

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. form	[Personally Identifiable Information] [partial] (10 pages)	00/00/1977	b(6)

COLLECTION:

Clinton Presidential Records
Staff Secretary
Todd Stern
OA/Box Number: 9310

FOLDER TITLE:

Inspector General Documents [Folder 1] [3]

2019-0774-S

rs3390

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]

Presidential Commission signed
3-18-77

Senate of the United States

IN EXECUTIVE SESSION

March 18, 1977

Resolved, That the Senate advise and consent to the following nomination:

Alexis M. Herman, of Georgia, to be Director of the Women's Bureau, Department of Labor.

Attest:

F. R. Valer

Secretary



DATE

03-08-77

2. BUREAU

Women's Bureau

DEPARTMENT OF LABOR
 of Assistant Secretary for Administration
 Central Personnel Services
 Branch of Investigations and Security
 Washington, D. C. 20210

REQUEST FOR NAME CHECK

3. NAME OF PERSON
(IN FULL)

LAST

FIRST

MIDDLE

HERNAN

ALEXIS

4. OTHER NAMES OR NICKNAMES USED

5. SEX

F

6. DATE OF BIRTH

July 16, 1947

7. PLACE OF BIRTH (CITY AND STATE)

Mobile, Alabama

8. REASON FOR REQUEST

EXCEPTED APPOINTMENT NTE 60 DAYS WITH THE WOMEN'S BUREAU

9. LIST OF ORGANIZATIONS, ASSOCIATIONS, SOCIETIES OR CLUBS WITH WHICH AFFILIATED

NAME

CITY

STATE

Board of Directors, U. S. Youth Council World Peace

YWCA - Board of Directors

World Peace Commission, U. S. Catholic Conference on Social Justice

Board of Director for the Young Women's Christian Association

U. S. Youth Council

10. PLACES OF RESIDENCE

DATES

STREET

CITY

STATE

12/77 to Present

2900 Camp Creek Parkway

College Park

Georgia

1965 to 1972

1861 Allison Street

Mobile

Alabama

Birth to 1965

454 Bayou Street

Mobile

Alabama

11. EMPLOYMENTS

DATES

EMPLOYER

CITY

STATE

1/77 to Present

Recruitment & Training Program, New York, New York

11/74 to 1/77

Recruitment & Training Program, New York, New York

1/72 to 11/74

Southern Regional Council, Atlanta, Georgia

3/73 to 1974

Recruitment & Training Program, New York, New York

9/69 to 2/72

Catholic Social Service, Mobile, Alabama

7/71 to 12/72

Recruitment & Training Program, New York, New York

6/69 to 8/69

Interfaith, Inc., Mobile, Alabama

THIS SPACE RESERVED FOR INVESTIGATIVE AGENCY.

U.S. Department of Labor
 Personnel Security Unit
 A current Name Check on Subject
 Revealed:

☒ No Disqualifying Information ☒ No Record

This is not a Security Clearance

4/5/77

-W. Wilkins

THIS IS A REQUEST FOR A NAME CHECK ONLY AND IS NOT A REQUEST FOR AN INVESTIGATION

(FORMERLY PA FORM 66)

DL FORM 1-68
 JANUARY 1965

APPOINTMENT AFFIDAVITS

CONSULTANT

MARCH 9, 1977

(Position to which appointed)

(Date of appointment)

U. S. DEPT. OF LABOR

ESA, WB

WASH. D.C.

(Department or agency)

(Bureau or division)

(Place of employment)

I, ALEXIS HERMAN, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

B. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof.

C. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing this appointment.

Alexis M. Herman
(Signature of appointee)

Subscribed and sworn (or affirmed) before me this 9th day of MARCH A.D. 19 77,

at WASHINGTON

DISTRICT OF COLUMBIA

(City)

(State)

[SEAL]

Katie B. Blount
(Signature of officer)

Commission expires _____

DESIGNATED EMPLOYEE

(If by a Notary Public, the date of expiration of his Commission should be shown)

(Title)

NOTE.—The oath of office must be administered by a person specified in 5 U.S.C. 2903. The words "So help me God" in the oath and the word "swear" wherever it appears above should be stricken out when the appointee elects to affirm rather than swear to the affidavits; only these words may be stricken and only when the appointee elects to affirm the affidavits.

Budget Bureau
Approved 50-RO372

(Data needed for appointment or conversion)

1. NAME (Last--First--Middle) Herman, Alexis M		2. BIRTH DATE 7/16/47	3. BIRTHPLACE (City and State, or foreign country) Mobile, AL
4. PRESENT ADDRESS (Number, Street, City, State and ZIP Code) 2751 Woodly Pl D-C			
5. (A) IN CASE OF EMERGENCY, PLEASE NOTIFY Cecilia Caponis	(B) RELATIONSHIP Mother	(C) NUMBER, STREET, CITY, STATE, AND ZIP CODE 1861 Allison St Mobile, AL	(D) TELEPHONE NO. 452-4246
5. A. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 12 MONTHS? ☐ YES ☒ NO If "Yes," for each such relative fill in the blank below. If additional space is necessary, complete under Item 12.			

NAME	PRESENT ADDRESS (Including ZIP Code)	RELATIONSHIP	MAR- RIED (Check one)	SIN- GLE (Check one)	(1) Department or agency in which employed. (2) City and State, ZIP Code, (3) Kind of appointment
					1. 2. 3.
					1. 2. 3.
					1. 2. 3.

B. HAVE YOU ANY RELATIVE (BY BLOOD OR MARRIAGE), NOT LISTED IN ANSWER TO 6A, ABOVE, WHO WORKS IN A CIVILIAN OR MILITARY CAPACITY FOR THE DEPARTMENT OR AGENCY THAT IS CONSIDERING YOU FOR EMPLOYMENT? ☐ YES ☒ NO
If "Yes," for each such relative give in Item 12 full name, address (including ZIP Code), and relationship. If more space is needed, complete on back of this form.

ANSWER BY PLACING "X" IN PROPER COLUMN		YES	NO	ANSWER BY PLACING "X" IN PROPER COLUMN		YES	NO
7. ARE YOU A CITIZEN OF THE UNITED STATES OF AMERICA? If "No," <i>give country of which you are a citizen:</i>				X		10. SINCE THE DATE YOU SIGNED YOUR QUALIFICATIONS STATEMENT (OR APPLICATION) FOR THIS EMPLOYMENT, HAVE YOU:	
8. DO YOU RECEIVE OR DO YOU HAVE A PENDING APPLICATION FOR RETIREMENT OR RETAINER PAY, PENSION, OR OTHER COMPENSATION BASED UPON MILITARY, FEDERAL CIVILIAN, OR DISTRICT OF COLUMBIA GOVERNMENT SERVICE?				X		A. BEEN FIRED FROM EMPLOYMENT FOR ANY REASON?	
<i>If your answer is "Yes," give details in Item 12.</i>				X		B. QUIT A JOB AFTER BEING INFORMED THAT YOUR EMPLOYER INTENDED TO FIRE YOU FOR ANY REASON?	
9. SINCE THE DATE YOU SIGNED YOUR QUALIFICATIONS STATEMENT (OR APPLICATION) FOR THIS EMPLOYMENT, HAVE YOU:						C. BEEN DISCHARGED FROM THE ARMED SERVICES UNDER OTHER THAN HONORABLE CONDITIONS? (You may omit any such discharge changed to honorable by a Discharge Review Board or similar authority.)	
A. BEEN CONVICTED OF AN OFFENSE AGAINST THE LAW OR FORFEITED COLLATERAL, OR ARE YOU NOW UNDER CHARGES FOR ANY OFFENSE AGAINST THE LAW? (You may omit: (1) traffic violations for which you paid a fine of \$30.00 or less; and (2) any offense committed before your 21st birthday which was finally adjudicated in a juvenile court or under a youth offender law.)				X		<i>If your answer to A, B, or C, is "Yes," give details in Item 12. Show the name and address (including ZIP Code) of employer, approximate date, and reason in each case.</i>	
B. BEEN CONVICTED BY GENERAL COURT-MARTIAL WHILE IN THE MILITARY SERVICE?						11. HAVE YOU BEEN EMPLOYED BY THE FEDERAL GOVERNMENT BEFORE THIS EMPLOYMENT?	
<i>If your answer to A or B is "Yes," give details in Item 12. Show for each offense: (1) date, (2) charge, (3) place, (4) court, and (5) action taken.</i>						<i>If "Yes," answer the following:</i>	
						A. SINCE JANUARY 1968 HAVE YOU FILED A WAIVER OF REGULAR INSURANCE COVERAGE UNDER THE FEDERAL EMPLOYEES' GROUP LIFE INSURANCE PROGRAM?	
						B. IF YOU FILED SUCH A WAIVER, HAS IT BEEN CANCELED?	
						C. SINCE JANUARY 1968 HAVE YOU EVER ELECTED OPTIONAL INSURANCE COVERAGE UNDER THE FEDERAL EMPLOYEES' GROUP LIFE INSURANCE PROGRAM?	
						D. IF YOU MADE SUCH AN ELECTION HAS IT BEEN CANCELED?	

12. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS (Indicate item numbers to which answers apply) (Continue on reverse if necessary)

[illegible]

CERTIFICATION.—I certify that all of the answers to the questions above are true, complete, and correct to the best of my knowledge and belief and are made in good faith.

Signature of appointee William M. Allen Date of signature 3/9/17

APPOINTING OFFICER.—Enter date of appointment or conversion: 5-9-11
(This form is to be completed before entrance duty under the appointment or conversion. Sign in INK.)

Standard Form 61-B
February 1971

U. S. DEPARTMENT OF LABOR

Information for "Remarks" Block on SF-50
for Consultant or Expert Appointment
(Attach to SF-52)

1. Name of Appointee

HERMAN, ALEXIS MS.

2. Date of SF-52

03/09/77

3. Reviewer's Initials

INSTRUCTIONS

a. Process this appointment in accordance with instructions in Subchapter B, Chapter 1-5 of the Manual of Administration.

b. Review SF-52 and supporting documents. If appointee has concurrent appointment in another Government agency, consult coordinating officer in Division of Employment Policy and Standards for assistance in determining number of days already worked there and number of days expected to work in the future.

c. Determine whether appointee will be a special Government employee or a regular Government employee. If it is estimated that he will serve not more than 130 days during the applicable 365-day period (under this appointment only, if there is no concurrent Government employment; or in this Department and the other employing agency, if there is concurrent employment), he is a "special Government employee." (Circle item 5b.) If such service in the 365-day period will exceed 130 days, he is a regular Government employee. (Circle item 5c.) The date the 365-day period begins is not necessarily the same as the effective date of the appointment *if there is concurrent employment in another Government agency.*

d. Circle the designating letter of each of the other applicable statements in section 5 that should be typed in the "Remarks" block of the SF-50. Fill in blank spaces in statements as necessary.

Statements for Use in "Remarks" Block of SF-50

(a.) This action has been approved by the Assistant Administrative Assistant Secretary, as required by Secretary's Order No. 32-65.

(b.) It is estimated that employee will serve 60 days during the 365-day period beginning 03/09/77.
He is a special Government employee.

(c.) It is estimated that employee will serve days during the 365-day period beginning .
He is a regular Government employee.

(d.) Appointment made under general agreement with Civil Service Commission dated December 9, 1957.

(e.) Ineligible for health benefits.

(f.) No prior Federal service.

(g.) Service to be verified.

(h.) No regular tour of duty established. Not eligible for annual or sick leave.

(i.) Regular tour of duty established consisting of one or more days during each administrative workweek. Eligible for annual and sick leave. Payment authorized for holiday not worked if it occurs in regular tour of duty.

(j.) (Use only for *intermittent* employee living in or near city where he is to perform duty.) Compensation shall be paid at 1/8 of the daily rate per hour for six hours or less. Compensation shall be paid for a whole day only if the time required by the Department is more than six hours.

