Handwritten notes:
 Need to make sure's properly
 published - may be
 do go to Jack at of Smith papers

THE PRESIDENT HAS SEEN

6-24-96

THE WHITE HOUSE

WASHINGTON

96 JUN 21 P2:18

June 20, 1996

MEMORANDUM FOR THE PRESIDENT/VICE PRESIDENT

THROUGH: ALEXIS HERMAN

CC: LEON PANETTA
HAROLD ICKES
EVELYN LIEBERMAN

FROM: BETSY MYERS

Betsy

SUBJECT: AT THE TABLE -- A DIALOGUE WITH AMERICA'S WOMEN

I am pleased to submit this six-month overview on a national outreach initiative for American women called *At the Table*. Since Thanksgiving, we have organized approximately 800 *At the Tables*, with an average attendance of 10-30 women in more than 40 states, and have received extensive local press coverage. (The sampling of attached clips is a wonderful overview). We are conveying to all of the participants that their concerns and suggestions from the roundtables are summarized and sent to The President. Women feel very empowered that you have asked for their input--no other President has ever asked them before. All of the participants receive a thank you note from you.

We are in the process of scheduling an *At the Table* for you while you are on the road. We have a commitment from *Family Circle* magazine, which has a readership of 26 million--about one out of every four women in the nation, to do a feature piece. We are also proposing that you host a White House reception for political appointees who have done *At the Tables*, and those who have agreed to do them in their hometowns and college campuses. This would not only be a great way to thank the appointees, but would inspire them to keep up the good work.

I believe that this initiative is an important vehicle for bringing American women into a dialogue with this Administration. *At the Table* serves not only as a method to galvanize women

leaders, constituents, and base groups that have not been touched by this Administration, but it also provides a mechanism to activate our own women political appointees. Additionally, it provides a unique forum in which to showcase this Administration's numerous accomplishments and resources for women, as well as to get feedback from women outside the Beltway about the issues they face in their daily lives.

Background

At the Table consists of a nationwide series of roundtables for women led by Clinton Administration political appointees. The four central goals of this outreach effort are: 1) to hear about issues that are important to women, their families and their communities; 2) to highlight the Clinton Administration's accomplishments and resources to help women in their daily lives; 3) to activate women political appointees and better utilize them as the eyes and ears of the Administration. They put a human face on government, which gives every roundtable participant a point of entry into her federal government; and 4) to bring information back to the White House so that the President/Vice President, senior White House and Agency staff know what women are thinking across the country.

In order to facilitate the *At the Table* roundtables, friends, family, and alumni organizations are teaming up with our base groups and key individuals in each state who serve as local hosts. These hosts invite women in their communities to participate and assist in the follow-up efforts. Roundtables vary in size from five to 150 participants. Smaller roundtables often take place in the homes of local hosts, while larger roundtables occur in public meeting places. Participants have included elected officials such as Illinois Senator Carol Moseley-Braun, key women leaders such as Gloria Steinem, women business leaders such as Lynne Bermudez, Vice President of NYNEX Corporation; and most importantly, local women of all ages, ethnicities and socioeconomic classes who have not traditionally had direct contact with the Administration. This is a bipartisan initiative and we try to reach all women -- Democrats, Republicans, Independents and those who have never participated in their government before.

Roundtables have been held by all levels of Administration officials from Secretaries Donna Shalala, Henry Cisneros, Hazel O'Leary, U.S. Treasurer Mary Ellen Withrow, Katie McGinty (see attached letter from Linda Roberts to Katie McGinty), to Krysten Wallace, Special Assistant to the Director at OPM and Kathie Klass, Chief, Consumer Information Division at DOT, who has done 28 so far. Male appointees are also encouraged to lead roundtables because we feel it is very important to educate all of our top policymakers on the concerns of women. Examples of men who have participated in *At the Table* include Deputy Secretary at Treasury, Larry Summers, Joe Stigletz, Chair, Council of Economic Advisors and EEOC Commissioner Paul Steven

Miller.

We provide information about the Clinton Administration's accomplishments (see attached accomplishments piece with resource phone numbers included), and then send all of the participants a thank-you letter. The participants' names are then added to the White House database so that they can continue to receive information directly from the Administration. We have heard that many of the roundtable participants have stayed in touch and formed a local networking group to stay politically informed, so that we are literally bringing women in communities together.

Reactions/Findings

Reactions to *At the Table* have been overwhelmingly positive from both participants and appointees. Women are pleased to have the opportunity to talk to Administration officials, and are thankful to have their concerns and issues viewed with such significance. One participant wrote, "I want to thank the President for providing the opportunity for all of us to gather *At the Table* -- both in Parkville, Missouri and in your Administration. I thank you for all you have done for women's issues and rights. I thank your wife too."

Women are aware of their significance in the 1996 election. A woman from Flint, Michigan said, "Women will be the key in 1996. It is important that the White House connect with us-- not just middle class women but also women who don't always understand the connection between politics and their lives. These are the women who stayed away from the polls in 1994 and who are now angry at what Congress has done to them."

Women are often surprised to learn about all of the Administration's accomplishments for women and families. One appointee host stated, "The participants were surprised to hear how many good things this Administration has done for women and families, so it really felt great getting the message out."

At the Table is clearly an empowering experience for not only participants but also political appointees. Louise Frankel Stoll, Assistant Secretary for Budget and Programs at the Department of Transportation said, "Conducting *At the Tables* was an exhilarating experience. I felt good about the message I carried, and it was clearly appreciated by everyone, even those critical of the Administration. The meetings gave me a chance to hear fresh views from beyond the Beltway. These sessions drive home why we are here, and who we serve. I think the *At the Table* format is a winner."

Overview/Issues Summary

Roundtable participants fill out a form called, "What I Want the President to Know." Each appointee submits a report to my office on the major topics that were discussed. Most roundtables cover

a variety of topics ranging from education, to foreign policy, issues facing the disabled, to the role of the First Lady. As an additional note, the women in the roundtables have been overwhelmingly supportive of Mrs. Clinton, regarding her as a mentor and role model for women of all ages and backgrounds.

The following summarizes some of the most salient issues from the reports received to date. The overwhelming theme at the roundtables has been the issues that matter to women and those that impact their daily lives and the daily lives of their children and families. The detailed abstracts are available upon request from my office. We will send you more detailed monthly reports on top issues discussed plus relevant policy ideas.

- o **Affirmative Action:** Women express overwhelming support for affirmative action--from business women to grassroots organizers. Most women over forty have experienced the glass ceiling in their own lives, and many attribute what success they have had to the existence of affirmative action. Younger women see affirmative action as part of the "fabric" of the work world and fear the loss of affirmative action would mean diminished opportunities for them.
- o **Childcare:** Balancing job and family responsibilities is one of the primary causes of stress for women. Childcare must not only be made more affordable, but women also need better child care options, especially on-site childcare. Women see a role for government in assisting them in finding childcare solutions.
- o **Choice:** Women are concerned about the increasing restrictions on choice, and express support for the veto of H.R. 1833. Some women also want the Administration to be more vocal in its support for reproductive freedom. They are asking for strong leadership on this issue to counteract the religious right's vehement opposition to choice.
- o **Domestic Violence:** Women see domestic violence as a pressing issue of public policy. They see a major role for government in coordinating the criminal justice, public education and corporate efforts. Women are very impressed with the President's leadership on domestic violence.
- o **Education:** Women are concerned about the quality of public education, the cost of higher education, crime and violence in schools, and they sense a serious decline in the caliber of both students and teaching in the public schools. Women are also concerned about paying back student loans and affirmative action in the admissions process.
- o **Health Care:** Many women applauded Administration efforts to reform the health care system in this country. Women fear that their health insurance could be cut at any moment and express concern about the quality of care that

the poor and elderly receive. Most participants feel that universal health care is essential in this country and are becoming increasingly concerned about the rising costs of medicine to support technological advances in science and clinical care. They don't want us to walk away from this issue.

- o **Minimum Wage and the Economy:** Women are in support of raising the minimum wage and are concerned about the ability of citizens to live on low wages. Along these same lines, participants are concerned about being forced into poverty as the cost of living rises. Many workplace issues, such as employee benefits, sexual harassment, livable wages, and corporate responsibility are discussed regularly. The balancing of the federal budget is also frequently discussed, but doesn't seem to be mentioned as often as in past months.
- o **Other top issues of concern:** environment, welfare, public safety, crime, retirement and issues facing women business owners.

Press Coverage

Many *At the Table* roundtables have been getting press in local communities and the stories are all positive and have headlines like "Working Women find Sympathetic Ear", or "Clinton Liaison Collects Concerns." Our press strategy with *At the Table* is aimed at getting positive clips of your accomplishments for women and the Administration's efforts to give women a voice in their government. Another added benefit is the press coverage about women Administration officials who are hosting the roundtables. The articles are extremely positive when the roundtables are done in their hometown or homestate. We are encouraging each woman political appointee to do a roundtable in her hometown and college campus. It is a big story for many towns across America when a Clinton appointee comes home to talk to the people as an ambassador for the President.

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(I) **Rasco memo on Wayne County Community College.** Carol spoke at their June 14 commencement, and has shared information about the school with Don "in case we need a site and/or examples of students to be helped by your proposed HOPE scholarship program." Dr. Curtis Ivery (from Dallas) is the President of the 5-site campus serving 17,000 students, and he extends greetings to you. This year's graduating class ranged from 20 to 70 in age, was 60% African American, and 70% female. The nursing program is outstanding with their students scoring 86% and above on the State Boards, and many students are taking the child care degree and moving into 4-year programs in early childhood education or elementary education.

(J) **June 21 WSI article on population growth in rural America.** Via Sec. Glickman who points out that a lot of it has occurred under your watch.

We have also received the following items:

• **Sen. Bumpers note on capital gains tax cut.** He indicates that a capital gains tax cut would not increase your support 1/2 of 1%, and Rivlin is right -- it would do little for the economy, and a great deal to increase the deficit. He commends you on being the first President in modern history to actually do something about the deficit.

• **McLarty note on Fort Smith Doppler Radar.** Commerce reports that it has sent to the Hill a new Doppler Radar bill for Fort Smith.

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THE WHITE HOUSE
WASHINGTON

96 JUN 18 P1:43

June 17, 1996

MEMORANDUM FOR THE PRESIDENT

FROM: CAROL H. RASCO *CHR*
SUBJECT: Wayne County Community College

On Friday evening, June 14, I spoke at the Wayne County Community College commencement exercises in Detroit. Dr. Curtis Ivery is the President having gone there in September from Dallas. He extends greetings to you.

I was very impressed with this campus and the large number of people, particularly those with the City Council and other Detroit organizations who shared with me their appreciation of Curtis and all that he is doing for the five site campus which serves over 17,000 students in a given year. Over 1000 graduated last Friday evening, almost all with two year degrees, a few with one year certificates. Many are already enrolled or plan to be enrolled in a four year institution. The pride among the students and the enthusiasm in that sports arena among their families and friends were overwhelming! I received several roaring applause periods when mentioning your work and support for higher education.

In short the numbers on this graduating class: average age of 33 with ages ranging from 20 to 70!; 60% African-American; 70% female. The nursing program is outstanding with their students traditionally scoring 86% and above on the State Boards which is quite good. Large numbers of students are taking the child care degree and moving into four year programs in early childhood education or elementary education.

I have shared all this information with Don Baer's office in case we need a site and/or examples of students to be helped by your proposed HOPE scholarship program.

It is clear from persons with whom I spoke that as Curtis is speaking throughout Detroit to garner support for the millage this school has on the ballot for November that he is stressing your strong commitment to education.

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*Dr. Smith
US High*

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THE WHITE HOUSE
WASHINGTON

96 JUN 20 P4:10

June 20, 1996

MEMORANDUM FOR THE PRESIDENT

FROM: MACK McLARTY
SUBJECT: DOPPLER RADAR SYSTEM IN FORT SMITH, ARKANSAS

Per your earlier note to me, I have stayed in touch with Peter Scher, Mickey Kantor's Chief of Staff, on the Fort Smith radar matter. On June 18th, I received the following message from Peter:

"Today Commerce sent to the Hill a new Doppler Radar Bill for Fort Smith."

Looks like Mickey and his people have moved this matter in the right direction.



Attachment

cc: Leon Panetta

cc: Mandy/BK
We
need to
follow up
on this

cc: w/incoming
Secretary Kantor

HOUSE
TON

James M. Llewellyn, Jr.
Thompson and Llewellyn, P.A.
Post Office Box 818
Fort Smith, Arkansas 72902-0818

Dear Mitch:

Thanks for your letter and for sending the Times Record articles on the events surrounding the catastrophic tornado that touched down in Fort Smith. I certainly understand your concerns about the National Weather Service and about the inability of the Doppler radar system to track impending tornados, and I have asked Secretary Kantor to look into your specific recommendations.

Also, I want to thank you for your role in all this -- I know you were one of the amateur radio operators who reported seeing the tornado and that you've met with the weather service officials. The good people of Fort Smith are lucky to have you as one of their own. Thanks.

Sincerely,

Bruce Clifton

THE WHITE HOUSE
WASHINGTON

June 21, 1996

MEMORANDUM FOR THE PRESIDENT

FROM: KITTY HIGGINS *KH 5/21*

SUBJECT: Summary of Cabinet Weekly Reports
June 21-28

DEPARTMENT OF TREASURY

- **Church Fires:** On June 19, you, Secretary Rubin, and Assistant Secretary Johnson met with a group of governors and state attorneys general to discuss the church fires and develop a coordinated effort. On June 19, the Treasury-Justice task force met to form working groups on operations, policy, outreach, press and computers. ATF agents are disseminating the church fire threat assessment guides to pastors and ministers throughout the country. On June 20, Assistant Secretary Johnson and Assistant Attorney General Patrick testified before the Congressional Black Caucus on the church fire investigation.
- **Secretary's Activities:** On June 23, Secretary Rubin will travel to NY to address a town hall meeting in Representative Maloney's district on the Administration's urban agenda. On June 24, he will attend a breakfast for Congressman Payne and meet with the President of Uzbekistan.
- **Seagrams Advertising:** After adhering for nearly three decades to a self-imposed ban on television advertising by the spirits industry, Seagrams has responded to declining spirit industry sales by airing 30-second commercials for Crown Royal whiskey. Advertisements via television and radio stations are not prohibited by the Federal Alcohol Administration Act, but are subject to the Act's regulations which are administered by the ATF.
- **Mexican Banking:** On June 23, a Treasury-led US delegation, including officials from IRS, Customs, Secret Service, FinCEN and FBI, will be in Mexico City to assist the Mexican government and the Mexican Banking Commission in constructing a regulatory framework for suspicious and large currency transaction reporting and creating a computer system to process these reports.

THE PRESIDENT HAS SEEN

6-21-96

*See notes mailed
PR*

6-21-96 JUN 21 10:28

CS

DEPARTMENT OF COMMERCE

- **Economic Indicators:**

The following economic indicators will be released during the next two weeks:

Advance Report on Durable Goods, Manufacturers'

Shipments and Orders, May 1996 June 26

Gross Domestic Product (final) and Corporate Profits (revised) June 28

1st quarter 1996 June 28

Personal Income and Outlays, May 1996 July 1

Value of New Construction Put in Place July 1

- **International Travel:** On June 23-30, Secretary Kantor will lead a delegation of CEO's on a Presidential Trade Development Mission to East Asia. Business leaders traveling with the Secretary represent automobile and automotive parts, transportation infrastructure, technology, and information services industries. The delegation will travel to Korea, Indonesia and Thailand where they will meet with Ministers and other high level government officials.
- **Health Insurance Census Report:** On June 24, the Census will release the report, "Dynamics of Economic Well-Being: Health Insurance, 1992 to 1993." This report includes information on the extent to which people experienced lapses in health insurance and the characteristics of those covered by different types of insurance.
- **Commercial Fishery:** On June 19, NOAA and the National Marine Fisheries Service announced that they plan to provide two grants totaling \$7.35 million to boost investment in salmon restoration and protection. This is a continued response to the collapse of salmon fishery resources in the Northwest. These grants are expected to employ 350 fishermen. The Vice President has been very supportive in the development of a sustainable commercial fishery in this region.
- **Census 2000:** On June 20, the House Committee on Government Reform and Oversight marked up a report stating the majority's disapproval of the Census Bureau's plans for the 2000 decennial census. The report will focus on the majority's concerns about the legality and methodology of using statistical methods, specifically sampling, in the 2000 census.

DEPARTMENT OF LABOR

- **Lockheed Martin:** On June 19, the Pension Benefit Guaranty Corporation (PBGC) collected more than \$415,000 from Lockheed Martin Corporation for underpaid insurance premiums.

Foreign Guestworkers: As of June 18, the Atlanta Committee on the Olympics (ACOG) had not filed any of its 8 H-2B foreign guestworker applications (equaling 38 jobs) with the Georgia Employment Service. On June 3, representatives from the Employment and Training Administration (ETA) met with ACOG to ascertain ACOG's exact number of H-2B applications and to reiterate the message from DOL that their delay could result in denial of foreign guestworker labor certification applications. The process is critical to protecting the interests of US workers.

