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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. memo	[Personally Identifiable Information] [partial] (1 page)	01/20/1998	b(6)

COLLECTION:

Clinton Presidential Records
Staff Secretary
Todd Stern
OA/Box Number: 11246

FOLDER TITLE:

Chron Files: Monday, February 9, 1998 [2]

2019-0774-S

rs3378

RESTRICTION CODES**Presidential Records Act - [44 U.S.C. 2204(a)]**

P1 National Security Classified Information [(a)(1) of the PRA]
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

b(1) National security classified information [(b)(1) of the FOIA]
b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

chron
THE WHITE HOUSE

WASHINGTON

February 7, 1998

MR. PRESIDENT:

This memo concerns your trip to Africa. You are scheduled to discuss it on Monday.

We thought you might like to go over it with the First Lady.

Phil Caplan

Handwritten notes: "Guter", "Reilly", "Dag" (circled), and "2-9-98" (circled).

2-9-98

THE WHITE HOUSE

WASHINGTON

February 7, 1998

98 FEB / PMB:49

ACTION

MEMORANDUM FOR THE PRESIDENT

FROM: SAMUEL BERGER^②
 SYLVIA MATHEWS
 STEPHANIE STREETT

2-9-98

SUBJECT: Proposed Communications Plan for your Trip to
 Africa

Copied
 Berger
 Mathews
 Streett
 COS

I. PURPOSE

To decide on the broad themes and events for your trip to Africa, March 22-April 2, 1998.

II. BACKGROUND

Your trip to Africa will be the first and one of the most dramatic (China) of the overseas trips planned for this year. As the first sitting American President to travel to any of the countries you will visit, you have an opportunity to highlight a continent in positive transition where America can make a difference, to Africa's benefit and our own.

Your primary objective should be to help change American perceptions of Africa. The pictures most Americans see of the continent are narrow and distorted. They focus on ethnic warfare, famines and other tragedies. Your trip and the powerful images it will generate can show a new, emerging Africa with working democracies and growing economies. At the same time, by dealing head on with conflict resolution, disease and poverty, you will acknowledge the difficult problems that still plague many countries -- and show the concrete progress Africans are making, in partnership with America, toward resolving them.

The deliverables you highlight will show America acting to help Africa consolidate progress (e.g. support open markets and strong economies through your "Partnership for Economic Growth and Opportunity in Africa"; help equip a populace of 700 million to make the most of the 21st century through a new "Education Initiative"; strengthen accountability and good government through a "Modernization and Transparency Initiative") and to

cc: Vice President
 Chief of Staff

*Must be about dealing
 with the economic
 problems - modernization - economic development*

contend with lingering problems (e.g. violent conflict through a "Great Lakes Justice Initiative.")

Lasting impressions are made as much by pictures as by policy; we will tell the story by mixing speeches with events that show you interacting with the African people -- an outdoors crowd speech in Ghana; school children in South Africa; local citizens participating in a town hall meeting in Botswana; Rwandan and other African women remaking their lives in the wake of ethnic conflicts; workers at an AIDS clinic in Uganda, and a tour of Goree Island, the departure point for many African slaves. And we will endeavor to connect Africa's success to America's strength -- notably by highlighting the untapped potential of a market 700 million people strong.

Our communications strategy has three strategic goals:

- changing America's perception about Africa by projecting a new, vibrant African continent.
- defining a fresh, dynamic phase in the Administration's policy toward the continent.
- pushing congressional consideration of the African trade bill.

III. Themes:

The African Renaissance: A new generation of dynamic leaders is aggressively pursuing political reforms, working toward regional solutions to instability, promoting economic growth and strengthening education. They are building a new Africa -- committed to democracy and open markets, more tolerant of diversity and respectful of neighbors. It can become a strong partner for America to meet common challenges (fighting drugs, terrorism and infectious diseases; preserving the environment.)

Expanding Economic Opportunity for Africa and America: Africa has the economic potential to be a strong partner in trade and investment for America. The nearly 700 million people who live south of the Sahara are one of the largest markets in the world -- largely untapped. Doubling our exports would support nearly 100,000 jobs in America. And by expanding access to our markets for Africa, increasing investment, eradicating corruption, and supporting debt relief, we can help Africa build its own future.

Preventing Future Conflicts: The conflicts that plague Africa are holding its people back -- and challenging our own interests. Funding large scale humanitarian efforts after tragedy, or sending our men and women in uniform to make or keep

the peace, costs many times the investment in prevention. By acting ahead and helping Africa contend with its own conflicts, we can save lives, safeguard our interests and keep Africa on the path to progress. That is why we are supporting the African Crisis Response Initiative (ACRI).

IV. KEY EVENTS

SUNDAY, MARCH 22

- Fly to Accra, Ghana

MONDAY, MARCH 23--ACCRA, GHANA

Events:

- Bilateral Meeting with President Rawlings.
- **Message Event: Crowd Speech in front of Parliament.**
- **Message Event: Peace Corps/Techno Serve.**

Message: The New Africa

Ghana is an economic and political success story -- the events in Accra should set the appropriate tone and image for the theme of the new, emerging Africa. The speech outside Parliament will serve as a scene-setter for the trip with a crowd of several thousand. You can highlight Africa's democratic transformation and economic growth while dealing with the lingering problems of ethnic conflict and authoritarian rule. The second event brings together our oldest Peace Corps program (among its current volunteers are 34 men and women who took part in your Rose Garden celebration of the Corps' 35th anniversary) and an American NGO based in Ghana that helps train Africans in business skills and technology. (We are also looking into the possibility, time permitting, of viewing an African Crisis Response Initiative (ACRI) training session.)

TUESDAY, MARCH 24 - KAMPALA, UGANDA**Events:**

- Bilateral Meeting with President Museveni
- Visit Foundation for International Community Assistance (FINCA) Village in Jinja
- Heifer Project Site
- AIDS Information Center Testimonial

Message: Helping People Help Themselves

Your visit to two micro-enterprise lending facilities and an AIDS education site will highlight African efforts to help people help themselves and deal with daunting social problems. Jinja is home to one of the 221 village micro-enterprise banks the FINCA Program has established with an AID grant. The Heifer Project International is an Arkansas based program, which receives AID assistance, based on the principle of "not a cup but a cow" to provide families with a source of food rather than short term relief.

WEDNESDAY, MARCH 25 - KAMPALA, UGANDA**Events:**

- **Message Event: Women Emerging from Conflict Event/Roundtable Discussion**
- Regional Leaders Meeting (3 hours)
- **Message Event: Press Conference**
- Regional Leaders Reception

Message: Preventing Conflict

Uganda's President Museveni has revitalized a country devastated by years of civil strife and autocratic rule -- undertaking difficult and far-reaching economic reforms, and actively promoting long-term regional stability and cooperation. During the second day in Kampala, you will bring together Central and East Africa leaders to explore how we can deepen partnerships for the region's economic and political development, end acts of genocide in Rwanda, resolve regional conflicts, and promote human rights and democracy. Second, you will meet with women genocide survivors who are taking part in rehabilitation and reconciliation programs in Rwanda, as well as women who have survived conflict situations in Uganda, Burundi, Ethiopia,

Eritrea, and DROC. The women will talk about what they've endured and describe what they are doing to rebuild their lives.

THURSDAY, MARCH 26 - CAPE TOWN, SOUTH AFRICA:

Events:

- Arrival Ceremony and Reception
- Bilateral Meeting with President Mandela
- **Message Event: Joint Press Conference with President Mandela**
- State Dinner

Message: The New South Africa

South Africa embodies the hope for representative government, economic opportunity and economic growth in the sub-region. It is also, of course, a powerful symbol of reconciliation and transformation across ethnic and racial divides for Africa and for the world. As the first American President to visit South Africa, your "State Visit" events the first day will underscore South Africa's transformation from pariah state to multi-racial democracy under the leadership of President Mandela.

FRIDAY, MARCH 27 - CAPE TOWN, SOUTH AFRICA

- **Message Events: Speech to Parliament**
- **Message Events: Visit to Robben Island - Roundtable discussion**

Message: U.S.-South African Partnership/Race and Reconciliation

In your speech to Parliament, you will want to emphasize the possibilities of partnership between our countries in the 21st century. As two strong democracies and powerful economies, the United States and South Africa can set an example of cooperation for the region and the world -- strengthening security and prosperity for our own people and extending the blessings of progress to others. You will also want to honor South Africa's remarkable transformation over the last five years -- from apartheid to multi-racial democracy. Following the speech, Nelson Mandela will give you a tour of Robben Island and he will show you the cell where he was kept in captivity. In addition, we are discussing with the South African government the possibility of holding a joint roundtable discussion on race and reconciliation, with a multi-ethnic cross section of South Africans. This would allow you to connect your own Race

Initiative to the hard issues South Africans and Africans across the continent are facing -- learning from their experience and relating the lessons of our own.

SATURDAY, MARCH 28 - JOHANNESBURG/SOWETO

- Message Event: Visit to U.S./South African business venture
- Message Event: Visit a school; Announce Education Initiative (possible with Mbeki)
- Lunch at local restaurant

Message: Economic Growth, Education and Opportunity

By visiting a U.S./South African business venture you will highlight South Africa's role as an economic leader on the continent -- and the continent's tremendous untapped economic potential. By increasing our trade with and investment in Africa, we can support tens of thousands of new jobs in America and help Africa sustain its progress. By visiting a township and a model school, you can tackle the poverty issue and make the case that education is our best tool to create opportunity.

SUNDAY, MARCH 29 -- GABORONE AND CHOBE, BOTSWANA

Events:

- Message Event: Arrival Ceremony (with possible remarks)
- Bilateral Meeting with President Masire
- Reception in honor of President Masire (opposition leaders pull asides)
- Fly to Chobe
- Message Event: Visit Village of Lesona - participate in local town hall meeting

Message: Democracy in Action

Botswana is Africa's oldest continuous democracy and a model of sound economic policy, judicious use of assistance and progressive conservation efforts. You will honor President Ketumile Masire's retirement a few days later by recognizing his leadership and achievements, including Botswana's progressive economic policies. In addition, you will take part in a local Botswana village tradition -- a town hall meeting where citizens have the opportunity to discuss issues of import to the community.

MONDAY, MARCH 30 -- CHOBEEvents:

- Game drive
- Afternoon down

Message:

No formal events or message but an important opportunity for you to honor the local beauty and culture of Africa and show the American people the wonders of the continent.

TUESDAY, MARCH 31 -- CHOBE

- **Environment Event**

Message: Preserving the Environment

In Chobe, you will highlight Botswana's impressive wildlife conservation efforts, and the importance of preserving the environment while growing the economy. The Botswana Defense Force uses U.S.-supplied panther boats for anti-poaching patrols in the Okavanga Delta.

WEDNESDAY, APRIL 1 -- DAKAR, SENEGALEvents:

- Bilateral Meeting with President Diouf
- **Visit ACRI training site in Theis and/or a village/mosque/school**

Message:

Straddling Muslim and Christian worlds, Senegal is a model for peaceful, multi-cultural coexistence with a strong history of civilian, democratic government. Senegal has long supported our international peacekeeping efforts, particularly in the Gulf War and as part of the West African peacekeeping force in Liberia, and was one of the first supporters of the ACRI. Visiting the ACRI training site -- where African troops from democratic nations are preparing to play a more robust role in peacekeeping and conflict prevention -- will underscore the importance we place on Africa taking responsibility for its own problems. We are looking into the possibility of you visiting a mosque or

Muslim school -- an important gesture of respect for Senegal's Muslim population -- and possibly a craft center where Senegal's famous tapestries are made.

THURSDAY, APRIL 2 - DAKAR, SENEGAL

Events:

- **Message Event: Visit Goree Island**

Message: A New Relationship with Africa

Your visit to Dakar's Goree Island, the dramatic, historical point of departure for many Africans sold into slavery, will be the emotional end of your visit. Your tour of the island and departure remarks will allow you to sum up how far America and Africa have come at the dawn of a new century, able to build a new and brighter partnership based on common values and interests.

Alternatives

We recommend the first scenario (presented above), for which the order is Ghana, Uganda, South Africa, Botswana and Senegal. You would depart on Sunday, March 22 and return on April 2, 1998. This scenario avoids starting the trip with two overnight flights, starts with the "new democracies" theme (Ghana), then allows you to address the harder issues in Uganda (at the regional summit) early in the trip, followed by the highlight (South Africa) and the dramatic ending to the trip on Goree Island in Senegal. Two alternative scenarios are included for your comparison.

Tab A Trip Schedule Option 1 (Ghana, Uganda, South Africa, Botswana and Senegal)

Tab B Option 2 (Ghana, South Africa, Botswana, Uganda and Senegal)

Tab C Option 3 (Ghana, Senegal, South Africa, Botswana and Uganda)

TAB A

Option I. The following schedule reflects stops in Ghana, Uganda, South Africa, Botswana, and Senegal. This itinerary would be a twelve day trip, departing on Sunday, March 22nd and returning on April the 2nd

Draft as of 2/6/98, 8:00 pm.

Sunday, March 22, 1998

5:40 pm Wheels up en route Accra, Ghana
 flight time: 9 hours 20 minutes, +5 hours

Monday, March 23, 1998

8:00 am Wheels Down Accra, Ghana

8:15 am -
8:35 am **Arrival Ceremony**

8:40 am Depart Airport en route Presidential Residence

9:00 am Arrive

9:05 am -
9:45 am **Bilateral Meeting with President Rawlings**

10:00 am Proceed to hold

10:05 am -
10:25 am Hold

10:30 am Depart en route Parliament

10:40 am Arrive Parliament

10:50 am -
12:10 am **Address to the People of Ghana**

12:20 am Depart en route TBD

12:30 am Arrive TBD

12:40 am -
1:40 pm **Lunch**

1:45 pm Depart en route Technoserve

2:05 pm Arrive Technoserve

2:10 pm -
3:30 pm Visit Technoserve/Peace Corps Project or ACRI Event

3:35 pm Depart en route Airport

4:00 pm Arrive airport

4:05 pm -
4:30 pm Remarks to US Embassy Staff

4:50 pm Wheels up en route Entebbe, Uganda
flight time: 4 hours, 30 minutes +3 hours

12:20 am Wheels Down Entebbe, Uganda

12:40 am Wheels Up via Marine One en route Kampala LZ
flight time: approx. 45 minutes

1:25 am Arrive Kampala LZ

1:40 am Depart LZ en route Hotel

1:50 am Arrive Hotel

RON: Sheraton Hotel
Kampala, Uganda

Tuesday, March 24, 1998

10:30 am -
10:50 am Briefing Time

11:00 am Depart Hotel en route Presidential Residence

11:15 am Arrive Presidential Residence

11:20 am -
12:00 pm Bilateral Meeting with President Museveni

12:10 pm	Depart en route Hotel
12:25 pm	Arrive Hotel
12:30 pm - 12:50 pm	Clothes Change / Lunch
1:00 pm	Depart en route LZ
1:15 pm	Arrive LZ
1:30 pm	Wheels up en route Jinja landing Zone flight time: 20 minutes
1:50 pm	Arrive Jinja LZ
2:00 pm - 2:15 pm	Arrival Ceremony (T)
2:20 pm	Depart LZ en route FINCA Women's Village Bank
2:35 pm	Arrive Village
2:40 pm - 3:55 pm	Visit to FINCA Women's Village Bank
4:00 pm	Depart Village en route Hefer Project Site
4:15 pm	Arrive Hefer Project Site
4:20 pm - 5:30 pm	Visit Hefer Project Site
5:40 pm - 6:30 pm	AIDS Information Center Presentation
6:40 pm	Depart en route Jinja LZ
6:55 pm	Arrive LZ
7:10 pm	Wheels up en route Kampala LZ flight time: 20 minutes

7:30 pm Wheels Down Kampala LZ

7:45 pm Depart en route Hotel

8:00 pm Arrive Hotel

Evening Off

Wednesday, March 25, 1998

9:00 am -

9:30 am **Briefing Time**

9:40 am Depart Hotel en route TBD

9:55 am Arrive TBD

10:00 am -

11:30 am **Meeting with Refugees/Refugee Workers from the Region**

11:40 am Depart en route Hotel

11:55 am Arrive Hotel

12:00 pm -

1:00 pm **Lunch/Down Time**

1:10 pm Depart en route Landing Zone

1:25 pm Arrive landing zone

1:40 pm Wheels up via Marine One en route Entebbe
flight time: approx. 45 minutes

2:25 pm Wheels Down Entebbe

2:40 pm Depart LZ en route TBD

2:55 pm Arrive TBD

3:00 pm -

6:00 pm **Regional Leaders Meeting**

6:10 pm -
6:55 pm **Briefing Time**

7:00 pm -
7:30 pm **Press Conference**

7:40 pm Proceed to Reception

7:50 pm -
8:50 pm **Reception in honor of Regional Leaders**

9:00 pm Depart en route Airport

9:20 pm Arrive Airport

9:35 pm Wheels up en route Cape Town, South Africa
flight time: 5 hours, 25 minutes; - 1 hour

2:00 am Wheels Down Cape Town, South Africa

RON: Cape Town, South Africa

Thursday, March 26, 1998

11:00 am -
11:30 am **Briefing Time**

11:40 am Depart hotel en route Parliament Compound

12:00 pm **Arrive**

12:10 pm -
12:25 pm **Arrival Ceremony**

12:30 pm -
1:30 pm **Bilateral Meeting with President Mandela**

1:40 pm -
2:20 pm **Briefing Time/Lunch**

2:30 pm -
3:00 pm **Press Conference with President Mandela**

3:10 pm Depart en route Hotel
3:25 pm Arrive Hotel
3:30 pm -
7:00 pm **Down Time**
7:00 pm Depart en route TBD
7:20 pm Arrive TBD
7:30 pm -
11:00 pm **State Dinner**
RON: Cape Town, South Africa