(k.) (Use only for *intermittent* employee who must come from a distant city to perform duty for the Department.) Compensation shall be paid at the full daily rate for each day on which service or travel to perform service is performed for the Department. No compensation shall be paid for days on which only travel is performed, if such travel does not occur during normal duty hours.

REQUEST FOR APPROVAL OF EXPERT AND CONSULTANT ACTION

1. NAME OF CANDIDATE <u>Alexis Herman</u>	2. PROPOSED EFFECTIVE DATE <u>3-9-77</u>
3. KIND OF ACTION REQUESTED (<i>appointment, extension</i>) <u>Appointment</u>	4. FULL-TIME OR INTERMITTENT <u>Full-time</u>
5. TITLE, GRADE AND SALARY <u>Consultant \$178 per day</u>	6. ESTIMATED NO. OF DAYS TO BE WORKED <u>60</u>
7. NAME AND LOCATION OF EMPLOYING OFFICE <u>Employment Standards Administration</u> <u>Women's Bureau</u> <u>Washington, D. C.</u>	
8. BACKGROUND <u>See Attached DL 1-136</u>	

9. QUALIFICATIONS OF THE CANDIDATE

See Attached DL 1-136

Signature on DL 1-136

REQUESTED BY (*Signature*)

(*Title*)

10. APPROVAL

RECOMMENDED:



DIRECTOR OF PERSONNEL MANAGEMENT

DATE

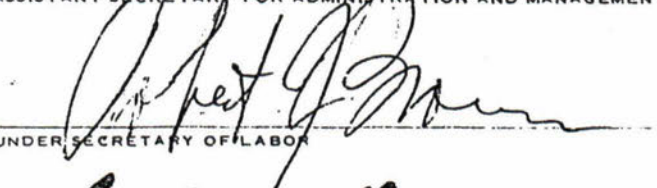
CONCUR:



ASSISTANT SECRETARY FOR ADMINISTRATION AND MANAGEMENT

DATE

CONCUR:



UNDER SECRETARY OF LABOR

DATE

APPROVED:



SECRETARY OF LABOR

DATE

Expert and Consultant Action

U.S. DEPARTMENT OF LABOR

1. Name of Candidate HERMAN, ALEXIS MS.	2. Title and Salary Consultant \$178.00 Per Day
3. Kind of Action Requested (Appointment, Extension) Excepted Appointment Proposed Effective Date March 9, 1977	5. (a) Estimated No. of Days to be Worked NTE 60 Days (b) No. of days worked under present appointment
4. Full-time or intermittent Full-Time	7. POSITION: (a) Action by agency: This is an excepted expert, consultant position for which the advisory grade evaluation is <u>17</u> <u>[Signature]</u> <u>03-09-77</u> Initials Date (b) OASA action: <u>Concur</u> Disapprove. <u>[Signature]</u> _____ Initials Date
6. Organizational Location: Employment Standards Administration Women's Bureau Office of the Director Duty Station: Washington, D. C.	

8. Justification for this Expert/Consultant Action and qualifications of candidate as related to need for appointment:

Ms. Herman will assist the incoming Assistant Secretary in developing new goals and objectives for the Women's Bureau. She will be involved in developing programmatical documents on all phases of the Women's Bureau program.

9. Work Statement

Will serve as consultant to the incoming Assistant Secretary on all phases of the WB programs of the Employment Standards Administration. Coordinates the activities of the Bureau with those of other DOL agencies and also of other government Department/Agencies engaged in related activities. Advises the Secretary of Labor and other officials of the Department on the social and economic problems of women workers. Prepares special reports on women's status and working conditions as requested by the Secretary or Congress.

10. Profile of Candidate (attached)

11. Certificate

In approving the filling of this (Consultant/Expert) position without regard to the laws and regulations governing appointments in the competitive civil service, and in approving the rate of pay set for this position without regard to the classification and pay laws, I have considered the requirements of law (5U.S.C. 3109), relevant Comptroller General decisions, the instructions of the U. S. Civil Service Commission, and the agreement between this Department and the Commission that spells out the conditions under which Consultants/Experts may be appointed without the prior approval of the Commission.

More specifically, I have satisfied myself that:

- a. the position is necessary;
- b. the position is a "Consultant/Expert position" as defined by the Commission in FPM Chapter 304;
- c. check blocks 1 or 2, as appropriate:

☒ 1. the work of this Consultant is:

- i. temporary in nature (i.e., will not exceed one year, requires irregular or occasional services),
- ii. requires a high level of expertness not available in the regular workforce;
- iii. is of a purely advisory nature; and
- iv. does not include the performance or supervision of operating functions.

☐ 2. the work of this Expert is:

- i. temporary in nature (i.e., will not exceed one year, requires irregular or occasional services),
- ii. requires a high level of expertness not available in the regular workforce,
- iii. requires the services of an authority in the field of _____.

- d. this authority is the most appropriate appointing authority for meeting the agency's needs;
- e. the proposed appointee's qualifications meet the Commission's definition of Expert and Consultant in FPM Chapter 304;
- f. the daily rate intended to be paid the proposed appointee is commensurate with the level of the work he is to perform and his qualifications for the work; and
- g. documentation of the action is in compliance with the U. S. Civil Service Commission's and the Department's rules and regulations.

John B. Mumford
Signature of Agency Head

3/9/77
Date

12. I hereby certify for the record that each of the items enumerated in Item 11 has been reviewed and I find that the proposed action is in order.

DOL Certifying Officer

Date

CANDIDATE PROFILE

DATE: 3/9/77

NAME: Herman, Alexis

CURRENT/LAST POSITION: (Title, Grade or Salary, Brief Description)

Director of Operations - 28,000 per yr. - Responsible for overall planning, administering, supervision, coordinating and implementing of a national program in thirty (30) cities across the country, designed to assist minorities and women for apprenticeship opportunities as well as securing white collar employment in private industry. Specific duties include: (1) Serves as chairperson to advisory board in an effort to develop strategy and receive consultation on program direction; (2) Develops contact and communications network among key people in unions and industries on a

Indicate date employee was identified as a Departmental "Executive Candidate."
If not identified, indicate reason why employee should be considered above
Departmental Executive Candidates.

EDUCATION AND DEVELOPMENT: (Institution, Degree, Year, Professional and Managerial Development for last 5 years)

Edgewood College, Madison, Wisconsin 1965-1967
 Xavier University 1967-1969 BS - 1969
 University of Alabama 1970-1972

WORK EXPERIENCE: (Include last 10 years and any previous DOL experience.)

<u>Dates</u>	<u>Position-Title and Salary or Grade</u>	<u>Employer</u>
1/77 to Present	Dir. of Operations - Recruitment & Training Program, N.Y., N.Y.	N.Y.
11/74 to 1/77	Dir. of Women Programs - Recruitment & Training Program, N.Y., N.Y.	N.Y.
1/72 to 11/74	Dir. Black Women Project - Southern Regional Council, Atlanta, Ga.	Ga.
3/73 to 1974	Consultant/Supervisor - Recruitment & Training Program, N.Y., N.Y.	N.Y.
9/69 to 2/72	Social Worker - Catholic Social Service, Mobile, Alabama	Alabama
7/71 to 12/72	Outreach Worker - Recruitment & Training Program, Pascagoula, Miss.	Miss.
6/69 to 8/69	Community Worker - Interfaith, Inc., Mobile, Alabama	Alabama
6/67 to 8/67	Ass't. Social Worker - Headstart, Chicago, Illinois	Illinois
6/65 to 8/65&66	Teacher-Aide - Headstart, Mobile, Alabama	Alabama
6/64 to 8/64	Camp Counselor - Caritas, New Orleans, Louisiana	Louisiana

PROFESSIONAL ACTIVITIES, HONORS, AND SPECIAL QUALIFICATIONS:

Speaking Engagements - Atlanta Univ., U. of Ga., Fisk Univ. & Harvard Univ.
 Guest lecturer and consultant on employment opportunities for women.

Publications - YWCA, Nat. Mag., "Employment Problems of Minority Women", N.Y., 1972
 Manpower Mag., DOL "Minority Women, Professional Work", July 1975
 Woman Power Mag., DOL, "Women in Manpower", Nov., 1975

NOTE: If more space is needed, please provide additional information.

CONTINUATION OF CANDIDATE PROFILE SHEET

6. PROFESSIONAL ACTIVITIES, HONORS, AND SPECIAL QUALIFICATIONS: (con't)

Publications - St. Anthony Messenger, Nat'l Cath. Family Mag., " Catholic
(con't) in America", Jan. 1976
Outstanding Personalities of the South, "Biography", 1976
The American Catholic Who's Who, "Biography", 1976-77

Honors -.Alabama Delegate to White House Conference on Youth, 1971
 .Recipient of Outstanding Young Person in Atlanta Award, 1974
 .Named Outstanding Professional in Human Service by the American
 Academy of Human Services, 1974
 .Delegate to Middle East (Egypt and Israel) for United States
 Youth Council, November 1975
 ."Atlanta's First Woman Award" by The Negro Business and Professional
 Women's Clubs, 1976 Bicentennial Awards Banquet
 ."Outstanding Young Woman of America", 1976