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- **Crash of ValuJet Flight 592.** On June 25, the House Transportation and Infrastructure Subcommittee on Aviation will hold a hearing on issues raised by the crash of ValuJet flight 592. Federal Aviation Administrator David Hinson will testify. On June 27, the Senate Commerce, Science and Transportation Committee will hold a hearing on information related to the ValuJet accident. They have requested Secretary Peña and Administrator Hinson as witnesses.

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- **Kiwi Airlines:** Very shortly, the FAA will announce that Kiwi, based in Newark, NJ, will reduce its fleet from 15 to 11 aircraft and retrain enough pilots to fly all of its planes. This is the result of a negotiated settlement stemming from FAA concerns over crew-training and testing. These concerns are similar to those raised in 1994 when Kiwi temporarily ceased operations. This matter is being handled by the eastern region of the FAA.
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- **Secaucus Transfer Award Ceremony.** On June 24, Secretary Peña will join U.S. Senator Frank Lautenberg and Federal Transit Administrator Linton in a Newark, NJ ceremony to announce the award of \$79.3 million for the Secaucus Transfer project. The New Jersey Transit Corporation project will construct a commuter rail transfer station in Secaucus where the Main and Bergen Lines intersect the Northeast Corridor Line. The new station will allow rail passengers to transfer to commuter trains operating on the Northeast Corridor Line.
- **Los Angeles Red Line.** On June 14, the FTA received the GAO Report entitled Los Angeles Red Line: Financing Decisions Could Affect This and Other Los Angeles County Rail Projects. The GAO initiated this report at the request of House Appropriations Subcommittee Chairman Wolf. The GAO credits the FTA's proactive and timely withholding of Federal funds for the Red Line and FTA requiring a plan for strengthening quality control and safety as successful. The GAO also credits FTA for increasing project management oversight at the subway construction sites. The GAO report did not make any recommendations for further FTA action.
- **I-95 Structure Open to Traffic.** On June 12, in a roadside ceremony, PA DOT Secretary Brad Mallory and Administrator Slater joined to celebrate the reopening of three lanes of traffic on each structure of a viaduct damaged by a major tire fire on March 13. The lanes were opened to traffic well ahead of the July 9 date as called for in the emergency contract. Administrator Slater and Secretary Mallory also jointly presented the contractor with a \$532,000 incentive check for its completion of the project three weeks ahead of schedule.

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- **Emergency Landing:** On June 13, SwissAir charter carrying former President Bush and Colin Powell made an emergency landing in Bangor, ME, due to an overheated engine. No one was injured and the plane continued on to Zurich.

UNITED STATES TRADE REPRESENTATIVE

- **China Trip:** On June 14, Ambassador Barshefsky arrived in Beijing to conduct three days of final-round consultations with Vice Minister Shi Guangsheng on China's implementation of the 1995 IPR Enforcement Agreement. The meeting successfully resolved the issue of placing \$2 billion in sanctions on Chinese products. China has also taken action in four key areas: targeting piracy at the manufacturing level, implementing effective border enforcement measures, making targeted enforcement efforts in Guangdong Province, and permitting market access for U.S. audiovisual and computer software products and companies.

SMALL BUSINESS ADMINISTRATION

- **Irish Delegation:** On June 17, Administrator Lader and Irish Deputy Minister Bruton hosted an event for a delegation of 70 businesses from Ireland and 30 US businesses in Chicago, continuing SBA's negotiations with the Irish trade agency FORBAIRT.
- **Loan Programs:** The House Small Business Committee has tentatively scheduled for June 25 a markup of legislation to reduce the subsidy rates for the 7(a) and 504 programs. It is expected that the bill will include provisions to eliminate the 8(a) Minority Business Development program.
- **Community Development Banking:** On June 24-26, Deputy Administrator Lew will travel to Los Angeles where she will have a press conference with Mayor Riordan regarding capitalization of the LA Community Development Bank and SBA's partnership with the bank.

FEDERAL EMERGENCY MANAGEMENT AGENCY

Disaster Activities: You declared disaster in PA this week as a result of flooding.

The Governor of IN is appealing the denial of his request for a major disaster declaration for the State as a result of severe storms and flooding which occurred on April 28. Preliminary Damage Assessments (PDAs) have been completed in IL, MA, MN, MT and VT due to flooding. Requests are under review for IN (snow), IA, NE, NJ and OH.

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- **Drought Task Force:** On June 26, FEMA is hosting a Multi-State Drought Task Force meeting in Albuquerque, NM. Other participating federal agencies include the USDA, Interior, HUD, EPA, SBA and the U.S. Army Corps of Engineers. The congressional delegations from OK, CO, AZ, NM, UT, NV, and sections of CA and TX have been invited to the meeting.

DEPARTMENT OF JUSTICE

- **Dubrovnik Plane Crash:** The mother of decedent Lawrence Payne filed an action for a "pure bill of discovery" in the District Court for the District of Columbia, seeking depositions and documents to determine the facts behind the crash. Justice will be filing an opposition on the basis that this remedy is superseded by modern rules of discovery and the plaintiff has already received the 21-volume Air Force report on the accident.
- **Communications Decency Act (CDA):** On June 12, a three-judge district court issued a preliminary injunction against enforcement of the provisions of the CDA, which make it illegal for individuals to transmit "indecent" speech over the Internet. Plaintiffs represent on-line commercial service providers who believe the CDA provisions are unconstitutional under the First Amendment. The court ruled that plaintiffs, who are on-line commercial service providers had demonstrated irreparable injury in the litigation. Justice has 20 days to file a notice of appeal directly to the Supreme Court.
- **Bank of Boston Merger:** On June 18, the Justice Department approved the proposed merger between Bank of Boston and Bay Banks, after they agreed to divest 20 bank branch offices with total deposits of about \$860 million to USTrust to resolve concerns about maintaining competition.
- **Thomson Corp. and West Publishing Co.:** On June 19, the Justice Department and Attorneys General from CA, CT, IL, MA, NY, WA and WI, agreed to allow the \$3.4 billion merger of two of the nation's largest legal publishers. Thomson must sell more than 50 legal publications, openly license West Publishing's page numbering system and provide other relief to resolve anti-competitive concerns. This is the largest number of states that have joined with the federal government in challenging an antitrust violation.
- **Clifton Terrace Apartments:** On June 7, the Department filed in the United States District Court for the District of Columbia a motion for preliminary injunction against the owners of the Clifton Terrace Apartments. The complaint sought possession of the project by HUD as a result of the mortgagor's failure to maintain the apartments in a decent, safe and sanitary condition.

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court ruled that the local DBE program was unconstitutional, and enjoined MTA from administering any DBE programs.

Environmental Crimes: On June 14, Bruce R. Burrell was extradited from Costa Rica, where he had been incarcerated since December, 1995, when he was apprehended by Costa Rican INTERPOL in the first successful international extradition effort by the United States for a fugitive charged with environmental crimes. Burrell is charged with conspiracy to import into the domestic commerce of the United States over 19,000 thirty pound cylinders of CFC-12.

Suspected Nazi Officer Blocked from Entering United States: On June 7, the Office of Special Investigations (OSI) and the Immigration and Naturalization Service (INS) jointly enforced the exclusion of Erich Hieber, a former SS officer, upon arrival at Boston's Logan International Airport on May 28.

- **Alien Smuggling Ring:** Three defendants were arrested for operating an alien smuggling ring in Arizona. The three would prey on women who hired them as illegal guides to the United States.
- **Puerto Rico:** On June 26, the House Resources Committee is scheduled to mark up a bill calling for a referendum to determine the political status of Puerto Rico.
- **English Only Legislation:** On June 27, the Senate Governmental Affairs is scheduled to mark up a bill designating English the official language. The Department has joined HHS and HUD in a letter opposing the bill.
- **Press Inquiries:** On June 28, 20/20 will be running a story on a company that illegally prepares immigrants for the naturalization test. *LA Times* is working on a story on about a conflict of interest between members of the Alaska delegation and the timber industries. *Money Magazine* is working on a story on Dole v. Clinton's affirmative action stance and how it affects small businesses.

DEPARTMENT OF HEALTH AND HUMAN SERVICES

Welfare Proposals: HHS may approve Florida's welfare reform proposal called the Family Responsibility Act Demonstration within the week. This proposal is for a statewide demonstration that includes two provisions. One requires school attendance for teenagers under the age of 18; the other establishes a family cap under which the family will receive half the benefit increment for the first child conceived while receiving AFDC and no increment for any subsequent children conceived while receiving AFDC. Illinois' proposal, called the Six-Month Paternity Demonstration, is also in the final stage of Departmental review and clearance. The focus of this proposal is on increasing cooperation in establishing paternity through progressive

fiscal sanctions that are based on both the time elapsed (6 months) since notification of paternity establishment requirements and the custodial parent's pattern of cooperation following notification. Progressive fiscal sanctions for non-cooperation are designed to emphasize the responsibility of AFDC recipients to help the State establish paternity for children born out of wedlock, and ultimately to collect more child support from parents who may not be supporting their children to the extent that they are able. Paternity establishment provides greater potential for families achieving self-sufficiency from welfare.

- **Wisconsin:** We continue to actively consider the WI Welfare waiver but have no further developments to report. The waiver remains the subject of substantial media interest.
- **Los Angeles County:** On June 25-26, a team of Federal representatives will meet in Los Angeles with State and County officials to discuss the development of a plan to restructure the County's health care system. HCFA agreed to provide technical assistance to the State and the County as part of our June 15 approval of an amendment to CA's 1115 Medicaid demonstration project for Los Angeles County. The amendment will extend several financial provisions of the demonstration for one year in order to give the County time to restructure its health care system. Federal, State and County representatives plan to confer weekly on the restructuring plan.
- **Arkansas Family Planning Waiver:** On June 18, HCFA approved a 5-year demonstration project in AR to extend Medicaid coverage for family planning services. The goal of this project is to reduce the number of unintended pregnancies in AR. Currently in AR, Medicaid covers pregnant women with incomes at or below 133 percent of the Federal Poverty Level. Over 85 percent of these women lose their coverage 60 days after delivery. The project will allow these women to have Medicaid-covered family planning services for 5 years or the length of the proposed project.
- **Marijuana Campaign:** On June 24, in her speech to the National PTA, Secretary Shalala will launch "Reality Check," a national public education campaign designed to counter recent increases in marijuana use by youth.
- **Lead Exposure:** As early as next week, NIH will release results from two studies which suggest that lead accumulated in a pregnant woman's bones over her lifetime can leak out, exposing the developing fetus during pregnancy.
- **Manor Care of Potomac:** Last week, HCFA was alerted to an outbreak of disease at Manor Care of Potomac. As of June 17, 48 residents and nine staff had been identified with streptococcus and pneumococcus respiratory illness, and eight residents had died

as a result. State epidemiology staff and CDC investigators were on site at the facility over the weekend to investigate the source of the outbreak.

New Aids Drugs: HHS has called on state Medicaid programs to provide appropriate coverage of three new drugs designed to treat HIV-infection in Medicaid-eligible persons living with HIV or AIDS. The new drugs were approved for use by the FDA earlier this year. Under federal law, states that offer prescription drug coverage under Medicaid are required to cover most drugs approved by the FDA.

Washington Post: On June 21, the *Washington Post* featured a story on Dr. James Felson, a member of the Public Health Service Commission Corps, who says he does "virtually nothing" for his annual \$117,000 salary. Management at the Health Resources and Services Administration (HRSA) reports that they have offered Dr. Felson a variety of assignments over the past few years, but Dr. Felson has refused to accept them. The agency admits that they should have acted sooner to resolve the problem and they were actively reviewing appropriate personnel actions when the story broke.

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Church Burnings: Next week, the Senate is expected to pass the Kennedy-Faircloth bill which aims to increase Federal protection against arson and other acts of violence against churches. The bill includes the Administration's proposal to authorize a Loan Guarantee Recovery Fund administered by HUD that would enable HUD to guarantee up to \$10 million in loans made by private financial institutions to nonprofit organizations that have been damaged by acts of arson or terrorism. This fund will require no additional appropriation.

Homeownership: Secretary Cisneros is participating in homeownership town hall meetings and press events next week in Fargo, ND, St. Paul, MN, and in New York City with an Asian American community group.

OFFICE OF NATIONAL DRUG CONTROL POLICY

Director's Schedule: On June 25, Director McCaffrey will address the closing plenary session of the U.S. Conference of Mayors in Cleveland, OH. On June 25 Director McCaffrey will address 2000 members of the medical profession at the American Medical Association (AMA) Annual Meeting in Chicago, IL. On June 26, The Director will make a major address to the delegates of the U.N. ECOSOC session which will focus on drug demand and supply issues. He will also conduct several bilateral meetings with European and Asian countries and with Mexico.

- **Appropriations:** On June 18, the House Appropriations Subcommittee marked up the FY97 ONDCP budget June 18. One negative outcome was the recommended cut of FTEs by 30% in order to fund conferences on Model State Drug Laws and public service announcements.

VETERANS AFFAIRS

- **Wall Street Journal:** On June 20, Secretary Brown conducted a follow-up interview with *Wall Street Journal* reporter Bruce Ingersoll, who is working on a profile of the Secretary.
- **Persian Gulf Hearings:** The House Government Reform and Oversight Subcommittee on Human Resources and Intergovernmental Relations will hold the third of three Persian Gulf-related hearings. This hearing will focus on various issues, including pre- and post-deployment physical examinations and medical records and troop location documentation.
- **Political Controversies:** *ABC News* Special Projects has contacted the Department requesting information on the recent Agent Orange decisions. *ABC* is planning a one-hour John Stossel special on the political controversies over interpreting science. The VA focus relates to the decisions on the health effects of Agent Orange exposure and how science can take a long time to prove latent disease risks.

DEPARTMENT OF INTERIOR

- **San Diego Fire Situation:** The Otay Mountain area lies just north of the Mexican border. The area is made up of very rugged terrain, and is known for unique plant species. It is also one of the focal points of conservation plans designed to protect biological diversity in an area facing rapid population growth. In June, the San Diego Board of Supervisors declared a local state of emergency related to wildfire danger in the border region including Otay Mountain. The local and state governments as well as federal officials have expressed increased concern based on a sharp increase in the estimated number of illegal immigrants daily passing through the area, and the dramatic increase in wildfires associated with the increased presence of people. The total acreage burned in 1994 was 2,900 acres in this area, compared to the more than 6,300 acres that have already burned this year. Currently, the Department of the Interior is consulting with CEQ, as required by CEQ regulations, to determine whether an emergency waiver of NEPA is appropriate.
- ✓ **EPA Listing Update:** On June 18, the Fish and Wildlife Service moved to reopen the comment period on the proposal to list the Barton Springs salamander as an endangered species. This will permit the Service to consider how the State of Texas' water quality protection efforts could affect the decision to list. On June 20,

representatives of the Department of the Interior met with the state to discuss how the state can protect the salamander through its own regulatory initiatives.

- **Senate Committee Hearing:** On June 27, Secretary Babbitt is scheduled to appear before the Senate Committee on Governmental Affairs to review the management of the four federal land management agencies (DOI's Bureau of Land Management, National Park Service and Fish & Wildlife Service; and the USDA's Forest Service). The hearing will criticize the Forest Service, and address the possibility of creating a single federal natural resources department.
- **Secretary's Schedule:** On June 27, Secretary Babbitt will attend a ceremony announcing the approval of Plum Creek Timber Company's 170,000 multi species Habitat Conservation Plan in WA's central Cascade Mountains.

UNITED STATES DEPARTMENT OF AGRICULTURE

- **Secretary Travel:** On June 25, Secretary Glickman will be in the Pacific Northwest for various environmental activities, including a tour of watershed/salmon habitat restoration projects in Portland, OR and a ceremony with Secretary Babbitt regarding a land exchange and the successful habitat conservation plan in Seattle, WA.
- **Environment/Timber Update:** In response to your request, the Forest Service has committed 20 additional law enforcement officers to a long-term operation on the Cleveland National Forest in California to ensure public and employee safety and to protect natural resources as the numbers of illegal immigrants passing through the forest from Mexico increases.
- **Wildfires:** On June 28, Secretary Glickman will travel to the Denver, CO with Secretary Babbitt to review fire activities. There has been 61,149 fires reported. Over 1.85 million acres have been burned. Five non-contained fires of over 500 acres are in AS, CO, NM, and UT. The airtanker acquisition legislation that will provide updated aircraft was approved by Secretary Glickman and is now under review by OMB. Also, OPM recently approved an exemption to the 1,040-hour temporary hiring rule to allow 2,000 firefighters to continue their work during the peak fire season.
- **Peach Crop Nearly Lost:** Spring freezes nearly destroyed the 1996 GA and SC peach crops, with production in both states expected to reach their lowest levels since 1958. The two-state area crop is expected to drop 93 percent. On the strength of the California crop, U.S. production is expected to total 1.65 billion lbs., down only 5 percent from 1995.
- **Timber Bill:** Senator Murkowski and Representative Young recently introduced a bill to extend the long-term timber contract of the Ketchikan Pulp Company on Alaska's

Tongass National Forest for 15 additional years. The current 50-year contract is scheduled to end in the year 2004. The terms of the current contract are the subject of ongoing litigation. Hearings are expected in late July.