Friday March 27, 1998

Morning Down

12:15 pm -
1:00 pm **Briefing Time/Speech Prep**
1:10 pm Depart en route Parliament
1:25 pm Arrive Parliament
1:30 pm -
1:50 pm **Courtesy Call with Speaker of the Parliament**
2:00 pm -
3:00 pm **Address to Parliament**
3:10 pm -
3:20 pm **Clothes Change**
3:25 pm Depart Parliament en route dock
3:35 pm Arrive Dock
3:50 pm Depart en route Robben Island

4:10 pm Arrive Robben Island

4:15 pm -
6:15 pm **Tour Robben Island with President Mandela**

6:35 pm -
7:50 pm **Roundtable Discussion with Students (T)**

8:00 pm Depart en route Dock

8:25 pm Depart en route Cape Town

8:45 pm Arrive Cape Town

OTR Dinner - CODEL Meeting

RON: Cape Town, South Africa

Saturday, March 28, 1998

8:30 am Depart Hotel en route airport

9:00 am Arrive airport

9:05 am -
9:30 am **Remarks to the US Embassy Staff**

9:45 am Wheels up en route Johannesburg, South Africa
flight time: 1 hour 55 minutes; no change

11:40 am Wheels Down Johannesburg, South Africa

12:00 pm Depart en route Johannesburg Stock Exchange

12:20 pm Arrive Stock Exchange

12:25 pm -
1:30 pm **Trade and Investment Event**

1:50 pm Depart en route Soweto

2:15 pm Arrive Soweto

2:20 pm -
3:40 pm **OTR Lunch**

3:50 pm Depart en route Hector Peterson Memorial

4:00 pm Arrive Hector Peterson Memorial

4:05 pm -
5:15 pm **Wreath Laying/Tour Hector Peterson Memorial**

5:25 pm Depart en route TBD

5:45 pm Arrive TBD

5:50 pm -
6:50 pm **Event TBD**

6:55 pm Depart en route Hotel

TBD Remarks to the US Embassy

RON: Johannesburg, South Africa

Sunday, March 29, 1998

8:30 am Depart hotel en route airport

8:50 am Arrive airport

9:05 am Wheels up en route Gaborone, Botswana
flight time: 2 hours, 5 minutes, no change

11:10 am Wheels Down Gaborone, Botswana

11:25 am -
11:40 am **Arrival Ceremony**

11:45 am Depart airport en route TBD

12:00 pm Arrive TBD

12:05 pm -
12:45 pm **Bilateral Meeting with President Masire**

12:50 pm Depart en route Ambassador's Residence

1:05 pm Arrive Ambassador's Residence

1:10 pm -
2:10 pm **Reception in Honor of President Masire's Retirement (T) /Lunch**

2:15 pm Depart en route airport

2:30 pm Arrive airport

2:45 pm Wheels up en route Kasane, Botswana
flight time: 1 hour, 25 minutes; no change

4:10 pm Arrive Kasane, Botswana

4:25 pm -
4:40 pm **Arrival Ceremony**

4:50 pm Depart airport en route Chobe Game Park

5:30 pm Arrive Chobe Game Park

Optional Afternoon River Boat Ride or Visit Village/Kotola Meeting

RON: Mowana Lodge
Chobe, Botswana

Monday, March 30, 1998

5:45 am **Game Drive**

Breakfast

Afternoon **Game Drive**
Visit Village/Kotola Meeting

RON: Mowana Lodge
Chobe, Botswana

Tuesday, March 31, 1998

AM	Game Drive (T)
11:00 am	Depart Lodge en route location TBD
11:30 am	Arrive TBD
11:35 am - 11:55 am	Briefing Time
12:00 pm - 1:15 pm	Environmental Event Location TBD
1:30 pm	Depart en route airport
2:00 pm	Arrive Airport
2:15 pm	Wheels up en route Gaborone, Botswana flight time: 1 hour, 25 minutes
3:40 pm	Wheels Down Gaborone Airport
4:00 pm - 4:30 pm	Remarks to the US Embassy Community
4:50 pm	Wheels up en route Dakar, Senegal flight time: 7 hours, 55 minutes -2 hours
10:45 pm	Wheels Down Dakar, Senegal
11:00 pm	Depart en route Hotel
RON:	Melidien Hotel Dakar, Senegal

Wednesday, April 1, 1998

9:30 am - 10:00 am	Briefing Time
10:10 am	Depart hotel en Route Presidential Residence

10:35 am	Arrive Presidential Residence
10:40 am -	
11:20 am	Bilateral Meeting with President Diouf Presidential Palace
11:25 am	Proceed to Pavilion via foot
11:30 am	Arrive Pavilion
11:35 am -	
12:35 pm	Reception hosted by President Diouf
12:40 pm	Depart en route Landing Zone
12:55 pm	Arrive landing zone
1:10 pm	Wheels up en route Thies flight time: approx. 30 minutes
1:40 pm	Arrive Thies
1:55 pm -	
2:10 pm	Arrival Ceremony
2:15 pm	Depart LZ en route TBD
2:35 pm	Arrive TBD
2:40 pm -	
3:55 pm	Visit ACRI Training Center or Event TBD
4:00 pm	Depart en route TBD
4:15 pm	Arrive TBD
4:20 pm -	
5:30 pm	OTR
5:35 pm	Depart en route Landing Zone
5:50 pm	Arrive Landing Zone

6:05 pm Wheels up en route Dakar LZ

6:35 pm Wheels Down Dakar LZ

6:50 pm Depart en route Hotel

7:10 pm Arrive Hotel

Down for the evening - Briefing Time - CODEL Meeting

RON: Meridien Hotel
 Dakar, Senegal

Thursday, April 2, 1998

9:00 am Depart en route Dock

9:30 am Arrive Dock

9:45 am Depart en route Goree Island

10:05 am Arrive Goree Island

10:10 am -
10:25 am **Arrival Ceremony**

10:30 am Depart en route the Slave House

10:40 am -
11:20 am **Tour the Slave House**

11:30 am -
12:45 pm **Tour Goree Island**

1:05 pm Proceed to the dock

1:25 pm Depart en route Dakar

1:45 pm Arrive Dakar

1:55 pm -
2:15 pm **Hold**

2:20 pm -	
2:50 pm	Remarks to the US Embassy Staff/Wrap up Statement
3:00 pm	Depart en route airport
3:30 pm	Arrive airport
3:45 pm	Wheels up en route Andrews AFB flight time: 8 hours, 15 minutes; - 5 hours
7:00 pm	Wheels Down Andrews AFB
7:10 pm	Depart en route White House South Lawn
7:20 pm	Arrive South Lawn

TAB B

Option II. The following schedule reflects stops in Ghana, South Africa, Botswana, Uganda and Senegal. This itinerary would be a twelve day trip, departing on Sunday, March 22nd and returning on April the 2nd

Draft as of 2/6/98, 8:00 pm.

Sunday, March 22, 1998

5:40 pm Wheels up en route Accra, Ghana
 flight time: 9 hours 20 minutes, +5 hours

Monday, March 23, 1998

8:00 am Wheels Down Accra, Ghana

8:15 am -
8:35 am **Arrival Ceremony**

8:40 am Depart Airport en route Presidential Residence

9:00 am Arrive

9:05 am -
9:45 am **Bilateral Meeting with President Rawlings**

10:00 am Proceed to hold

10:05 am -
10:25 am Hold

10:30 am Depart en route Parliament

10:40 am Arrive Parliament

10:50 am -
12:10 am **Address to the People of Ghana**

12:20 am Depart en route TBD

12:30 am Arrive TBD

12:40 am -
1:40 pm **Lunch**

1:45 pm Depart en route Technoserve

2:05 pm Arrive Technoserve

2:10 pm -
3:30 pm Visit **Technoserve/Peace Corps Project or ACRI Event**

3:35 pm Depart en route Airport

4:00 pm Arrive airport

4:05 pm -
4:30 pm **Remarks to US Embassy Staff**

4:50 pm Wheels up en route Cape Town, South Africa
flight time: 7 hours, 55 minutes +2 hours

Tuesday, March 24, 1998

2:45 am Wheels down Cape Town

3:05 am Depart airport en route hotel

3:30 am Arrive Hotel

3:40 am -
11:00 am **Down Time**

11:30 am -
12:00 pm **Briefing Time**

12:10 pm Depart hotel en route Parliament Compound

12:25 pm **Arrive**

12:30 pm -
12:45 pm **Arrival Ceremony**

12:55 pm -
1:55 pm **Bilateral Meeting with President Mandela**

2:00 pm -
2:45 pm **Briefing Time**

3:00 pm -
3:30 pm **Press Conference with President Mandela**

3:40 pm Depart en route Hotel

4:00 pm Arrive Hotel

4:10 pm -
6:30 pm **Down Time**

7:00 pm Depart en route TBD

7:20 pm Arrive TBD

7:30 pm -
11:00 pm **State Dinner**

RON: Cape Town, South Africa

Wednesday, March 25, 1998

Morning Down

12:15 pm -
1:00 pm **Briefing Time/Speech Prep**

1:05 pm Depart en route Parliament

1:15 pm Arrive Parliament

1:20 pm -
1:40 pm **Courtesy Call with Speaker of the Parliament**

2:00 pm -
3:00 pm **Address to Parliament**

3:10 pm -
3:20 pm **Clothes Change**

3:25 pm Depart Parliament en route dock

3:35 pm Arrive Dock

3:50 pm Depart en route Robben Island

4:10 pm Arrive Robben Island

4:15 pm -
6:15 pm **Tour Robben Island with President Mandela**

6:35 pm -
7:50 pm **Roundtable Discussion with Students (T)**

8:00 pm Depart en route Dock

8:25 pm Depart en route Cape Town

8:45 pm Arrive Cape Town

OTR Dinner - CODEL Meeting

RON: Cape Town, South Africa

Thursday, March 26, 1998

9:00 am Depart Hotel en route airport

9:30 am Arrive airport

9:35 am -
10:05 am **Remarks to the US Embassy Staff**

10:25 am **Wheels up en route Johannesburg, South Africa**
flight time: 1 hour 55 minutes; no change

11:45 am **Wheels Down Johannesburg, South Africa**

12:05 pm **Depart en route Johannesburg Stock Exchange**

12:30 pm **Arrive Stock Exchange**

12:40 pm -
1:40 pm **Trade and Investment Event**

1:50 pm **Depart en route Soweto**

2:15 pm	Arrive Soweto
2:20 pm - 3:40 pm	OTR Lunch
3:50 pm	Depart en route Hector Peterson Memorial
4:00 pm	Arrive Hector Peterson Memorial
4:05 pm - 5:15 pm	Wreath Laying/Tour Hector Peterson Memorial
5:25 pm	Depart en route TBD
5:45 pm	Arrive TBD
5:50 pm - 6:15 pm	Event TBD
6:20 pm	Depart en route Hotel or Tokoza OTR
TBD	Remarks to the US Embassy
RON:	Johannesburg, South Africa

Friday March 27, 1998

8:00 am	Depart hotel en route airport
8:20 am	Arrive airport
8:40 am	Wheels up en route Gaborone, Botswana flight time: 2 hours, 5 minutes, no change
10:45 am	Wheels Down Gaborone, Botswana
11:00 am - 11:15 am	Arrival Ceremony
11:20 am	Depart airport en route TBD drive time: 15 minutes
11:35 am	Arrive TBD

11:40 pm -
12:20 pm **Bilateral Meeting with President Masire**

12:30 pm Depart en route Ambassador's Residence

12:45 pm Arrive Ambassador's Residence

12:50 pm -
1:50 pm **Reception in Honor of President Masire's Retirement (T)**

2:00 pm Depart en route airport

2:15 pm Arrive airport

2:30 pm Wheels up en route Kasane, Botswana
flight time: 1 hour, 25 minutes; no change

3:55 pm Arrive Kasane, Botswana

4:10 pm -
4:25 pm **Arrival Ceremony**

4:30 pm Depart airport en route Chobe Game Park

5:00 pm Arrive Chobe Game Park

Optional Afternoon River Boat Ride or Visit Village/Kotola Meeting

RON: Mowana Lodge
 Chobe, Botswana

Saturday March 28, 1998

5:45 am **Game Drive**

Breakfast

Church TBD

Afternoon **Game Drive**
 Visit Village/Kotola Meeting

RON: Mowana Lodge
Chobe, Botswana

Sunday March 29, 1998

AM	Game Drive (T)
11:00 am	Depart Lodge en route location TBD
11:30 am	Arrive TBD
11:35 am - 11:55 am	Briefing Time
12:00 pm - 1:15 pm	Environmental Event Location TBD
1:30 pm	Depart en route airport
2:00 pm	Arrive Airport
2:15 pm	Wheels up en route Gaborone, Botswana flight time: 1 hour, 25 minutes
3:40 pm	Wheels Down Gaborone Airport
4:00 pm - 4:30 pm	Remarks to the US Embassy Community
4:50 pm	Wheels up en route Entebbe, Uganda flight time: 3 hours 40 minutes; +1 hour
9:30 pm	Wheels Down Entebbe, Uganda
9:45 pm	Wheels up via Marine One en route Kampala LZ flight time: approx. 45 minutes
10:30 pm	Arrive Kampala LZ
10:45 pm	Depart LZ en route Hotel
11:00 pm	Arrive Hotel

RON: Sheraton Hotel
 Kampala, Uganda

Monday March 30, 1998

9:00 am -
9:20 am **Briefing Time**

9:30 am Depart Hotel en route Presidential Residence

9:45 am Arrive Presidential Residence

9:55 am -
10:35 am **Bilateral Meeting with President Museveni**

10:45 am Depart en route Hotel

11:00 am Arrive Hotel

11:10 am -
11:40 am **Clothes Change/Lunch**

11:50 am Depart en route Landing Zone

12:05 pm Arrive landing zone

12:20 pm Wheels up en route Jinja landing zone
 flight time: 20 minutes

12:40 pm Arrive Jinja landing zone

12:55 pm -
1:10 pm **Arrival Ceremony**

1:15 pm Depart en route FINCA Women's Village Bank

1:30 pm Arrive Village

1:40 pm -
3:00 pm **Visit to FINCA Women's Village Bank**

3:05 pm Depart Village en route Hefer Project Site

3:20 pm Arrive Hefer Project Site

3:25 pm -
4:40 pm Visit Hefer Project Site

4:45 pm -
5:45 pm AIDS Information Center Presentation

5:55 pm Depart en route Jinja LZ

6:15 pm Arrive LZ

6:30 pm Wheels up via Marine One en route Kampala LZ
flight time: 20 minutes

6:50 pm Arrive Kampala LZ

7:05 pm Depart en route hotel

7:20 pm Arrive Hotel

7:25 pm -
7:55 pm Remarks to the US Embassy Community

8:00 pm Depart en route Suite

RON: Sheraton
Kampala, Uganda

Tuesday March 31, 1998

8:50 am Depart hotel en route TBD

9:05 am Arrive Tbd

9:10 am -
10:30 am Meeting with Refugees/Refugee Workers from the Region

10:40 am Depart en route Hotel

11:25 am Arrive Hotel

11:30 pm -	
12:30 pm	Lunch/Down Time
12:40 pm	Depart en route Landing Zone
12:55 pm	Arrive Landing Zone
1:10 pm	Wheels up via Marine One en route Entebbe flight time: 45 minutes
1:55 pm	Wheels Down Entebbe
2:10 pm	Depart en route TBD
2:25 pm	Arrive TBD
2:30 pm -	
5:30 pm	Regional Leaders Meeting
5:40 pm -	
6:20 pm	Briefing Time
6:30 pm -	
7:00 pm	Press Conference
7:05 pm	Proceed to reception
7:10 pm -	
7:55 pm	Reception in honor of Regional Leaders
8:00 pm	Depart en route airport
8:20 pm	Arrive airport
8:35 pm	Wheels up en route Dakar, Senegal flight time: approx. 7 hours, -2 hours
1:35 am	Arrive Dakar, Senegal
1:50 am	Depart airport en route Hotel
RON:	Dakar, Senegal

Wednesday, April 1, 1998

11:30 am Depart hotel en route Presidential Palace

11:55 am Arrive Presidential Palace

12:00 pm -
12:40 pm **Bilateral Meeting with President Diouf**
Presidential Palace

12:45 pm Proceed to Pavillion via foot

12:50 pm Arrive Pavillion

12:55 pm -
1:55 pm **Reception hosted by President Diouf**

2:00 pm Depart en route Landing Zone

2:15 pm Arrive Landing Zone

2:30 pm Wheels up en route Thies Landing Zone
flight time: 30 minutes

3:00 pm Arrive Thies Landing Zone

3:15 pm -
3:30 pm **Arrival Ceremony**

3:35 pm Depart Landing Zone en route TBD

3:50 pm Arrive TBD

4:00 pm -
5:00 pm **Visit ACRI Training Center or Education Event**

5:10 pm depart en route TBD

5:25 pm Arrive TBD

5:30 pm -
6:45 pm **OTR**

6:55 pm Depart en route landing zone

7:10 pm Arrive landing zone

7:25 pm Wheels up en route Dakar landing zone
flight time: 30 minutes

7:55 pm Arrive Dakar Landing Zone

8:10 pm Depart en route Hotel

8:25 pm Arrive Hotel

Evening Off - Briefing Time

Thursday, April 2, 1998

9:00 am Depart en route Dock

9:25 am Arrive Dock

9:40 am Depart Dock en route Goree Island

10:00 am Arrive Goree Island

10:10 am -
10:25 am **Arrival Ceremony**

10:30 am Proceed to Slave House via foot

10:40 am Arrive Slave House

10:50 am -
11:50 am **Tour Slave House**

12:00 pm Depart Slave House via foot en route Tour of Island

12:10 pm -
1:30 pm **Tour Goree Island**

1:40 pm Depart Goree Island en route Dock

1:50 pm Arrive Dock

2:00 pm -	
2:20 pm	Hold
2:30 pm -	
3:00 pm	Remarks to the US Embassy Staff/ Wrap up Remarks
3:05 pm	Depart en route airport
3:40 pm	Arrive airport
4:00 pm	Wheels up en route Andrews AFB flight time: approx 8 hours, -5 hours
7:00 pm	Arrive Andrews AFB
7:10 pm	Depart en route White House South Lawn
7:20 pm	Arrive South lawn



TAB C

Option III. The following schedule reflects stops in Ghana, Senegal, South Africa, Botswana and Uganda. This itinerary would be a twelve day trip, departing on Sunday, March 22nd and returning on April the 2nd.