U. S. DEPARTMENT OF LABOR Office of Assistant Secretary for Administration Central Personnel Services Branch of Investigations and Security Washington, D. C. 20210		REQUEST FOR NAME CHECK		DATE 3/8/77																																				
3. NAME OF PERSON (IN FULL)		LAST	FIRST	MIDDLE																																				
		Herman	Alexis																																					
4. OTHER NAMES OR NICKNAMES USED																																								
5. SEX F	6. DATE OF BIRTH July 16, 1947		7. PLACE OF BIRTH (CITY AND STATE) Mobile, Alabama																																					
8. REASON FOR REQUEST EXCEPTED APPOINTMENT NTE 60 DAYS WITH THE WOMEN'S BUREAU																																								
9. LIST OF ORGANIZATIONS, ASSOCIATIONS, SOCIETIES OR CLUBS WITH WHICH AFFILIATED																																								
<table border="1"><thead><tr><th>NAME</th><th>CITY</th><th>STATE</th></tr></thead><tbody><tr><td>Board of Directors, U.S. Youth Council World Peace</td><td></td><td></td></tr><tr><td>YWCA - Board of Directors</td><td></td><td></td></tr><tr><td>World Peace Commission, U.S. Catholic Conference on Social Justice</td><td></td><td></td></tr><tr><td>Bd. of Dir. for the Young Women's Christian Assoc.</td><td></td><td></td></tr><tr><td>U.S. Youth Council</td><td></td><td></td></tr></tbody></table>					NAME	CITY	STATE	Board of Directors, U.S. Youth Council World Peace			YWCA - Board of Directors			World Peace Commission, U.S. Catholic Conference on Social Justice			Bd. of Dir. for the Young Women's Christian Assoc.			U.S. Youth Council																				
NAME	CITY	STATE																																						
Board of Directors, U.S. Youth Council World Peace																																								
YWCA - Board of Directors																																								
World Peace Commission, U.S. Catholic Conference on Social Justice																																								
Bd. of Dir. for the Young Women's Christian Assoc.																																								
U.S. Youth Council																																								
10. PLACES OF RESIDENCE																																								
<table border="1"><thead><tr><th>DATES</th><th>STREET</th><th>CITY</th><th>STATE</th></tr></thead><tbody><tr><td>12/77 to Present</td><td>2900 Camp Creek Pkwy.</td><td>College Park</td><td>Georgia</td></tr><tr><td>1965 to 1972</td><td>1861 Allison Street</td><td>Mobile</td><td>Alabama</td></tr><tr><td>Birth to 1965</td><td>454 Bayou Street</td><td>Mobile</td><td>Alabama</td></tr></tbody></table>					DATES	STREET	CITY	STATE	12/77 to Present	2900 Camp Creek Pkwy.	College Park	Georgia	1965 to 1972	1861 Allison Street	Mobile	Alabama	Birth to 1965	454 Bayou Street	Mobile	Alabama																				
DATES	STREET	CITY	STATE																																					
12/77 to Present	2900 Camp Creek Pkwy.	College Park	Georgia																																					
1965 to 1972	1861 Allison Street	Mobile	Alabama																																					
Birth to 1965	454 Bayou Street	Mobile	Alabama																																					
11. EMPLOYMENTS																																								
<table border="1"><thead><tr><th>DATES</th><th>EMPLOYER</th><th>CITY</th><th>STATE</th></tr></thead><tbody><tr><td>1/77 to Present</td><td>Dir. of Corp.</td><td></td><td></td></tr><tr><td>1/77 to Present</td><td>Recruitment & Training Program</td><td>New York</td><td>N.Y.</td></tr><tr><td>11/74 to 1/77</td><td>Recruitment & Training Program</td><td>New York</td><td>N.Y.</td></tr><tr><td>1/72 to 11/74</td><td>Southern Regional Council</td><td>Atlanta</td><td>Ga.</td></tr><tr><td>3/73 to 1974</td><td>Recruitment & Training Program</td><td>New York</td><td>N.Y.</td></tr><tr><td>9/69 to 2/72</td><td>Catholic Social Service</td><td>Mobile</td><td>Alabama</td></tr><tr><td>7/71 to 12/72</td><td>Recruitment & Training Program</td><td>New York</td><td>N.Y.</td></tr><tr><td>6/69 to 8/69</td><td>Interfaith, Inc.</td><td>Mobile</td><td>Alabama</td></tr></tbody></table>					DATES	EMPLOYER	CITY	STATE	1/77 to Present	Dir. of Corp.			1/77 to Present	Recruitment & Training Program	New York	N.Y.	11/74 to 1/77	Recruitment & Training Program	New York	N.Y.	1/72 to 11/74	Southern Regional Council	Atlanta	Ga.	3/73 to 1974	Recruitment & Training Program	New York	N.Y.	9/69 to 2/72	Catholic Social Service	Mobile	Alabama	7/71 to 12/72	Recruitment & Training Program	New York	N.Y.	6/69 to 8/69	Interfaith, Inc.	Mobile	Alabama
DATES	EMPLOYER	CITY	STATE																																					
1/77 to Present	Dir. of Corp.																																							
1/77 to Present	Recruitment & Training Program	New York	N.Y.																																					
11/74 to 1/77	Recruitment & Training Program	New York	N.Y.																																					
1/72 to 11/74	Southern Regional Council	Atlanta	Ga.																																					
3/73 to 1974	Recruitment & Training Program	New York	N.Y.																																					
9/69 to 2/72	Catholic Social Service	Mobile	Alabama																																					
7/71 to 12/72	Recruitment & Training Program	New York	N.Y.																																					
6/69 to 8/69	Interfaith, Inc.	Mobile	Alabama																																					

THIS SPACE RESERVED FOR INVESTIGATIVE AGENCY.

THIS IS A REQUEST FOR A NAME CHECK ONLY AND IS NOT A REQUEST FOR AN INVESTIGATION

(FORMERLY PA FORM 68)

DL FORM 1-68
JANUARY 1968

United States Senate

COMMITTEE ON LABOR AND
HUMAN RESOURCES
WASHINGTON, D.C. 20510

Exh. B.1. #

1

June 23, 1981

Mr. Ernest Green
Green-Herman and Associates, Inc.
1120 Connecticut Avenue, N.W.
10th Floor
Washington, D.C. 20036

Dear Mr. Green:

The Committee on Labor and Human Resources is currently conducting an oversight inquiry into Labor Department contracts and grants let under the Comprehensive Employment Training Act since June 30, 1980. To assist us in this inquiry, I would appreciate your providing the committee a list of any and all contracts, subcontracts, grants or subgrants that your firm has received since its incorporation in January, 1981. Where subcontracts or subgrants are involved, please specify the prime contractor or prime grantee; also specify the date that contracts or subcontracts, grants or subgrants were received and list the dollar amount of each.

In addition, please provide the committee with an accounting of all funds received from prime or subcontractors under any and all other federal grant or contract programs, i.e., Social Security, Small Business Administration, Department of Education, et al. If your firm has set up any service projects utilizing Labor Department funds, directly or indirectly, please specify.

I hope to receive your response by the close of business Thursday, July 2. Any inquiry regarding this request should be directed to Mr. Dan Gill of the committee staff at 224-9285.

Your cooperation is greatly appreciated.

Sincerely,



Orrin G. Hatch
Chairman

OGH/dgc

FINLEY, AMBLE, WAGNER, HEINE, UND BERG & CASEY

1120 CONNECTICUT AVENUE, N.W.

WASHINGTON, D.C. 20036

(202) 857-4000

CABLE: DANKEY

TELEX 892418

TELECOPIER (202) 857-4410

WRITER'S DIRECT DIAL

(202) 857-4466

PARTNERS IN WASHINGTON, D.C. OFFICE FORMERLY MEMBERS OF
DANIELSBET, DICKET, TYDINGS, QUINT & GORDON

425 PARK AVENUE

NEW YORK, N.Y. 10022

(212) 371-5900

TELECOMPER (212) 371-3469

2029 CENTURY PARK EAST

LOS ANGELES, CALIFORNIA 90067

(213) 857-0111

TELECOPIER (213) 857-0898

401 BRICKELL AVENUE

MIAMI, FLORIDA 33131

(305) 388-8080

TELECOPIER (305) 371-3655

MATTHEW L. GOLDBEIN (N.Y.)

MILTON QUINN (D.C.)

RAYMOND R. DICKET (D.C.)

Special Counsel

FRANCES J. JILLMAN (N.Y.)

EDWIN A. TYDINGS, JR. (N.Y.)

CHAUNCEY J. QUINN (N.Y.)

GERALD W. TYDINGS (N.Y.)

VICTOR F. DICKET (N.Y.)

THOMAS J. DICKET (D.C.)

MARVIN WILSON (D.C.)

PETER DE J. ABEL (CAL)

July 2, 1981

RESIDENT IN THE DISTRICT OF COLUMBIA

BERNARD GORDON
JOSEPH D. TYDINGS
FRANK N. MARO
MITCHELL S. CUTLER
LOUIS H. DICKSON
ROBERT S. WASHINGTON, JR.
ARLANDO L. VALDEZ
WAYNE S. JOHNSON
EDWARD R. LEVIN
IAN S. PORTNOY

ROBERT F. CONDON
ROBERT A. KLEIN
LIONEL E. PASHOFF
STEPHEN A. BOOTH
R. KENNETH RUDON
AARON L. HANDLEMAN
MICHAEL E. ARIS
STANLEY A. LEVINE
RONALD S. SHAPIRO
JAMES M. CHRISTIAN
JEFFREY J. MILTON

RESIDENT IN NEW YORK

LEON FINLEY
STEVEN J. RUMBLE
ROBERT F. WAGNER
ANDREW R. HEINE
NEIL UNDERBERG
ROBERT J. CASEY
HERBERT F. ROTH
GARY L. BLUM
MORRIS A. WHITT
DONALD J. BETANLER
THEODORE J. GREENE
ALAN M. SELB
L. MARTIN GIBBS
JAMES A. CUDDINTY
JOHN A. CRAIG
B. HOWARD RAPPAPORT
RICHARD E. CARTER
MICHAEL A. SANDERSON

ROBERT E. PEDUZZI
ROBERT L. FALKER
JOHN P. WALE
RICHARD L. RUSSELL
JEFFREY A. FILLMAN
DONALD S. GUNDER
MITCHELL FENTON
RINALDO L. BIANCHI
CARL A. SCHWARTZ, JR.
ELLIOT S. NEWMAN
HOWARD J. TYTEL
FREDRIC E. WEINBERG
JOHN P. ZAMPINO
J. LAWRENCE BLADES
RONALD BREIDENBACH
WILLIAM F. O'BRIEN, JR.
EDWARD I. SCHWITT
MARK S. BERMAN

RESIDENT IN LOS ANGELES

MARSHALL HAWLEY
WILLIAM R. NORMAN
ROBERT E. THOMPSON
SHELDON H. LYTTON

MARR A. HARMONSON
JAMES P. BUTLER, JR.
GARY F. OVERSTREET
MARC REYCH
JEFFREY A. CHARLSTON

RESIDENT IN MIAMI

J. ARTHUR GOLDBERG
PHILIP BLOOM

GARRY N. BENET
FRED R. LICHTEN

The Honorable Orrin G. Hatch
Chairman
Senate Committee on Labor and
Human Resources
302 Senate Courts Building
United States Senate
Washington, D.C. 20510

Dear Senator Hatch:

As Counsel for Green-Herman and Associates, Inc. ("Green-Herman") we are authorized to respond to your letter request to Green-Herman asking that the Committee on Labor and Human Resources ("Committee") be provided with (1) "a list of any and all contracts, subcontracts, grants or subgrants that [the] firm has received since its incorporation in January, 1981" from the U.S. Department of Labor under the Comprehensive Employment Training Act; (2) "An accounting of all funds received from prime or subcontractors under any and all other federal grant or contract programs;" and (3) an enumeration of "any service projects utilizing Labor Department funds, directly or indirectly."

Green-Herman is most willing to be of whatever assistance it can to the Committee as it conducts an oversight inquiry into the Labor Department's letting of con-

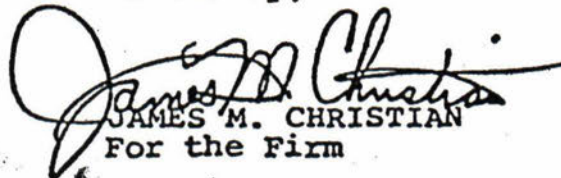
The Honorable Orrin G. Hatch
July 2, 1981
Page Two

tracts under the Comprehensive Employment Training Act. In keeping with this willingness, Green-Herman has conducted a thorough review of all its contractual undertakings since January, 1981 and can state unequivocally that:

(1) it has not received any contracts, subcontracts, grants or subgrants from the U.S. Department of Labor under the Comprehensive Employment Training Act; (2) it has not received any funds from prime or subcontractors under any other federal grant or contract program; and (3) it has not set up any service projects utilizing Labor Department funds, directly or indirectly.

We trust that the foregoing is responsive to your request. Green-Herman will gladly provide any additional appropriate information that the Committee might require. If you or your staff have any further questions regarding any aspect of this matter please contact me.

Sincerely,



JAMES M. CHRISTIAN
For the Firm

JMC/alg

GREEN-HERMAN & ASSOCIATES, INC.

1025 Connecticut Avenue, N.W.

Suite 303

Washington, D.C. 20039

Telephone: (202) 757-7206

April 3, 1981

Mel Harris
Mel Harris & Associates, Inc.
3226 Nevada Avenue North
Crystal, Minnesota 55427

Dear Mel:

This document serves as a formal letter of agreement between Mel Harris & Associates, Inc., and Green-Herman & Associates, Inc. Green-Herman & Associates will enter into a subcontracting arrangement with Mel Harris & Associates to assist with the transitioning of 700 LOPP Public Service Employment (PSE) participants and the administrative and close-out technical assistance for the Mobile County Consortium.

Specifically, Green-Herman & Associates, Inc., agrees to provide the following services in its subcontracting relationship:

In the transition phase Green-Herman & Associates, Inc., will:

- (1) Assist EOPP in implementing necessary procedures to accommodate smooth transitioning of participants;
- (2) Coordinate an advertising campaign directed to the general public and potential employers;
- (3) Assist EOPP in developing a feedback mechanism of participant information from the various sites and support staff;
- (4) Assist in convening a meeting of the PIC, ES, other employment and training programs such as WIN, Job Corps, Title III projects, business and labor groups to write the local re-employment plan;
- (5) Assist with documenting the termination of PSE participants.