- **Hearings:** On June 25, the House Resources Committee will hold a hearing on lifting the moratorium on listing species under the Endangered Species Act. On June 27, the Senate Governmental Affairs Committee is tentatively planning a hearing to assess the mission of the Forest Service.
- **Press Inquiries:** *NBC Nightly News* asked for information about Women, Infants, and Children program fraud in Chicago and elsewhere.

DEPARTMENT OF EDUCATION

- **Appropriations:** Floor action on the FY97 appropriations bill is tentatively scheduled for the week of June 27. The House Subcommittee provided \$22.8 billion in discretionary funds for the Department, \$2.8 billion less than your request. The Subcommittee eliminated funding for 23 programs, including Goals 2000, Safe and Drug-Free Schools National Activities, State Student Incentive Grants, Star Schools, and federal capital contributions for Perkins Loans.
- **Diversity Statement:** The Secretary is considering issuing a statement reiterating support for diversity in higher education following the recent decision of the Fifth Circuit Court of Appeals in *Hopwood v. Texas*. At the Department's request, the Justice Department has filed an amicus curiae brief with the Supreme Court urging the Court to grant TX's petition for certiorari in this case which involves the University of Texas Law School's admissions program.

ENVIRONMENTAL PROTECTION AGENCY

- **Community Right-to-Know:** Next week, EPA will announce the expansion of the Community Right-to-Know program that will increase by 30 percent the number of manufacturing facilities required to make public the levels of toxic chemicals released into the air, water and land. The Administration is adding 7,000 manufacturing facilities to the 23,000 currently reporting under the program. The action delivers on your commitment to expand every citizens' right to know about local pollution.
- **Florida Trip:** On June 23, Administrator Browner is traveling to Miami to receive the Tropical Audubon's "Conservation Award for Public Service." In Ft. Lauderdale, the Administrator will announce the next step in the Administration's efforts to protect the Florida Everglades. She will announce the Administration's support for establishing a buffer zone on the edge of the Everglades through public acquisition of land.

- **Safe Drinking Water:** By June 28, the House Commerce Committee is expected to file its report on the Safe Drinking Water Act reauthorization bill. The bill has stronger prevention, monitoring and consumer awareness provisions than the bi-partisan bill that the Senate unanimously passed in November. The bill is expected to be brought to the floor next week, which would require resolution of potential jurisdictional disputes.
- **Superfund:** Movement on Superfund reauthorization has slowed in both the House and the Senate with Committee markups still unscheduled. Senators Smith and Chafee have commented publicly that the likelihood of comprehensive Superfund reform this Congress looks dim because of an inability to reach agreement on major issues between both parties and the Administration. Both House and Senate GOP proposals let large polluters off the hook, are not protective of public health and groundwater resources and are too expensive.

OFFICE OF PERSONNEL MANAGEMENT

- **OPM Files:** On June 18, Congressman Mica, chair of the House Civil Service Subcommittee, wrote Director King seeking information about any requests the Administration may have made for OPM background investigation files of individuals who served in prior Administrations. Congressman Mica asked OPM for details and documents relating to any requests made, the steps taken to protect the security of files and the privacy rights of those investigated. Mica requested OPM's response by Thursday, June 27.
- **Abortion Restriction:** The House Subcommittee on Treasury, Postal, and General Government included in OPM's appropriation, prohibits funding for abortions of federal employees except to save the life of the mother.

DEPARTMENT OF STATE

- **Middle East:** On June 18, Israeli Prime Minister Netanyahu presented his new cabinet to the Knesset. On June 25, the Secretary will travel to Israel to meet with Netanyahu, in order to review the negotiating record of the past few years, get a sense of Netanyahu's thinking, and set the stage for a successful visit to Washington by Netanyahu in early July. On July 26, the Secretary will also stop in Cairo en route to Lyon, to consult with President Mubarak on the results of the June 21, Arab Summit and discuss next steps. While in Cairo, the Secretary will also meet briefly with PLO Chairman Arafat.
- **UN Secretary General Boutros-Ghali:** Since Boutros-Ghali's public declaration on June 19, that he intends to seek a full second term, the State Department has continued to work to make clear, in diplomatic channels and publicly, its determination to seek

new leadership for the UN. The Secretary has been in direct touch in recent days with a number of his foreign counterparts to lay out our views.

- **China:** On June 17, the U.S. and China reached a last-minute deal in Beijing on Intellectual Property Rights, averting threatened trade sanctions. As a result, the Chinese closed 15 illegal CD factories and will prohibit the creation of new ones. They also reinstated special enforcement provisions in Guangdong province, where most piracy occurs. On the key issue of market access, China will issue new guidelines on exclusive licensing of legitimate products and increase imports of U.S. films.

DEPARTMENT OF DEFENSE

- **North Korea:** While implementation of the Agreed Framework proceeds steadily, potential trouble spots exist. The trouble spots include a persistent shortfall in Heavy Fuel Oil (HFO) funding, including Congressional cuts, that will come to a head by late summer. Inadequate DPRK HFO storage capacity will require some adjustment to the current alternative energy program. Congressman Dornan has released an internal Defense POW/MIA Office working document that holds open the possibility of live U.S. Korean War POWs still being held in North Korea.
- **San Diego Dredging Project:** On June 10, a federal judge postponed a hearing on a Navy dredging project in San Diego Bay until July 22. The Environmental Health Coalition and three other public interest groups first went to court on May 28, seeking to block the Navy dredging. The project intends to deepen the bay to support the homeporting of three nuclear aircraft carriers.
- **Lost Commandos Private Relief Legislation:** DoD is working with DoJ, CIA, and NSC, to develop an approach to private relief legislation for a group of Vietnamese "commandos" who have sued the U.S. The commandos were inserted into North Vietnam as part of a South Vietnamese clandestine program that first the CIA and then DoD oversaw and administered. Almost all the commandos were either killed or captured.

UNITED NATIONS

- **Iraq:** On June 14, the Security Council unanimously condemned the latest Iraqi blocking of UN inspections as a "clear and flagrant violation" of UN Resolution 986. It also rejected the Iraqi proposal for conditional inspections and mandated Rolf Ekeus, the Chairman of the UN monitoring mission, to visit Baghdad to obtain unconditional access for inspections. This latest statement followed close on the heels of a resolution deploring Iraq's blockage of other inspection missions earlier in the week.

CENTRAL INTELLIGENCE AGENCY

- **Iranian Arms Transfers:** The House International Relations Committee's Subcommittee on Iranian Arms transfers to Croatia and Bosnia began to o inquiry. A House Intelligence Committee staffer, a former CIA employee, was appointed staff director, and the Select Subcommittee has formerly requested access to CIA material previously made available to the intelligence oversight committees. Last week, CIA provided key staffers a background briefing on the material and worked out ground rules to limit access to sensitive intelligence. The Subcommittee staff met on June 19, with CIA's Chief of Station, Zagreb for an informal interview. Formal Subcommittee sessions will be deferred until late June or early July.

GENERAL SERVICES ADMINISTRATION

- **Can't Beat GSA Leasing:** On June 18, Acting Administrator Barram and Commissioner Peck hosted a press briefing on changes in the Public Buildings program and the "Can't Beat GSA Leasing" initiative to streamline federal real estate leasing. Building on reinvention laboratories and business processing re-engineering initiatives, GSA is overhauling internal procedures nationwide to execute leases faster, make more user-friendly to private sector building owners and federal agencies, and generate taxpayer savings.
- **Unabomber Trial Security:** The trial is set to be held at the U.S. Courthouse in Sacramento, CA. Regional Federal Protective Service personnel are coordinating security efforts with the U.S. Marshals Service and local law enforcement.

SOCIAL SECURITY ADMINISTRATION

- **World Wide Web:** Since April 17, SSA has provided its customers the capability to request a Personal Earnings and Benefit Estimate Statement (PEBES) on the Internet's World Wide Web on a demonstration test basis. PEBES are records of individuals' earnings and estimates of the benefits they can expect to receive from the Social Security program. During this 2-month test, almost 20,000 people have accessed SSA's PEBES "Home Page," and more than 10,500 people have made an online request for a PEBES statement. SSA is presently evaluating this service to determine whether any changes are needed in the process before making the request form a permanent Internet service.

*What's next?
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Union Activities: On June 27, the House Committee on Ways and Means, Subcommittee on Social Security will hold a second oversight hearing on the use of Social Security trust fund monies to pay for union activities. The second hearing has been called to have Commissioner Chater testify before the Subcommittee. The first hearing included testimony from GAO and AFGE.

cc: The Vice President
Leon Panetta
Harold Ickes
Evelyn Lieberman
George Stephanopoulos
Alexis Herman
Carol Rasco
Maggie Williams
Mike McCurry
Doug Sosnik
Marcia Hale
Donald Baer
Rahm Emanuel
John Hilley

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- **Los Angeles Red Line.** On June 14, the FTA received the GAO Report entitled Los Angeles Red Line: Financing Decisions Could Affect This and Other Los Angeles County Rail Projects. The GAO initiated this report at the request of House Appropriations Subcommittee Chairman Wolf. The GAO credits the FTA's proactive and timely withholding of Federal funds for the Red Line and FTA requiring a plan for strengthening quality control and safety as successful. The GAO also credits FTA for increasing project management oversight at the subway construction sites. The GAO report did not make any recommendations for further FTA action.
- **I-95 Structure Open to Traffic.** On June 12, in a roadside ceremony, PA DOT Secretary Brad Mallory and Administrator Slater joined to celebrate the reopening of three lanes of traffic on each structure of a viaduct damaged by a major tire fire on March 13. The lanes were opened to traffic well ahead of the July 9 date as called for in the emergency contract. Administrator Slater and Secretary Mallory also jointly presented the contractor with a \$532,000 incentive check for its completion of the project three weeks ahead of schedule.

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cc: Senick
E. Nelson
F. J.

cc: E. K. K. K.

6-24-98

- **Emergency Landing:** On June 13, SwissAir charter carrying former President Bush and Colin Powell made an emergency landing in Bangor, ME, due to an overheated engine. No one was injured and the plane continued on to Zurich.

UNITED STATES TRADE REPRESENTATIVE

- **China Trip:** On June 14, Ambassador Barshefsky arrived in Beijing to conduct three days of final-round consultations with Vice Minister Shi Guangsheng on China's implementation of the 1995 IPR Enforcement Agreement. The meeting successfully resolved the issue of placing \$2 billion in sanctions on Chinese products. China has also taken action in four key areas: targeting piracy at the manufacturing level, implementing effective border enforcement measures, making targeted enforcement efforts in Guangdong Province, and permitting market access for U.S. audiovisual and computer software products and companies.

SMALL BUSINESS ADMINISTRATION

- **Irish Delegation:** On June 17, Administrator Lader and Irish Deputy Minister Bruton hosted an event for a delegation of 70 businesses from Ireland and 30 US businesses in Chicago, continuing SBA's negotiations with the Irish trade agency FORBAIRT.
- **Loan Programs:** The House Small Business Committee has tentatively scheduled for June 25 a markup of legislation to reduce the subsidy rates for the 7(a) and 504 programs. It is expected that the bill will include provisions to eliminate the 8(a) Minority Business Development program.
- **Community Development Banking:** On June 24-26, Deputy Administrator Lew will travel to Los Angeles where she will have a press conference with Mayor Riordan regarding capitalization of the LA Community Development Bank and SBA's partnership with the bank.

FEDERAL EMERGENCY MANAGEMENT AGENCY

Disaster Activities: You declared disaster in PA this week as a result of flooding. ~~The Governor of IN is appealing the denial of his request for a major disaster declaration for the State as a result of severe storms and flooding which occurred on April 28.~~ Preliminary Damage Assessments (PDAs) have been completed in IL, MA, MN, MT and VT due to flooding. Requests are under review for IN (snow), IA, NE, NJ and OH.

Leah
Need to
use letter to
Deputy Dir

6-24-96

court ruled that the local DBE program was unconstitutional, and enjoined MTA from administering any DBE programs.

Environmental Crimes: On June 14, Bruce R. Burrell was extradited from Costa Rica, where he had been incarcerated since December, 1995, when he was apprehended by Costa Rican INTERPOL in the first successful international extradition effort by the United States for a fugitive charged with environmental crimes. Burrell is charged with conspiracy to import into the domestic commerce of the United States over 19,000 thirty pound cylinders of CFC-12.

Suspected Nazi Officer Blocked from Entering United States: On June 7, the Office of Special Investigations (OSI) and the Immigration and Naturalization Service (INS) jointly enforced the exclusion of Erich Hieber, a former SS officer, upon arrival at Boston's Logan International Airport on May 28.

- **Alien Smuggling Ring:** Three defendants were arrested for operating an alien smuggling ring in Arizona. The three would prey on women who hired them as illegal guides to the United States.
- **Puerto Rico:** On June 26, the House Resources Committee is scheduled to mark up a bill calling for a referendum to determine the political status of Puerto Rico.
- **English Only Legislation:** On June 27, the Senate Governmental Affairs is scheduled to mark up a bill designating English the official language. The Department has joined HHS and HUD in a letter opposing the bill.
- **Press Inquiries:** On June 28, 20/20 will be running a story on a company that illegally prepares immigrants for the naturalization test. *LA Times* is working on a story on about a conflict of interest between members of the Alaska delegation and the timber industries. *Money Magazine* is working on a story on Dole v. Clinton's affirmative action stance and how it affects small businesses.

DEPARTMENT OF HEALTH AND HUMAN SERVICES

Welfare Proposals: HHS may approve Florida's welfare reform proposal called the Family Responsibility Act Demonstration within the week. This proposal is for a statewide demonstration that includes two provisions. One requires school attendance for teenagers under the age of 18; the other establishes a family cap under which the family will receive half the benefit increment for the first child conceived while receiving AFDC and no increment for any subsequent children conceived while receiving AFDC. Illinois' proposal, called the Six-Month Paternity Demonstration, is also in the final stage of Departmental review and clearance. The focus of this proposal is on increasing cooperation in establishing paternity through progressive

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as a result. State epidemiology staff and CDC investigators were on site at the facility over the weekend to investigate the source of the outbreak.

New Aids Drugs: HHS has called on state Medicaid programs to provide appropriate coverage of three new drugs designed to treat HIV-infection in Medicaid-eligible persons living with HIV or AIDS. The new drugs were approved for use by the FDA earlier this year. Under federal law, states that offer prescription drug coverage under Medicaid are required to cover most drugs approved by the FDA.

Washington Post: On June 21, the *Washington Post* featured a story on Dr. James Felson, a member of the Public Health Service Commission Corps, who says he does "virtually nothing" for his annual \$117,000 salary. Management at the Health Resources and Services Administration (HRSA) reports that they have offered Dr. Felson a variety of assignments over the past few years, but Dr. Felson has refused to accept them. The agency admits that they should have acted sooner to resolve the problem and they were actively reviewing appropriate personnel actions when the story broke.

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Church Burnings: Next week, the Senate is expected to pass the Kennedy-Faircloth bill which aims to increase Federal protection against arson and other acts of violence against churches. The bill includes the Administration's proposal to authorize a Loan Guarantee Recovery Fund administered by HUD that would enable HUD to guarantee up to \$10 million in loans made by private financial institutions to nonprofit organizations that have been damaged by acts of arson or terrorism. This fund will require no additional appropriation.

Homeownership: Secretary Cisneros is participating in homeownership town hall meetings and press events next week in Fargo, ND, St. Paul, MN, and in New York City with an Asian American community group.

OFFICE OF NATIONAL DRUG CONTROL POLICY

Director's Schedule: On June 25, Director McCaffrey will address the closing plenary session of the U.S. Conference of Mayors in Cleveland, OH. On June 25 Director McCaffrey will address 2000 members of the medical profession at the American Medical Association (AMA) Annual Meeting in Chicago, IL. On June 26, The Director will make a major address to the delegates of the U.N. ECOSOC session which will focus on drug demand and supply issues. He will also conduct several bilateral meetings with European and Asian countries and with Mexico.



June 21, 1996

96 JUN 21 PB: 06

MEMORANDUM FOR THE PRESIDENT

FROM: KATHLEEN A. MCGINTY *Callahan for*

CC: LEON PANETTA

RE: CEQ WEEKLY REPORT

ENVIRONMENTAL CRIMES

The Vice President held a conference call with several Californian District Attorneys (DAs) in front of a larger audience of 80 Californian DAs attending a seminar on environmental prosecution in Monterey, California. He spoke of a new Administration initiative that would strengthen the prosecution of environmental crimes and forge a stronger partnership with state, tribal, and local law enforcement agencies. His remarks were well received by the DAs who responded strongly to his promise to stand up to bad legislation in Congress that would weaken their efforts to prosecute environmental crimes because it resonated with their successful defeat of a bad audit bill in the California Assembly last week. They responded with a ten-point plan of their own to fight environmental crime. The event was covered by regional press and local television.