Draft as of 2/5/98, 8:00 pm.

Sunday, March 22, 1998

5:40 pm Wheels up en route Accra, Ghana
 flight time: approx. 9 hours, 20 minutes; +5 hours

Monday, March 23, 1998

8:00 am Wheels Down Accra, Ghana

8:15 am -
8:35 am **Arrival Ceremony**

8:40 am Depart Airport en route Presidential Residence

9:10 am Arrive Presidential Residence

9:15 am -
9:55 am **Bilateral Meeting with President Rawlings**

10:00 am Proceed to hold

10:05 am -
10:25 am **Hold**

10:30 am Depart en route Parliament

10:40 am Arrive Parliament

10:50 am -
12:10 pm **Address to the People of Ghana**

12:20 pm Depart en route TBD

12:30 pm Arrive TBD

12:40 pm -
1:40 pm **Lunch**

1:45 pm Depart en route Technoserve

2:05 pm Arrive Technoserve

2:10 pm -
3:30 pm **Visit Technoserve/Peace Corps Event**

3:35 pm Depart en route airport

4:00 pm Arrive airport

4:05 pm -
4:30 pm **Remarks to the US Embassy Staff**

4:45 pm Wheels up en route Dakar, Senegal
flight time: 2 hours, 50 minutes; no change

7:35 pm Wheels Down Dakar, Senegal

7:50 pm -
8:05 pm **Arrival Ceremony**

8:10 pm Depart airport en route hotel

8:25 pm Arrive Hotel

Evening Off

RON: Meridien Hotel
Dakar, Senegal

Tuesday, March 24, 1998

9:30 am -
10:00 am **Briefing Time**

10:10 am Depart hotel en route Presidential Residence

10:35 am Arrive Presidential Residence

10:40 am -
11:20 am **Bilateral Meeting with President Diouf**

11:25 am	Proceed to Pavilion
11:30 am	Arrive pavilion
11:35 am - 12:35 pm	Reception Hosted by President Diouf / Lunch
12:40 pm	Depart en route Landing Zone
12:55 pm	Arrive landing Zone
1:10 pm	Wheels up en route Thies flight time: approx. 30 minutes
1:40 pm	Arrive Thies
1:55 pm - 2:10 pm	Arrival Ceremony
2:15 pm	Depart LZ en route TBD
2:35 pm	Arrive TBD
2:40 pm - 3:55 pm	Visit ACRI Training Center or Event TBD
4:00 pm	Depart en route TBD
4:15 pm	Arrive TBD
4:20 pm - 5:30 pm	OTR
5:35 pm	Depart en route Landing Zone
5:50 pm	Arrive Landing Zone
6:05 pm	Wheels up en route Dakar LZ flight time: 30 minutes
6:35 pm	Wheels Down Dakar LZ
6:50 pm	Depart en route Hotel

7:10 pm Arrive Hotel

Down for the Evening - Briefing Time - CODEL Meeting

RON: Meridien Hotel
Dakar, Senegal

Wednesday, March 25, 1998

9:00 am Depart hotel en route Dock

9:30 am Arrive Dock

9:45 am Depart en route Goree Island

10:05 am Arrive Goree Island

10:10 am -
10:25 am **Arrival Ceremony**

10:30 am Depart en route the Slave House

10:40 am -
11:20 am **Tour the Slave House**

11:30 am -
12:45 pm **Tour Goree Island**

1:05 pm Proceed to Dock

1:25 pm Depart en route Dakar

1:45 pm Arrive Dakar

1:55 pm -
2:15 pm **Hold**

2:20 pm -
2:50 pm **Remarks to the US Embassy Staff/ Wrap up Remarks**

3:00 pm Depart en route airport

3:30 pm Arrive airport

3:45 pm Wheels up en route Cape Town, South Africa
 flight time: 7 hours 50 minutes; +2 hours

1:35 am Wheels Down Cape Town, South Africa

1:50 am Depart en route Hotel

2:15 am Arrive Hotel

RON: Cape Town, South Africa

Thursday, March 26, 1998

11:30 am -
12:00 pm **Briefing Time**

12:10 pm Depart Hotel en route Parliament Building

12:25 pm **Arrive**

12:30 pm -
12:45 pm **Arrival Ceremony**

12:50 pm Proceed to Meeting

1:00 pm -
2:00 pm **Bilateral Meeting with President Mandela**

2:10 pm -
3:00 pm **Briefing Time**

3:10 pm -
3:40 pm **Press Conference with President Mandela**

3:50 pm Depart en route TBD

4:00 pm Arrive Hotel

4:05 pm -
4:30 pm **Remarks to the US Embassy Community**

4:40 pm -
6:40 pm **Event TBD/Down Time/CODEL Meeting**

7:00 pm Depart en route TBD
7:20 pm Arrive TBD
7:30 pm -
11:00 pm State Dinner
RON: Cape Town, South Africa

Friday, March 27, 1998

Morning Off

12:15 am -
1:00 pm Bricfing Time/Speech Prep
1:10 pm Depart hotel en route Parliament
1:25 pm Arrive Parliament
1:30 pm -
1:50 pm Courtesy Call with Speaker of the Parliament
2:00 pm -
3:00 pm Address to Parliament
3:10 pm -
3:20 pm Clothes Change
3:25 pm Depart Parliament en route dock
3:35 pm Arrive Dock
3:50 pm Depart en route Robben Island
4:10 pm Arrive Robben Island
4:15 pm -
6:15 pm Tour Robben Island with President Mandela
6:35 pm -
7:50 pm Roundtable Discussion with Students (T)

8:00 pm Depart en route Dock

8:25 pm Depart en route Cape Town

8:45 pm Arrive Cape Town

OTR Dinner - CODEL Meeting

RON: Cape Town, South Africa

Saturday, March 28, 1998

8:30 am Depart Hotel en route airport

9:00 am Arrive airport

9:20 am Wheels up en route Johannesburg, South Africa
flight time: 1 hour, 55 minutes: no change

11:15 am Wheels Down Johannesburg, South Africa

11:35 pm Depart airport en route Johannesburg Stock Exchange

12:00 pm Arrive Stock Exchange

12:05 pm -
1:05 pm **Trade and Investment Event**

1:15 pm Depart en route Soweto

1:40 pm Arrive Soweto

1:50 pm -
2:30 pm **Lunch OTR**

2:35 pm Depart en route Hector Peterson Memorial

2:45 pm Arrive Hector Peterson Memorial

2:50 pm -
3:40 pm **Wreath Laying/ Tour Hector Peterson Memorial**

3:50 pm Depart en route TBD

4:10 pm Arrive TBD

4:15 pm -
5:30 pm **Event TBD**

5:40 pm Depart en route Hotel or Tokoza OTR ?

TBD Remarks to the US Embassy Staff

RON: Johannesburg, South Africa

Sunday, March 29, 1998

Church TBD

10:00 am Depart en route airport

10:30 am Arrive airport

10:50 am Wheels up en route Gaborone, Botswana
flight time: approx. 45 minutes, no change

11:35 am Wheels Down Gaborone, Botswana

11:50 am -
12:05 pm **Arrival Ceremony**

12:15 pm Depart airport en route Presidential Residence

12:35 pm Arrive Presidential Residence

12:40 pm -
1:20 pm **Bilateral Meeting with President Masire**

1:30 pm Depart en route US Ambassador's Residence

1:45 pm Arrive US Ambassador's Residence

2:00 pm -
3:00 pm **Reception in Honor of President Masire (T)**

3:05 pm -

3:30 pm	Clothes Change
3:35 pm	Depart en route airport
3:50 pm	Arrive airport
4:05 pm	Wheels up en route Kasane flight time: 1 hour, 25 minutes
5:30 pm	Wheels down Kasane
5:40 pm - 5:55 pm	Arrival Ceremony
6:00 pm	Depart en route Mowana Lodge
6:30 pm	Arrive Mowana Lodge
RON:	Mowana Lodge Chobe Game Park, Botswana

Monday, March 30, 1998

5:45 am	Game Drive
TBD	Breakfast
TBD	Visit Khotla Meeting at Village
PM	Afternoon Game Drive and or Boat Trip
RON:	Mowana Game Lodge Chobe Game park, Botswana

Tuesday, March 31, 1998

AM	Game Drive (T)
11:00 am	Depart Lodge en route location TBD
11:30 am	Arrive TBD
11:35 pm -	

11:55 pm **Briefing Time**

12:00 pm -

1:15 pm **Environmental Event**
Location TBD

1:30 pm Depart en route airport

2:00 pm Arrive Kasane airport

2:15 pm Wheels up en route Gaborone Airport
flight time: 1 hour 25 minutes

3:40 pm Wheels Down Gaborone Airport

4:00 pm -

4:30 pm **Remarks to the US Embassy Community**

4:50 pm Wheels up en route Entebbe, Uganda
flight time: 3 hours 40 minutes, +1 hour

9:30 pm Wheels Down Entebbe, Uganda

9:45 pm Wheels up via Marine One en route Kampala, LZ
flight time: approx. 45 minutes

10:30 pm Arrive Kampala LZ

10:45 pm Depart LZ en route Hotel

11:00 am Arrive Hotel

RON: Sheraton Hotel
Kampala, Uganda

Wednesday, April 1, 1998

9:30 am -

9:50 am **Briefing Time**

10:00 am Depart Hotel en route Presidential Residence

10:15 am Arrive Presidential Residence

10:20 am -

11:40 am **Bilateral Meeting with President Museveni**

11:45 am Depart en route Hotel

12:00 pm Arrive Hotel

12:10 pm -

12:40 pm Clothes Change/Lunch

12:45 pm Depart en route Landing Zone

1:00 pm Arrive LZ

1:15 pm Wheels up en route Jinja Landing Zone
flight time: 20 minutes

1:35 pm Wheels Down Jinja LZ

1:50 pm Depart en route FINCA Women's Village Bank

2:10 pm Arrive Village

2:15 pm -

3:45 pm **Visit to FINCA Women's Village Bank**

3:50 pm Depart Village en route Hefer Project Site

4:05 pm Arrive Hefer Project Site

4:10 pm -

5:20 pm **Visit Hefer Project Site**

5:30 pm -

6:30 pm **AIDS Information Center Project Presentation**

6:40 pm Depart en route Landing Zone

6:55 pm Arrive LZ

7:10 pm Wheels up via Marine One en route Kampala LZ
flight time: 20 minutes

7:30 pm Arrive Kampala LZ

7:45 pm Depart en route Hotel

8:00 pm Arrive Hotel

Evening Off - OTR Dinner

RON: Sheraton
 Kampala, Uganda

Thursday, April 2, 1998

9:00 am -

9:30 am Briefing Time

9:40 am Depart Hotel en route TBD

9:55 am Arrive TBD

10:00 am -

11:30 am **Meeting with Refugees/Refugee Workers from the Region**

11:40 am Depart en route Hotel

11:55 am Arrive Hotel

12:00 pm -

1:00 pm **Lunch/Down Time**

1:10 pm Depart en route Landing Zone

1:25 pm Arrive Landing Zone

1:40 pm Wheels up en route Entebbe
flight time: 45 minutes

2:25 pm Arrive Entebbe

2:40 pm Depart en route TBD

2:55 pm Arrive TBD

3:00 pm -
6:00 pm **Regional Leaders Meeting**

6:10 pm -
6:55 pm **Briefing Time**

7:00 pm -
7:30 pm **Press Conference**

7:40 pm Proceed to Reception

7:50 pm -
8:50 pm **Reception in honor of Regional Leaders**

9:00 pm Depart en route airport

9:20 pm Arrive airport

9:30 pm -
10:00 pm **Remarks to the US Embassy Staff**

10:15 pm Wheels up en route Dakar, Senegal
Flight Time: 7 hours 10 minutes, -3 Hours
(*Note: The plane cannot fly to Andrews without a refuel stop.)

Friday, April 3, 1998

2:05 am Wheels Down, Dakar, Senegal

2:10 am -
3:10 am Refuel

3:15 am Wheels Up en route Andrews AFB
flight time: 8 hours, 15 minutes; - 5 hours

6:30 am Wheels Down Andrews AFB

6:40 am Wheels Up en route the South Lawn

6:50 am Wheels Down South Lawn

Wheels up en route Andrews AFB
flight time: approx 12 hours, -8 hours

9:15 pm Arrive Andrews AFB

Option I. The following schedule reflects stops in Ghana, Uganda, South Africa, Botswana, and Senegal. This itinerary would be a twelve day trip, departing on Sunday, March 22nd and returning on April the 2nd

Draft as of 2/6/98, 8:00 pm.

Sunday, March 22, 1998

5:40 pm Wheels up en route Accra, Ghana
flight time: 9 hours 20 minutes, +5 hours

Monday, March 23, 1998

8:00 am Wheels Down Accra, Ghana

8:15 am -
8:35 am **Arrival Ceremony**

8:40 am Depart Airport en route Presidential Residence

9:00 am Arrive

9:05 am -
9:45 am **Bilateral Meeting with President Rawlings**

10:00 am Proceed to hold

10:05 am -
10:25 am Hold

10:30 am Depart en route Parliament

10:40 am Arrive Parliament

10:50 am -
12:10 am **Address to the People of Ghana**

12:20 am Depart en route TBD

12:30 am Arrive TBD

12:40 am -
1:40 pm **Lunch**

1:45 pm	Depart en route Technoserve
2:05 pm	Arrive Technoserve
2:10 pm - 3:30 pm	Visit Technoserve/Peace Corps Project or ACRI Event
3:35 pm	Depart en route Airport
4:00 pm	Arrive airport
4:05 pm - 4:30 pm	Remarks to US Embassy Staff
4:50 pm	Wheels up en route Entebbe, Uganda flight time: 4 hours, 30 minutes +3 hours
12:20 am	Wheels Down Entebbe, Uganda
12:40 am	Wheels Up via Marine One en route Kampala LZ flight time: approx. 45 minutes
1:25 am	Arrive Kampala LZ
1:40 am	Depart LZ en route Hotel
1:50 am	Arrive Hotel
RON:	Sheraton Hotel Kampala, Uganda

Tuesday, March 24, 1998

10:30 am - 10:50 am	Briefing Time
11:00 am	Depart Hotel en route Presidential Residence
11:15 am	Arrive Presidential Residence
11:20 am - 12:00 pm	Bilateral Meeting with President Museveni

12:10 pm	Depart en route Hotel
12:25 pm	Arrive Hotel
12:30 pm - 12:50 pm	Clothes Change / Lunch
1:00 pm	Depart en route LZ
1:15 pm	Arrive LZ
1:30 pm	Wheels up en route Jinja landing Zone flight time: 20 minutes
1:50 pm	Arrive Jinja LZ
2:00 pm - 2:15 pm	Arrival Ceremony (T)
2:20 pm	Depart LZ en route FINCA Women's Village Bank
2:35 pm	Arrive Village
2:40 pm - 3:55 pm	Visit to FINCA Women's Village Bank
4:00 pm	Depart Village en route Hefer Project Site
4:15 pm	Arrive Hefer Project Site
4:20 pm - 5:30 pm	Visit Hefer Project Site
5:40 pm - 6:30 pm	AIDS Information Center Presentation
6:40 pm	Depart en route Jinja LZ
6:55 pm	Arrive LZ
7:10 pm	Wheels up en route Kampala LZ flight time: 20 minutes

7:30 pm Wheels Down Kampala LZ

7:45 pm Depart en route Hotel

8:00 pm Arrive Hotel

Evening Off

Wednesday, March 25, 1998

9:00 am -

9:30 am **Briefing Time**

9:40 am Depart Hotel en route TBD

9:55 am Arrive TBD

10:00 am -

11:30 am **Meeting with Refugees/Refugee Workers from the Region**

11:40 am Depart en route Hotel

11:55 am Arrive Hotel

12:00 pm -

1:00 pm **Lunch/Down Time**

1:10 pm Depart en route Landing Zone

1:25 pm Arrive landing zone

1:40 pm Wheels up via Marine One en route Entebbe
flight time: approx. 45 minutes

2:25 pm Wheels Down Entebbe

2:40 pm Depart LZ en route TBD

2:55 pm Arrive TBD

3:00 pm -

6:00 pm **Regional Leaders Meeting**

6:10 pm -
6:55 pm **Briefing Time**

7:00 pm -
7:30 pm **Press Conference**

7:40 pm Proceed to Reception

7:50 pm -
8:50 pm **Reception in honor of Regional Leaders**

9:00 pm Depart en route Airport

9:20 pm Arrive Airport

9:35 pm Wheels up en route Cape Town, South Africa
flight time: 5 hours, 25 minutes; - 1 hour

2:00 am Wheels Down Cape Town, South Africa

RON: Cape Town, South Africa

Thursday, March 26, 1998

11:00 am -
11:30 am **Briefing Time**

11:40 am Depart hotel en route Parliament Compound

12:00 pm **Arrive**

12:10 pm -
12:25 pm **Arrival Ceremony**

12:30 pm -
1:30 pm **Bilateral Meeting with President Mandela**

1:40 pm -
2:20 pm **Briefing Time/Lunch**

2:30 pm -
3:00 pm **Press Conference with President Mandela**

3:10 pm Depart en route Hotel
3:25 pm Arrive Hotel
3:30 pm -
7:00 pm **Down Time**
7:00 pm Depart en route TBD
7:20 pm Arrive TBD
7:30 pm -
11:00 pm **State Dinner**
RON: Cape Town, South Africa