In the administrative and close-out technical assistance phase Green-Herman & Associates, Inc., will:

- (1) Assist in the close-out of the administrative structure and staff;
- (2) Conduct an evaluation of the Mobile project;
- (3) Submit a written evaluation report.

Green-Herman & Associates, Inc., understands that the time framework for the prime and subcontracts is April 2, 1981-September 30, 1981. Green-Herman & Associates, Inc., will accomplish all of the listed tasks during this time period. Green-Herman & Associates, Inc., will require 2,380 hours of staff and consultant time at a total fixed personnel cost of \$63,070. The evaluation and report will be a fixed cost of \$11,930. Thus, the total fixed cost of Green-Herman & Associates, Inc., subcontract with Mel Harris & Associates, Inc., is \$75,000.

Green-Herman & Associates, Inc., will require one-third (\$25,000) of the \$75,000 subcontract in a single advance payment, due upon signing of this agreement. The remainder of the fixed cost contract (\$50,000) will be invoiced in accordance with the billing process of the prime contractor over the life of the contract.

Green-Herman & Associates, Inc., is pleased to enter into this subcontracting agreement with Mel Harris & Associates, Inc., effective this date.


ALEXIS HERMAN
Green-Herman & Associates, Inc.
April 6, 1981


MEL HARRIS
Mel Harris & Associates, Inc.
April 6, 1981

Office of Recorder of Deeds

CORPORATION DIVISION

WASHINGTON



This is to certify that the pages attached hereto constitute a full, true, and complete copy of CERTIFICATE AND APPLICATION OF CERTIFICATE OF AUTHORITY OF GREEN-BERMAN & ASSOCIATES, INC., AS RECEIVED AND FILED FEBRUARY 17, 1981, TOGETHER WITH EXHIBITS ATTACHED THERETO.

as the same appears of record in this office.

In Testimony Whereof,

I have hereunto set my hand and caused the seal of this office to be affixed, this

the 10th day of

June A. D. 1981.



MARGURITE C. STOKES

Recorder of Deeds, D.C.

By *Phyllis A. Pratt*

Assistant Superintendent of Corporations

Form X-1 J-50027

Corporation Division
Sixth and D Streets, N. W.
Washington, D. C. 20001

THIS IS TO CERTIFY that all applicable provisions of the District of Columbia Business Corporation Act have been complied with and ACCORDINGLY this Certificate of Authority

as of February 17, 1981

MARGURITE C. STOKES
Acting Recorder Of Deeds, D.C.

By John H. Dwy
Assistant Superintendent of Corrections

OFFICE OF RECORDER OF DEEDS, D.C.

Corporation Division
Sixth and D Streets, N.W.
Washington, D.C. 20001

EXECUTE IN DUPLICATE Return Receipt Certified Copy of Articles and All Amendments Filing Fee <u>1.00</u> POCKET STICKER - PAYABLE TO Indexing Fee <u>1.00</u> D. C. TREASURER Total <u>2.00</u>	APPLICATION FOR CERTIFICATE OF AUTHORITY Corporate Name <u>Green-Herman & Associates, Inc.</u>
---	--

To the Recorder of Deeds, D.C.

Pursuant to the provisions of the Code of Laws for the District of Columbia and the Business Corporation Act, the undersigned corporation hereby applies for a Certificate of Authority to transact business in the District of Columbia, and for that purpose submits the following statement:

1. Name of Corporation Green-Herman & Associates, Inc.	1. Address, including street and number, of its principal office in the state or country where organized 229 South State Street Dover, Delaware 19901
2. Name elected to use in the District Green-Herman & Associates, Inc. (Add "corporation", "company", "incorporated", "limited" or an abbreviation thereof, if same does not appear in corporate name. Otherwise, answer same as 1.)	2. Address, including street and number of its proposed registered office in the District 1120 Connecticut Avenue, N.W. 10th Floor Washington, D.C. 20036 Name of its registered agent for such address Representative Agency, Inc.
3a. Incorporated under the laws of the State of Delaware b. Date of incorporation January 20, 1981 c. Term of existence Perpetual	7. A brief statement of the business it proposes to transact in the District Consulting and marketing analysis service.
4. Date commenced or will commence transacting business in the District January 30, 1981	

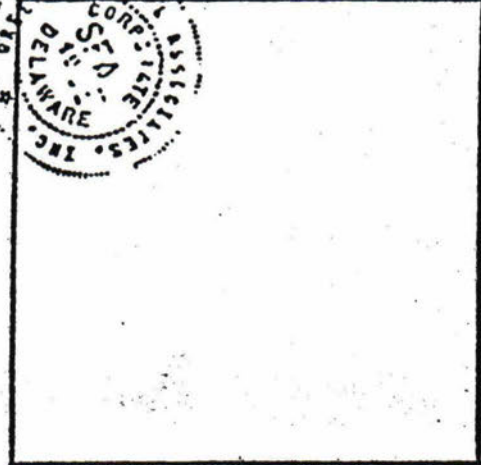
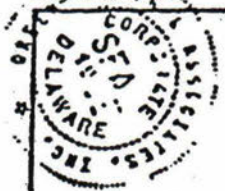
8. Names and respective addresses, including street and number, of its directors and officers.

NAME	OFFICE	ADDRESS
<u>Ernest Green</u>	<u>Director</u>	<u>21 'S' Street, NW, Washington, DC 200</u>
<u>Alexis Herman</u>	<u>Director</u>	<u>700 7th Street, SW #626 Washington, D.C. 20024</u>
<u>Ernest Green</u>	<u>President</u>	<u>See above</u>
<u>Alexis Herman</u>	<u>Vice Pres.</u>	<u>See above</u>
<u>Alexis Herman</u>	<u>Secretary</u>	<u>See above</u>
<u>Ernest Green</u>	<u>Treasurer</u>	<u>See above</u>

FILED FEB 17 1981

Dated 2/10/81

Corporate Seal



Green-Herman & Associates, Inc.

Ewert A. Green
Signature of President or Vice President

Attest:

Alexander
(Secretary or Assistant Secretary)

RECORDED OF DEEDS
D.C.

FEB 17 3 19 PM '81

RECEIVED

Filed

By

CERTIFICATE OF INCORPORATION

THIS IS TO CERTIFY THAT:

FIRST: The name of the corporation (hereinafter referred to as the "Corporation") is Green-Herman & Associates, Inc.

SECOND: Its registered office in the State of Delaware is to be located at 229 South State Street, City of Dover, County of Kent; and the name of the registered agent of the Corporation in the State of Delaware at such address is The Prentice-Hall Corporation System, Inc.

THIRD: The period of its duration is perpetual.

FOURTH: The nature of the business, and the objects and purposes proposed to be transacted, promoted and carried on, are to do any or all of the things herein mentioned, as fully and to the same extent as natural persons might or could do, and in any part of the world; viz:

The purpose of the Corporation is to engage in any lawful act or activity for which corporations may be organized under the General Corporation Law of Delaware, including but not limited to, the following:

(a) To own and operate a consulting and marketing analysis service which will design for those in the field of employment and training a productivity package which will provide broad-based marketing strategies, utilizing predictive tools such as economic forecasting and econometric models.

Law Offices
of
Dorothy D. Thomas
Jury E. Gorman
Sergeant at Law, N. H.
Dover, D. E. 19801

FILED	FEB 17 1981
BY	<i>[Signature]</i>

(b) To act as consultant and adviser with respect to the most beneficial configuration of public/private sector alliances to maximize the utilization of the services provided by those in the field of employment and training.

(c) To provide diagnostic services and implementation assistance with respect to labor resource maximization by designing and implementing work force training and retraining programs.

(d) To act as consultant and adviser with respect to labor relations, on-site and off-site relocation assistance, and operating methodology to improve the quality and efficiency of employee work life.

(e) To entire into partnership agreements in furtherance of the purposes of the Corporation and for the production of income and to promote its business, and to be a general partner in such partnerships;

(f) To purchase, acquire, hold, improve, sell, convey, exchange, assign, release, mortgage, encumber, lease, hire and deal in real, fixed and personal property, of every nature and description, wheresoever situated, and any and all rights therein, including, but without limitation, improved and unimproved land, stocks, bonds, commercial paper, mortgages and mortgage notes, deeds of trust and deed of trust notes, and other securities;

(g) To employ such persons as it deems necessary or proper to carry on the business of the Corporation;

(h) To engage in and carry on any other business which may conveniently be conducted in conjunction with any of the business of the Corporation;

(i) To acquire all or any part of the good will, rights, property and business of any person, firm, association or corporation heretofore or hereafter engaged in any business whether or not similar to any business which the Corporation has the power to conduct, and to hold, utilize, enjoy and in any manner dispose of the whole or any part of the rights, property and business so acquired, and to assume in connection therewith any liabilities of any such person, firm, association or corporation;

(j) To apply for, obtain, purchase or otherwise acquire, any patents, copyrights, licenses, trademarks, trade names, rights, processes, formulas, and the like, which may seem capable of being used for any of the purposes of the Corporation; and to use, exercise, develop, grant licenses in respect of, sell and otherwise turn to account, the same;

(k) To acquire by purchase, subscription or in any other manner, take, receive, hold, use, employ, sell, assign, transfer, exchange, pledge, mortgage, lease, dispose of and otherwise deal in and with, any shares of stock, shares, bonds, debentures, notes, mortgages or other obligations, and any certificates, receipts, warrants or other instruments evidencing rights or options to receive, purchase or subscribe for the same, or representing any other rights or, interest therein or in any property or assets, issued or created by any persons, firms, associations, corporations,

syndicates, or by any governments or subdivisions thereof; and to possess and exercise in respect thereof any and all rights, powers and privileges of individual holders;

(l) To aid in any manner any person, firm, association, corporation, or syndicate, of which any shares, bonds, debentures, notes, mortgages or other obligations, or any certificates, receipts, warrants, or other instruments evidencing rights or options to receive, purchase or subscribe for the same, or representing any other rights or interests therein, are held by or for this Corporation, or in the welfare of which this Corporation shall have any interest, and to do any acts or things designed to protect, preserve, improve and enhance the value of any such property or interest, or any other property of this Corporation;

(m) To guarantee the payment of dividends upon any shares of stock or shares in, or the performance of any contract by, any other corporation or association in which this Corporation has an interest, and to endorse or otherwise guarantee the payment of the principal and interest, or either, of any bonds, debentures, notes or other evidences of indebtedness created or issued by any such other corporation or association;

(n) To carry out all or any part of the foregoing objects as principal, factor, agent, contractor, general partner, limited partner or otherwise, either along or through or in conjunction with any person, firm, association or corporation, and in carrying on its business and for the purposes of attaining or furthering any of its objects and purposes, to make and perform any

contracts and to do any acts and things, and to exercise any powers suitable, convenient or proper for the accomplishment of any of the objects and purposes herein enumerated or incidental to the powers herein specified, or which at any time may appear conducive to or expedient for the accomplishment of any of such objects and purposes;

(o) To carry out all or any part of the aforesaid objects and purposes, and to conduct its business in all or any of its branches, in any or all states, territories, districts and possessions of the United States of America and in foreign countries; and to maintain offices and agencies in any or all states, territories, districts and possessions of the United States of America and in foreign countries;

(p) To conduct any other business which may lawfully be conducted under the General Corporation Laws of the State of Delaware.

The foregoing enumeration of the purposes, objects and business of the Corporation is made in furtherance, and not in limitation, of the powers conferred upon the Corporation by law, and is not intended, by the mention of any particular purpose, object or business, in any manner to limit or restrict the generality of any other purpose, object or business mentioned, or to limit or restrict any of the powers of the Corporation. The Corporation is formed upon the articles, conditions, and provisions herein expressed and subject in all particulars to the limitations relative to corporations which are contained in the General Laws of the State of Delaware.

FIFTH: The amount of the total authorized capital stock of this Corporation is two thousand shares of Common Stock without par value. Such Common Stock being all of one class and bearing one vote per share which vote shall be noncumulative.