ENVIRONMENTAL RIDERS IN THE HOUSE

There were several important votes in the House associated with the Interior Appropriations bill. In a victory for both the Endangered Species Act and our Pacific Northwest forestry issues, the House voted 257-164 to remove from the bill language that would have prohibited funding to implement the Department of the Interior's recent critical habitat designation for the marbled murrelet in California. The vote is significant, both because of the importance of the marbled murrelet to the Pacific Northwest Forest Plan and other Administration initiatives, but as a sign that the tide is turning against repeal of Endangered Species Act measures. In fact, a much-rumored effort by Representative Gary Condit (D-CA) to introduce another moratorium on ESA listings never materialized.

In two other instances, the House rejected pro-environment measures, but by extremely close margins. Representative Elizabeth Furse's (D-OR) bill to defund all further implementation of the timber rider beginning in fiscal year 1997 lost by only two votes (211-109), and an amendment offered by Representative Joseph Kennedy (D-MA) to bar spending on new logging roads was finally killed on a tie vote cast by the Speaker Gingrich.

TUNA-DOLPHIN LEGISLATION

The Administration's tuna-dolphin legislation is stalling under threat of a filibuster from Senator Barbara Boxer (D-CA).

This is a strange and complicated issue, which has divided the environmental community. Greenpeace, World Wildlife Fund and several other groups support our bill; Sierra Club, Earth Island Institute and a bevy of Hollywood stars support a different approach. We believe our approach best protects dolphins, while removing a trade embargo that has become a major irritant in US-Latin (especially US-Mexican) relations. The other side objects, arguing that our approach would endorse objectionable fishing methods.

X 11 This issue arises because, in the Eastern Tropical Pacific, tuna have the habit of swimming beneath dolphins. To get the tuna, fishermen encircle dolphins with nets. In the 1970's and 1980's, this led to immense slaughter (more than 700,000 dolphins per year). In recent years, dolphin mortality has dropped dramatically (to fewer than 5,000 annually), in part due to new techniques for freeing dolphins from nets.

1 Last year, the U.S. and 12 other nations agreed to a strict program for dolphin conservation and ecosystem management in the Eastern Tropical Pacific. The agreement limits dolphin mortality in the fishery to 5,000 per year (with a goal of reducing that figure to zero). The agreement becomes effective if the United States (i) lifts the current embargo, and (ii) allows use of the "dolphin-safe" label on tuna caught in hauls in which no dolphins are killed (even if dolphins are encircled). We believe the agreement would lock in the dramatic reductions in dolphin mortality of recent years; Senator Boxer and some others object, in particular, to the proposed changes in the "dolphin-safe" label.

Efforts are underway to find a compromise that will be acceptable to Senator Boxer. So far, the results have not been encouraging.

EMERGENCY FIRE AREA IN SAN DIEGO COUNTY

When you were in San Diego last week, you addressed local concerns regarding the high density presence of illegal aliens on public lands areas near the U.S.-Mexican border that, combined with the drought, has created an emergency fire hazard situation. You announced that additional law enforcement officials would be sent into the area to address the fire situation. This week, at the Bureau of Land Management's (BLM) request and to assist in addressing the emergency, CEQ completed consultation under our emergency regulation to permit the California Department of Forestry and Fire Protection to construct spur roads and helispots on BLM lands without the usual documentation under the National Environmental Policy Act. Construction is expected to proceed immediately, and BLM will report back to CEQ on the environmental aspects of the action.

6-29-86

THE WHITE HOUSE

WASHINGTON

96 JUN 22 P12: 21

June 21, 1996

MEMORANDUM TO THE CHIEF OF STAFF
FROM RAHM EMANUEL
SUBJECT WEEKLY REPORT

WELFARE: On Wednesday HHS is prepared to release a Teen Mom waiver for Michigan. The welfare waiver would require teen moms to stay in school and live at home as a condition of receiving welfare.

I think it is essential to release this no later than Wednesday since the Governor intends to forward his complete welfare plan on Thursday. Our action would do two things; first, it would show solid follow-up to the President's directive, and second, it would deny the Governor the opportunity to criticize our progress.

After Michigan, our biggest challenge is Wisconsin. The waiver's thirty day comment period will expire on July 8th.

Bruce and I asked HHS to prepare a decision memo for the President on outstanding Wisconsin issues. We should work to get him this memo before his trip to Europe. The goal should be for an announcement from the Administration before Congress returns from recess. This way we will be in position for the legislative battle on welfare and medicaid.

I have attached a copy of the HHS News Letter released tonight. The statement announces that birth rates for teenagers in the United States declined in 1994 for the third straight year. I think the President should do a small event commenting on these statistics and reiterating his dedication to fighting teen pregnancy.

I have attached an op-ed from the Los Angeles Times. Douglas Besharov is from AEI and is regularly quoted by the national media. I have also forwarded his piece to the campaign.

CRIME/DRUGS: I have worked with Justice all week to produce the radio address announcement on sexual predators. This national registry builds on our earlier actions and enables the President

Copy

Flag important too

Work on this

Good - need to circulate to other columns

to regularly return to an important issue. I will work with Justice over the next 60 days to ensure a solid report.

I convened two meetings this week between Justice and Education on the Truancy guide. The guide is excellent. The Departments and their staffs did an excellent job.

After the Truancy Guide, I want the Department of Education to work on a school violence study. Preliminary data shows school violence and guns in school has declined.

We need to schedule a juvenile violence event to announce the new FBI statistics. The numbers show that for the first time in five years juvenile violent crime has leveled off and murder has declined by 8 percent. This is something we should do soon and we can do quickly. In addition to releasing the numbers, the President can call for a bi-partisan White House meeting with members of Congress, Mayors and Governors to work on legislation and a juvenile agenda. The goal is not to declare victory, but to note that we are finally pointed in the right direction.

The ATM best practices guide should be completed in two weeks. We will identify five security standards for ATM machines and site major banks that serve as good examples. The goal is to call on all banks nation wide to adopt the standards. I talked to Erskine and Secretary Rubin and they think we could get the banks CEO's to pledge they will adopt these practices.

IMMIGRATION: We know that police groups and police chiefs continue to make calls to key members of Congress. From preliminary information it seems these calls have tied up the naming of House conferees. It is unclear how long this type of pressure will continue. We need to offer a legislative solution. (Plus we do not have the votes in the Senate to hold cloture.)

I am meeting next week with members of the INS staff to review their two month plan. Things have been difficult because of the death of Doris's husband and the departure of Liz Fine. I am very worried that they are not focused and lack a proactive agenda.

MESSAGE: I have been a long advocate of a stronger Presidential profile on crime, welfare, and immigration. I think we have dedicated a substantial amount of his time to improving his profile on the value-laden issues. However, I do not believe the issues alone will carry the day.

*Casper
Let me
See it* | This election is about raising incomes and raising children. We need to speak out more about raising incomes. A good portion of this election is about our agenda for America's economic future. I still believe that the President's statement when we released the data on 9 million jobs was the most precise and tight economic agenda presented. We must come back to that structure more comfortably and regularly.

HHS NEWS

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES

FOR IMMEDIATE RELEASE

Jeff Lancashire, 301-436-7551
Sandra Smith, 301-436-7551

TEEN BIRTHS DROP FOR THIRD STRAIGHT YEAR

Birth rates for teenagers in the U.S. declined in 1994 for the third straight year, according to the latest natality statistics released today by HHS Secretary Donna E. Shalala.

"The Advance Report of Final Natality Statistics, United States: 1994," prepared by the National Center for Health Statistics, a part of the Centers for Disease Control and Prevention, shows the birth rate for teenagers 15-19 years of age dropped from 59.6 births per 1,000 population in 1993 to 58.9 per 1,000 in 1994.

"This is another piece of good news in the battle against teen pregnancy, but we still have a long way to go," Secretary Shalala said. "Every day the tragedy of teen pregnancy hurts our children, our communities and our country. The President understands that teen pregnancy is one of the greatest problems facing our nation, and he has taken real action to help solve it."

The administration has proposed a new \$30 million Teen Pregnancy Initiative, to support community prevention efforts in cities with high teen pregnancy rates. In the past year, HHS also funded 15 demonstration programs through the Adolescent Family Life program aimed at preventing early teen sexual activity and pregnancy, as well as 13 grants through the Centers for Disease Control to help communities build coalitions to reduce teen pregnancy. (See HHS Factsheet: "Preventing Teenage Pregnancy.")

* [The 1994 birth rate among teens ages 15-19 was five percent lower than the recent high of 62.1 in 1991. Despite this recent decline, the 1994 rate was still higher than in any year during the period from 1974 to 1989. Recent declines in abortion rates and birth rates for teenagers indicate that the teenage pregnancy rate has also fallen in the 1990's.

- MORE -

Today's report covers broad natality statistics. Overall, births in the U.S. declined for the fourth straight year in 1994 to 3,952,767. The birth rate fell 2 percent to 15.2 births per 1,000 total population, the lowest rate since 1978.

Among women of different race and ethnic groups, fertility rates were highest for Hispanic women, especially Mexican women, and for black women. Successively lower rates were reported for American Indian, Asian or Pacific Islander, and white women. Rates for teenaged women were highest among Mexican, Puerto Rican, and black women.

Meanwhile, the birth rate among unmarried women increased four percent in 1994, although the increases over the past five years have been much slower than that of the period 1984-1989. In 1994, nearly one out of three births were to unmarried women.

The multiple birth ratio rose to 26 per 1,000, an increase of two percent from 1993, and 33 percent since 1980. The higher-order multiple birth ratio (primarily triplet births) jumped 12 percent, doubling since 1987 and tripling since the early 1980's.

The report also provides a great deal of information on maternal health and behavioral characteristics, and improvements were reported in early prenatal care and reduced cigarette smoking:

--Eighty percent of mothers began prenatal care within the first trimester of pregnancy, the third consecutive year of increase. Meanwhile the proportion of mothers with late or no care continued to decline, dropping to four percent.

--Cigarette smoking during pregnancy declined again in 1994, for the fifth consecutive year, to 14.6 percent of mothers. Over 12 percent of births to smokers were low birthweight (less than 2,500 grams) compared with almost 7 percent of births to non-smokers.

--The incidence of low birthweight continued to climb, rising from 7.2 to 7.3 percent. Low birthweight improved among black mothers, but rose among white mothers. There was no change in low birthweight among American Indian or Hispanic mothers, but levels increased among Asian or Pacific Islander infants.

The report is available from National Center for Health Statistics, 6525 Belcrest Road, Hyattsville, MD, 20782; or by e-mail at: paoquery@nch10a.em.cdc.gov. The report is also found on the Internet at <http://www.CDC.gov/nchswww/nchshome.htm>.

###

THE WHITE HOUSE
WASHINGTON, D.C. 20500

DATE: 6/24/96

TO: John Hilley

FROM: Staff Secretary

Per your request. Note
that Elena Kagan is
working on a response.

Elena

Handwritten: 6/24

The President
The White House
Washington, DC 20500

June 21, 1996

Handwritten: Bill Budinger
Handwritten: To Gulin

Handwritten: Learn - group letter from important folks. 6/24

Dear Mr. President:

In your State of the Union address this January, you said, "When companies and workers work as a team, they do better—and so does America."

We agree, and your leadership is needed now to allow 85% of the American workforce to respond effectively to your call.

Recent government decisions have put at risk the ability of groups of employees and managers to put their heads together and cooperate in non-union workplaces. Yet, at the same time, companies large and small have been encouraged by your Administration and its predecessors to compete for the Malcolm Baldrige National Quality Award. The regrettable irony is that in order to win the award, a company must use the very employee involvement teams these recent decisions are closing down. This just doesn't make sense.

There is legislation to correct this situation and bring common sense to bear. It is called the "TEAMwork for Employees and Managers (TEAM) Act." It has passed the House of Representatives on a bipartisan basis and is soon to be considered by the full Senate. Even William Gould, National Labor Relations Board Chair, recently acknowledged that the Congress and the President should pass legislation to clear up this problem.

However, some of your senior advisors have stated opposition to the legislation, and they are recommending that you veto it. We urge you to reject a veto and seize this chance to lead by supporting legislation that enables employees and managers to cooperate.

American companies in all industries are rediscovering the spirit and value of cooperation. Employees and employers are working together in teams to address and solve workplace issues such as health and safety, quality, flexible work schedules, and diversity. We stand ready to work with you to do what you have extolled the nation to pursue—embrace teamwork.

Respectfully,

Handwritten signature: Louis V. Gerstner, Jr.

Louis V. Gerstner, Jr.
Chairman and CEO
IBM Corporation

Handwritten signature: Bill Budinger

Bill Budinger
CEO
Rodel, Inc.

Handwritten signature: George M. Fisher

George M. Fisher
Chairman, President and CEO
Eastman Kodak Company

Handwritten signature: Dr. Charles Briggs

Dr. Charles Briggs
President and CEO
Sunsoft Corporation

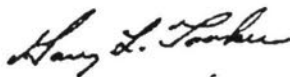
Handwritten signature: Donald F. Chandler

Donald F. Chandler
President
Precision Filters, Inc.

Handwritten signature: George A. Lorch

George A. Lorch
Chairman and CEO
Armstrong World Industries,
Inc.

The President
June 21, 1996



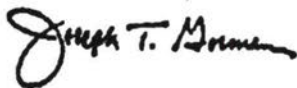
Gary L. Tooker
Vice Chairman and CEO
Motorola, Inc.



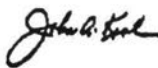
Fred Ahle
President and CEO
Kwik Kopy Printing



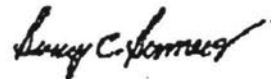
J.W. Marriott, Jr.
Chairman of the Board and
President
Marriott International



Joseph T. Gorman
Chairman of the Board and CEO
TRW, Inc.



John A. Krol
President and CEO
DuPont Company



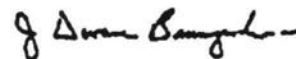
Bussey C. Bonner, Jr.
President and CEO
Coca-Cola Bottling Company
West, Inc.



Roger G. Ackerman
Chairman & CEO
Corning Incorporated



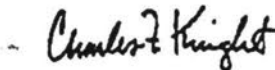
Gordon E. Moore
Chairman
Intel Corporation



J. Dwane Baumgardner
Chairman and CEO
Donnelly Corporation



E.A. Bourque
President & CEO
Lasertechnics Marking Corp.



Charles Knight
Chairman, President & CEO
Emerson Electric Co.



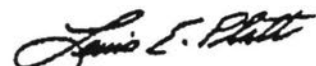
Chuck Lee
Chairman & CEO
GTE Corporation



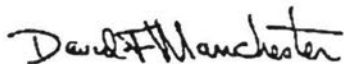
Allen Questrom
Chairman & CEO
Federated Department Stores, Inc.



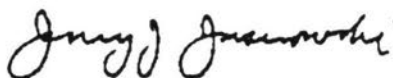
David R. Whitwam
President and CEO
Whirlpool Corp.



Lewis E. Platt
Chairman, President & CEO
Hewlett Packard Co.



David F. Manchester
President
The J.E. Baker Company



Jerry J. Jasinowski
President
National Association of
Manufacturers

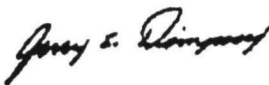


Richard Ayers
Chairman and CEO
The Stanley Works

The President
June 21, 1996



William P. Weber
Vice Chairman, Acting
President & CEO
Texas Instruments



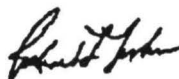
Jerry E. Dempsey
Chairman & CEO
PPG Industries, Inc.



Don R. MacPherson
Chairman & CEO
Red Devil, Inc.



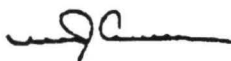
Peter F. McCloskey
President
Electronic Industries Association



Richard L. Leshner
President
U.S. Chamber of Commerce



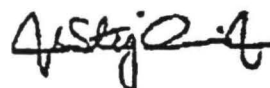
John R. Walter
President & CEO
R. R. Donnelley & Sons



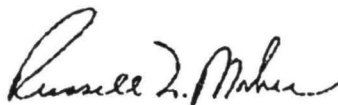
Walter A. Elisha
Chairman & CEO
Springs Industries



John Level
Vice President & GM
Hi Rel Labs, Inc.



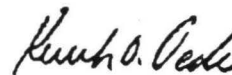
John Stiglmeier, Jr.
President & CEO
Aqua Clear Industries, Inc.



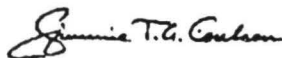
Russell N. Mosher
President
American Boiler Manufacturers
Assoc.