Friday March 27, 1998

Morning Down

12:15 pm -
1:00 pm **Briefing Time/Speech Prep**
1:10 pm Depart en route Parliament
1:25 pm Arrive Parliament
1:30 pm -
1:50 pm **Courtesy Call with Speaker of the Parliament**
2:00 pm -
3:00 pm **Address to Parliament**
3:10 pm -
3:20 pm **Clothes Change**
3:25 pm Depart Parliament en route dock
3:35 pm Arrive Dock
3:50 pm Depart en route Robben Island

4:10 pm Arrive Robben Island

4:15 pm -

6:15 pm **Tour Robben Island with President Mandela**

6:35 pm -

7:50 pm **Roundtable Discussion with Students (T)**

8:00 pm Depart en route Dock

8:25 pm Depart en route Cape Town

8:45 pm Arrive Cape Town

OTR Dinner - CODEL Meeting

RON: Cape Town, South Africa

Saturday, March 28, 1998

8:30 am Depart Hotel en route airport

9:00 am Arrive airport

9:05 am -

9:30 am **Remarks to the US Embassy Staff**

9:45 am Wheels up en route Johannesburg, South Africa
flight time: 1 hour 55 minutes; no change

11:40 am Wheels Down Johannesburg, South Africa

12:00 pm Depart en route Johannesburg Stock Exchange

12:20 pm Arrive Stock Exchange

12:25 pm -

1:30 pm **Trade and Investment Event**

1:50 pm Depart en route Soweto

2:15 pm Arrive Soweto

2:20 pm -
 3:40 pm **OTR Lunch**

3:50 pm Depart en route Hector Peterson Memorial

4:00 pm Arrive Hector Peterson Memorial

4:05 pm -
 5:15 pm **Wreath Laying/Tour Hector Peterson Memorial**

5:25 pm Depart en route TBD

5:45 pm Arrive TBD

5:50 pm -
 6:50 pm **Event TBD**

6:55 pm Depart en route Hotel

TBD Remarks to the US Embassy

RON: Johannesburg, South Africa

Sunday, March 29, 1998

8:30 am Depart hotel en route airport

8:50 am Arrive airport

9:05 am Wheels up en route Gaborone, Botswana
 flight time: 45 minutes, no change

9:50 am Wheels Down Gaborone, Botswana

10:05 am -
 10:20 am **Arrival Ceremony**

10:30 am Depart airport en route TBD

10:45 am Arrive TBD

10:55 am -
 11:35 am **Bilateral Meeting with President Masire**

11:40 am Depart en route Ambassador's Residence

11:50 am Arrive Ambassador's Residence

12:00 pm -

1:00 pm **Reception in Honor of President Masire's Retirement (T) /Lunch**

1:15 pm Depart en route airport

1:25 pm Arrive airport

1:40 pm Wheels up en route Kasane, Botswana
flight time: 1 hour, 25 minutes; no change

3:05 pm Arrive Kasane, Botswana

3:20 pm -

3:35 pm **Arrival Ceremony**

3:50 pm Depart airport en route Chobe Game Park

4:30 pm Arrive Chobe Game Park

Optional Afternoon River Boat Ride or Visit Village/Kotola Meeting

RON: Mowana Lodge
Chobe, Botswana

Monday, March 30, 1998

5:45 am Game Drive

Breakfast

Afternoon Game Drive
Visit Village/Kotola Meeting

RON: Mowana Lodge
Chobe, Botswana

Tuesday, March 31, 1998

AM **Game Drive (T)**

11:00 am Depart Lodge en route location TBD

11:30 am Arrive TBD

11:35 am -
11:55 am **Briefing Time**

12:00 pm -
1:15 pm **Environmental Event**
 Location TBD

1:30 pm Depart en route airport

2:00 pm Arrive Airport

2:15 pm Wheels up en route Gaborone, Botswana
 flight time: 1 hour, 25 minutes

3:40 pm Wheels Down Gaborone Airport

4:00 pm -
4:30 pm **Remarks to the US Embassy Community**

4:50 pm Wheels up en route Dakar, Senegal
 flight time: 7 hours, 55 minutes -2 hours

10:45 pm Wheels Down Dakar, Senegal

11:00 pm Depart en route Hotel

RON: Meridien Hotel
 Dakar, Senegal

Wednesday, April 1, 1998

9:30 am -
10:00 am **Briefing Time**

10:10 am Depart hotel en Route Presidential Residence

10:35 am Arrive Presidential Residence

10:40 am -
11:20 am **Bilateral Meeting with President Diouf**
Presidential Palace

11:25 am Proceed to Pavilion via foot

11:30 am Arrive Pavilion

11:35 am -
12:35 pm **Reception hosted by President Diouf**

12:40 pm Depart en route Landing Zone

12:55 pm Arrive landing zone

1:10 pm Wheels up en route Thies
flight time: approx. 30 minutes

1:40 pm Arrive Thies

1:55 pm -
2:10 pm **Arrival Ceremony**

2:15 pm Depart LZ en route TBD

2:35 pm Arrive TBD

2:40 pm -
3:55 pm **Visit ACRI Training Center or Event TBD**

4:00 pm Depart en route TBD

4:15 pm Arrive TBD

4:20 pm -
5:30 pm **OTR**

5:35 pm Depart en route Landing Zone

5:50 pm Arrive Landing Zone

6:05 pm Wheels up en route Dakar LZ

6:35 pm Wheels Down Dakar LZ

6:50 pm Depart en route Hotel

7:10 pm Arrive Hotel

Down for the evening - Briefing Time - CODEL Meeting

RON: Meridien Hotel
Dakar, Senegal

Thursday, April 2, 1998

9:00 am Depart en route Dock

9:30 am Arrive Dock

9:45 am Depart en route Goree Island

10:05 am Arrive Goree Island

10:10 am -

10:25 am **Arrival Ceremony**

10:30 am Depart en route the Slave House

10:40 am -

11:20 am **Tour the Slave House**

11:30 am -

12:45 pm **Tour Goree Island**

1:05 pm Proceed to the dock

1:25 pm Depart en route Dakar

1:45 pm Arrive Dakar

1:55 pm -

2:15 pm **Hold**

2:20 pm -

2:50 pm

Remarks to the US Embassy Staff/Wrap up Statement

3:00 pm Depart en route airport

3:30 pm Arrive airport

3:45 pm Wheels up en route Andrews AFB
flight time: 8 hours, 15 minutes; - 5 hours

7:00 pm Wheels Down Andrews AFB

7:10 pm Depart en route White House South Lawn

7:20 pm Arrive South Lawn

JACOB AARON BUTIKAS
417 MOSES AVENUE
WESTVILLE IL 61883

2/9/98

Send to Burkhardt?

'98 FEB 9 PM 1:57

January 31, 1998

President Bill Clinton
1600 Pennsylvania Avenue
Washington DC 20515

Yes ☒
No ☐

Dear President Clinton,

I was at the Assembly Hall at the University of Illinois this past Wednesday. Your appearance was one of the most exciting days I have ever had. It was a remarkable experience and wonderful seeing you in-person. I feel that every experience of every day influences and molds your future decisions, outlook, and overall life. Your visit to campus is something that has truly influenced me and will be a day I will never forget. My class schedule also allowed me the opportunity to see your second campus appearance, and it was an honor to hear you speak let alone to shake your hand. It was a great day for me as well as for the others in attendance. I sincerely hope that you will consider returning to the University of Illinois in the future.

I am currently attending the University, majoring in Media Studies and English Literature. Your Presidency has put a strong emphasis on the importance of education and for this I commend you. I do, though, have one concern that I would like to express to you. Last year at this time, I applied for Federal Financial Aid; unfortunately, I was denied aid in the form of a pell grant. This was extremely disappointing to me, as I knew it would be difficult financially. Recently, my Grandmother passed away, and I am using my inheritance towards my education. I am writing, though, as I have concerns for the students who have financial needs and will be falling through the cracks as I did.

Unfortunately, I know of certain aspects of the system which are being misused, and I wanted to bring this to your attention. Over time, I have known students who have received pell grant checks, only to spend their money frivolously on items such as car payments and "shopping sprees". The day after your visit to the University, we were discussing your visit in class. A girl stated that because of your help, she was able to attend college via pell grants. Several minutes later, she informed the class that she recently spent several months on vacation traveling through Europe and Russia. Obviously, these are individuals who are not in need of financial aid.

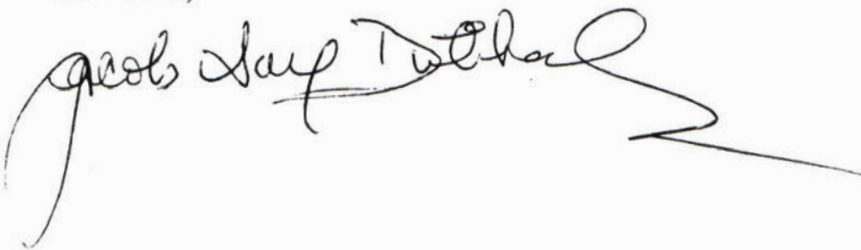
I am also aware that if the student's parents are divorced or separated, this raises their chances of receiving aid. This is because the income of only one parent is required on the Federal Financial Aid form. The financial burden of education falls on the shoulders of the parent with whom the student lives, and I feel this is unfair. I know several recipients who have wealthy fathers and have received the grant simply because their mother's income was the only one listed. I believe that both parents should hold responsibility and that requiring only financial information from one parent leaves loop-holes for abuse of the system. I also feel that it is sad when a society that promotes family values, seemingly rewards divorce and or separation. If a handle could be placed on the waste, the extra funds could be used for students in need.

As previously stated, I am not writing this because I am present need of financial aid. I am writing because I feel for those needy people who are denied pell grant aid while others are abusing and or taking advantage of a positive system. I wanted to bring this to your attention, while you may be unaware of these certain aspects. While it is a very good program, there are some flaws which may allow serious students to be overlooked. I hope that you will be able to assist in altering the system, as there are many individuals who are being denied.

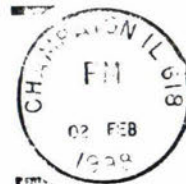
Again, thank you very much for your visit to the University of Illinois. During your speeches, I was hoping to have you sign my ticket as a reminder of the wonderful and exciting day. Unfortunately, while I was able to shake your hand, I was unable to ask if you could sign my ticket. Having something personally signed would really mean quite a bit to me.

I want you to know that you will be in our thoughts and prayers during this very difficult time. Especially now, with the turmoil in Iraq, I want you to know that you have supporters who believe in you.

God Bless,

A handwritten signature in black ink, appearing to read "Jacob Say". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

7 moses
still IL
61883



President Bill Clinton
1600 Pennsylvania Avenue
Washington DC 20515
ATTN: Betty Currie



mindoreños u.s.a. inc.

182-04 91st Avenue, Jamaica, New York 11423 Tel. (718) 526-6482

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February 4, 1998

98 FEB 9 PM 1:51

President William Clinton
Office of the President
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500

Dear President Clinton,

Mindoreños U.S.A., Inc. will hold its 10th Inaugural Ball on March 14, 1998 at the Crowne Plaza Hotel in New York City. On behalf of the officers and members of Mindoreños U.S.A., Inc., I wish to request a copy of a recent photograph and a short inspirational message for publication in the Souvenir Journal.

Founded in 1979, Mindoreños U.S.A. Inc. exists to provide support to the people living on Mindoro Island in the Philippines. We provide scholarship aid to poor students on Mindoro and in the U.S., textbooks to high school and college libraries on Mindoro, and fund medical missions to remote areas on the island.

The Inaugural Ball is one of our organization's largest fund-raising events, attended by officers and members of many other Filipino organizations in the Tri-state area. In addition to a time of fellowship for our friends and supporters, we will install new officers for the organization that evening.

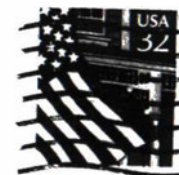
I hope you will be able to give this request your favorable consideration. Our publication deadline is March 1st. We would be both honored and encouraged by your inspirational message.

Yours truly,

Nita Palad
Nita Palad
President

219198
Send to Burkhardt?
Yes ☒ No ☐
We don't
do mass letters
any more.
10/1/98

MINDORENOS U.S.A., INC.
182-04 91st Avenue
JAMAICA, New York 11423



BETTY CURRIE
Personal Secretary To The President
The White House
1600 Pennsylvania Avenue, NW
WASHINGTON, DC 20500

20500-0003



February 1, 1998

Mr. William J. Clinton
President of the United States
1600 Pennsylvania Avenue NW
Washington, DC 20500

Dear President Clinton:

Intently listening like millions of other Americans, your State of the Union initiative specifically directed to the nation's corporate leaders regarding discrimination in the workplace struck a distinctive cord. My co-workers and I are part of those 60,000 hard-working Americans you so eloquently spoke about, who are unable to work in an environment free of discrimination based upon national origin, ancestry and race.

An emerging majority in the year 2000, the undersigned Hispanic Management employees present the enclosed documentation and respectfully request formal investigations and legal support from the departments of Justice, Energy, Labor, Commerce, Veteran's Affairs, and Education, to achieve long-term fair and equitable treatment as employees of ComEd.

ComEd's current employment practices negatively impact each of the federal departments mentioned, and is outlined in our documentation. For example, there are only 220 Hispanic Management employees, that account for less than 3 percent of ComEd's 7000 management employees. Few, if any of the 220 has decision-making authority in day-to-day business operations. African-American employees do not fare much better. In addition, Hispanic IBEW-15 employees hold no positions that allow for a voice in the process and concerns receive scant attention.

Senior managers remain reluctant to address the numerous charges filed with government agencies. Relying on its deep corporate pockets, EEOC backlogs and retaliation, ComEd's senior management continues to thwart federal laws with little regard for accountability. ComEd is the largest producer of nuclear energy in the country and a multi-billion dollar corporation. Millions of dollars in revenue is generated annually from the Latino community, and yet, ComEd does not actively recruit Hispanics from Chicago's high schools and colleges. Even when qualified Hispanic applicants are interviewed, they are seldom hired. The company does not promote a mentoring program to the school system and Diversity programs in the company are non-existent.

219198
Send to Burkhardt
Yes ☒
No ☐
Aronson

'98 FEB 9 PM 1:57

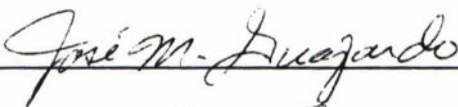
Sending this correspondence exposes us to ongoing acts of retaliation, intimidation and possible wrongful termination for bringing these issues of discrimination by Unicom/ComEd management to the attention of our elected officials, community leaders, ComEd's Chairman & CEO, and the media.

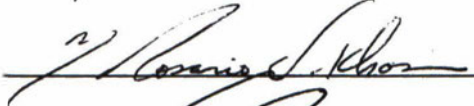
Mr. President, we are Americans. Proudly, we answer our nation's call. We share the same tax burdens that provide global respect and domestic prosperity. Our active participation in the voting process shapes our destiny as a superpower. We believe that the strength of our republic is derived and maintained by the collective contributions from all the country's citizens. We now request your support as human beings, and hope you hear our call.

Respectfully,

Mr. Anthony R. Arellano 

Mr. Mario H. Bastida 

Mr. Jose M. Guajardo 

Mrs. Rosario V. Khan 

Mr. Victor R. Lopez 

cc: CEO & Chairman James J. O'Connor

Mayor Richard J. Daley

White House Counsel The Honorable Justice Abnar D. Mikva

Secretary Jesse Brown

Secretary William M. Daley

Secretary Alexis M. Herman

Secretary Federico Pena

Secretary Janet F. Reno

Secretary Richard W. Riley

Congressman Luis Guterrez

Congressman Jesse Jackson, Jr.

U.S. Senator Carol Mosely-Braun

U.S. Senator Dick Durbin

State Senator Miguel Del Valle

State Senator Evelyn Bowles
State Senator James Clayborne
State Senator Vince Demuzio
State Senator Denny Jacobs
State Senator William O'Daniel
State Senator Jim Rea
State Senator Penny Severns
State Senator George Shadid
State Senator Larry Walsh
State Senator Patrick Welch
Alderman William Beavers
Alderman Vilma Colom
Alderman Danny Davis
Alderman Virgil Jones
Alderman Ricardo Munoz
Alderman Billy Ocasio
Alderman Robert Shaw
Alderman Edward Smith
Alderman Danny Soliz
Chairman/Commissioner Commission on Human Relations Clarence N. Wood
Director/Community Liaison Advisory Council on Latino Affairs Roberto A. Cornelio
Project Director MALDEF Maria Veldez
Illinois Equal Employment Opportunity Commission Ms. Norma Hill
City Treasurer Miriam Santos
Executive Director P.U.S.H Rev. Jesse Jackson
La Raza
The Daily Defender
City News Bureau
Crain's Business
The Chicago Sun-Times
The Chicago Tribune
Telemundo Channel 66
WFLD FOX 32
Channel 2 News
WGN News 9
CLTV News
Channel 7 News
WGN Radio
WSNS 44
Univision
The Chicago Reporter



A Collective Voice

Press Information

Urgent Media Notice

Formal Press Conference

Topics:

“A Collective Voice”--

**ComEd's Hispanic management speaks out
against company-sanctioned discriminatory
employment practices.**

Lead speaker: Senator Miguel Del Valle

- **Date: October 27, 1997**
- **Time: 2:00 p.m. - 3:00 p.m.**
- **Location: St. Lucas Church**
- **Address: 2914 West North Avenue**
- **(773) 227-5747 Reverend Pagan**

**Please direct inquiries to Larry Gonzalez
at Senator Miguel Del Valle's office
(773) 292-0202.**

October 20, 1997

Urgent Fax Urgent Fax Urgent Fax

Total pages plus cover = 2

Details about the October 27, press conference have been faxed to downstate senators, and numerous city, state, federal and media representatives.