In addition, such Common Stock shall have such voting rights, limitations, preferences, qualifications, as shall be stated and expressed in the resolution of the Board of Directors providing for the issuance of the Common Stock. The Board of Directors is hereby expressly vested with the authority to adopt such resolutions.

SIXTH: The names and mailing addresses of each incorporator is as follows:

<u>Name</u>	<u>Mailing Address</u>
James M. Christian	1120 Connecticut Avenue, N.W. Washington, D.C. 20036
Cory M. Amron	1120 Connecticut Avenue, N.W. Washington, D.C. 20036

SEVENTH: The powers of the incorporator[s] shall terminate upon the filing of this Certificate of Incorporation, and the names and mailing addresses of persons to serve as directors until the first annual meeting of stockholders or until their successors are elected and qualify are:

<u>Name</u>	<u>Mailing Address</u>
Ernest Green	21 S Street, N.W. Washington, D.C. 20001
Alexis Herman	700 7th Street, S.W. Apartment #626 Washington, D.C. 20024

EIGHTH: It is the intention that the objects, purposes and powers specified in the Fourth paragraph hereof shall, except where otherwise specified in said paragraph, be nowise limited or restricted by reference to or inference from the terms of any other clause or paragraph in this certificate of incorporation, but that the objects, purposes and powers specified in the Fourth paragraph and in each of the clauses or paragraphs of this charter shall be regarded as independent objects, purposes and powers.

We, the undersigned, for the purpose of forming a corporation under the laws of the State of Delaware, do make, file and record this Certificate, and do certify that the facts herein stated are true; and we have accordingly hereunto set our respective hands and seals.

Dated at January 19, 1981

Larry M. Ammon [SEAL]
James M. Chustar [SEAL]

DISTRICT OF COLUMBIA, SS:

Be it remembered, That on this 17th day of Jan 1981.
James M. Christian, and Cory M. Amron personally appeared before
me Sheila M. Faller a notary public, parties to the
foregoing Certificate of Incorporation, known to me personally
to be such, and I having first made known to them and each of
them the contents of said Certificate, they did each severally
acknowledge that they signed, sealed and delivered the same as
their voluntary act and deed, and each deposed that the facts
therein stated were truly set forth.

Given under my hand and seal of office the day and year
aforesaid.



Sheila M. Faller
Notary Public

My Commission Expires June 30, 1985

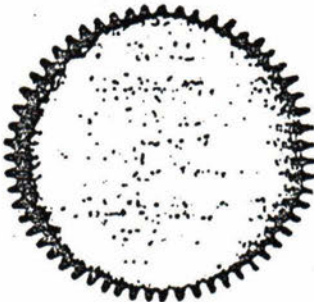


State
of
DELAWARE

Office of SECRETARY OF STATE

I, Glenn C. Kenton Secretary of State of the State of Delaware,
do hereby certify that the above and foregoing is a true and correct copy of
Certificate of Incorporation of the "Green-Barman & Associates, Inc.", as received
and filed in this office the twentieth day of January, A.D. 1981, at 9 o'clock A.M.

In Testimony Whereof, I have hereunto set my hand
and official seal at Dover this twentieth day
of January in the year of our Lord
one thousand nine hundred and eighty-one.



FORM 120

Glenn C. Kenton

Glenn C. Kenton, Secretary of State

O. Evans Denney

O. Evans Denney, Assistant Secretary of State

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. form	[Personally Identifiable Information] [partial] (10 pages)	00/00/1977	b(6)

COLLECTION:

Clinton Presidential Records
Staff Secretary
Todd Stern
OA/Box Number: 9310

FOLDER TITLE:

Inspector General Documents [Folder 1] [3]

2019-0774-S
rs3390

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]

NOTIFICATION OF PERSONNEL ACTION

EMPLOYEE - Keep this document for your records. It is your copy of the official record of a personnel action affecting your employment. Promptly report any errors to the attention of your supervisor or your personnel office. See information on reverse.

1 NAME (CAPS) LAST-FIRST-MIDDLE GREEN, ERNEST G		MR. MISS-MRS. MR.	2 AGENCY USE 02-07-81	3 BIRTH DATE 09-22-41	4 SOCIAL SECURITY NO. (b)(6)
5 VETERAN PREFERENCE 1		6 TENURE GROUP 1		7 SERVICE COMP. DATE 01-31-77	
9 FEGLI 1-REG. ONLY 2-INELIG 3-WVD 4-REG & OPT 3		10 RETIREMENT 1		11 (For CSC use)	
12 NATURE OF ACTION RESIGNATION		13 EFFECTIVE DATE 01-20-81		14 CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
15 FROM: POSITION TITLE AND NUMBER ASSISTANT SECRETARY FOR MANPOWER		16 PAY PLAN AND OCCUPATION CODE EX		17 GRADE OR LEVEL AND RATE LM	18 SALARY PA \$52.75
19 NAME AND LOCATION OF EMPLOYING OFFICE EMPLOYMENT AND TRAINING ADMINISTRATION OFFICE OF THE ASSISTANT SECRETARY FOR EMPLOYMENT & TRAINING WASHINGTON, D C					
20 TO: POSITION TITLE AND NUMBER		21 PAY PLAN AND OCCUPATION CODE		22 GRADE OR LEVEL AND RATE	23 SALARY
24 NAME AND LOCATION OF EMPLOYING OFFICE		25 DUTY STATION (City - County - State) WASHINGTON DISTRICT OF COLUMBIA		26 LOCATION CODE 11-0010-0	
27 APPROPRIATION N		28 POSITION OCCUPIED 1 - COMPETITIVE SERVICE 2 - EXCEPTED SERVICE		29 APPOINTMENT POSITION 1 - PROVED 2 - WAIVED	
30 REMARKS: A. SUBJECT TO COMPLETION OF 1 YEAR PROBATION (OR TRIAL) PERIOD COMMENCING B. SERVICE COUNTING TOWARD CAREER (DETERMINED) TENURE FROM: SEPARATIONS: SHOW REASONS BELOW AS REQUIRED. CHECK IF APPLICABLE: ☐ C. DURING PROBATION					

FLSA EXEMPT

FORWARDING ADDRESS 21 S ST, NW, WASH, DC 20001

REASON FOR RESIGNATION RESIGNATION DUE TO CHANGE IN ADMINISTRATION.

31 DATE OF APPOINTMENT AFFIDAVIT (Accessions only)		34 SIGNATURE (Or other Authentication) AND TITLE CECILIA J BANKINS PERSONNEL OFFICER	
32 OFFICE MAINTAINING PERSONNEL FOLDER EMPLOY & TRAINING ADMIN, WASH DC		35 DATE 01-20-81	
33 CODE EMPLOYING DEPARTMENT OR AGENCY DL-ET		36 NUMBER OF COPIES 3146	
DEPARTMENT OF LABOR		PERSONNEL FOLDER	

IMPORTANT: This form is used only to establish creditability of service, which is otherwise not verified in the Official Personnel Folder, for leave and reduction in force purposes. The employee will complete Part I and the Personnel Office Parts II and III. When this form is used as a cumulative record or the employee's affidavit is used in the absence of a verified record, it must be filed on the right side of the Official Personnel Folder.

PART I.—EMPLOYEE'S STATEMENT.

1. NAME (Last, first, initial)

Green Ernest G.

☒ Mr.

☐ Mrs.

☐ Miss

2. BIRTH DATE (Mo., day,)

9 22 41

3. LIST THE FOLLOWING INFORMATION ABOUT ANY CLAIMED FEDERAL OR DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD WHICH HAS NOT YET BEEN VERIFIED. (Do not include military service.) IF ANY OF THIS SERVICE WAS PART-TIME, WAE, OR INTERMITTENT, NOTE THIS UNDER "TYPE OF APPOINTMENT."

NAME AND LOCATION OF AGENCY	FROM			TO			TYPE OF APPOINTMENT (If known)
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	
None							

4. LIST PERIODS OF ANY CLAIMED ACTIVE SERVICE YOU HAVE HAD IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES INCLUDING ACTIVE DUTY AS A RESERVIST, WHICH HAS NOT YET BEEN VERIFIED. (Also list Merchant Marine service, if it interrupted service shown in Item 3.)

BRANCH	FROM			TO			DISCHARGE (Hon. or Dishon.)
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	
None							

5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE WITHOUT PAY DURING ANY ONE CALENDAR YEAR? (If YES, list following information.)

☐ YES

☐ NO

TYPE IF KNOWN (L.W.O.P., Furl., Susp., A.W.O.L.)	FROM			TO			TOTAL		
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	YEARS	MONTHS	DAYS

6. DO YOU CLAIM ANY TYPE OF VETERAN PREFERENCE WHICH HAS NOT BEEN VERIFIED? ☐ Yes ☐ No If "Yes," check one of the following statements if it applies to you:

☐ I CLAIM PREFERENCE AS THE WIFE OF A DISABLED VETERAN.

☐ I CLAIM PREFERENCE AS THE MOTHER OF A DECEASED OR DISABLED VETERAN.

☐ I CLAIM PREFERENCE AS THE UNREMARKED WIDOW OF A VETERAN.

7. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS.

I swear (or affirm) that the above statements are true to the best of my knowledge and belief.

Date:

Ernest G. Green
(Signature)

Subscribed and sworn to (or affirmed) before me on this _____ day of _____ 19____ at _____

(Month)

(City)

(State)

SEAL

NOTE: If oath is taken before a Notary Public, the date of expiration of his Commission must be shown.

APPOINTMENT AFFIDAVITS

Consultant Jan 21, 1977
(Position to which appointed) (Date of appointment)

Labor E-TA Washington
(Department or agency) (Bureau or division) (Place of employment)

I, Ernest E. Green, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

B. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof.

C. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing this appointment.

Ernest E. Green
(Signature of appointee)

Subscribed and sworn (or affirmed) before me this 31st day of Jan A.D. 1977,
at Washington D.C.
(City) (State)

[SEAL]

Frederick B. Clark
(Signature of officer)
Assistant Secretary
(Title)

Commission expires _____
(If by a Notary Public, the date of expiration
of his Commission should be shown)

NOTE.—The oath of office must be administered by a person specified in 5 U.S.C. 2903. The words "So help me God" in the oath and the word "swear" wherever it appears above should be stricken out when the appointee elects to affirm rather than swear to the affidavits; only these words may be stricken and only when the appointee elects to affirm the affidavits.

Expert and Consultant Action

U.S. DEPARTMENT OF LABOR

1. Name of Candidate Ernest G. GREEN	2. Title and Salary Consultant, \$152 per day
3. Kind of Action Requested (<i>Appointment, Extension</i>) Appointment Proposed Effective Date 1/31/77	5. (a) Estimated No. of Days to be Worked 60 days (b) No. of days worked under present appointment NA
4. Full-time or intermittent Full-time	7. POSITION: (a) Action by agency: This is an excepted expert, consultant position for which the advisory grade evaluation is <u>GS-18</u>  Initials <u>1/31/77</u> Date (b) OASA action: Concur Disapprove. _____ Initials _____ Date
6. Organizational Location: Office of the Secretary Duty Station: Washington, D. C.	
8. Justification for this Expert/Consultant Action and qualifications of candidate as related to need for appointment: Mr. Green has served for several years on the Apprenticeship Advisory Committee and has worked with labor-management groups in New York assisting in the establishment of apprenticeship and other meaningful training programs.	
9. Work Statement Will advise the Secretary and other ranking program officials on the formulation and revision of employment and training programming.	
10. Profile of Candidate (attached)	

11. Certificate

In approving the filling of this (Consultant/Expert) position without regard to the laws and regulations governing appointments in the competitive civil service, and in approving the rate of pay set for this position without regard to the classification and pay laws, I have considered the requirements of law (5U.S.C. 3109), relevant Comptroller General decisions, the instructions of the U. S. Civil Service Commission, and the agreement between this Department and the Commission that spells out the conditions under which Consultants/Experts may be appointed without the prior approval of the Commission.