H. William Lichtenberger
President & CEO
Praxair, Inc.



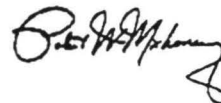
Kenneth O. Decko
President & CEO
Connecticut Business &
Industry Association



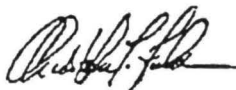
Jimmie T.G. Coulson
President and CEO
The Coeur d'Alenes Co.



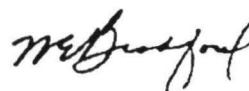
Albert E. Davis
President & CEO
Diemakers



Robert W. Mahoney
President and CEO
Diebold, Incorporated



K. T. Derr
President & CEO



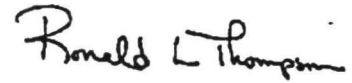
The President
June 21, 1996



J. Christopher Ronay
President
Institute of Makers of
Explosives



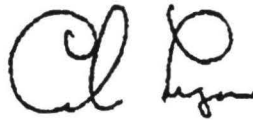
Paul A. Stroup, III
President and CEO
Lance, Inc.



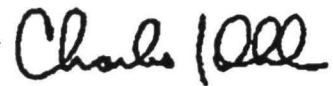
Ronald L. Thompson
President & CEO
Midwest Stamping



Randall J. Brown
President and CEO
Niagara Business Alliance,
Inc.



Ed Ligon
President
Orbit Valve International,
Inc.



Charles J. Ohl
President
Penn Aluminum
International, Inc.



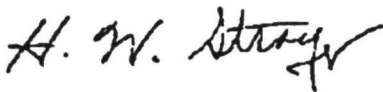
Ronald P. Sandmeyer
Chairman of the Board
Sandmeyer Steel Co.



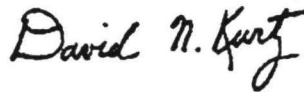
Rodger M. Glos
President
Timber Operators Council



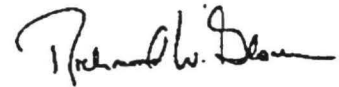
D. R. Starrett
Chairman and CEO
The L.S. Starrett Company



H.W. Strayer
President
Erie Strayer Company



David N. Kurtz
President
TAM Ceramics, Inc.



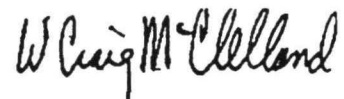
Richmond W. Glover
President and COO
Theis Precision Steel Corp.



James R. Wilson
Chairman and CEO
• • Corporation



Murray B. Yarmark
President
Triboro Electric



W. Craig McClland
Chairman and CEO

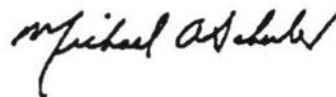
The President
June 21, 1996



Randolph K. Rolf
Chairman, President and CEO
UNITOG Company



Thomas T. Groos
President
The Viking Corporation



Michael A. Schuler
President and CEO
Zippo Manufacturing Co.



William J. Hudson
CEO and President
AMP Incorporated



Richard L. Lawson
President & CEO
National Mining Assn.



Tim Hammonds
President and CEO
Food Marketing Institute



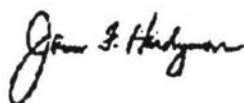
George A. Sissel
Chairman, President & CEO
Ball Corporation



Phillip W. Farmer
Chairman, President & CEO
Harris Corporation



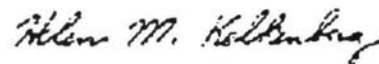
M. Thomas Moore
Chairman and CEO
Cleveland-Cliffs Inc.



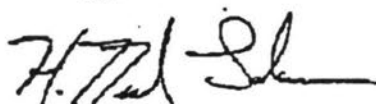
James F. Hardyman
Chairman and CEO
Textron Inc.



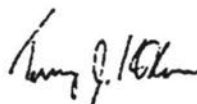
Dennis J. Moore
Chairman and CEO
ESCO Electronics Corp.



Helen M. Kelkenberg
President & CEO
Tyler Truck Lines Inc.



H. Neal Johnson
CEO
Prime Technological Services, Inc.



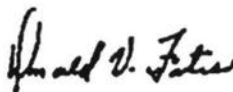
Terry J. Kohler
CEO
North Sails Group, Inc.



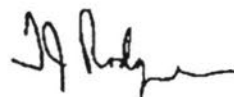
M. Anthony Burns
Chairman, President & CEO
Ryder System, Inc.



Charles P. Johnson
Chairman and CEO
General DataComm Industries, Inc.



Donald V. Fites
Chairman



T.J. Rogers
President and

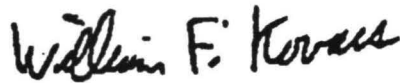
Mr. President
June 21, 1996



Robert Belter
President
Sortage Newspaper Supply Co.



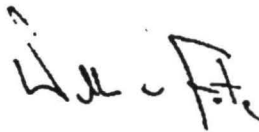
J.W. Kisling
President
Multiplex Co., Inc.



William F. Kovacs
President
Sheet Metal Products, Inc.



Lalit K. Sarin
President
Shelby Industries, Inc.



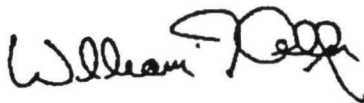
William C. Foote
Chairman, President & CEO
USG Corporation



J. Stephen Larkin
President
Valve Manufacturers Assn. of America



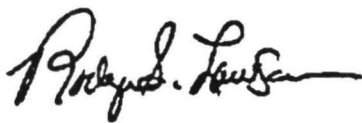
Melvin R. Goodes
CEO
Warner-Lambert Company



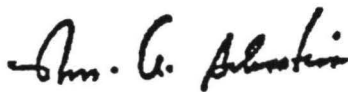
William F. Allyn
CEO
Welch Allyn, Inc.



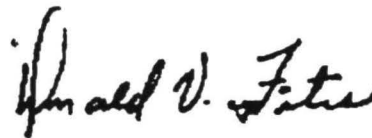
Frank H.W. Schoenwitz
CEO
Weldun International



Rodger S. Lawson
CEO
Alliance of American Insurers



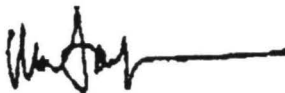
William A. Sebastian
President
American Society of Employers



Donald V. Fites
Chairman
Caterpillar, Inc.



David R. Buchanan
President & CEO
Three-Five Systems, Inc.



Edward McLaughlin
CEO
Dey Dey Corporation



Brian Bargaquest
CEO
Dahlgren USA, Inc.

The President
June 21, 1996



Richard G. Haworth
Chairman and CEO
Haworth, Inc.



Herbert C. James
CEO
Jesco



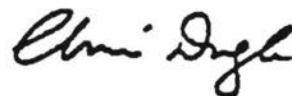
Robert W. Cardy
Chairman, President & CEO
Carpenter Technology Corp.



Donald Hare
CEO
Doran Manufacturing Co. Inc.



Charles E. Conner
CEO
Alcon Tool Co.



Chris Dugle
President
Deltec Incorporated



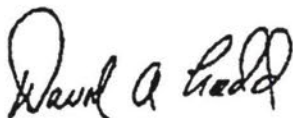
Clyde R. Moore
President
Thomas & Betts Corp.



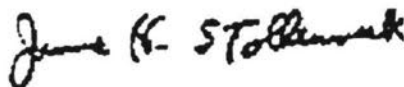
Edward Schmocker
CEO
Winter Woods, Inc.



Kerry Paulson
CEO
The JUGS Company



David A. Ladd
President - Owner
Walnut Hollow



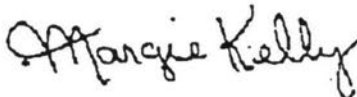
James H. Stollenwerk
President and Secretary
Construction Industry Manufacturers
Assn.



Thomas K. Isaacs
President
Amole, Inc.



Wendell L. Christoff
CEO
Chadalee Farms, Inc.



Margie Kelly
President & CEO
Stover Quality Water Inc.



Chet L. Walthall
CEO
Heat - Treating Inc.

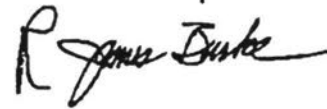
The President
June 21, 1996



William W. Lane
CEO
Atlas Electric Devices Co.



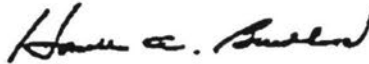
Alan L. White, Sr.
CEO
The Alan White Company



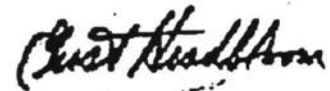
R. James Burke
President
Drive Train Industries



Douglas R. Strief
CEO
Control Works, Inc.



Howell A. Breedlove
President and CEO
J&L Structural, Inc.



Gust Headbloom
CEO
APEX Broach & Machine Co.



James Jennison
CEO
Jennison Industries, Inc.



Gary S. Hirsch
CEO
Chicago Fineblanking Corp.



R. Peter Haentjens
CEO
Hazleton Pumps, Inc.



James A. Peterson
CEO
Bimet Corporation



David P. McGregor
CEO
Rose City Mfg. Inc.



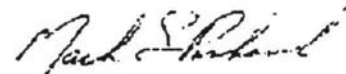
K. Wayne Long
CEO
Enviro-Industries, Inc.



Harry Merigian
CEO
Merico Marketing, Inc.



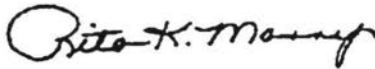
James Parmelee
President
... ..



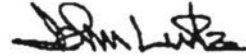
Mark Puskarich
President
Atlantic System Electronics



Ernest A. Walen
President
Heatbath Corporation



Rita K. Manny
President & CEO
Employers Association of Florida



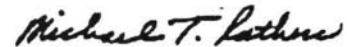
John Lutz
President & CEO
Elco Textron, Inc.



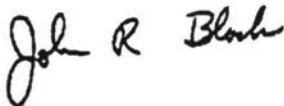
William L. Hart
President and CEO
Employers Resource Assoc.



Albert H. Stauffacher
President and CEO
Employers Resource Council



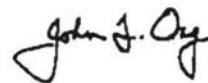
Michael T. Rathert
President
High Pressure Equipment Co.



John R. Block
President
Food Distributors International



Duane J. Cassidy
President & CEO
Georgia Employers Assoc.



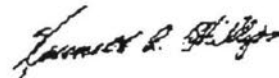
John D. Ong
Chairman & CEO
BF Goodrich



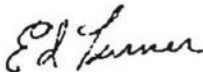
T. F. Gundlach
Chairman & CEO
T.F. Gundlach Machine Co.



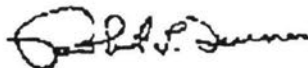
Paul A. Stroup, III
President and CEO
Lance, Inc.



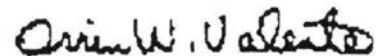
Kenneth R. Phillip
President
Kenneth R. Phillips, D.D.S.



Ed Turner
Owner
Turner WSD

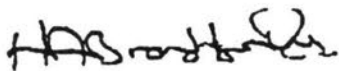


Robert L. Turner
Chairman
R.L. Turner Corp.



Orrin Valente
President
A.L. Griffin, Inc.

Mr. President
June 21, 1996



Hank A. Brandtjen III
CEO
Brandtjen & Kluge, Inc.



Melvyn London
CEO
London Litho Aluminum Co., Inc.



C.J. van Gemert
CEO
Planax North America, Inc.



Joseph Martinez
CEO
Dynaric/DYC Supply Co.



Evans Kostas
CEO
Publishers Equipment Corp.



Larry R. Bowman
CEO
F.P. Rosback Co.



J.M. Murray
CEO
Brackett, Inc.



Leo Lehrer
CEO
Graphic Tech Inc.



William S. Colehower
CEO
Jomac, Inc.



Regis J. Delmontagne
CEO
NPES



David R. Beckerman
CEO
Polyfibron Technologies, Inc.



Jeffrey P. Green
CEO
Printing Developments, Inc.



Robert C. Staffens

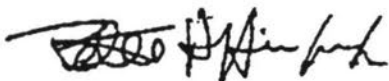


Don Trytten
CEO
Resource Systems



Michael J. Grauel
CEO
Baumfolder Corp.

Mr. President
June 21, 1996



Peter H. Hickok
CEO
W.O. Hickock Manufacturing Co.



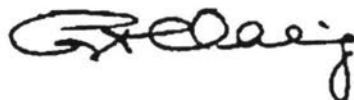
Clifford L. Allen
CEO
Termes Register System



W. Bruce Goodwin
CEO
Glunz & Jenson, Inc.



Eric S. London
CEO
London Litho Aluminum Co., Inc.



Ernest Ohlig
CEO
Olec Corporation



Marc Wolstenholme
CEO
Iselann-Moss Industries, Inc.



Bruce B. Monroe
CEO
The Johnson Corp.



William Golde
CEO
MBM Corp



Gerald J. McConnell
CEO
AB Dick Company



Harry Royse
CEO
Royse Manufacturing Co.



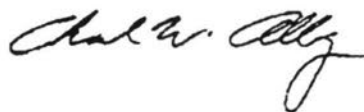
Peter Butkis
CEO
Sitmo USA, Inc.



Robert M. Adams
President
Trux Inc.



Herman Albrecht III
Chairman



Charles Alby



V. Harold Alessio
Chairman
A H Mechanical Contractors, Inc.

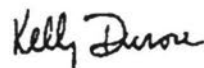
The President
June 21, 1996



Richard W. Douglas
President
Greater Dallas Chamber



L. F. Dudenhoeffer
President/CEO
Klein Plating Works, Inc.



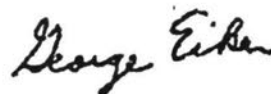
Kelly Durose
CEO
D.C. Metals and Recycling



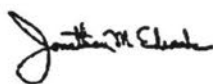
J. Dwight Dyess
Chairman of the Board
Area Development Partnership



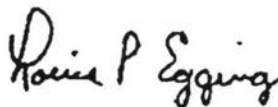
Ross J. Eckert
President & CEO
Pine Hill Materials Corp.



George Eiker
President
Design & Build Corp.



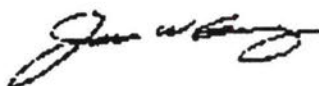
Jonathan M. Edwards
President
Edwards Oil Co. of
Lawrenceburg, Inc. & South
Tennessee Oil Co., Inc.



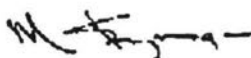
Louis T. Egging
President/CEO
The Egging Co.



Gerald Edlund
President
Edlund Associates, Inc.



James W. Elsey
President
Buckeye Hone Co.



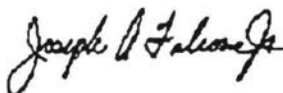
Marshall Elzinga
Co-Chairman
Elzinga & Volkers



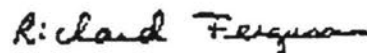
Bob Eubank
President
Temp Staff, Inc.



David C. Ewing
President
Actronica Inc.



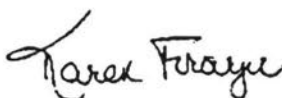
Joseph A. Falcone, Jr.
CEO
F. W. Capacitors Inc.



Richard Ferguson
President
Marvin A. Smith Company, Inc.



Robert Feroldi
President
Evergreen Surveying Inc.



Karen Frayer
CEO
Sta-Brite Electronics



Stuart Freides
President
Misco Inc.

The President
June 21, 1996



William Joseph Frodsham
President
Beam Contracting, Inc.



Matthew G. Gallins
President
Gallins Vending Co., Inc.



James P. Garber
President
R. L. Turner Corporation



Dan Gatchet
President
West Coast Trucking



John E. Gates
President
Aerospace Lubricants, Inc.



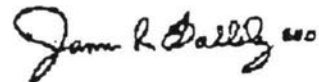
H. R. Gentsch
President and Chief
Executive Officer
Harrisonville Telephone Co.



Barry B. George
President
Toby Food Group, Inc./
Group Enterprise Inc.



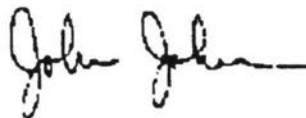
Patricia A. Godo
President
Godo & Gado, Inc.



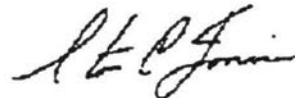
James R. Golladay
CEO
Ohio Pet Foods, Inc.



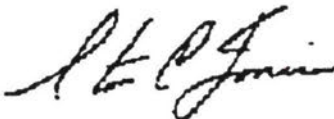
Don Johnson
CEO
Arizona Contractors Assn.



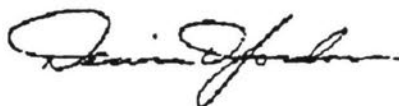
John W. Johnson, Jr.
President
His Life Woodworks



Donald E. Jones, Jr.
President
Pioneer Oil Co., Inc.