U.S. Senator Miguel Del Valle
U.S. Senator Carol Mosely-Braun
State Senator Jesus Garcia
U. S. Senator Dick Durbin
Congressman Luis Guterrez
Congressman Jesse Jackson, Jr.
Mayor Richard J. Daley
City Treasurer Mariam Santos
Executive Director P.U.S.H. Rev. Jesse Jackson
Alderpersion Vilma Colom
Alderman Edward Smith
Alderman Robert Shaw
Alderman William Beavers
Alderman Virgil Jones
Alderman Danny Soliz
Alderman Ricardo Munos
Alderman Billy Ocasio
The Chicago Tribune
The Waukegan News-Sun
The Chicago Reporter
The Chicago Daily Defender
Daily Southtown
La Raza
Exito
WSNS 44
Univision
WFLD FOX 32
CLTV News
WGN NEWS 9
Channel 7 News
Channel 2 News
Channel 5 News
WGN Radio
Chicago Sun-Times

Urgent Media Notice

Formal Press Conference

Topics:

“A Collective Voice”--

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- **Date: October 27, 1997**
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Please direct inquiries to Larry Gonzalez at Senator Miguel Del Valle’s office (773) 292-0202.

NEWS

Media Advisory

COMED'S HISPANIC MANAGEMENT SPEAKS OUT AGAINST DISCRIMINATION

Senator Miguel del Valle wants review of ComEd employment hiring and recruiting

WHAT?: A press conference by a committed group of Hispanic management employees who filed formal charges of discrimination against ComEd for its discriminatory practices with the Equal Employment Opportunity Commission (EEOC).

Ten Hispanic employees of Unicom/ComEd will discuss decades of discrimination against Hispanics by the company. The goal is to heighten community awareness and gain support from elected officials.

In addition, career opportunities for Hispanics are almost non-existent. Few Hispanic management employees have decision-making authority in day to day business operations. African-Americans do not fare much better at ComEd.

WHEN?: Monday, October 27, 1997, 2:00 p.m.

WHERE?: St. Lucas Church, 2914 West North Avenue.

WHY?: Hispanic management along with Senator Miguel del Valle is urging federally mandated and monitored remedies to include mentoring, succession development, implementation and documented diverse processes, inner city professional college recruitment, fair and equitable hiring practices and company-wide sensitivity training.

-end-

NEWS RELEASE

FOR IMMEDIATE RELEASE
October 27, 1997

CONTACT: Victor Lopez
847-694-3154

COMED'S HISPANIC MANAGEMENT EMPLOYEES SPEAK OUT AGAINST DISCRIMINATION

*Senators del Valle and Garcia demand review of policies and practices
regarding discrimination*

CHICAGO—In a press conference held today on the Northwest Side a group of Hispanic management employees from ComEd spoke out against the discrimination that exists at Unicom/ComEd. The employees have filed formal charges of discrimination against ComEd with the Equal Employment Opportunity Commission.

"ComEd management's inability to effectively address or resolve employees charges of discrimination internally, has led us to file these charges with the EEOC," said Victor Lopez, communications specialist for ComEd. "We are going public with these charges because ComEd has taken retaliatory actions by contracting outside surveillance against us."

According to the Hispanic management group, employees from Chicago-based Unicom, parent of ComEd, continue to be subjected to systematic discriminatory practices with regard to recruiting, hiring and professional development.

"The numbers speak for themselves," said Jose Guajardo, an employee in corporate security, "there are 220 Hispanic management employees, that account for less than 3 percent of ComEd's 7,000 management employees. Few, if any of the 220 management employees have decision-making authority in the day-to-day business operations."

Senator Miguel del Valle (D-2) said he is calling for a full management review from ComEd. "Hispanics represent a significant labor pool, viable customer base and in light of the current situation with deregulation, represent an emerging market majority in the year 2000. If ComEd truly wants to be a responsible corporate leader in the Latino community, they need to immediately review their policies and practices on discrimination and settle this grievance."

Senator Jesus Garcia (D-1) believes ComEd is once acting irresponsibly. "ComEd is the largest producer of nuclear energy in the country and a multi-billion dollar corporation," Garcia said. "Millions of dollars in revenue is generated from the Latino community. In addition ComEd is portraying itself on Spanish television and radio as sensitive to the Latino community's needs. All the while acting in an irresponsible manner toward its Latino employees."

more

COMED HISPANIC MANAGEMENT
ADD 1

According to the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP oversees Affirmative Action programs for government contractors) ComEd was found to be in noncompliance, which included issues concerning recruitment and promotion of all minorities—particularly Hispanics.

-end-

October 27, 1997 Press Conference

Media Talking Points

- **Left with little recourse against ComEd's discriminatory practices, a committed group of Hispanic management employees filed formal charges of discrimination against ComEd with the Equal Employment Opportunity Commission.**
- **EEOC representatives in concurrence with the group's legal counsel are vigorously investigating these charges.**
- **Support from Senator Miguel Del Valle, Congressman Luis Gutierrez, Congressman Jesse Jackson, Jr., and numerous Alderman increased community awareness and draw attention to ComEd's discriminatory practices towards Hispanic employees and Hispanic rate payers.**
- **Unicom requests Hispanic management support for its deregulation bill, but bypasses Hispanics when considering management promotions.**
- **This summer, the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP oversees Affirmative Action programs for government contractors) concluded that ComEd was found to be in noncompliance, which included issues concerning recruitment and promotion of all minorities – particularly Hispanics.**
- **Hispanic management employees speaking out against discrimination by ComEd and parent company Unicom face intense retaliation and wrongful termination for going on the record.**
- **Unicom discontinues Hispanic Line service designed to assist Hispanic speaking rate payers. Company states that ability of its customer service reps to speak Spanish is not considered a skill. Service quality to Hispanic rate payers is sacrificed by corporate insensitivity. Yet, hundreds of millions of rate payer dollars are spent on Unicom's troubled nuclear operations.**
- **Complaints by Hispanic management employees alleging discriminatory practices by ComEd was closed by the OFCCP without investigation.**
- **Hispanic management urges federally mandated and monitored remedies to include mentoring, succession development, implementation and documented diversity processes, inner city professional college recruitment, fair and equitable hiring practices and company-wide sensitivity training.**

Media Talking Points Continued...

- **Currently, there are 220 Hispanic management employees, who account for less than 3 percent of ComEd's 7000 management employees. Few, if any of the 220 management employees have decision-making authority in daily business operations.**
- **Hispanic management employees from Chicago-based Unicom parent of ComEd, continue to be subjected to systematic discriminatory practices with regard to recruiting, hiring, professional development, promotions, and compensation.**
- **Unicom\ComEd , the second largest producer of nuclear energy in the world and multi-billion dollar corporation employs an estimated 17,000 employees. Roughly 7,500 are management, of which Hispanics represent approximately 3.2 percent, or 240 management personnel. African-American employees don't fare much better.**
- **Career opportunities for Hispanics are almost non-existent. Few Hispanic management employees have decision-making authority in day to day business operations.**
- **Hispanics represent a significant labor pool, viable customer base and represent an invaluable market as the emerging majority in the year 2000.**
- **Active recruitment, hiring, management development and promotions of professional Hispanics by Unicom/ComEd should rank among the priorities the company faces as it enters an era of deregulation.**
- **Eighteen Hispanic engineers with exceptional credentials are interviewed, but none are hired. Unicom HR provides no response. Numerous feedback requests by Hispanic Alliance for Career Excellence remain unanswered.**
- **Hispanic management urges federally mandated and monitored remedies to include mentoring, succession development, implementation and documented diversity processes, inner city professional college recruitment, fair and equitable hiring practices and company-wide sensitivity training.**

PURPOSE STATEMENT

THE PURPOSE OF THIS PRESS CONFERENCE IS TO HEIGHTEN COMMUNITY AWARENESS, EMPLOYEE AWARENESS AND GAIN SUPPORT FROM ELECTED OFFICIALS WITH REGARD TO COMED'S RECRUITING, HIRING AND PROMOTIONAL OPPORTUNITIES FOR LATINOS AND AFRICAN-AMERICANS.

LATINO MANAGEMENT ALONG WITH SENATOR MIGUEL DEL VALLE IS URGING FEDERALLY MANDATED AND MONITORED REMEDIES TO INCLUDE MENTORING, SUCCESSION DEVELOPMENT, IMPLEMENTATION AND DOCUMENTED DIVERSITY PROCESSES, INNER CITY PROFESSIONAL COLLEGE RECRUITMENT, FAIR AND EQUITABLE HIRING PRACTICES AND COMPANY-WIDE SENSITIVITY TRAINING.

COMED EMPLOYS ROUGHLY 7500 MANAGEMENT EMPLOYEES, OF THESE, 200 ARE LATINO, OF WHICH 30 ARE WOMEN.

APPROXIMATELY 4 TO 6 HUNDRED MANAGEMENT EMPLOYEES ARE HIRED ANNUALLY. LATINOS AVERAGE ABOUT 2 PERCENT AND AFRICAN-AMERICANS APPROXIMATELY 5 PERCENT. BUT YET THESE GROUPS REPRESENT OVER 35 PERCENT OF CHICAGO'S LABOR WORKFORCE.

RESPONSIBLE FOR RECRUITING, HIRING AND SUCCESSION PLANNING, HUMAN RESOURCES HAS TAKEN OVER 15 YEARS TO HIRE LATINO MANAGEMENT INTO IT OWN HUMAN RESOURCES ORGANIZATION. WITH THIS TYPE OF TRACK RECORD, IT IS NO SUPRISE WHY THE LATINO REPRESENTATION IN COMED'S MANAGEMENT WORKFORCE IS SO POOR.

EQUALLY SIGNIFICANT, IS COMED MANAGEMENT'S INABILITY TO EFFECTIVELY ADDRESS OR RESOLVE EMPLOYEES CHARGES OF DISCRIMINATION INTERNALLY. NEITHER LETTERS TO THE CHAIRMAN, OR CHARGES FILED WITH THE EEOC AND OFCCP RANK AS A PRIORITY. THEY ARE DISMISSED WITH LITTLE REGARD FOR THE LAW, OR FOR THE EMPLOYEES DISCRIMINATED AGAINST.

CONSEQUENTLY, LATINOS AND AFRICAN-AMERICANS CONTINUE TO BE SUBJECTED TO ACTS OF DISCRIMINATION. MEDIA VISITS TO ANY OF OUR NUCLEAR STATIONS OR CORPORATE FACILITIES WILL SUBSTANTIATE THAT THE COMPOSITION OF COMED'S LATINO AND AFRICAN-AMERICAN WORKFORCE DOES NOT REFLECT THE DIVERSITY OF THE NEIGHBORHOODS WE SERVE.

EVEN THOUGH OUR JOBS ARE IN JEOPARDY, WE AS LATINOS ARE COMMITTED TO BRINGING THIS ISSUE BEFORE THE PUBLIC. WE HAVE REQUESTED AND RECEIVED THE SUPPORT OF PUBLIC OFFICIALS, OF WHICH SENATOR MIGUEL DEL VALLE IS ONE THAT HAS STEPPED FORWARD.

AT THIS TIME, I HAVE THE PRIVILEGE AND HONOR TO INTRODUCE A MOST DISTINGUISHED MAN SENATOR MIGUEL DEL VALLE.

November 20, 1997

Congressman Jackson:

This is a formal request from the Hispanic management at ComEd for your support by meeting with us to discuss the company's discriminatory practices against Hispanic and African-American management employees.

We have been communicating with Hillary West, Frank Watkins, Rick Bryant and Latoya Price Perry to schedule a time when you can discuss the issue with us.

Specific support requested:

Holding a meeting at a African-American radio station for the purpose of taping a segments on discrimination to help raise consumer, voter and employee awareness about the issue.

Allow employees to call in and leave their name and number at Rainbow PUSH. Members of our group will contact these individuals and provide additional information. A similar request has been made to Senator Del Valle and Senator Garcia's office.

Upon reviewing our documentation, we request that a letter be drafted to the CEO of ComEd underscoring Congressman Jackson's interest and awareness of the issue. African-American management is roughly 5 percent of 7500 ComEd management employees. Hispanic management is 3 percent, or 225. Of the 225, only 33 are Hispanic women.

We would like to have the congressman to be interviewed by LaRaza and The Daily Defender, after the radio station meeting. We are setting up similar interviews with other public officials.

Your continued support is appreciated.

Victor R. Lopez

Home: 773 743-9499

Work: 312 906-2310

Pager: 847 694-3154

January 7, 1998

Ms. Norma Hill
Field Investigator
U.S. Equal Employment Opportunity Commission
Chicago District Office
500 W. Madison Street
Suite 2800
Chicago, IL 60661

Dear Ms. Hill:

The purpose of this correspondence is to formally request a right to sue letter against Unicom/ComEd located at 10 S. Dearborn, Chicago, IL for its discriminatory employment practices against Hispanic management employees based upon their Race, National Origin, Ancestry, and Retaliation. The names and charge numbers listed below represent those individuals to be included in this request.

Mr. Anthony R. Arellano #210971828

Anthony R. Arellano 1-23-98

Mr. Mario H. Bastida #210971829

Mario H. Bastida 1-23-98

Mr. Jose M. Guajardo #210963806

Jose M. Guajardo 1-23-98

Ms. M. Rosario V. Khan #210980824

M. Rosario V. Khan 1-23-98

Mr. Victor R. Lopez, Jr. #210980625

Victor R. Lopez, Jr. 1-23-98



Hispanic Alliance for Career Enhancement

200 S. Michigan Avenue • Suite 1210 • Chicago, Illinois • 312/435-0498 • Fax 312/435-1494

MEMORANDUM

To: Stan Graves, VP Human Resources
ComEd Executives

From: Patricia Lara Garza

RE: History of relationship between HACE & ComEd

Date: May 22, 1997

NOTE DATE

After five years of tenure with the Hispanic Alliance for Career Enhancement (HACE), I forward this letter to provide an introduction and overview of the history between HACE and ComEd. The relationship between ComEd and the Hispanic Alliance for Career Enhancement (HACE) has been consistent but ineffectual.

For the past five years or more ComEd has been a corporate member of the Employer Support Program (ESP) at HACE at the Basic Level. This level entitles a corporation two searches, during which HACE staff would source Hispanic candidates for professional opportunities at ComEd. The enclosed document will list the searches we have conducted over the past two years, HACE's referrals, and ComEd's responses. The data was gathered by HACE staff from the ESP files.

You will note that in many of the searches we conducted, there was little follow-up from ComEd staff with respect to the applicants and their qualifications. Most recently, Cynthia Salinas referred close to 10 applicants for an Engineering opportunity. No applicants were interviewed and no feedback was provided from ComEd as to why. HACE followed up three times with no response from ComEd.

Although ComEd has been a member for several years, I believe that it has not taken advantage of HACE's services. They have utilized HACE in a limited fashion. The better approach is to actively participate in the various programs which HACE offers. ComEd participated in HACE's 1996 Career Conference, only after a minimum of ten calls from myself (most times with no response whatsoever) and only after Rey Gonzalez interceded on HACE's behalf. ComEd rarely participates in HACE's networking events, when the individual cost to participate ranges from \$20 to \$50. I short, there has not been a concerted effort from ComEd to actively network and interact with HACE's participants.

HACE maintains a database of detailed information on over 3,500 Hispanic professionals in the Midwest. We annually conduct a career conference which attracts over 1,500 professionals and college students. Typically, HACE participants range in age from 20 to 35 years. More established Latino professionals serve as volunteers. Individuals with varied backgrounds comprise HACE. They represent diverse backgrounds in accounting, finance, marketing, information technology, engineering, media, human resources, training, sales, general management, and others.

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ComEd Corporation

Ra Rodriguez
ComEd Corporation

Don Sandoval
ComEd Corporation

Gerardo Sepul
ComEd Corporation

Landra Wilks
ComEd Corporation

note Date

April 2, 1987

John Bakula
Professional Placement
38 FN West

John:

For your consideration, attached are the resumes of 18 Hispanic applicants. Fifteen of these applicants are seeking full time positions while 3 are looking for summer employment.

The submission of these resumes is thru the Society of Hispanic and Professional Engineers.

Attached is a list of resumes.

RBG/ac-5
Attachment
cc: P. Sanders
W. Cormack

10 yrs ; Process
has not changed
re : Hispanic
Selection

CONFIDENTIAL

ESP Membership Date: JULY '96 - JUNE '97
ESP Membership Level: BASIC (Includes Two Searches per Year)
ESP Membership Investment: \$3,000.00

Requisitions to Date:

Electrical Engineer/Electronic Technician 1/23/97

One search has been conducted during the present ESP membership year. The search was for Electrical Engineers and Electronic Technicians. One recruiter was assigned as a the lead recruiter, and two others assisted to source viable candidates. The Abratrak Resume database was queried and the inventory checked, and matching candidates were contacted for pre-screening and permission. Sourcing was also conducted through the distribution of HACE's "Most Wanted", a listing of open positions which is distributed to over eighty sources weekly and/or bi-monthly. Distribution points include universities, professional organizations, out placement and career development organizations.

The following candidates were prescreened and directly referred from 2/13/97-4/18/97:

Estanislao [REDACTED] Electrical Engineer	Timothy [REDACTED] Technician
Alejandro [REDACTED] Electrical Engineer	Marco [REDACTED] Technician
Ricardo [REDACTED] Electrical Engineer	Egin [REDACTED] Technician
Oswaldo [REDACTED] Technician	Angelo [REDACTED] Technician
Edward [REDACTED] Technician	Abimelec [REDACTED] Technician

Search Outcome: No interviews were granted to any individuals referred by HACE. HACE was unable to receive feedback from the human resources department as to why candidates were deselected.

ESP Membership Date: JULY '95 - JUNE '96
ESP Membership Level: Basic
ESP Membership Investment: \$3,000.00

Requisitions to Date:

Sales Engineer 12/27/95

The following candidates were prescreened and directly referred from 12/27/95-4/15/96:

Zakar [REDACTED]	Two interviews
Jaime [REDACTED]	Two interviews
F. Richard [REDACTED]	Failed COMED administered sales test
Tito [REDACTED]	Failed COMED administered sales test
Santiago [REDACTED]	Deselected at resume stage, over qualified
Francisco [REDACTED]	Deselected at resume stage
Jose [REDACTED]	One interview
Luis [REDACTED]	No feedback
Robert [REDACTED]	No feedback

Search Outcome: No hires resulted from these referrals, but several interviews were granted including second interviews were obtained.