More specifically, I have satisfied myself that:

- a. the position is necessary;
- b. the position is a "Consultant/Expert position" as defined by the Commission in FPM Chapter 304;
- c. check blocks 1 or 2, as appropriate:



1. the work of this Consultant is:

- i. temporary in nature (i.e., will not exceed one year, requires irregular or occasional services),
- ii. requires a high level of expertness not available in the regular workforce;
- iii. is of a purely advisory nature; and
- iv. does not include the performance or supervision of operating functions.



2. the work of this Expert is:

- i. temporary in nature (i.e., will not exceed one year, requires irregular or occasional services),
- ii. requires a high level of expertness not available in the regular workforce,
- iii. requires the services of an authority in the field of _____.

- d. this authority is the most appropriate appointing authority for meeting the agency's needs;
- e. the proposed appointee's qualifications meet the Commission's definition of Expert and Consultant in FPM Chapter 304;
- f. the daily rate intended to be paid the proposed appointee is commensurate with the level of the work he is to perform and his qualifications for the work; and
- g. documentation of the action is in compliance with the U. S. Civil Service Commission's and the Department's rules and regulations.

Fred C. Clark
Signature of Agency Head

Date

12. I hereby certify for the record that each of the items enumerated in Item 11 has been reviewed and I find that the proposed action is in order.

DOL Certifying Officer

Date

K. Korman

U. S. DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

FEB 1 1977

MEMORANDUM FOR: THE RECORD

FROM: Secretary of Labor *Ray Marshall*

SUBJECT: Interim Waiver of Investigation

Mr. Ernest H. Green has been selected to serve as a Consultant to the Secretary. Since major programming decisions are currently under consideration, it is urgent that Mr. Green be available immediately to advise the Secretary regarding employment and training initiatives.

This approves an interim waiver of investigation so Mr. Green may assume the advisory assignment in the Office of the Secretary pending completion of the normal investigative process. It is in the national interest that Mr. Green have access to classified information. An interim Top Secret clearance is granted until the investigation is completed.

Senate of the United States

IN EXECUTIVE SESSION

March 10, 1977

Resolved, That the Senate advise and consent to the following nomination:

Ernest Gideon Green, of New York, to be an Assistant Secretary of Labor.

Attest:

F. R. Vales

Secretary



News

United States
Department
of Labor



Office of Information

Washington, D.C. 20210

USDL--77-138

CONTACT: Don Smyth
OFFICE: (202) 523-7316
AFTER HOURS: (301) 933-8112

FOR RELEASE: Immediate
Thursday, Feb. 24, 1977

ERNEST G. GREEN TO BE NOMINATED ASSISTANT SECRETARY OF LABOR FOR EMPLOYMENT AND TRAINING

President Carter announced today that he intends to nominate Ernest G. Green to be assistant secretary of labor for employment and training.

As chief officer of the Department of Labor's Employment and Training Administration, Green will be in charge of programs involving job training and placement, public service employment, unemployment insurance, apprenticeship and work incentives.

The nomination requires Senate confirmation.

Green, 35, has been executive director of the Recruitment and Training Program (R-T-P, Inc.) and a predecessor organization since 1967.

R-T-P, Inc., a contractor under the Department of Labor's Apprenticeship Outreach Program, has played a key role in placement of minority group members and women in apprenticeable occupations.

The organization has helped place more than 19,600 minority group members and women in apprenticeship and has also placed 1,000 minority group women in professional, technical and managerial positions.

Green, a member of the "Little Rock Nine," was the first black to be graduated from Central High School in his native Little Rock, Ark., in 1958, a year after the historic integration incident.

(MORE)

While at Michigan State University, from which he received Bachelor of Arts (1962) and Master of Arts (1964) degrees, Green took part in a North-South school study and did research on the effect on black students of school closings in Prince Edward's County, Virginia.

Green joined the Joint Apprenticeship Program of the Workers Defense League/A. Philip Randolph Institute, the name by which R-T-P, Inc., was formerly known, as a field representative in 1964.

Under his leadership, R-T-P, Inc., grew from a small office in the Bedford-Stuyvesant section of Brooklyn to its present 49 offices in 18 states.

Green has written widely on youth employment, apprenticeship and affirmative action and has lectured at a number of leading universities.

His affiliations include: NAACP, American Civil Liberties Union, New York Urban League, Board of Directors, Hudson Guild; National Council of Employment Policy, Federal Committee on Apprenticeship, Board of Directors, National Rural Center; Steering Committee, National Urban Coalition; Board of Directors, Manpower Demonstration Research Corporation, and Industrial Relations Research Association. He has been chairman of the United Neighborhood Houses Manpower Committee and president of the U.S. Youth Council.

Green has received the J. D. Rockefeller Outstanding Public Service Award, the A. Philip Randolph Award of the Negro Trade Union Leadership Council, and the Freedom in America Award of the Workers Defense League.

He has also received awards or citations from the U.S. Department of Labor's Bureau of Apprenticeship and Training, the American Federation of Teachers, the Elks, Ebony Magazine and the New York Post.

NOTIFICATION OF PERSONNEL ACTION

EMPLOYEE - Keep this document for your records. It is your copy of the official record of a personnel action affecting your employment. Promptly call any errors to the attention of your supervisor or your personnel office. See information on reverse.

1. NAME (CAPS) LAST - FIRST - MIDDLE GREEN, ERNEST G		MR.-MISS-MRS. MR.	2. AGENCY USE 07-16-77	3. BIRTH DATE 09-22-41	4. SOCIAL SECURITY NO. (b)(6)
5. VETERAN PREFERENCE 1 1 - NO 4 - 10 PT. COMP. 2 - 5 PT 3 - 10 PT. DISABILITY 5 - 10 PT. OTHER		6. TENURE GROUP 1	7. SERVICE COMP. DATE 01-31-77		
9. FEGLI 1-REG. ONLY 2-INELIG 3-WVD 4-REG & OPT. 1		10. RETIREMENT 1 - CS 2 - FICA 1		11. (For CSC use) 29USC553	
12. NATURE OF ACTION CORRECTION CONV TO PRESIDENTIAL APPT		13. EFFECTIVE DATE 03-13-77		14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
15. FROM: POSITION TITLE AND NUMBER	ASSISTANT SECRETARY FOR MANPO WER N		16. PAY PLAN AND OCCUPATION CODE EX	17. GRADE OR LEVEL AND RATE L4 00	18. SALARY PA \$50,000.00
19. NAME AND LOCATION OF EMPLOYING OFFICE	EMPLOYMENT AND TRAINING ADMINISTRATION OFFICE OF THE ASSISTANT SECRETARY FOR MANPOWER D C WASHINGTON,				
20. TO: POSITION TITLE AND NUMBER	ASSISTANT SECRETARY FOR MANPO WER N		21. PAY PLAN AND OCCUPATION CODE EX	22. GRADE OR LEVEL AND RATE L4 00	23. SALARY PA \$50,000.00
24. NAME AND LOCATION OF EMPLOYING OFFICE	EMPLOYMENT AND TRAINING ADMINISTRATION OFFICE OF THE ASSISTANT SECRETARY FOR MANPOWER D C WASHINGTON, A010000000				
25. DUTY STATION (City - County - State) WASHINGTON DISTRICT OF COLUMBIA				26. LOCATION CODE 11-0010-001	
27. APPROPRIATION 7172-1-7-A-110-15710-1101-000		28. POSITION OCCUPIED 2 1 - COMPETITIVE SERVICE 2 - EXCEPTED SERVICE		29. APPORTIONED POSITION FROM: ☐ TO: ☐ STATE	
30. REMARKS: A. SUBJECT TO COMPLETION OF 1 YEAR PROBATION (OR TRIAL) PERIOD COMMENCING B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM: SEPARATIONS: SHOW REASONS BELOW AS REQUIRED. CHECK IF APPLICABLE: ☐ C DURING PROBATION					
FLSA EXEMPT CORRECTS TO CHANGE FEGLI FROM 2 ON PREVIOUS SF-50 ADMINISTRATIVE ERROR					
31. DATE OF APPOINTMENT AFFIDAVIT (Accessions only)			34. SIGNATURE (Or other Authentication) AND TITLE DOUGLAS G. COCHENNOUR PERSONNEL OFFICER		
32. OFFICE MAINTAINING PERSONNEL FOLDER EMPLOY & TRAINING ADMIN, WASH DC			35. DATE 07-06-77		
33. CODE EMPLOYING DEPARTMENT OR AGENCY DL DEPARTMENT OF LABOR PERSONNEL FOLDER			36. SUBMITTING OFFICE NO. 3146		

NOTIFICATION OF PERSONNEL ACTION

EMPLOYEE - Keep this document for your records. It is your copy of the official record of a personnel action affecting your employment. Promptly call any errors to the attention of your supervisor or your personnel office. See information on reverse.

1. NAME (LAST-FIRST-MIDDLE) GREEN, ERNEST G		MR./MISS/MRS. MR.		2. AGENCY USE 12-06-79		3. BIRTH DATE 09-22-41		4. SOCIAL SECURITY NO. (b)(6)	
5. VETERAN'S PREFERENCE 1		1-NO 4-10 PT. COMP 2-5 PT		3-10 PT. DISABILITY 5-10 PT. OTHER 1		6. FEDERAL EMPLOYER 1		7. SERVICE CODE 01-31-77	
12. NATURE OF ACTION PAY ADJUSTMENT		CODE 894		10. REASON 1		1-PS 2-FICA 3-PS		4-NONE 5-OTHER 12-01-79	
13. FROM POSITION TITLE AND NUMBER ASSISTANT SECRETARY FOR MANPOWER		16. PAY PLAN AND OCCUPATION CODE EX		17. GRADE OR LEVEL AND RATE L4 00		18. SALARY PA \$50,000.00			
19. NAME AND LOCATION OF EMPLOYING OFFICE EMPLOYMENT AND TRAINING ADMINISTRATION OFFICE OF THE ASSISTANT SECRETARY FOR MANPOWER D C		21. PAY PLAN AND OCCUPATION CODE EX		22. GRADE OR LEVEL AND RATE L4		23. SALARY PA \$52,800.00			
24. NAME AND LOCATION OF EMPLOYING OFFICE EMPLOYMENT AND TRAINING ADMINISTRATION OFFICE OF THE ASSISTANT SECRETARY FOR MANPOWER D C		25. DUTY STATION (City - County - State) WASHINGTON DISTRICT OF COLUMBIA		26. LOCATION CODE 11-0010-001					
27. APPROPRIATION N		28. POSITION OCCUPIED 2		29. APPROPRIATION POSITION 1-PROVED 2-WAIVED		30. REMARKS: FLSA EXEMPT			

31. DATE OF APPOINTMENT AFFIDAVIT (Accession only)		34. SIGNATURE (For title Authentication) AND TITLE CECILIA J HANKINS PERSONNEL OFFICER	
32. OFFICE MAINTAINING PERSONNEL FOLDER # EMPLOY & TRAINING ADMIN. WASH DC		35. DATE 10-09-79	
33. FOR EMPLOYING OR PAYROLLING OFFICE DL		36. SUBMITTED, OFFICE USE 3146	

DEPARTMENT OF LABOR

PERSONNEL FOLDER

NOTIFICATION OF PERSONNEL ACTION

EMPLOYEE - Keep this document for your records. It is your copy of the official record of a personnel action affecting your employment. Promptly report any errors to the attention of your supervisor or your personnel office. See information on reverse.