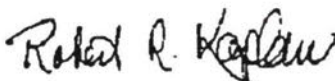
Stan C. Jones
CEO
Wausau Manor



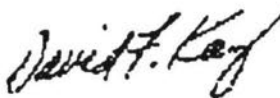
Dewie D. Jordan
President
Advanced Recovery Technologies
Corporation



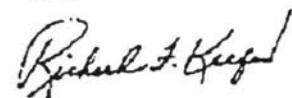
Richard L. Jurgena
President
Mail Advertising Services,
Inc.



Robert R. Kaplan
President & CEO
S&S, Inc.

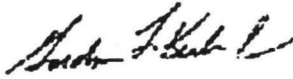


David F. Kay
President
Omtech, Inc.

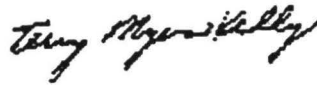


Richard F. Keefer
President
Keefer Printing Co.

The President
June 21, 1996



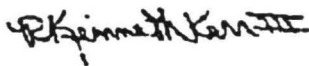
Gordon F. Keeler, Jr.
President/CEO
Ferriot Inc.



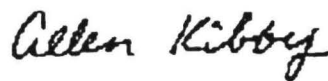
Terry Myers Kelly
President
LBM Construction, Inc.



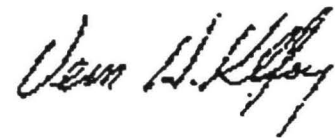
George R. Kempton
Chairman and
Chief Executive Officer
Kysor Industrial Corp.



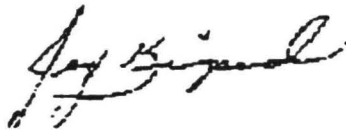
R. Kenneth Kerr III
President
Kerr Companies



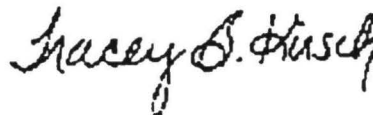
Allen Kibby
President
Mission Music



Vern H. Kilfoy
CEO/President
Pioneer Electric Power Co.



Jerry Kingseed
President
Slagle Mechanical
Contractors Inc.



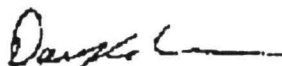
Tracey B. Kirsch
President
Electromedical Products
International, Inc.



Steven G. Knorr
President
Wisconsin Valley
Concrete Products Co.



Thomas J. Koch
President - CEO
Signko



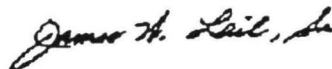
Daryle Kraige
President
DGH Enterprises



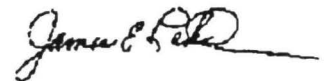
Harold Kuller
CEO
Minnesota Knitting Mills



David Kurk
President
David Kurk, Inc.

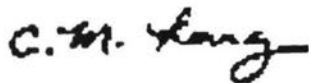


James W. Lail, Sr.
President
Raines Brothers, Inc.

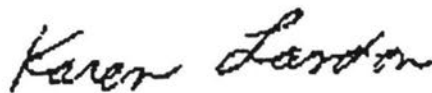


James E. Lakin
Chairman
Timpfe Industries, Inc.

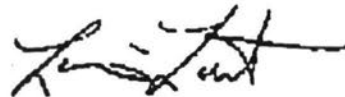
The President
June 21, 1996



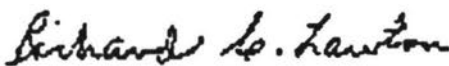
C.M. Long
President
Reliable Paving, Inc.



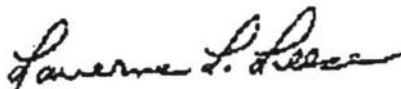
Karen Landon
CEO
Aztec Wire Inc.



Lorraine M. Lavet
President and CEO
Fairfax County Chamber of Commerce



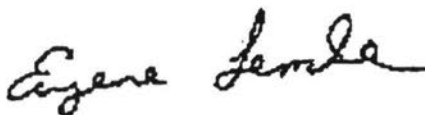
Richard C. Lawton
President
Buell Automatics, Inc.



Laverne L. Leese
President
Littonian Shoe Company



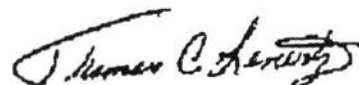
Matt Lemieux
President
Certco, Inc.



Eugene Lemke
President
Lemke Machine Products



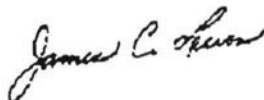
Cecil L. Lemma
President
Military Distributors, Inc.



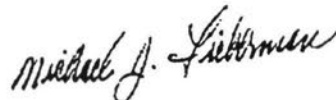
Thomas C. Lenertz
President
Riverview Healthcare Assn.



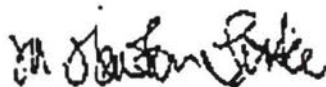
Fred A. Lewis
President and CEO
Mtf. Corp.



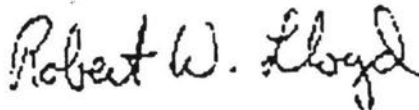
James C. Lewis
President
Mr. & Mrs. Tire of West Lafayette, Inc.



Michael J. Lieberman
Executive Vice President
Lieberman-Appalucci Adv.



M. Newton Little
President
Ace Glass Co., Inc.

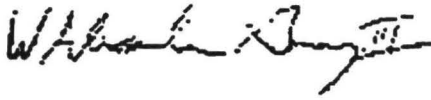


Robert W. Lloyd
President and CEO
Bodine Aluminum, Inc.

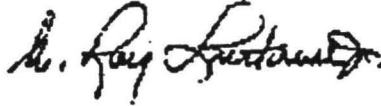


Stephen R. Lounsberry
President and CEO
Pinnacle East, Inc.

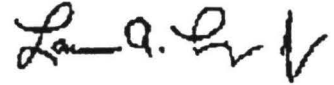
The President
June 21, 1996



W. Alexander Gray III
CEO
American Hardwood Co.



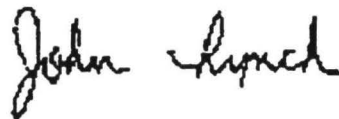
W. Ray Luttaull, Jr.
President
First & Farmers Bank



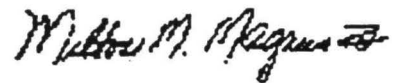
Lauren A. Lydis, Jr.
President
B.E. Fit, Inc.



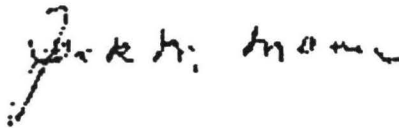
J.D. Lynch
President
Iroquois Paving Corporation



John Lynch
President & CEO
Wright Environmental Services, Inc.



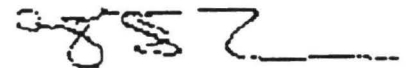
Milton M. Magnus III
President and CEO
M & B Metal Products Company



Jack M. Marn
President
The Made-Rite Co.



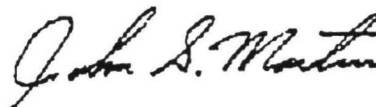
Adelino M. Marcal
President
Pyramid Flooring, Inc.



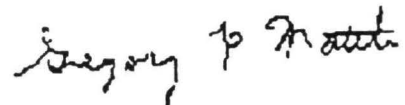
Cynthia F. Marks, MD
Sole Proprietor
Cynthia F. Marks MD



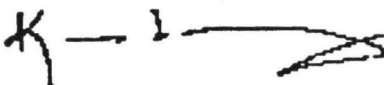
Eladio Marquetti
CEO
Pet Products Associates



John S. Martin
President
American Brush Co.



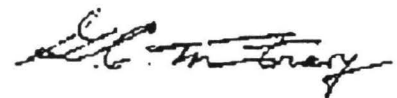
Gregory P. Mattli
President
Alliance Water Resources, Inc.



Kevin L. McCaffery
President
RKB Enterprises, Inc.

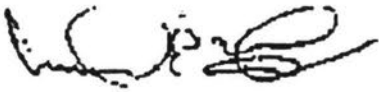


Ken McClanahan
President and CEO
Cross County Bank

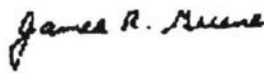


Giles C. McCrary
President
McCrary LTD

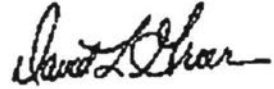
The President
June 21, 1996



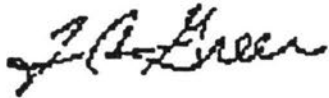
Michael E. Green
President
Neat-Line Co., Inc.



James R. Greene
President
James Green Trk., Inc.



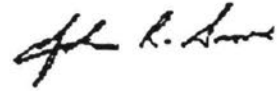
David Greer
President
Wire Belt Co. of America



F.C. Greer
President and CEO
The Citizens Bank



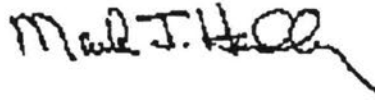
John E. Griffin, Jr.
President
United Electric Co. of Jacksonville



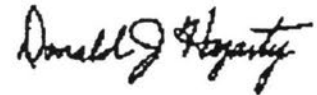
John R. Grove
President
K.H. Graphics, Inc.



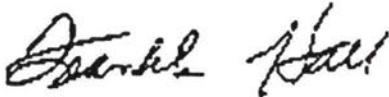
Richard Gwin
President
Woodford Builders, Inc.



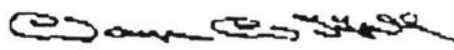
Mark J. Hadley
President
Hadley's Office Products, Inc.



Donald J. Hagarty
President
Ultra Forge, Inc.



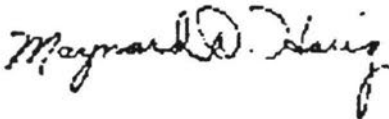
Franklin Hall
President
Hall & Sons Funeral Home



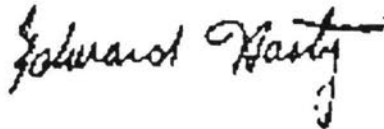
Wayne W. Hall
President
Keystone Construction Specialist, Inc.



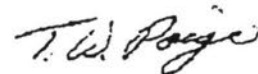
Jack Hammontree
President & CEO
Knoxville Chamber of Commerce



Maynard D. Harig
President
Gladwin Floor Covering, Inc.



Edward Hasty
Chairman & CEO
Hallsmith Sysco Food Services, Inc.

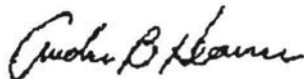


Theodore W. Paige
President
Temaron Co., Inc.

The President
June 21, 1996



David C. Hatch
President
Risk International



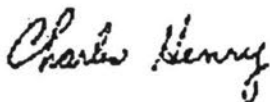
Andrew B. Hearn
President and CEO
Wilson T.V. :



Richard A. Henoel
CEO
Joseph A. Hendel Inc.



Kenneth A. Hendricks
President and CEO
ABC Supply Co. Inc.



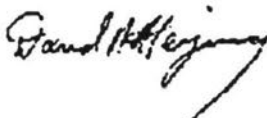
Charles Henry
President and CEO
Bloomdale Plastics Co.



A. W. Herman
President
Cleveland Foundry &
Manufacturing Co. Inc.



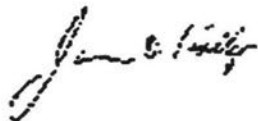
Lew Herndon
President
Talicor, Inc.



David R. Heying
President & CEO
Bank One, West End



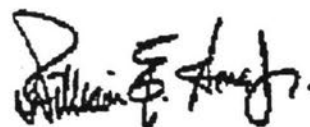
Del Holley
President
Tiocco Filtration Systems



James D. Holey
President
Holley's Incorporated



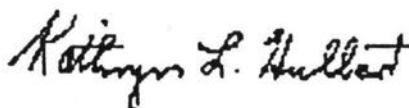
Scott C. Holmes
CEO
NSI



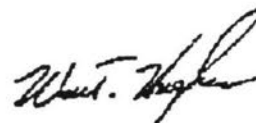
William E. Horne, Inc.
President
ANEL Ind., Inc.



E. Keith Hbbard
President
F Keith Hubbard

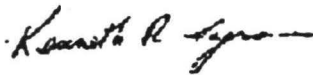


Kathryn L. Hulbert
President
Finnu Range " " " "



William T. Hughes
President
Falcon Design & Mfg

The President
June 21, 1996



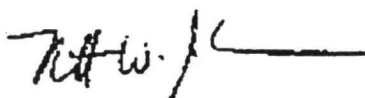
Kenneth R. Ingram
President
The Valv-Trol Company



Cesar C. Iriarte
President
Saratoga Tire & Service, Inc.



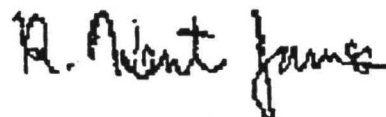
Cletis M. Jackson
President & CEO
Hi-Tek Manufacturing, Inc.



Robert W. Jackson
President & Co-Owner
Mountain Oil, Inc.



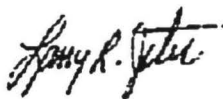
Robert Jacobsen
President
Lloyd Lumber Co., Inc.



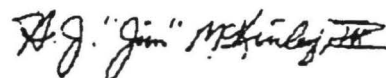
R. Kent James
President
Quadtek, Inc.



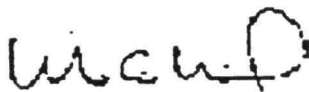
Roy Jaskowski, Sr.
President
Matt-A-Matic, Inc.



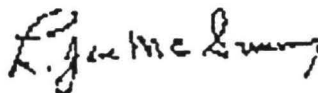
Larry R. Jeter
CEO
Sycamore Shoals Hospital



Harold J. "Jim" McKinley, III
President
McKinley Funeral Home, Inc.



M.C. McNeill III
President
Bill's Bookstore, Inc.



L. Joe McSweeney
President
McSweeney's Inc.



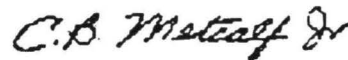
Thomas L. Meade
President
Collegiate Furnishings, Inc.



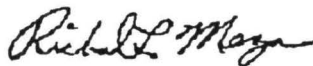
Donald L. Menchofer
President
Fabri-Tech, Inc.



J.E. Eliot Merk
President
J.E. Merk & Associates, Inc.



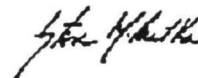
C.B. Metcalf, Jr.
President
C.B. Metcalf Co.



Richard L. Meza
President

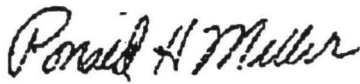


Verna Middleton



Steve Mikulks
President

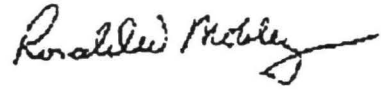
The President
June 21, 1996



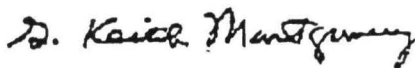
Ronald H. Miller
President
Patron Plastics, Inc.



Charles A. Mionske
President
Charles A. Mionske, Inc.



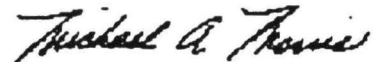
Ronald W. Mobley
President
Pro Rentals, Inc.



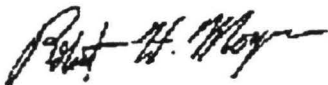
G. Keith Montgomery
Executive Director
Oklahoma Allergy & Asthma Clinic



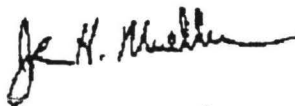
Kim Moline
President
S & D Wire Co.



Michael A. Morris
Chief Operating Officer
Rangaire, Inc.



Robert H. Moyer
Chairman of the Board
Mosser Construction, Inc.



John H. Mueller
President
G&W Electric Company



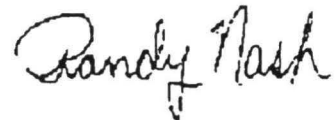
Margaret V. Munoz
President
Overseas Transport Co.



Robert A. Murdock
President
Murdock, Inc.



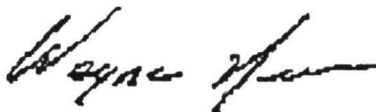
Richard Muth
President
Muth Electric, Inc.



Randy Nash
President
R & R Hardwood Floors



Roger H. Naylor
President
Lv-Tech, Inc.

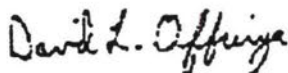


Wayne Neu
President
Neuko Construction Co., Inc.



Rayburn Norling
President
Wellmar Poultry Co

The President
June 21, 1996



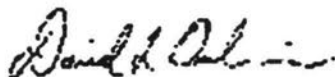
David L. Offringa
President
Woodland House of
Kitchens, Inc.



Leroy J. Ogg, Jr.
President
Signal Maint., Inc.



Vern Oltmer
CEO
Sunbelt RV Center



David L. Onerheim
President
Color Dynamics, Inc.



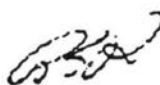
Chris Scott Opp
President
Opp Art, Inc.