Full Time Employment

	<u>NAME</u>	<u>DEGREE</u>	<u>DATE OF GRADUATION</u>
1.	Jose [REDACTED]	B.S. Electrical Engineering	June 1987
2.	Silvia [REDACTED]	B.S. Business Administration	Dec 1986
3.	Jorge [REDACTED]	B.S. Civil Engineering	June 1987
4.	Mario [REDACTED]	B.S. Mechanical Analysis & Design Engineering M.S. Manufacturing & Design Engineering	June 1980 May 1987
5.	Demetrio [REDACTED]	B.S. Mechanical Engineering	June 1987
6.	Tager [REDACTED]	B.S. Mechanical Engineering	June 1987
7.	Andrew [REDACTED]	B.S. Mechanical Engineering	June 1982
8.	Silvia [REDACTED]	B.S. Electrical Engineering	August 1985
9.	Hector [REDACTED]	B.S. Electrical Engineering	June 1987
10.	Elsie [REDACTED]	B.S. Mechanical Engineering	Dec 1987
11.	Frances [REDACTED]	B.S. Chemical Engineering	June 1987
12.	Gilibaldo [REDACTED]	B.S. Electrical Engineering	June 1987
13.	Fabian [REDACTED]	B.S. Mechanical Engineering	June 1987
14.	Rafael [REDACTED]	B.S. Electrical Engineering	June 1987
15.	Deborah [REDACTED]	B.S. Electrical Engineering	June 1987

Summer Employment

1.	Raul A. [REDACTED]	B.S. Electrical Engineering	June 1989
2.	Ruben [REDACTED]	B.S. Computer Science Engineering	June 1988
3.	Alfonso [REDACTED]	B.S. Electrical Engineering	June 1989

Continued

MIS Applications Developer 11/2/95

COMED Contact:

The following candidates were prescreened and directly referred from 12/3/95-11/21/97:

Gabriel [REDACTED]	Deselected on paper
Liang [REDACTED]	Deselected on paper
Armando [REDACTED]	Was considered but experience was lighter than other candidates human resources was pulling in.
Allen [REDACTED]	Deselected on paper, background too vast
Ana [REDACTED]	Deselected on paper, background too light
Ed [REDACTED]	Deselected for GPA being too low

Search Outcomes: COMED contact felt the search did not meet his expectations due to the fact that no candidates were interviewed, hence HACE did not account this search for the ESP membership year.

Account Representative 10/13/95

The following candidates were prescreened and directly referred from 10/19/95-10/20/95:

Shiels [REDACTED]	Deselected on paper
John [REDACTED]	One interview, rejected
Monica [REDACTED]	Passed resume on to HVAC area, candidates background was more HVAC
Javier [REDACTED]	Interviewed and hired.

Search Outcomes: One placement

I believe ComEd staff could have more pro-actively utilized the HACE network. The results would have been more forthcoming and beneficial. A more concerted effort between HACE and ComEd should be made, since the demand for talented Hispanic professionals increases rapidly with the growth of the Latino population. HACE can offer ComEd many avenues for recruitment, outreach, and general alignment with corporate diversity issues and with the Latino professional sector.

I trust new roads can be forged between the two organizations, and that we mutually assist one another to fulfill commonly-beneficial goals.

Respectfully Yours,

Patricia Lara Garza
Chief Operations Officer
Advanced Investors Realty, Inc.
HACE past Executive Director

January 23, 1998

Dear Community Leader:

Please take a moment to review the enclosed information: "A Collective Voice."
The packet enclosed provides a factual overview of ComEd's ongoing employment discrimination practices against its Hispanic Management Employees.

Recently, members of ComEd's Corporate Human Resources and Corporate Legal Departments responded to a November article printed in "La Raza" by stating: "They already have jobs...what else do they want?" and "They'll be dead before they get a dime from us." Unfortunately, such insensitive statements by decision leaders emphasize that there is no difference between ComEd and Texaco in the treatment of their minority employees.

Furthermore, these same negative attitudes directly impact active recruitment, hiring, promotion, workplace diversity, succession development and community development. Although ComEd's customers continue to pay the highest rates in the midwest, qualified ratepayers, high school, and college graduates of color are often excluded from employment opportunities.

For years, we have tried repeatedly to bring about positive long-term solutions, outlined in our **Mission Statement**. Unfortunately, the only recourse left for us was to file charges with the EEOC / OFCCP and seek third party intervention.

Our intention is to raise public awareness on the ongoing employment discrimination practices at ComEd against its Hispanic Management Employees. Thus, in an effort to make community leaders aware, this packet is being mailed to 180 community organizations. Please feel free to duplicate and distribute this information.

Finally, we will continue to seek the support of our public officials and community leaders until ComEd ends its employment discrimination practices against its Hispanic Management Employees. Also, we are willing to meet with you at your convenience to discuss this information and any other related issues. Unfortunately, the lack of secure phones in our workplace requires that you allow 48 hours for us to respond to inquiries.

Victor Lopez	(847)694-3154
Mario Bastida	(630) 305-5723
Jose Guajardo	(312) 204-2416

Mission Statement

The purpose of the Hispanic Management Movement is to end discrimination at ComEd/Unicom by initiating:

- **Fairness in recruitment and hiring practices;**
- **Increase levels of Hispanic Management to reflect a balance in the Hispanic Communities that ComEd/Unicom serves;**
- **Develop and implement management career processes for current and future Hispanic management employees;**
- **Create real career opportunities for Hispanics at the Administrative, Middle and Upper levels of management;**

Through these action, future generations of Hispanics will receive EQUAL career opportunities.

Latino employees charge ComEd discriminates

ComEd official: Improvement needed

By JORGE OCEANER

Hispanic employees at Commonwealth Edison have alleged that the public utility company has systematically excluded Latinos from meaningful management roles and has attempted to intimidate those seeking redress.

Several employees have or are in the process of filing formal complaints with the Illinois Equal Employment Opportunity Commission.

A document given to *La Raza* by several employees alleges that ComEd has been systematically "discriminating against Hispanics in recruiting, developmental assignments and succession planning [promotions]."

Company officials acknowledged the numbers of Hispanics are not "where they should be." But they said they have been proactive in efforts to increase Hispanic employment.

"I am not feeling great about our statistics today," said Pamela B. Strobel, ComEd's senior vice-president and general counsel during an interview with *La Raza*. "But I am feeling very optimistic about the opportunities because we are changing the whole company."

"We need to look at our employees now so we can be sure that we are not creating any barriers," Strobel said, referring to a series of meetings between senior management and ComEd's Hispanic employees.

"We've had some excellent and frank discussions. Some promotions have resulted. It has also resulted in a better job of recruitment in which we have engaged our own [current] Latino work force."

Some Hispanics, however, also

The ComEd comedy

Several ComEd employees recently spoke with *La Raza* about their frustrations with the utility. The following are excerpts from their comments.

A middle-aged employee—"One told me I was not promoted because I could not communicate. Another time I was told I was too aggressive. Then, too soft spoken. What do they want?"

An older employee—"I tried to bid [on a position] and [the supervisor] would not sign [OK the application] because they said I was too busy and valuable there. A month later another employee, an

Anglo from the same department was OK'd."

I was a member of my [university's] academic society. It took a lot of hard effort. Yet, you know what I was constantly asked? 'Do you really have a degree?'"

Another longtime employee—"It's a continuous and subtle discrimination. [The position] was given to another candidate. I was asked to interview for it, but he did not have to interview. I had to train him."

"When I asked why, I was told 'We needed to get someone quick. He knows the region.' He had no

clue."

"The supervisor couldn't even look at me. I told him there was going to be another promotion coming up and he told me to apply because they were going to fix it. They fixed it! They transferred me to [another] division."

An instructor—"I was told I did not interview well. I can teach interviewing skills but I am not qualified because I do not to have them."

All of the Latino employees interviewed by *La Raza* said the lack of Hispanic supervisors in the Customer Service department hurts Latino customers.

"We have nearly one million

[Hispanic] customers, yet there are no Hispanics in decision making positions in Customer Service."

"They eliminated the Hispanic line and contracted it out to some outfit in Nebraska. Latinos think they're talking to ComEd, but they're talking to an operator in Nebraska."

"ComEd does not consider Spanish a 'skill'. The company does not want to pay the extra 25 cents an hour it would cost."

ComEd officials said they will be recruiting Hispanics for Customer Service beginning in January. They conceded that Spanish is not now considered a work skill.

alleged that the public utility's reaction to their complaints has been to harass some of its Latino employees.

"Corporate security goes around unannounced [to workers' homes] and tries to find out who's involved [in the complaints]," said one employee, requesting anonymity.

"When they're asked 'why the questions?' the security agents answer 'We're here to ask the questions, not answer them.' They've had us followed," the employee said.

Strobel denied knowledge of any surveillance or harassment.

"This is the first I've ever heard of corporate security," said ComEd's general counsel. "I would find [any such surveillance of employees] very offensive conduct."

But Strobel said she doubted the veracity of the allegations. "It sounds like a fabrication. I need some detail."

State senator Miguel del Valle

said he was most concerned about the allegations of intimidation.

"I told their lobbyists that if any have been the subject of intimidation, I would be all over them, and I told them to pass it on to company officials," del Valle said. "You could not stoop any lower as a public utility."

Strobel promised she would look into the allegation.

"I need a more detailed description, a date a place, a description of the person. It would help me get to the bottom of it," she said.

ComEd's numbers

According to the complaints by the ComEd employees, only four percent of the company's nearly 17,000 employees are Latinos. They allege that only 225—three percent—of the company's 7,400 management and professional jobs are held by Latinos and that, of these, only 33 are Hispanic women.

Pat Mc Kiernan, employment programs manager for ComEd, said 1,100 Hispanics—approximately 6.6 percent—were employed at the utility last summer.

"This year we have hired more than 10 percent Latino," Mc Kiernan said. "Just in Chicago, 15 percent [of new personnel] have gone to Latino hires."

Mc Kiernan and ComEd spokesperson Susan Leyva, however, said that while they did not know the numbers for professional and management personnel, the utility was making strong efforts to hire Hispanics.

"We saw 34 candidates—30 for engineer and information systems position—tendered 27 offers and 16 accepted. Ten declined," Mc Kiernan said. She added that this year, ComEd has added three new schools with large Hispanic populations, to their traditional sources for recruiting prospective professional and management

employees.

The ComEd employees—several of whom have already filed complaints with the EEOC and others who have joined them, are threatening to file a class-action lawsuit against the utility—however, said the company has so ignored the problem that "they do not even recognize it anymore. They are in complete denial."

They accused the company and its supervisors of doing little to prepare Latinos at the lower professional ranks of administration for promotions. They also said Latinos were actively discouraged from being promoted.

"We are usually bypassed for positions by non-degreed, less experienced individuals," said one ComEd employee. He and others said they are routinely given "excuses" to discourage them from applying for posted positions elsewhere in the company.

"[Supervisors] have told me they

refused to OK my request for permission to apply because I'm not valuable on my current job. Yet can't get promoted within your business unit and can't go out. ComEd employees currently must have a supervisor's OK to apply for other jobs."

"That would be fine if they [do the same, but then they'll sign [permission] for my co-workers," I said. "I've talked to retired people in Florida who say nothing has changed since they were [ComEd]."

Leyva insists the company committed to equal opportunity.

"The company is committed to creating a work place that offer equal opportunity for everyone, and we continually seek input from staff on how to make this a better environment."

Recently, after the initial complaints were filed with the EEOC, ComEd retained local attorney Gery Chico—the former mayor's chief of staff and current School Board president—to make recommendations about ComEd's Hispanic work force. Chico, a Hispanic, held several "focus groups" and made a series of recommendations to the utility's officials.

"We had several very candid conversations I believe [ComEd] is sincere in following up on my recommendations," Chico told *La Raza*. He said he could not discuss them because of confidentiality restrictions.

Several of the Hispanics who alleged the discrimination, however, were not as optimistic.

"We've talked until we are blue in the face," he said. "Nothing has changed."

Latinos accuse ComEd of bias

by Chinta Strausberg

Latino leaders Tuesday accused Commonwealth Edison of discriminating against Hispanic employees, who have filed formal charges against the utility with the Equal Employment Opportunity Commission.

They're alleging that employees from the Chicago-based Unicom, which is a parent of ComEd and the second-largest producer of nuclear energy in the world, continue to be subjected to "systematic discriminatory practices" in recruiting, hiring, and professional development.

State Sen. Miguel del Valle (D-2) has asked ComEd to conduct a full management review.

"Hispanics represent a significant labor pool, viable customer base, and in light of the current situation with deregulation, represent an emerging market majority in the year 2000.

"If ComEd truly wants to be a responsible corporate leader in the Latino community, they need to immediately review their policies and practices on discrimination and settle this

grievance," the senator said.

"The numbers speak for themselves. There are 220 Hispanic management employees that account for less than three percent of ComEd's 7,000 management employees," Jose Guajardo, an employee in corporate security, said.

"Few, if any of the 220 management employees have decision-making authority in the day-to-day business operations."

State Sen. Jesus Garcia (D-1st) isn't pleased with ComEd either. He said the utility "is the largest producer of nuclear energy in the country and a multi-billion corporation. Millions of dollars in revenue is generated from the Latino community.

"ComEd is portraying itself on Spanish television and radio as sensitive to the Latino community's needs," Garcia said. "All the while acting in an irresponsible manner toward its Latino employees."

Chicago

Latino employees charge ComEd discriminates

By Jorge Oclander

Hispanic employees at Commonwealth Edison have alleged that the public utility company has systematically excluded Latinos from meaningful management roles and has attempted to intimidate those seeking redress.

Several employees have or are in the process of filing formal complaints with the Illinois Equal Employment Opportunity Commission.

A document given to La Raza by several employees alleges that ComEd has been systematically "discriminating against Hispanics in recruiting, developmental assignments and succession planning [promotions]."

Company officials acknowledged the numbers of Hispanics are not "where they should be." But they said they have been pro-active in efforts to increase Hispanic employment.

"I am not feeling great about our statistics today," said Pamela B. Strobel, ComEd's senior vice-president and general counsel during an interview with La Raza. "But I am feeling very optimistic about the opportunities because we are changing the whole company."

"We need to look at our employees now so we can be sure that we are not creating any barriers," Strobel said, referring to a series of meetings between senior management and ComEd's Hispanic employees.

"We've had some excellent and frank discussions. Some promotions have resulted. It has also resulted in a better job of recruitment in which we have engaged our own [current] Latino work force."

Some Hispanics, however, also alleged that the public utility's reaction to their complaints has been to harass some of its Latino employees.

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CITY OF CHICAGO
COMMISSION ON HUMAN RELATIONS

Case No. 98-E-7

COMPLAINT

City of Chicago
Richard M. Daley, Mayor

Commission on Human Relations

Clarence N. Wood
Chairman, Commissioner

Suite 6A
510 North Dearborn Court
Chicago, Illinois 60611
(312) 744-4111 (Voice)
(312) 744-1081 (FAX)
(312) 744-1088 (TTY)
<http://www.ci.chi.il.us>

Board of Commissioners

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Henry P. Wilson
Bernarda Wong

<u>COMPLAINANT'S NAME</u>		<u>TELEPHONE NO.</u>
Victor R. Lopez, Jr.		(312) 906-2310
<u>STREET ADDRESS</u>	<u>CITY, STATE AND ZIP CODE</u>	<u>COUNTY</u>
2052 West Fargo 1 - C	Chicago, Illinois 60645	Cook
<u>RESPONDENT'S NAME(S)</u>		<u>TELEPHONE NO.</u>
Commonwealth Edison		312/394-7974
<u>STREET ADDRESS</u>	<u>CITY, STATE AND ZIP CODE</u>	<u>COUNTY</u>
10 North Dearborn	Chicago, Illinois 60645	Cook
<u>DISCRIMINATION BASED ON (CHECK AS MANY AS APPROPRIATE)</u>		
☐ - RACE	☐ - COLOR	☐ - SEX
☐ - AGE	☐ - RELIGION	☐ - DISABILITY
☒ - NATIONAL ORIGIN	☐ - ANCESTRY	☐ - SEXUAL ORIENTATION
☐ - MARITAL STATUS	☐ - PARENTAL STATUS	☐ - MILITARY DISCHARGE STATUS
☐ - SOURCE OF INCOME	☐ - RETALIATION	
<u>DATE DISCRIMINATION TOOK PLACE-LATEST DATE IF CONTINUING</u> (Month, Day, Year) August 4, 1997		
<u>TYPE OF COMPLAINT</u> (XXX) - EMPLOYMENT ☐ - HOUSING ☐ - CREDIT ☐ - BONDING ☐ - PUBLIC ACCOMMODATION		
<u>THE PARTICULARS ARE: (ATTACH EXTRA SHEETS, IF NEEDED)</u>		
1. I have been employed by Commonwealth Edison as a Site Communications Coordinator since July 15, 1996. I was involuntarily transferred because of my national origin. I am a Puerto Rican man. 2. On February 14, 1997, I attended a meeting that included Site Vice President John H. Mueller, Vice President Louis Del George, Plant Manager Robert Starkey, Quality Assurance Manager Dennis Farrar, Executive Assistant Kenneth Dickerson, Engineering Manager Bryant Giffin, Senior Nuclear Communications Administrator Gary Wald, and Joellen Burns, from LaSalle Station. All of the attendees were Caucasian. I was the only non-Caucasian member at the meeting.		
I DECLARE UNDER PENALTY OF PERJURY THAT THE FOREGOING IS TRUE AND CORRECT.		SUBSCRIBED AND SWORN TO BEFORE ME THIS <u>21st</u> DAY OF <u>January</u> , 19 <u>98</u>
Signature of Complainant		Notary Public
Date: <u>1-21-98</u>		OFFICIAL SEAL NANCE L. DULAJ NOTARY PUBLIC, STATE OF ILLINOIS MY COMMISSION EXPIRES 10-23-2000



City of Chicago

COMMISSION ON HUMAN RELATIONS

500 N. Peshtigo Court, 6th Floor

Chicago, IL 60611

(312) 744-4111 [Voice] (312) 744-1088 [TDD]

AUTHORIZATION FOR RELEASE OF INFORMATION

I. Victor R. Lopez, Jr. (Complainant).

authorize the Chicago Commission on Human Relations both to release and receive information relating to the complaint that I have filed against Commonwealth Edison

_____ (Respondent/s) on January 21, 1998 to
the extent allowed under §2-120 of the Municipal Code of Chicago.

Subscribed and sworn to before me this
21st day of January, 1998
at Chicago, Illinois.