1 NAME (CAPI) LAST-FIRST-MIDDLE GREEN, ERNEST G			MR., MISS, MRS. MR.		2 AGENCY USE 12-01-79		3 BIRTH DATE 09-22-41		4 SOCIAL SECURITY NO. (b)(6)		
5 SELECT EMPLOYEE STATUS 1 - NEW 4 - 10 PT. COMP 2 - 5 PT. 3 - 10 PT. DISABILITY 5 - 10 PT. OTHER			6 EMPLOYEE CATEGORY 1		7 SERVICE EFFECTIVE DATE 01-31-77		8 EMPLOYEE PHOTO				
12 NATURE OF ACTION CODE 002 894			10 RETIREMENT 1 - CS 2 - FICA 1		3 - 15 4 - NONE		5 - OTHER		11 DEDUCTIONS		
13 CORRECTION PAY ADJUSTMENT			14 CIVIL SERVICE OR OTHER LEGAL AUTHORITY		EFFECTIVE DATE 10-01-79						
15 FROM: POSITION TITLE AND NUMBER ASSISTANT SECRETARY FOR MANPO WER		16 PAY PLAN AND OCCUPATION CODE EX		17 GRADE OR LEVEL AND RATE L4		18 SALARY PA \$52,800					
19 NAME AND LOCATION OF EMPLOYING OFFICE EMPLOYMENT AND TRAINING ADMINISTRATION OFFICE OF THE ASSISTANT S ETARY FOR MANPOWER D C		20 TO: POSITION TITLE AND NUMBER ASSISTANT SECRETARY FOR MANPO WER		21 PAY PLAN AND OCCUPATION CODE EX		22 GRADE OR LEVEL AND RATE L4		23 SALARY PA \$52,750			
24 NAME AND LOCATION OF EMPLOYING OFFICE EMPLOYMENT AND TRAINING ADMINISTRATION OFFICE OF THE ASSISTANT S ETARY FOR MANPOWER D C		25 DUTY STATION (City - County - State) WASHINGTON		26 LOCATION CODE DISTRICT OF COLUMBIA		27 LOCATION CODE 11-0010-0					
28 APPROPRIATION 0172-W-7-A-110-15710-1101-000		29 POSITION OR FUND 2		30 COMPLETIVE SERVICE 2 - EXCEPTED SERVICE		31 ASSIGNED FROM POSITION		32 FROM 1 - PROVED 2 - WAIVED		33 TO 1 - PROVED 2 - WAIVED	
30 REMARKS: ☐ A. SUBJECT TO COMPLETION OF 1 YEAR PROBATION (OR THAT PERIOD COMMENCING ☐ B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM: SEPARATIONS: SHOW REASONS BELOW AS REQUIRED. CHECK IF APPLICABLE: ☐ C. DURING PROBATION											

31 DATE OF APPOINTMENT AFFIDAVIT (Accessions only)		34 SIGNATURE (Or other Authentication) AND TITLE CECILIA J BANKINS PERSONNEL OFFICER	
32 OFFICE MAINTAINING PERSONNEL FOLDER EMPLOY & TRAINING ADMIN. WASH DC		35 DATE 10-01-79	
33 CODE EMPLOYING DEPARTMENT OR AGENCY DL DEPARTMENT OF LABOR		36 SUBMITTING OFFICE PERSONNEL FOLDER 3146	

U.S. DEPARTMENT OF LABOR
SUPPLEMENTAL INFORMATION FO.

NAME (FIRST-MIDDLE-LAST)

ERNEST G GREEN

ENTER YOUR NAME EXACTLY AS YOU WANT IT TO APPEAR ON YOUR PAYCHECK. ENTER ONE CHARACTER PER SPACE, LEAVING A SPACE BETWEEN NAMES AND/OR INITIALS.

HOME ADDRESS

STREET AND NO (AND APT)

2751 WOODLEY PLACE NW

CITY

WASHINGTON

STATE

DC

ZIP CODE

TELEPHONE (AREA CODE-EXCHANGE-NUMBER)

202 232 4563

ENTER YOUR HOME ADDRESS (RESIDENCE), INCLUDE STREET AND NUMBER (WITH AN APARTMENT NUMBER IF APPROPRIATE), CITY, STATE, ZIP CODE, AND TELEPHONE NUMBER.

CHECK MAILING ADDRESS

Same as above

BUILDING OR BANK NAME

STREET AND NUMBER

CITY

BANK ACCOUNT NO.

STATE

ZIP CODE

ENTER THE ADDRESS TO WHICH YOU WISH YOUR CHECK MAILED. IF TO A BANK, INCLUDE YOUR BANK ACCOUNT NUMBER.

EDUCATION

FULL NAME OF LAST SCHOOL, WHETHER COLLEGE, HIGH SCHOOL, BUSINESS SCHOOL, ETC. FROM WHICH MATRICULATED:

Michigan State

LAST DEGREE, CERTIFICATE, DIPLOMA OR OTHER COMPLETION CERTIFICATION RECEIVED:

YEAR: 1964 SUBJECT: OR MAJOR: Sociology DEGREE, CERT. OR OTHER: B.S.

NEXT TO LAST DEGREE, CERTIFICATE, DIPLOMA OR OTHER COMPLETION CERTIFICATION RECEIVED:

YEAR: 1962 SUBJECT: OR MAJOR: Social Science DEGREE, CERT. OR OTHER: B.S.

SECOND TO LAST DEGREE, CERTIFICATE, DIPLOMA OR OTHER COMPLETION CERTIFICATION RECEIVED:

YEAR: SUBJECT: OR MAJOR: DEGREE, CERT. OR OTHER:

GPO 940-606

D/L 1-2
MAY 19

U. S. DEPARTMENT OF LABOR
Office of the Administrative Assistant Secretary

EMERGENCY INFORMATION

Furnish in blocks 1 and 2 below the names and addresses of two persons who should be notified in case of emergency. It is important that you furnish two names. If, for example, you name only your wife or husband and then you are both severely injured or killed in an accident, we are as helpless as if you had named no one. So name your wife or husband, if you wish, as one person; but also name some other person not so likely to be involved in the same emergency. Please supply your own home telephone information and address in block 3. Give the completed form to your supervisor for submission through administrative channels to your personnel office. You should complete a new form when any of the information which you give below becomes obsolete. Please type or print the requested information.

1	NAME <u>Lois Ricks</u>		RELATIONSHIP <u>Friend</u>	
	TELEPHONE INFORMATION		AREA DIALING CODE <u>212</u>	LOCAL NUMBER
	HOME: <u>2324563</u>			
	BUSINESS: <u>Same</u>			
HOME ADDRESS <u>2751 Woodley Pl.</u>		NUMBER AND STREET		CITY AND STATE <u>Washington, D.C.</u>

2	NAME <u>Teopia Washington</u>		RELATIONSHIP <u>Sister</u>	
	TELEPHONE INFORMATION		AREA DIALING CODE <u>301</u>	LOCAL NUMBER
	HOME: <u>9220947</u>			
	BUSINESS: _____			
HOME ADDRESS <u>3428 Lynne Haven Dr</u>		NUMBER AND STREET		CITY AND STATE

3	TELEPHONE INFORMATION		AREA DIALING CODE <u>202</u>	LOCAL NUMBER <u>232-4563</u>
	YOUR HOME TELEPHONE:			
	YOUR HOME ADDRESS: <u>2751 WOODLEY PLACE NW</u>		CITY AND STATE <u>WASHINGTON, D.C.</u>	
	DATE		SIGNATURE	

3/13/81
trans3/13/81
OI-0524-0001

BESSIE LAMPKINS, Office of Personnel Management Employment and Training Administration, Room 9402, 601 D Street, Telephone 376-6280 was interviewed at her office on the above date. She was advised that I was conducting an official investigation.

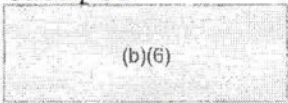
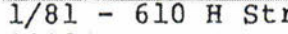
Upon completion of the appropriate disclosure form she provided personnel information on the following:

ERNEST GREEN

DOB: 9/22/41
HOR: 1/20/81 - 21 S Street N.W., Wash., D.C.
20001

A review of his personnel folder disclosed that prior to joining the Department of Labor he was employed as the Executive Director of Recruitment and Training Program, New York, New York. He had been with this organization since 1967 when it was known as the Workers Defense League/A. Phillip Randolph Institute. He joined the A. Phillip Randolph Institute as a Field Rep in 1964 working on the joint apprenticeship project. During the period he was Director this organization grew from one office in the Bedford-Styvesant area in New York to 49 offices in 18 states as of 1977. He graduated from the Central High School in Little Rock, Arkansas 1958. Nothing further of significance to this investigation was revealed by and examination of his personnel folder.

LAMOND EWIN GODWIN

AKA: Mobile
Champee
DOB: 
POB: (b)(6)
SSN: 
HOR: 1/81 - 610 H Street S.W., Wash., D.C.
20024

A review of his personnel folder reflected that he has worked with RAY MARSHALL for the past 15 years during various endeavors. A document in his files dated 1/24/80 reflects that MARSHALL instructed him to represent the Department in Rural Development Activities.

During the period May 1974 thru March 1976 he was associated with the Southern Regional Council at Atlanta, Ga. From March 1976 to 1977 he worked for the National Rural Center, 40 Marietta Street N.W., Atlanta, Ga., under the supervision of RAY MARSHALL. During June 1974 thru June 1976 he worked on a Task Force on Southern Rural Development and was supervised by RAY MARSHALL. From April 1970 thru April 1974 he was employed by the Recruitment and Training Program. His supervisor there was ERNIE GREEN. In September 1976 thru February 1967 he was also affiliated with the Urban League of Champaign County Illinois where his supervisor was VERN BARKSTALL. In the summer of 1976 he worked at the University of Texas under the supervision of RAY MARSHALL.

Documents on file reflect that a close associate of his is ROBERT TUCKER, 1663 North Clairborne, New Orleans, Louisiana (Mayor's Office). He has also used JUANITA KREPPS and VERNON JORDAN as references.

(b)(6)

He has also used VIVIAN HENDERSON, President of Clark College in Atlanta, Georgia as a reference.

CHARLES B. KNAPP

DOB:	
POB:	
SSN:	
HOR:	1/80 - 7962 Inverness Ridge Road, Potomac, Md. 20854

Review of his personnel folder reflects that from September 1972 thru 1977 he was an Associate Professor at the University of Texas. Nothing further of significance to this investigation was revealed by an examination of his personnel folder.

3/12/81
trans 3/13/81
OI-0524-0001

On the above date I went the Office of Personnel Services, room C-5512 and upon completion of the appropriate Privacy Act forms and explanation as the official nature of my inquiry I was provided with the official personnel folders for certain individuals. These records were provided by an unnamed individual who was unable to speak or hear. This individual was the custodian of these documents.

The review of those files reflected the following:

RAY MARSHALL

DOB: [REDACTED]
POB: [REDACTED] (b)(6)
SSN: [REDACTED]
HOR: As of 1/20/77 - 4214 Tallowood Dr.; Austin, Tx. 78731; Telephone 512 345-1828; 305 3rd Street, S.E., Wash., D.C.; Telephone 202 543-5215; 1/19/81 - 9104 Santayana, Fairfax Va. 22031.

No further information of any significance was contained in his folder.

NICK EDEYS, Attorney

DOB: [REDACTED]
POB: [REDACTED]
SSN: [REDACTED]
HOR: 1/20/81 - 1616 Manchester Lane N.W., Wash., D.C. 20011

His personnel folder reflects that during 1971 thru 1977 he was Special Counsel to the U.S. Senate Committee on Human Resources, Chaired by HARRISON WILLIAMS of New Jersey. Prior to that from July 1968 to December 1969 he was an Associate Solicitor with the Solicitor of Labor grade GS-11.