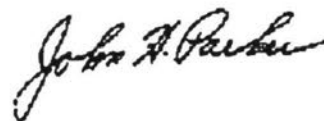
Robert E. Orchard
President & CEO
State Heat Treat,
Inc.



Gil Pallen
President
Pallen Enterprises, Inc.



Robert E. Panza
President
ProPage



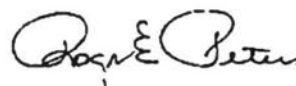
John H. Parker
President
Parker Motor Freight, Inc.



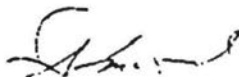
Robert Patrician
President
Quality Sign &
Banner



S. Joel Perry, Jr.
President
Derrick Co., Inc.



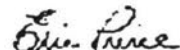
Roger E. Paters
Executive Director
Ft. Walton Beach
Chamber of Commerce



Sam McDonald
CEO
Quality Computer
Products, Inc.

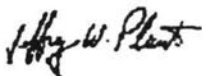


Kevin Perthman
President
Allied Modular
Building Systems

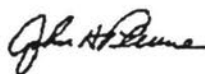


Fred Pitzer
President
P&F Automotive Whse

The President
June 21, 1996



Walter A. Poggi
President
Retlif Testing
Laboratories



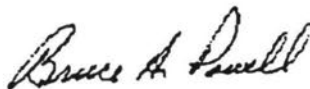
Frank Poma
General Manager
Micro Surface
Finishing Product



Michael D. Poole
President
MJ Mechanical



Gail Popiolek
President
Pyramid Aluminum, Inc



Bruce A. Powell
President
Marking Devices,
Inc.



Robert D. Prentice
President
A.F.K. Corp.



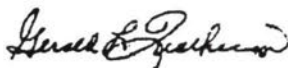
Edward Pruc
President
T&B Foundry Co.



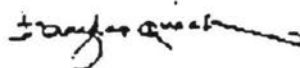
R. Scott Puckett
President
Wesley Manor, Inc



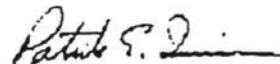
Larry Pugh
President
L. Pugh &
Associates, Inc.



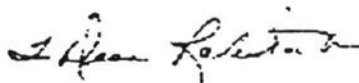
Gerald L. Qualheim
President
Gerald L. Qualheim
Enterprises, Inc.



J. Douglas Quick
President & CEO
Lakeside Foods, Inc.



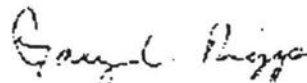
Patrick E. Quinn
President
U.S. Xpress
Enterprises, Inc.



T. Dean Rabitsch
CEO
Poly Tech
Industries, Inc.



S.W. Reeder
Chairman & CEO
Direct Repair
Laboratories



Gary L. Riggs
President
Mid-Continent
Airmotive, Inc.

The President
June 21, 1996



David E. Reiber
President
Mechanical Western
of Lincoln, Inc.



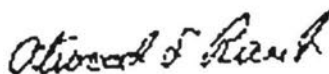
E. Paul Reichard
President
Holt and Reichard,
Inc.



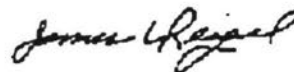
D.M. Reese
Doorking of Texas Inc.



Jolene E. Reith
President
Titan Plastics



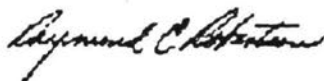
Atwood L. Rice, Jr.
Chairman
Byrne, Rice &
Turner, Inc.



James L. Reigel
President
Paget Equipment Co.



F.X. Petrini, Sr.
Petrini Realty &
Insurance Co.



Raymond C. Robertson
President
Robertson Metal
Fab, Inc.



Robert C. Rodenburg
President
Paxton-Mitchell Co.



Donald J. Roder
President
GarGraves Trackage
Corp.



Gayle Rodgers
President
Preferred Bindery
Company



Walter Roskuszka
President
Kwik Copy Printing
DBA Roskuszka
& Sons



R. Fred Rouse
President
Duluth Paper &
Specialties



David L. Rowe
President
Smith-Rowe, Inc.



John L. Rulison
President
Raven Services Corp.

The President
June 21, 1996



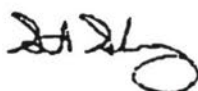
L. Donald Rushing
President
Fisher Brown, Inc.



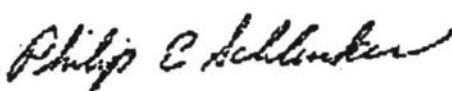
Arlon J. Sandbulte
President
Joe's Ready Mix, Inc.



Tom Saucier
President & CEO
Laurel Oil & Supply Co. Inc.



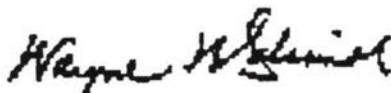
Scott Schang
President
American Printer
Repair



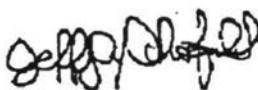
Philip E. Schlenker
President
Schlenker Developments
Inc.



Grace L. Schmidt
CEO
Life Industries
Corp.



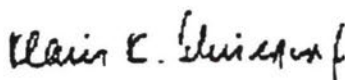
Wayne W. Schmidt
CEO & Editor
Fire and Police
Personnel Reporter



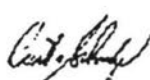
Jeffrey A. Schofield
President
Subway #6067, Inc.



R.E. Schuchardt
President
B&C Die Cast,
Inc.



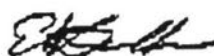
Klaus K. Schuegraf
President & CEO
Tystar Corp.



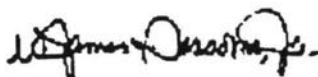
Curt D. Schulze
Schultze Manufacturing



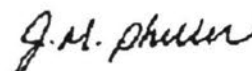
Pete Schwab
President
Schwab Company



E.W. Scollen
President
Scollon Productions

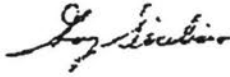


W. James Sessoms, Jr.
President
Gilded Mirrors, Inc.



James M. Shiller
President
Shiller Electric
Co., Inc.

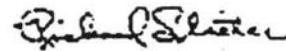
The President
June 21, 1996



Gary Siciliano
President & COO
Logan Metal
Stamping



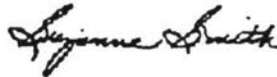
Danny Sims
President
Sims Pottery Inc.



Richard Slieter
President
Owatonna Hospital



Jan R. Smith
President
Jan R. Smith
Construction Co.



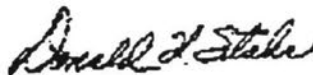
Suzanne Smith
President
Stat Medical of
El Paso



Kathleen L. Somers
Executive Director
Associated Builders
& Contractors,
Ohio Valley



Donald Spaulding
President
March Intl Sales Ltd.



Donald F. Stahr
President
CKE, Inc.



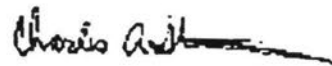
C. Harry Stanley
President
SECO Machine Tool
Co., Inc.



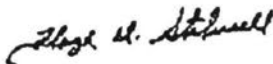
David P. Stanyo
Micro-E Company



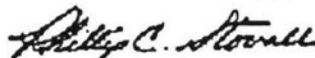
Raymond Steck
President
Steck Mfg. Co. Inc.



Charles Strauss
President
Majestic Ind. Inc.



Floyd D. Stillwell
President
Marsh Aviation Co.



Phillip Stovall
President
Higgins-Spencer,
Inc.

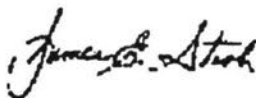


James Steffke
President
Contract Transport
Services

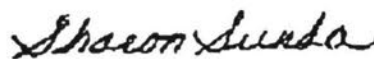
The President
June 21, 1996



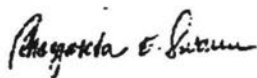
L. Gerald Strite
President
Shenandoah Mfg. Co.



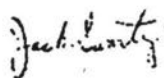
James E. Stroh
President & CEO
Malco, Inc.



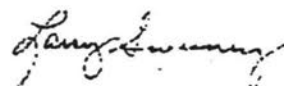
Sharon Sunda
President
Orange County
Speaker, Inc.



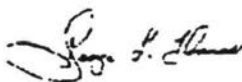
Margareta Swann
Owner
Swann Ent/The
Golden Swann



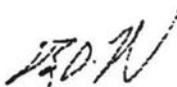
Jack Swartz
President
Nebraska Chamber
of Commerce



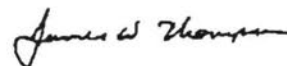
Larry Sweeney
President
Sweeney Bros.
Tractor Co.



George L. Thomas
President & CEO
Thomas Acoustics



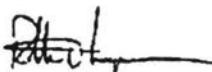
Barry Thompson
KAJN Radio



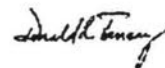
James W. Thompson
President
Thompson Diesel,
Inc.



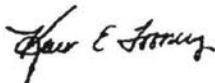
Michael D. Thompson
President
BJB Electric Corp.



Robert C. Thompson
President
JTR Enterp. Inc



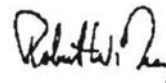
Donald R. Tomeny
President
B&L Wholesome
Supply, Inc.



Kent E. Toomey
Darling Store
Fixtures



Philip Trahadias
President
Atlantic Photo
Processing Inc.



Robert W. Tracy
President
Tracy Electric, Inc.

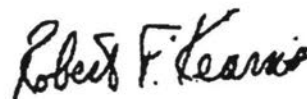
The President
June 21, 1996



Piet Provo Kluit
CEO
Akzo Inc.



Donald K. Younker
CEO
Felker Brothers Corp.



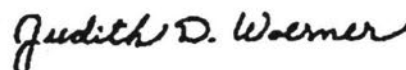
Robert F. Kearns
CEO
B.H. Aircraft Company, Inc.



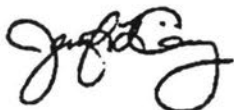
David W. Davies
CEO
D.W. Davies & Co., Inc.



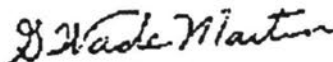
Michael D. Murrell
CEO
Protective Coatings, Inc.



Judith D. Woerner
Vice President
Woerner Engineering, Inc.



Jennifer L. Carey
CEO
JLC Environmental Consultants, Inc.



G. Wade Martin
CEO
Nut Tree, Inc.



Don Butler
President and CEO
The Employers Group



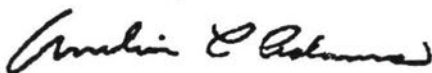
L. David Black
Chairman, President & CEO
JLG Industries, Inc.



Phil Tredway
CEO
Erie Molded Plastics, Inc.



T.J. Keating
CEO
Hi-Lex Corporation



Melvin L. Adams
CEO
Recreation Vehicle Products, Inc.



G. J. McGrath
President
Mico, Inc.



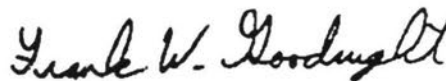
Ronald T. Stafford
CEO
Kiva International



N. David Landreth
CEO

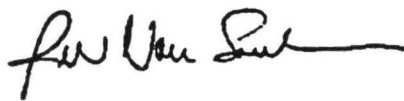


P. Grey Cane, Jr.
CEO



Frank W. Goodnight
President and CEO
Diversified Graphics

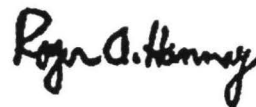
The President
June 21, 1996



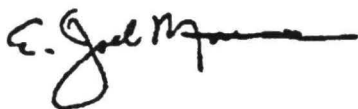
R.W. Van Sant
CEO
Lukens Inc.



Jean-Paul Valles
Chairman and CEO
Minerals Technologies Inc.



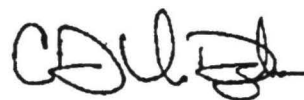
Roger A. Hannay
CEO
Hannay Reels, Inc.



E. Joel Martin
CEO
GKN Walterscheid Inc.



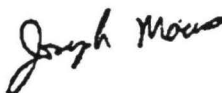
Joseph P. Forte
CEO
Uniflo Conveyor, Inc.



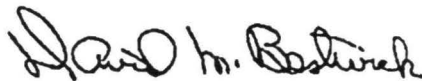
Charles Day Van Dyke
CEO
Western Textile Products Co., Inc.



Robert W. Crolius
President
The Refractories Institute



Joseph Maas
CEO
J.T.M. Provisions



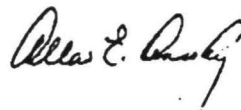
David M. Bestwick
CEO
Tray-Pak Corp.



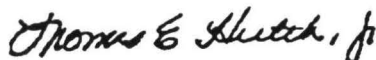
Donald Brent Leedon
CEO
Crossroads Tool & Manufacturing Co.



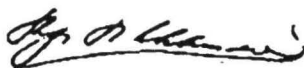
John M. White, Jr.
CEO
Morrison Textile Machinery Co.



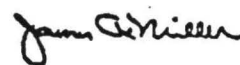
Allan E. Concoby
CEO
Erie Forge and Steel, Inc.



Thomas E. Hutca, Jr.
CEO



Helge H. Wehmeier
President & CEO
Bayer Corporation



James A. Miller
CEO

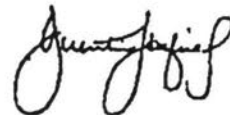
The President
June 21, 1996



Curt D. Schulze
CEO
Schulze Manufacturing



Warren F. Gast
CEO
Gast Manufacturing Corp.



Quentin Hatfield
CEO
K-Products Inc.



Willard T. Walker, Sr.
CEO
Walker Forge, Inc.



H. John Riley, Jr.
Chairman, President & CEO
Cooper Industries



Stephen Stepanian
President
Printed Circuit Corporation



Melvin Lesikar
President/Owner
Cyclone Steel Services, Inc.



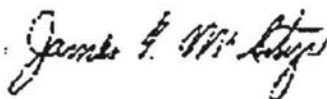
Robert S. Lee
CEO
Hotwatt, Inc.



Gary Keeney
CEO
Prochem



Georgia Berner
CEO
Berner International Corp.



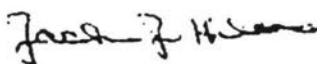
James E. McIntyre
President
West Florida Natural Gas Co.



Christian H. Poindexter
Chairman of the Board
Baltimore Gas and Electric Company



Louis M. Reis
President
Advanced Conversion Technology, Inc.



Jack Hiler
President
Stripco Sales



James F. Cameron
President and CEO
Tubesales

The President
June 21, 1996



Don Nieward
President-Owner
Valley Steel & Wire Co.



Allen Applegate
President
Viking Materials, Inc.



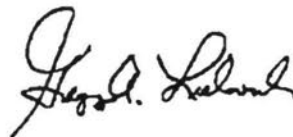
Edman L. Gray
President
Ward Steel Service Co.



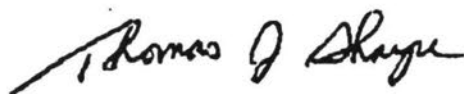
Arthur M. Robinson
President
West Coast Wire & Steel



Charles F. Prine
President
Westfield Steel, Inc.



Gregory A. Liebovich
Chairman
Liebovich Brothers, Inc.



Thomas J. Sharpe
President
Bergsen Incorporated



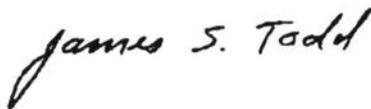
John P. Benedict, Jr.
President
Benedict-Miller, Inc.



James E. Louth
President
Certified Metals, Inc.



Robert E. Courmoyer
President and CEO
C.C. Lewis Co.



James S. Todd
Chairman
The Cininnati Steel Products Co.



William J. Ring
Executive Vice President
Dalco Metals, Inc.



L. Doss
President
Coilplus-Alabama

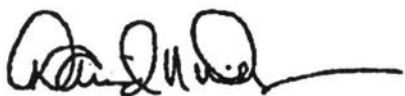


Michael J. Emerson
President



David S. Soble
President

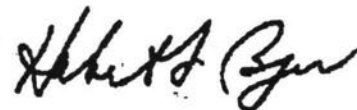
The President
June 21, 1996



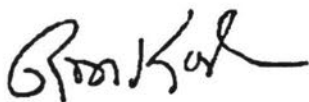
David M. Deinzer
President and CEO
Denmann & Davis



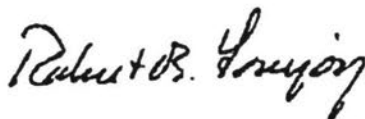
R.H. Monks, Jr.
CEO & Chairman of the Board
Faitoute Steel Company, Inc.



Herbert I. Byer
President
Frederick Steel Company



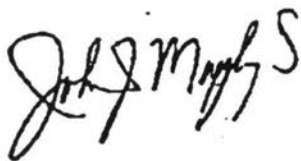
Roger Kasle
President and CEO
Asle Steel Corporation



Robert B. Lovejoy
President
Lovejoy Industries



William D. Allen
President and CEO
Metal Bars, Inc.