Complainant's Signature

Nance L. Dulaj
Notary Public
OFFICIAL SEAL
NANCE L. DULAJ
NOTARY PUBLIC, STATE OF ILLINOIS
MY COMMISSION EXPIRES 10-23-2000

Pursuant to Reg. 220.410(b) of the "Rules and Regulations Governing the Chicago Human Rights Ordinance, the Chicago Fair Housing Ordinance, and the CCHR Enabling Ordinance," the Commission may provide a copy of the Complaint itself and may acknowledge publicly the existence of a complaint, including the case number, the identities of the parties, the type of case (e.g., national origin, employment discrimination), the stage of the proceedings at which it is pending, and how the case was closed (if at all) unless the Commission deems it necessary to withhold any of this information for good cause. A party may request, in writing that the Commission not include his or her name in any public acknowledgement. The party must provide good cause for such request.

MINER, BARNHILL & GALLAND, P.C.
ATTORNEYS AND COUNSELORS

CHARLES BARNHILL, JR.
JOHN F. BELCASTER
JEFFREY I. CUMMINGS
WILLIAM F. DIXON*
GEORGE F. GALLAND, JR.
WILLIAM A. MICELI
JUDSON H. MINER
VALERIANO SAUCEDO**
SARAH E. SISKIND*
PAUL L. STRAUSS
LAURA E. TILLY

Of Counsel:

BARACK OBAMA

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CALIFORNIA OFFICE
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1612 WEST MINERAL KING AVENUE
VISALIA, CALIFORNIA 93291
(209) 738-9905
TELECOPIER (209) 738-9912

*ONLY ADMITTED IN WISCONSIN
**ONLY ADMITTED IN CALIFORNIA

September 15, 1997

Norma Hill
Equal Employment Opportunity Commission
500 West Madison, Suite 2800
Chicago, IL 60661-2511

Re: Jose Guajardo No. 210963806
Gloria Gamboa-Campos No. 210971990
Mario Bastida No. 210971829
Anthony Arellano
Charges of class-wide discrimination against Commonwealth Edison

Dear Ms. Hill:

As part of your investigation of the treatment of the above-named Hispanic employees of Commonwealth Edison, I believe that there is substantial relevant material in a related investigation of the company that may assist you.

As you know, Commonwealth Edison must comply with various federal employment standards, as reflected in Executive Order 11246, that are monitored by the U.S. Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP"). The underlying materials gathered and reviewed during OFCCP's audits of Edison's compliance efforts, coupled with OFCCP's audit report and compliance requirements, undoubtedly would provide important information that bears on Edison's treatment of its Hispanic workforce. A recent audit concluded, and a compliance report issued, just this summer. Those materials can be obtained from the U.S. Department of Labor's Chicago District Office, 230 S. Dearborn, Room 434, Chicago, IL, 60604.

In addition, Commonwealth Edison undoubtedly possesses data that tracks the disparate employment advancement opportunities for its Hispanic workers vis-a-vis both the company's non-minority employees and the available pool of Hispanic employees eligible for promotion. Detailed annual data that breaks-out (a) Hispanic and non-Hispanic employee pools (by job category, department category, Grade Level, and organizational category); (b) promotions of Hispanic and non-Hispanic employees in each of these categories; and (c) time-studies of these two phenomena

Norma Hill
September 15, 1997
Page Two

should serve to underscore the discriminatory employment conditions accorded Hispanic employees by Commonwealth Edison. All of these materials are in the hands of respondent Commonwealth Edison.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. F. Belcaster', with a stylized flourish at the end.

John F. Belcaster

JFB/sm

MINER, BARNHILL & GALLAND, P.C.
ATTORNEYS AND COUNSELORS

CHARLES BARNHILL, JR.
JOHN F. BELCASTER
JEFFREY I. CUMMINGS
WILLIAM F. DIXON*
GEORGE F. GALLAND, JR.
WILLIAM A. MICELI
JUDSON H. MINER
VALESIANO SAUCEDO**
SARAH E. SISKIND*
PAUL L. STRAUSS
LAURA E. TILLY

Of Counsel:

BARACK OBAMA

14 WEST ERIE STREET
CHICAGO, ILLINOIS 60610
(312) 751-1170
TELECOPIER (312) 751-0438

WISCONSIN OFFICE
Suite 803
44 EAST WATKIN STREET
MADISON, WISCONSIN 53703
(608) 255-5200
TELECOPIER (608) 255-5380

CALIFORNIA OFFICE
SUITE A
1012 WEST MINERAL KING AVENUE
VISALIA, CALIFORNIA 93291
(209) 738-9905
TELECOPIER (209) 738-9912

*ONLY ADMITTED IN WISCONSIN
**ONLY ADMITTED IN CALIFORNIA

July 22, 1997

Norma Hill
Equal Employment Opportunity Commission
500 West Madison, Suite 2800
Chicago, IL 60661-2511

Re: Jose Guajardo No. 210963806
Gloria Gamboa-Campos No. 210971990
Mario Bastida No. 210971829
Anthony Arellano
Charges of class-wide discrimination against Commonwealth Edison

Dear Ms. Hill:

Please note that our firm will be representing Jose Guajardo, Gloria Gamboa-Campos, Mario Bastida, and Anthony Arellano during the EEOC's investigation of their class-wide discrimination claims against Commonwealth Edison. These employees have each brought an EEOC charge on behalf of themselves and a class of all other Hispanic employees at Edison. Their charges challenge Edison's practice of discriminating against its Hispanic employees, as a class, in the terms and conditions of their employment.

Would you please mark your file to note our representation, and could you please keep us informed about the progress of your investigation.

Please feel free to phone, if you have any questions or need any assistance.

Sincerely,


John F. Belcaster

JFB/sm

MINER, BARNHILL & GALLAND, P.C.
ATTORNEYS AND COUNSELORS

CHARLES BARNHILL JR.
JOHN F. BELCASTER
JEFFREY I. CUMMINGS
WILLIAM F. DIXON*
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PAUL L. STRAUSS
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Of Counsel:

BARACK OBAMA

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(209) 738-9905
TELECOPIER (209) 738-9912

*ONLY ADMITTED IN WISCONSIN
**ONLY ADMITTED IN CALIFORNIA

November 10, 1997

BY CERTIFIED MAIL - RETURN RECEIPT REQUESTED

Equal Employment Opportunity Commission
500 West Madison Street
Suite 2800
Chicago, IL 60605

Re: EEOC charge from Victor Lopez

To Whom It May Concern:

Please accept and file the enclosed charge from Victor Lopez.

Please serve this charge on the respondents. Mr. Lopez wants to file this charge. Please do not ask Mr. Lopez to come down to your offices to revise the charge or redraft it in some fashion to conform to your internal guidelines. There should be no reason to require Mr. Lopez to appear at your offices to complete an intake interview.

Please return to me a copy of this charge showing that it has been received and the charge number.

I represent Mr. Lopez. Please communicate with me with respect to the processing of this charge.

Thank you.

Sincerely,



John F. Belcaster

JFB/sm
Enclosure
cc: Mr. Victor Lopez



1997 Total Hispanic Population: 1,234,300

1997 Total Hispanic Purchasing Power: \$11.74 billion

1997 Total Hispanic Media Expenditures¹: \$62.27 million

1997 Total Number of Hispanic-owned Businesses: 31,800

1997 Total Revenue of Hispanic-owned Businesses: \$4.22 billion

BACK TO UNITED STATES MAP

1 Gross advertising expenditures in TV, radio, and print in the top 10 designated market areas for Spanish-language media. Source: Population, purchasing power, number and revenue of business estimates by **HISPANTELLIGENCE**, the research division of Hispanic Business Inc. Media expenditures compiled by **HISPANTELLIGENCE**.

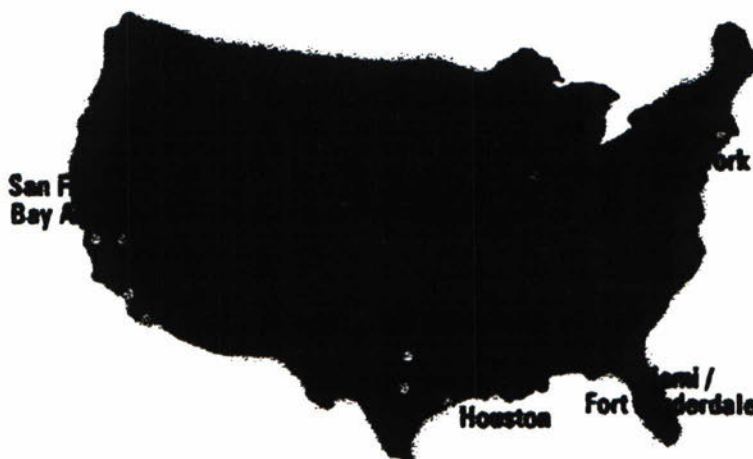
Note: Population, purchasing power, and media figures are for designated market areas (DMAs) as defined by Nielsen Media Research; business figures are for metropolitan statistical areas (MSAs) as defined by the U.S. Office of Management and Budget.

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Top Ten Hispanic Markets*



**Click on one of the 10 cities to get
Hispanic market demographics for that area.**

Total U.S. Hispanic Market

1997 Total U.S. Hispanic Population: **30,329,400**

1997 Total U.S. Hispanic Purchasing Power: **\$266.35 billion**

1997 Total U.S. Hispanic Media Expenditures in the Top 10 DMAs¹: **\$881.71 million**

1997 Total Number of Hispanic-owned Businesses: **1,467,200**

1997 Total Revenue of Hispanic-owned Businesses: **\$160.85 billion**

¹ Gross advertising expenditures in TV, radio, and print in the top 10 designated market areas for Spanish-language media.

Source: Population, purchasing power, number and revenue of business estimates by **HISPANTELLIGENCE**, the research division of Hispanic Business Inc. Media expenditures compiled by **HISPANTELLIGENCE**.

For information on **HISPANTELLIGENCE**'s original research services, call (805) 682-5843.

If you cannot see the United States map above, please click on any of the cities listed

219198

247834 S.

ND007

Dan -
(Per Phil) please
prepare letters and
send attached photos
with letters -

Thank you -

Carol Church

WHITE HOUSE
WASHINGTON

2-30-97

December 19, 1997

MR. PRESIDENT:

I thought you might like to see the attached letter and poem
which came into the mail room over the weekend. It is from a
woman in Florida whose 19 year-old daughter is serving in
Bosnia.

I've also sent a copy to NSC.

Copied
Heinrich
Bowles

cc: Sandy Berger
Tony Blinken
Glyn Davies

Phil Caplan

Alt - I saw letter
should send letter
with picture of our
daughter
+ letter!

Be

ONE PRESIDENT - 12-30-97

12/15/97

Dear President Clinton,

I had sent a letter and a copy of this poem earlier, but it had not been received by you. Our local news paper indicated that you are planning a trip to Bosnia to visit our troops and I felt it was important for you to see this poem written by my daughter, who is stationed in Tuzla Main. Christina is 19 years old and a SPC 4, medical specialist in the Army. She wrote and sent this poem to me, which I in turn shared with many friends. Because this poem inspired so many people and touched so many hearts, a great thing unfolded in a very short amount of time. Through donations of time, money and items, I have sent 14 boxes containing, Stockings, decorations, candy and gifts to be distributed to over 300 soldiers in Tuzla Main. Our community has heard far too many negative things about our troops in Bosnia. Fact is - They are there, they are doing a wonderful job, and they are not FORGOTTEN.

While in Tuzla Main, Should you happen to see my daughter, please give her a hug for me and tell her we miss her and are very proud of her. She is SPC Christina Campbell in the 123rd MSB, Tuzla Main.

Respectfully



Patricia A. Campbell
Sarasota, FL
941-954-1438
941-951-0748 fax
941-361-6350 fax

FORGOTTEN

I was told I was leaving, told to pack today
Traveling to a country many miles away.
I was sent to a place where mines out number flowers.
A place where guards watch me high up in towers.
I was sent to a country torn from fighting within.
A place that knows death, destruction and sin.
Seeing this country split made me pray,
That this never happens to the USA.
I thought of my country, the brave and the free,
And realized that my land has forgotten me.
Back home I've become some news of the past.
I guess doing good is not news that will last.
So wake up and realize your soldiers are here,
Trying to help out, year after year.
No, this is not our soil and it's not our own fight,
But if you've seen what I have, then you'll know that it's right.
We are here for the children who smile and wave,
Happy because it is them we shall save.
We are here to keep peace and nothing more.
We will show them to live and to forget war.
So you see America, you shouldn't forget,
These precious few soldiers are in danger yet.
So as you get busy spreading holiday cheer,
Don't forget the peace keepers and those they hold dear.
For when the time comes that this war shall end,
Then we will come home and our country defend.

Author: SPC Christina Campbell
Tuzla Main, Bosnia
Home resident of Sarasota, Florida

SPC Campbell, Christina M.
Echo Co. 123rd MSB
OJG / Tuzla Main
APO AE 09789

TO: President Clinton

**ATTN: Mail Analyses - Room 58
Presidential Correspondence**

TIME SENSITIVE MATTER

RE: BOSNIA

**From: Patricia A. Campbell
1937 N. Allendale Ave.
Sarasota, FL 34234**

941-954-1438

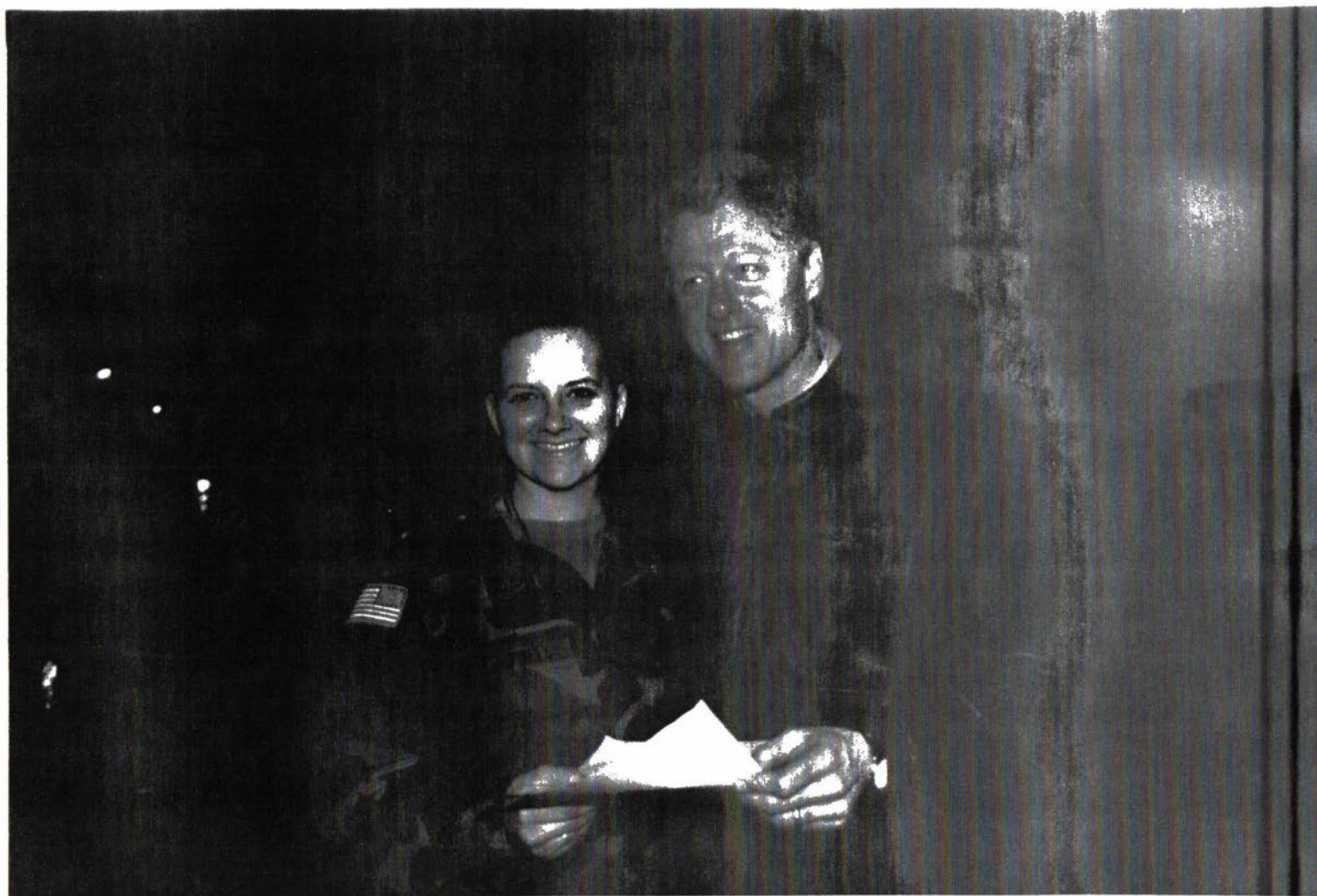
941-951-0748 fax

941-361-6351 fax

page 1 of 3



*To Patricia Campbell
With best wishes,*



Gen 5

(Gov Kennedy's #5
on the map?)