John J. Murphy, III
V.P. & Treasurer
Murphy & Nolan, Inc.



Bruce E. Meyer
President
Spec Steel



A.W. Bradburd
Chairman and CEO
Interstate Steel



John H. Watson
President and CEO
Genzink Steel Company



Neven M. Jergensen
President and CEO
Earle M. Jergensen, Co.

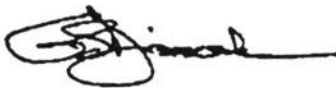


Curtis E. Boriack
President
Curtis Steel Corp.

The President
June 21, 1996



Norman E. Gottschalk, Jr.
President
Marron/Keystone Corporation



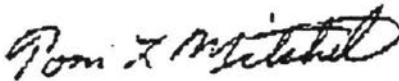
George S. Dibble, Jr.
President and CEO
Colorado Assn. of Commerce & Industry



Kenneth R. Hutton
President
Wood Machinery Manufacturers of America



Max Gonzenbach
CEO
Valley Queen Cheese Factory, Inc.



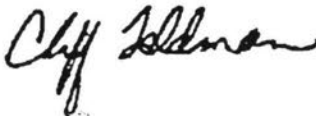
Tom E. Mitchel
President
Mitchel & Scott Machine Co., Inc.



Fred A. Lewis
CEO
MTE Corporation.



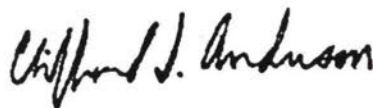
A.J. Koller, Jr.
President
Koller Enterprises, Inc.



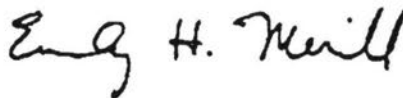
Cliff Feldman
President
Feldman Engineering & Mfg. Co.



John Council
Vice President & General Mgr.
Council Tool Co.



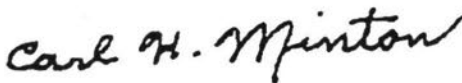
Clifford I. Anderson
CEO
Crown Iron Works Company



Emily H. Merrill
CEO
Brystie, Inc.



Fred Berndt, Jr.
President
Arden Architectural Specialties, Inc.



Carl H. Minton
President
A D S Machinery Corp.



Lawrence O. Selhorst
CEO
American Spring Wire Corp.



William C. Dorris
President
Associated Packaging, Inc.

The President
June 21, 1996



Jean-Pierre Rodier
Chairman and CEO
American National Can Company



Richard T. Vallin
CEO
Advanced Manufacturing Technologies, Inc.



Carl Hagan
CEO
Air Filtration Co., Inc.



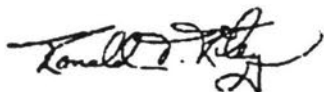
Robert R. Norton
President
Beef America Operating Co., Inc.



Robert Kaminski
CEO
Continental/Midland Inc.



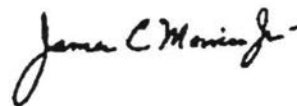
Robert N. Burt
Chairman and CEO
FMC Corporation



Ronald Riley
CEO
Filterite Business Group/Memtec
America Corp.



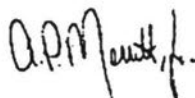
Stephen P. Lyon
President
Halm Industries Co., Inc.



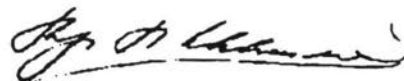
James C. Morris, Jr.
CEO
JCM Industries, Inc.



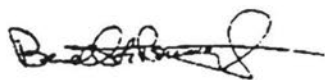
Beverly J. Campbell
CEO
Magnatone



A.P. Merritt, Jr.
President
Merritt Tool Company, Inc.



Helge H. Wehmeir
President and CEO
Bayer Corporation



Bennett Bussey, Jr.
President
Cinema Races, Inc.



R.V. Byles
CEO
Enterprises, Inc.



Ralph Call
Chairman and CEO
Winco, Inc.

The President
June 21, 1996



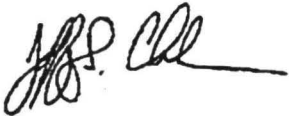
James Ronald Carpenter
President
Superior Slitting, Inc.



William E. Carroll
President
Alpha Security Products, Inc.



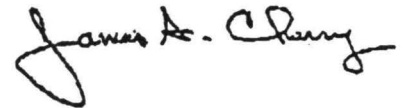
Doris F. Carter
President
Ariel Nursing Service, Inc.



Jeffrey S. Chambers
President
Chambers Environmental Group



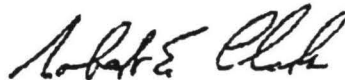
Joseph J. Charvat
CEO
Valley Distributors, Inc.



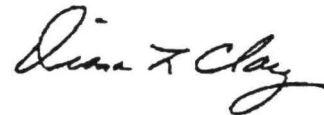
James A. Cherry
CEO
Greater Hot Springs Chamber of Commerce



Jerald Clark
President
Atlas Industries, Inc.



Robert E. Clark
President
Letter Press Services, Inc.



Diana L. Clay
Co-Owner
Clay Enterprises



Eileen L. Clemente
President
Clemente-McKay Ambulance



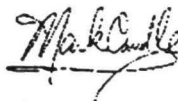
Larry H. Colin
President
Colin Service Systems, Inc.



Dale Conant
President
Healthline Laboratories, Inc.



Carl A. Caspers
Owner



Mark Candle
President



Peter J. Canning
President

The President
June 21, 1996



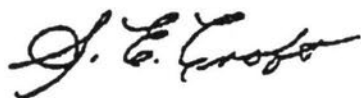
John Cooke
President
J.P. Cooke Company



Henry Craighead
Owner
Computer Support Services



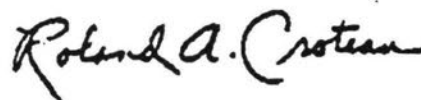
Jeff H. Cramer
President
Table Top To-Go, Inc.



Samuel E. Croft
President
Craft & Son Manufacturing, Inc.



Dick Croxton
President
Electronic Service Center, Inc.



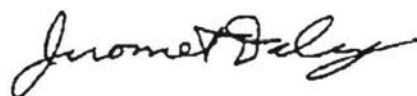
Roland A. Croteau
Owner
Tower International



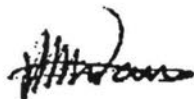
Karen Crum
Executive Director
Independent Distributors Assn.



Michael K. Dailey
President
Prescott Aerospace, Inc.



Jerome T. Daley
President
EGR Products Co.



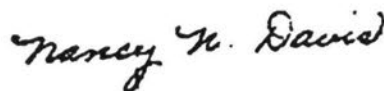
J.P. Darr
President
Darr Industries, Inc.



Robert P. Dathe
President
Benda Tool/Ast B Die Casting



Charles E. Davis
President
Davis and Watson, P.A.



Nancy N. Davis
President



Sidney B. DeBoer
President
Liberty & Co.

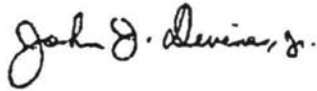


D.M. Dekeyser
Owner
Dekeyser's Custom Roofs

The President
June 21, 1996



Lester Demaline
President
Willoway Nurseries, Inc.



John J. Devine, Jr.
President
Devine Insurance Agency, Inc.



John J. Detulio
President
John J. Detukio Co.



William J. Di Bui
President
Rumsey Electric Company



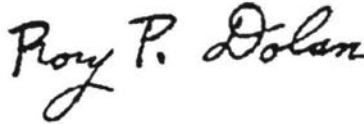
Martin Dingman
President
American Strap, Inc.



B. Lees Divine
President
Divine Brothers Co.



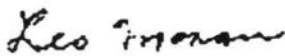
John F. Dolan
President
Fairfax Lumber & Millwork Co.



Rory P. Dolan
President
Atlas Elevator Co.



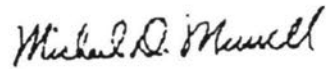
Patrick Dorgan
President
The Leather Institute



Leo Moran
President
Reichert Enterprises, Inc.



John C. Mullis
President
Hearn Graphics Finishing, Inc.



Michael D. Murrell
President
Protective Coatings, Inc.

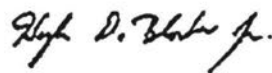
The President
June 21, 1996



Ronald Black
President
Avalon Welding Supply



Merle R. Blair
President & CEO
Greater Topeka
Chamber of Commerce



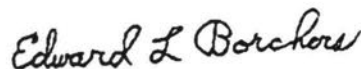
Hugh D. Blocker
President



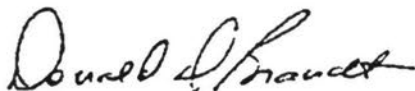
Jerry Bohannon
President & CEO
Cleveland/Bradley
Chamber of Commerce



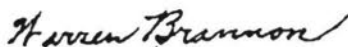
J. C. Bradley
President
American Literary
Press, Inc.



Edward L. Borchers
President
Superior Aluminum
Products, Inc.



Donald D. Brandt
President
Bitrode Corporation



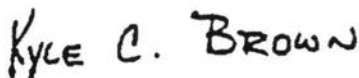
Harren Brannon
President
Owasco Meat Co.



Al Braswell
President
Vista Pacifica



Marco A. Brizzolare
President
Brioschi, Inc.

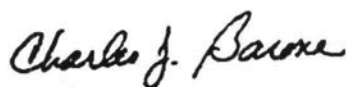


Kyle C. Brown
President
B-Line Enterprises,
Inc.



William O. Browning
President & CEO
Peoria Area Chamber
of Commerce

The President
June 21, 1996



Charles J. Barone
President
Barone's Office
Supply & Equipment



O. C. Barr
President
Kestron
International



Jerry L. Barrix
President
Wade Electric
Company, Inc.



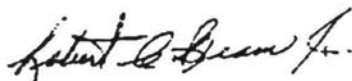
William Bartram
President
Brookdale Motors, Inc.



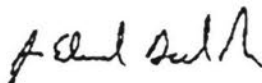
L. Allen Barwick
President
Shuford Mills, Inc.



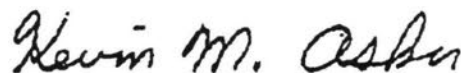
Anne B. Bates
President
Bristol County Chamber of
Commerce



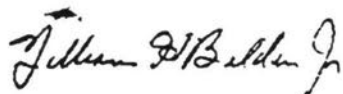
Robert C. Beam Jr.
President
Staunton Steam Laundry



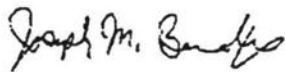
J. Edward Beck, Jr.
President
Bitrek Corporation



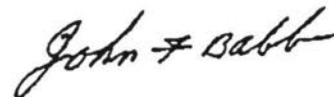
Kevin M. Asker
Vice-President & CEO
Asker's Harvest Foods



William Belden Jr.
Chairman & CEO
Belden Brick Co.



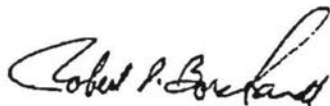
Joseph Bendix
President
US Food Service
CP Division



John Babb
CEO
J&S Oil Incorporated



Eugene Benyo
President
Northwest Fabricators, Inc.



Robert P. Borchardt
President
CBS Construction
Services, Inc.



Ralph E. BeVard
President
Eraser Company

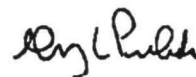
The President
June 21, 1996



Dan Root
Chairman & CEO
GM Nameplate



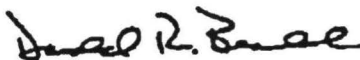
Ken Oilshlager
President & CEO
Kentucky Chamber of Commerce



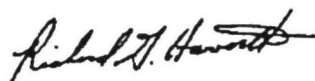
Gregory C. Pulido
Chairman and Chief
Executive Officer
HUMCO



Stephen R. Iardis
Chairman and Chief
Executive Officer
Eaton Corporation



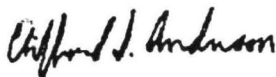
Donald R. Beall
Chairman of the Board and
Chief Executive Officer
Rockwell International
Corporation



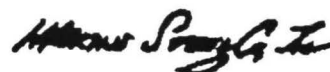
Richard G. Haworth
Chairman and Chief
Executive Officer
Haworth Inc.



Larry Liebovich
President
Liebovich Steel & Aluminium



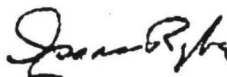
Clifford I. Anderson
President & CEO
Crown Iron Works Company



T. Ray Looper
General Manager
Haskins Steel Co., Inc.



Michael Simpson
Chairman of the Board
A.M. Castle & Go



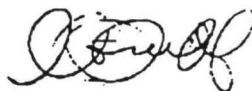
Isaac Ruba
President/CEO
Allied Steel Corporation



Louis A. Nivert
Executive Vice President
Nivert Metal



Roy Berlin
Executive Vice President
Berlin Metals, Inc.

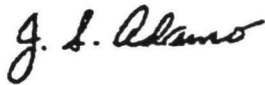


Daniel Greiff
President
Bellesteel

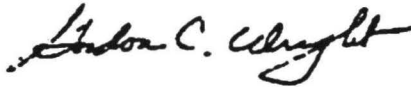


John T. Dillon
Chairman and
Chief Executive Officer
JTD International Paper

The President
June 21, 1996



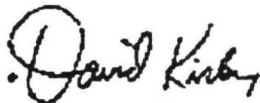
Jeanna S. Adamo
CFO
Celtech Corp.



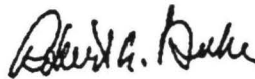
Gordon C. Wright
President & CEO
21st Century
Plastics Corp.



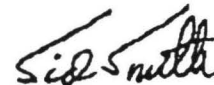
Thomas R. Harrington
President & CEO
National Technologies Inc.



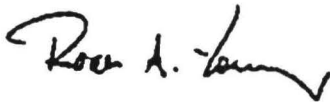
David Kirby
President & CEO
Kirby Specialties Corporation



Robert A. Beebe
President & CEO
Acme Abrasive Co.



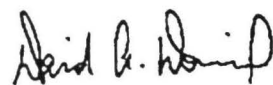
Sid Smith
President & CEO
National Association of Hosiery
Mfrs.



Roger A. Young
President & CEO
Bay State Gas Co.



L. Rickard
President & CEO
Rickard Circular Folding Co.



David A. Daniel
President & CEO
Piedmont Associated Industries,
Inc.



Earlyn Church
President & CEO
Superior Technical

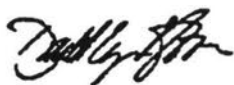


Michael Baly III
President & CEO
American Gas Association



Keith E. Bailey
Chairman & CEO
The Williams Companies,
Inc.

The President
June 21, 1996



Donald L. Hoover
President
American Linc Corp.



David A. Meierhoff
Vice-President
Didde Corporation



Richard J. Juneau
President
IMR, Inc.



Robert J. Schundler
President & CEO
The Schundler Co.



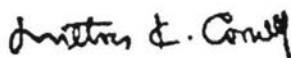
Edward Proc
President & CEO
T & B Foundry Co.



Daniel Merkel
President & CEO
American Orthodontics Corp.



William Kuchera
President & CEO
Kuchera Industries



Milton K. Cornell
President & CEO
Cornell Iron Works,
Inc.



Jack D. Michaels
President & CEO
Hon Industries, Inc.



Monty Kruttlin
President & CEO
Alcona Tool &
Machine, Inc.

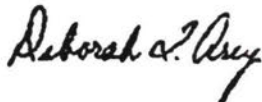


Leroy R. Knuths
President & CEO
Rosco Manufacturing Co.



John Herslow
President & CEO
Bill Cocks Plastics

The President
June 21, 1996



Deborah Q. Arey
President
Earth Exploration



Steven J. Thomas
President
Syscon International Inc.



Grant D. Young
President & CEO
Special-Lite, Inc.



Dave Gray
President
Ripon Community Printers



Glenna Y. Allen
President
Alco Contractors, Inc.



David W. Ankeny
CEO
Elein Manufacturing, Inc.



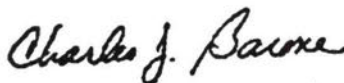
Greg Anderson
President
Design Service
Corporation



James E. Anderson
President & CEO
Ellis Stone
Construction Co., Inc.



Les Anhalt
President
SSI Incorporated



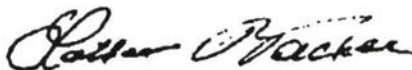
Charles J. Barone
President
Barone's Office
Supply & Equipment



O. C. Barr
President
Kestron International



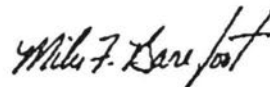
Jerry L. Barrix
President
Wade Electric
Company, Inc.



Lothar Bacher
President
Wheeling Metal
Processing LTD.



Alex Banderas
President
Alcar Cabinet Co.,
Inc



Miles Barefoot
President
Albion Valley
Inc.