Be

THE PRESIDENT HAS SEEN
2-10-98

copied
Spelling
COS

FACT SHEET: 10-YEAR VS. 30-YEAR BUDGET WINDOWS

~~DEPENDENCY~~
ON 5/3
7/30 3/8

All numbers below are from General Accounting Office projections based on current services after OBRA '97. The Administration's projections are rosier, but GAO is the only available source for long-term projections.

1. Number of Americans over age 65

- 10-year window: rises from 34 to 38 million
- 30-Year window: rises from 34 to 69.4 million

2. Social Security in surplus

- 10-year window: Today, Social Security collects \$32 billion more in taxes than it pays in benefits. By 2010, it will collect \$8.4 billion more in taxes than it pays in benefits, still adding to the surplus.

Social Security in surplus

- 30-year window: In 2012, just past the 10-year window, Social Security begins paying more in benefits than it collects in taxes. By 2015, it will pay \$35 billion more in benefits than it collects in taxes, a figure that will rise to \$99.3 billion in 2020 and \$163.5 billion in 2025.

3. Growth of mandatory spending as percentage of budget

- 10-year window: Mandatory spending grows from 68 percent of the budget in 1998 to 74 percent in 2005 and appears to have stabilized there through 2008.

Mandatory as percentage of budget

- 30-year window: Mandatory spending grows from 74 percent of the budget in 2008 to 81 percent by 2030. * If only 19 percent of the budget were available for discretionary spending in 1998, defense, international spending and administration of justice alone would consume 97.6 percent of all discretionary accounts.*

4. Growth of mandatory spending as percentage of revenues

- 10-year window: Mandatory spending grows from 70 percent of revenues in 1998 to just 72 percent in 2008.
- 30-year window: Mandatory spending shoots up as a percentage of revenues almost immediately outside the 10-year window, rising to 87 percent by 2020 and 109 percent by 2030.

5. Deficits

- 10-year window: The \$54 billion deficit for 1998 becomes a surplus by 2002 and remains in surplus (\$61 billion) through the end of the window in 2008.
- 30-year window: Deficits return in 2012, and soar to \$305 billion by 2020 and \$959 *billion* in 2030. Those are constant 1997 dollars.

NOTE ON DEFICIT FIGURES: GAO made these predictions late last year based on OBRA '97. The real deficit figure for 1998 will be \$22 billion, with surplus by 1999, according to OMB. OMB would dispute the long-term numbers from GAO, but we have used GAO figures here because OMB does not do long-term projections -- which is, again, part of the problem.

From: Ben Johnson, Deputy Assistant to the President
and Deputy Director for Public Liaison

Date: 2/9/98

To: **Sylvia Mathews/Todd Stern**

- | | | |
|--|---|---|
| ☐ Prepare reply for President's signature | ☐ Call me on this | ☐ Please return call |
| ☐ Prepare reply for Director's signature | ☐ For your action | ☐ Please file |
| ☐ Prepare reply for my signature | ☐ For your approval | ☐ Set up meeting on this |
| ☐ For your signature | ☐ For your comments | ☐ Draft scheduling request |
| ☐ Reply directly-copy to me | XX ☐ For your information | ☐ Set up tour |
| ☐ Process special letter | ☐ Picture Request | |
| ☐ For Your Consideration | | |

Remarks: Per a conversation with Nancy Hernreich, I am forwarding the attached letter to the Staff Secretary. The letter arrived to me by fax this morning.


Buckhardt

(Coordinate reply
with NSC - (First
check with Ben, is
reply necessary?)



Minister Louis Farrakhan

NATIONAL REPRESENTATIVE OF THE HONORABLE ELIJAH MUHAMMAD
AND
THE NATION OF ISLAM

February 9, 1998

The Honorable
William Jefferson Clinton
President
United States of America
Washington, District of Columbia

In the Name of Allah, the Beneficent, the Merciful.

Dear President Clinton:

May this letter find you and your family well and in good spirits despite the controversies and problems facing the nation and you in particular as Head of State.

I'm writing this letter on behalf of both the Iraqi people and the people of the United States. As an American, I thank Allah (God) for the Constitutional guarantees of Freedom of Speech--which, in my judgment, if allowed to be practiced responsibly will always stop America from going the way of past powerful nations and societies that became corrupt and arrogant, and therefore spiritually blinded to right guidance.

I do not believe it is in the best interest of America to destroy a cradle of civilization because of America's disapproval of the leadership and government of the people of Iraq and the thought of Saddam Hussein having weapons of mass destruction. You know as well as I, he could not use any such weapons without a swift and deadly response from the powers of the

President William Jefferson Clinton

- 2 -

February 9, 1998

world that protect the region. Why then must the city of Baghdad and innocent people be destroyed?

America is too great a power to use her awesome might to make an example of Saddam Hussein and the Iraqi people to frighten other leaders and nations into thinking that if they don't please the American administration--even though they may be popular with their own people--that you will do to them what it appears that no matter what President Saddam Hussein does, it will always be too little too late.

As the world's only remaining superpower, you literally stand in the place of Allah (God). Allah (God) has allowed you this position to test you to see how you will act. You are in the greatest position to demonstrate not only Allah's (God's) power to destroy and kill, but you are in the position to be beneficent, merciful, forgiving, and a protecting friend, as well as a power that looks after the weak, the dispossessed and the oppressed of the world.

I want to see America become greater than she is. She can only become that if she acts in the way of Allah (God).

On behalf of all the Muslims in the world, I plead for the Iraqi people and for the great City of Baghdad which has meant so much to modern Western civilization. I appeal to you, Mr. President, on behalf of those whose voices are not heard.

There is a better way to solve this problem and this crisis rather than the use of inordinate force. Allah (God) says in the Holy Qur'an: "Let not hatred of a people incite you to act unjustly." Regardless of how you and the American administration feel toward Saddam Hussein, do not let your hatred of him incite you to act in a manner that is unworthy of the world's only superpower.

May Allah bless you with right guidance and His Spirit in your awesome position of power of life and death over Iraq. Please remember, My Dear Sir, that Allah (God) ultimately has the power of life and death over you and the future of America.

President William Jefferson Clinton

- 3 -

February 9, 1998

Please do not fall into the pit wherein the Scriptures might be fulfilled:
"As thou hast done. So shall it be done unto thee."

Thank you for reading these few words.

Respectfully,

A handwritten signature in black ink, appearing to read "Signed" followed by a stylized flourish.

Louis Farrakhan
Nation of Islam

THE WHITE HOUSE
WASHINGTON

Date 2/9

To: Ellen Lovell

From: The Staff Secretary

Ellen -

Ann Lewis thought this wasn't
a bad idea. What do you
think? How would you like
to handle this?

Phil

Proposal for Lincoln's
190th birthday by the
Metropolitan Museum of Art

THE WHITE HOUSE
WASHINGTON

Date 2/3

To: Ann Lewis

From: The Staff Secretary

What do you make of this
suggestion?

Phil Caplan

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
--------------------------	---------------	------	-------------

001. memo	[Personally Identifiable Information] [partial] (1 page)	01/20/1998	b(6)
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COLLECTION:

Clinton Presidential Records
Staff Secretary
Todd Stern
OA/Box Number: 11246

FOLDER TITLE:

Chron Files: Monday, February 9, 1998 [2]

2019-0774-S

rs3378

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

The Metropolitan Museum of Art

VICE PRESIDENT FOR COMMUNICATIONS

MEMORANDUM

To: Tommy Kaplan
From: Harold Holzer 
Subj: The White House
Date: January 20, 1998

By fax: 410-243-5721

It was good to have the opportunity to speak with you last week, and I'm looking forward to talking again once you get back from Washington. The news you shared with me last week was very exciting, and I'm most grateful to you.

As you requested, I'm enclosing a c.v. -- or, more precisely, a biography that gives a good overview of my activities as an historian.

You also asked for a formal memorandum to President and Mrs. Clinton on Lincoln's 190th in February 1999, and I enclose that as well (and would, of course, be happy to send an original copy as you direct).

As for the vital stats you asked me to supply:

Birthdate
SS#

(b)(6)

I've no idea whether the invitation is extended to my wife, who was with me that evening in 1991 for the last White House Lincoln event, but in case it is:

Name: Edith Holzer
Birthdate
SS#

Again, many thanks, and I look forward to speaking to you soon.

3 pages follow

The Metropolitan Museum of Art

VICE PRESIDENT FOR COMMUNICATIONS

MEMORANDUM

~~Confidential~~

DETERMINED TO BE AN ADMINISTRATIVE

To: The President and Mrs. Clinton

From: Harold Holzer *Harold Holzer*

Subj: Lincoln's 190th Birthday -- February 12, 1999

Date: January 20, 1998

MARKING INITIALS: OB DATE: 2/2/99
 209-0774-5

98 FEB 2 PM 5:38

At the suggestion of Tommy Kaplan, I am writing to suggest an idea for celebrating the 190th birthday of Abraham Lincoln at the White House in February 1999.

This milestone offers the President -- and the country -- the opportunity to take renewed inspiration from the example of the leader who ended American slavery, preserved the Union, and eloquently defended the ideals of liberty, democracy, and opportunity.

It has been nearly a decade since an official White House event was devoted to Lincoln and his legacy. Especially now, with the President's own task force on racial justice working to set a crucial new agenda for national harmony, the moment is right to celebrate a leader who made such enormous strides in ending inequality.

May I propose a White House lecture on Lincoln, to an audience to be drawn from among the nation's key historians, scholars, and writers on the Lincoln theme, as well as leaders of today's government. The lecture could be augmented by a display of the White House copy of the Gettysburg Address, as well as the wonderful paintings in the collection portraying Lincoln: Healy's East Room portrait and his *Peacemakers* group; the Rothermel depiction of *The Republican Court in the Days of Lincoln*; and Carpenter's portrait of Lincoln and his son, among others.

I would be delighted and honored to help the White House with such an event -- to identify speakers, themes, and audiences, and provide whatever additional assistance I could to draw public and professional attention to it. I have written or edited 11 books on Lincoln and the Civil War, several of which I think you know: *Lincoln on Democracy*, co-edited with Mario Cuomo; and *Dear Mr. Lincoln: Letters to the President*, which President Clinton was kind enough to autograph to me at the Metropolitan Museum a few years ago.

PHOTOCOPY
PRESERVATION

The Metropolitan Museum of Art

VICE PRESIDENT FOR COMMUNICATIONS

HAROLD HOLZER: BIOGRAPHY-IN-BRIEF

Harold Holzer, Vice President for Communications at The Metropolitan Museum of Art, is one of the country's leading authorities on the political culture of the Civil War era.

Holzer has authored, co-authored and edited eleven books: *The Lincoln Image* (1984), *Changing the Lincoln Image* (1985), and *The Confederate Image* (1987), all with Mark E. Neely, Jr., and Gabor S. Boritt; *The Lincoln Family Album* (1990), with Neely; and *Lincoln on Democracy* (1990), with Mario M. Cuomo; and *Mine Eyes Have Seen the Glory: the Civil War in Art* (1993), again with Neely. Alone, he has published *The Lincoln-Douglas Debates: The First Complete, Unexpurgated Text* (1993), *Washington and Lincoln Portrayed* (1993); *Dear Mr. Lincoln: Letters to the President* (1993); *Witness to War: The Civil War* (1996); and, for young readers, the two-volume collection, *The Civil War Era* (1996).

In addition, Holzer has written more than 270 articles for both popular magazines and scholarly journals, including *Life Magazine*, *American Heritage*, *Civil War Times*, *America's Civil War*, *Blue and Gray*, *American History*, *MHQ*, the *Illinois Historical Journal*, *The American Art Journal* and *The Winterthur Portfolio*. He regularly reviews Civil War books for the *Chicago Tribune*.

Holzer has also authored pamphlets and monographs on Lincoln, edited the "Books at Brown University" publication, *Lincoln and Lincolniana* (1987), and has contributed chapters to a number of books, most recently *Graphic Arts and The South* (1993), *The Encyclopedia of the Confederacy* (1993), and *We Cannot Escape History: Lincoln and the Last Best Hope on Earth* (1995). He delivered the Seventeenth Annual R. Gerald McMurtry Lecture at The Lincoln Museum, published in 1997 as "The Mirror Image of Civil War Memory: Abraham Lincoln and Jefferson Davies in Popular Prints."

Holzer served as consultant to the ABC-TV documentary mini-series, *Lincoln*, broadcast in 1992, and appeared on camera on the 1992 PBS-TV documentary *Abraham Lincoln: A New Birth of Freedom*, in several episodes of the 1994 A&E series *Civil War Journals*, on the 1995 History Channel documentary, *American Heritage Presents the Lincoln Assassination*, and in 1996, on the A&E series *Biography*, and the History Channel special, *Assassins: John Wilkes Booth*. Holzer's 1993 appearance on C-Span's *Booknotes* series inspired the recreation of all seven Lincoln-Douglas debates in Illinois in 1994, for which Holzer served as historical consultant and on-air commentator. He has since appeared regularly on the C-Span network.

Holzer has also served as an adjunct professor of history at Pace University in New York. He lectures widely before Civil War round tables, Lincoln groups, historical societies and colleges throughout the country, and has organized several Lincoln symposia at the New York State Museum in Albany. Earlier, he served as co-organizer of two national traveling exhibitions of original Civil War-era art: *The Lincoln Image* (1994) and *The Confederate Image* (1987). In 1990, to mark the publication of *Lincoln on Democracy*, Holzer hosted an exhibition of Lincolniana at the New-York Historical Society, and chaired a symposium featuring Governor Cuomo and seven leading Lincoln scholars at the New York State Museum.

Holzer has three times won the Barondess Award of the Civil War Round Table of New York (1984, 1990, and 1993); received the Diploma of Honor from Lincoln Memorial University (1998); twice won the Award of Achievement from the Lincoln Group of New York (1988 and 1993); won the 1990 Award of Achievement from The Abraham Lincoln Association; received a 1988 George Washington Medal from the Freedom Foundation; won a 1989 Writer of Distinction Award from the International Reading Association; and earned a 1993 Award of Superior Achievement from the Illinois State Historical Society, along with an honorary doctorate in humane letters from Lincoln College in 1992. In 1996 he won the first annual award from the Manuscript Society of America for his use of the original manuscripts in *Dear Mr. Lincoln*.

From 1991 through 1996, Holzer served as president of the Lincoln Group of New York. He also served on the board of directors of the Abraham Lincoln Association, and on the editorial advisory board of *The Lincoln Herald*. In 1996 he became founding vice-chairman of The Lincoln Forum, a national organization promoting the study of Lincoln and the Civil War. He also serves on the Board of Directors of the Ulysses S. Grant Association.

For 15 years, Holzer authored a monthly column for *The Antique Trader* called "A Picture's Worth." After serving from 1991 through 1993 on the New York State Council on the Humanities, Holzer was appointed by Gov. Mario Cuomo to the New York State Archives Preservation Trust Board in 1994, a post he still holds.

Holzer's next books include *The Union Image: Prints of the Civil War North* with Mark E. Neely, Jr.; and the *Lincoln Mailbag*, a sequel to *Dear Mr. Lincoln*.

Educated at the City University of New York, Holzer worked as a weekly newspaper editor, a political campaign press secretary, a government speechwriter, and as public affairs director for the PBS flagship station WNET before joining the Metropolitan Museum of Art as Chief Communications Officer in 1992. He was named vice president in 1996. From 1984 through 1992, he served as Special Counselor to the Director of Economic Development in the administration of Gov. Mario M. Cuomo.

Holzer lives in Rye, New York with his wife, Edith, director of public affairs for the Council of Child Caring Agencies. The Holzers have two daughters: Remy, a recent graduate of Harvard University now on the staff of *The New Yorker*, and Meg, a student at Yale University.

#####

October 1997



The Honorable Dennis DeConcini

United States Senator, Retired

Parry, Romani & DeConcini, Inc.
233 Constitution Avenue, NE
Washington, DC 20002
202-547-4000
Fax 202-543-5044

PRESIDENT 1993
2-12-98

DeConcini McDonald Yerwin & Lacy, P.C.
Tucson, AZ 520-322-5000
Phoenix, AZ 602-241-0100
Washington, DC 202-546-6900

2-11-98

4 D Properties
2525 E. Broadway, Suite 111
Tucson, AZ 85716
520-325 9600

Dear Mr. President,

I have been going to write you ever since the press have decided to attack you and try and bring you down. I don't know if you will see this; I have ask Betty Currie to please give this letter to you. You need not answer unless there is something I can do for you.

You are a good President 1993 when I helped you; by giving you my vote. all didn't think it was unpopular at the time. right and it did work is because I knew that some Republicans want first major initiative happen and took the... I did it because it turned out to be right.

From the Oval
Should we send to Burkhardt?

Yes ☒

No ☐

cc: Legislative Affs?

Yes ☒
No ☐

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If I can help you again during this crises please call me. I don't have a vote any longer, however I have had some experience in crises management involving the press and there efforts to destroy you. Make no mistake Mr. President that is what they want to do. Don't let them do it.

My best wishes to you and your family.
Dennis



The Honorable Dennis DeConcini

United States Senator, Retired

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233 Constitution Avenue, NE
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PRESIDENT MRS
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You are a good President and are doing a good job. In 1993 when I helped you pass your economic program by giving you my vote if you needed it, I first of all didn't think it work and secondly it was very unpopular at the time. as it turned out you were right and it did work. The reason I helped you is because I knew that the national press and some Republicans wanted to take you down on your first major initiative. I did not want that to happen and took the chance. I am now very glad I did it because it turned out to be right.

If I can help you again during this crises please call me. I don't have a vote any longer, however I have had some experience in crises management involving the press and there efforts to destroy you. Make no mistake Mr. President that is what they want to do. Don't let them do it.

My best wishes to you and your family.
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