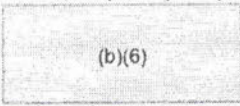
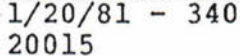
MISS ALEXIS HERMAN

DOB: 7/16/47
POB: Mobile, Alabama
SSN: [REDACTED] (b)(6)
HOR: 1/20/81 - 700 7th Street S.W. #626, Wash., D.C. 20024
1972 to 1977 - 2900 Campcreek Pkwy, College Park, Ga.
1965 to 1972 - 1861 Allison Street, Mobile, Alabama

Her personnel folder reflects that during the period November 1974 thru March 1977 she was employed by Recruitment Training Program, New York, New York under the supervision of William Ross *ENPS*. Prior to that, during January 1972 thru November 1974

she was employed by the Southern Regional Council, 52 Fairlie Street, Atlanta, Ga 30303, under the supervision of Emory Via.^{CAPS} During the period March 1973 thru 1974 she worked for Minority Women Employment Project, Houston, Tx. which was under the auspices of Recruitment Training Program, New York City. From September 1969 to February 1972 she was employed by the Catholic Social Services, Mobile, Alabama and her supervisor was ROSEMARY WINDER. From July 1971 to December 1972 she was employed by Recruitment Training Program of New York at Pascagoula, Miss. where her duties were recruitment for the union at Litton. From June 1969 thru August 1969 she was employed by Inter-Faith Inc. in Mobile, Alabama. From June 1967 to August 1967 she worked for HeadStart in Chicago, Ill. as an assistant Social Worker. She has also been associated with an outfit known CARITAS in New Orleans, Louisiana.

PAUL JENSEN

DOB: 
POB: (b)(6)
SSN: 
HOR: 1/20/81 - 3401 Patterson Street, Wash., D.C.
20015

His personnel folder reflects that during the period November 1976 thru 1977 he worked for STEWART EIZENSTAT on the Carter/Mondale transition team. From August 1976 to November 1976 he worked on the Carter/Mondale campaign under the supervision of MR. EIZENSTAT. During the period October 1974 thru 1976 he was employed by the Democratic National Committee in the District of Columbia under the supervision of ROBERT STRAUSS where his duties were to divide the 1976 Democratic National Platform.

ROU G AND TRANSMITTAL SLIP

Date

TO: (Name, office symbol, room number, building, Agency/Post)

Initials

Date

1.

2.

3.

4.

5.

Action

File

Note and Return

Approval

For Clearance

Per Conversation

As Requested

For Correction

Prepare Reply

Circulate

For Your Information

See Me

Comment

Investigate

Signature

Coordination

Justify

REMARKS

Del Greent Assoc - Sacramento

7th (R) had trouble w/ 1st violation of FED Reporting Act (Requires our B clearance)

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)

Room No.—Bldg.

Phone No.

5041-102

☆ U. S. GPO: 1978-0-261-647/3354

OPTIONAL FORM 41 (Rev. 7-76)

Prescribed by GSA
FPMR (41 CFR) 101-11.206

AUG 13 1980

Director of the Women's Bureau
GS-301-17

Under the general administrative direction of the Secretary of Labor, by appointment of the President, with the advice and consent of the Senate, serves as Director of the Women's Bureau, which was established by Congress, (1) to formulate standards and policies to promote the welfare of women workers, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment, and (2) to investigate and to report on all matters pertaining to the welfare of women workers.

The Director plans, implements, coordinates, and directs programs to achieve the following functions:

(1) Serves as a focal point where Federal, State, and local program directors as well as special interest groups can seek advice and guidance in developing and administering programs related to women; (2) Insures effective coordination within the Department of Labor concerning matters which impact on women; (3) Formulates standards and policies which will promote the welfare of wage-earning women, improve their working conditions, increase their efficiency and advance their opportunities for profitable employment; (4) Initiates programs to promote the welfare of working women, improve their working conditions and advance their opportunities for profitable employment; (5) Provides technical assistance to Regional Administrators and their staff on WB program matters; (6) Provides U.S. Government representation on international program matters aimed at furthering the cause of women; (7) Participates in the development of the WB budget.

The Director develops Bureau staff policies, establishes effective staff organization and work procedures, and initiates specific staff functions for the purpose of carrying out the above authorized activities. Directs, through chiefs of divisions, branches, and administrative assistants a staff of labor economists, social science advisors, statisticians, legislative analysts, editorial specialists, and clerks, functionally organized as follows:

An Office of the Director to formulate policies and develop standards to promote the welfare of wage-earning women and improve their economic, legal, and social condition, and to coordinate the interests of the Women's Bureau within the Labor Department, and with other Federal agencies and State and local governments.

An International Affairs Staff to initiate, coordinate, and participate in the development of policies and programs which have an impact on women at regional and international levels.

A Division of Coordination and Special Projects to coordinate the objectives of the Women's Bureau program with Departmental efforts impacting on the status of women; to provide guidance and technical assistance to Federal and State agencies as well as public groups working to improve the status of women; and to develop model programs and technical materials designed to aid organizations working to improve the status of groups of women targeted by the Women's Bureau as being especially disadvantaged.

A Division of Program Planning, Analysis and Design to oversee the preparation of the annual Women's Bureau program plan as well as the reporting of accomplishments against the plan, to design, and text models whose purpose it is to illustrate legal or economic aspects of the status of women; to direct a program of legal, economic, and social analysis designed to portray the status of women in American society and to perceive where effort needs to be directed to improve the status of women and to recommend how that effort should take place.

A Division of Information and Publications to plan and coordinate the publications program of the Bureau; to provide editorial review of all material prepared for publication by the Bureau; and to respond to general inquiries from the public as to the status of women and the nature of activities of the Women's Bureau program.

A Division of Management Services to coordinate the provision of various budgetary, personnel, fiscal, and administrative management services to the Women's Bureau and its advisory committees.

The Director advises the Secretary of Labor and other officials of the Department on the economic and social problems of women workers. Prepares special reports on women's status and working conditions, as requested by the Secretary or Congress. Personally confers, and directs a program of collaboration with, officials of Federal and State agencies, national and State organizations, employer groups, trade unions, and civic groups in planning and promoting concerted efforts to obtain proper working conditions for women working through effective State labor legislation and administration practices. Plans, organizes and leads special conferences of Federal and State authorities and of representatives of national women's organizations and of employer, labor and civic groups, to obtain their advice on and cooperation in procedures for attaining the Bureau's statutory objectives. Personally, as a representative of the Department of Labor, participates in the conferences of international bodies. Speaks authoritatively for the Department on matters within the broad scope and mission of the Bureau.

The Director coordinates the activities of the Bureau with those of other Bureaus of the Department and of other government agencies engaged in related activities. Confers with the heads of such bureaus and agencies in planning and directing programs, in providing for the exchange of information and in issuing policy statements and advisory material of mutual concern. Justifies the programs of the Bureau and budget requests to the appropriate agencies. Performs special assignments as necessary to carry out the responsibilities of the Bureau or as directed by the Secretary.

In addition, the Director serves as the Federal Representative for the Secretary and consults regularly with the chairs and co-chairs of the Interdepartmental Task Force on Women and the National Advisory Committee for Women (See Executive Order 12050).

Director of the Women's Bureau
GS-301-17

Under the general administrative direction of the Secretary of Labor, by appointment of the President, with the advice and consent of the Senate, serves as Director of the Women's Bureau, which was established by Congress, (1) to formulate standards and policies to promote the welfare of women workers, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment, and (2) to investigate and to report on all matters pertaining to the welfare of women workers.

The Director plans, implements, coordinates, and directs programs to achieve the following functions:

(1) Serves as a focal point where Federal, State, and local program directors as well as special interest groups can seek advice and guidance in developing and administering programs related to women; (2) Insures effective coordination within the Department of Labor concerning matters which impact on women; (3) Formulates standards and policies which will promote the welfare of wage-earning women, improve their working conditions, increase their efficiency and advance their opportunities for profitable employment; (4) Initiates programs to promote the welfare of working women, improve their working conditions and advance their opportunities for profitable employment; (5) Provides technical assistance to Regional Administrators and their staff on WB program matters; (6) Provides U.S. Government representation on international program matters aimed at furthering the cause of women; (7) Participates in the development of the WB budget.

The Director develops Bureau staff policies, establishes effective staff organization and work procedures, and initiates specific staff functions for the purpose of carrying out the above authorized activities. Directs, through chiefs of divisions, branches, and administrative assistants a staff of labor economists, social science advisers, statisticians, legislative analysts, editorial specialists, and clerks, functionally organized as follows:

An Office of the Director to formulate policies and develop standards to promote the welfare of wage-earning women and improve their economic, legal, and social condition, and to coordinate the interests of the Women's Bureau within the Labor Department, and with other Federal agencies and State and local governments.

An International Affairs Staff to initiate, coordinate, and participate in the development of policies and programs which have an impact on women at regional and international levels.

A Division of Coordination and Special Projects to coordinate the objectives of the Women's Bureau program with Departmental efforts impacting on the status of women; to provide guidance and technical assistance to Federal and State agencies as well as public groups working to improve the status of women; and to develop model programs and technical materials designed to aid organizations working to improve the status of groups of women targeted by the Women's Bureau as being especially disadvantaged.

A Division of Program Planning, Analysis and Design to oversee the preparation of the annual Women's Bureau program plan as well as the reporting of accomplishments against the plan, to design, and text models whose purpose it is to illustrate legal or economic aspects of the status of women; to direct a program of legal, economic, and social analysis designed to portray the status of women in American society and to perceive where effort needs to be directed to improve the status of women and to recommend how that effort should take place.

A Division of Information and Publications to plan and coordinate the publications program of the Bureau; to provide editorial review of all material prepared for publication by the Bureau; and to respond to general inquiries from the public as to the status of women and the nature of activities of the Women's Bureau program.

A Division of Management Services to coordinate the provision of various budgetary, personnel, fiscal, and administrative management services to the Women's Bureau and its advisory committees.

The Director advises the Secretary of Labor and other officials of the Department on the economic and social problems of women workers. Prepares special reports on women's status and working conditions, as requested by the Secretary or Congress. Personally confers, and directs a program of collaboration with, officials of Federal and State agencies, national and State organizations, employer groups, trade unions, and civic groups in planning and promoting concerted efforts to obtain proper working conditions for women working through effective State labor legislation and administration practices. Plans, organizes and leads special conferences of Federal and State authorities and of representatives of national women's organizations and of employer, labor and civic groups, to obtain their advice on and cooperation in procedures for attaining the Bureau's statutory objectives. Personally, as a representative of the Department of Labor, participates in the conferences of international bodies. Speaks authoritatively for the Department on matters within the broad scope and mission of the Bureau.

The Director coordinates the activities of the Bureau with those of other Bureaus of the Department and of other government agencies engaged in related activities. Confers with the heads of such bureaus and agencies in planning and directing programs, in providing for the exchange of information and in issuing policy statements and advisory material of mutual concern. Justifies the programs of the Bureau and budget requests to the appropriate agencies. Performs special assignments as necessary to carry out the responsibilities of the Bureau or as directed by the Secretary.

In addition, the Director serves as the Federal Representative for the Secretary and consults regularly with the chairs and co-chairs of the Interdepartmental Task Force on Women and the National Advisory Committee for Women (See Executive Order 12050).

Analysis of Contracts from Q, approximately
11/78 thru 3/81

ROBERT F KENNEDY MEMORIAL

<u>Contract #</u>	<u>Starting Date</u>	<u>Ending Date</u>	<u>Amount</u>
79-1-2882-43-9	11/9/81	4/3/81	\$9,000.00

6404 Ridge Dr.
Wash DC 20016

Analysis of Contracts from approximately
11/78 thru 3/81

ROBERT F KENNEDY MEMORIAL

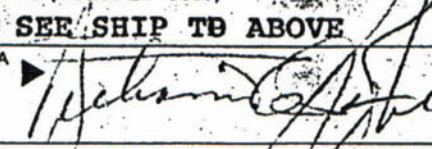
<u>Contract #</u>	<u>Starting Date</u>	<u>Ending Date</u>	<u>Amount</u>
99-1-2882-43-91 ED. Johnson	11/9/81	4/3/81	\$9,000.00

6404 Ridge Dr.
Wash DC 20016

99-1-2822-43-9

Robert F Kennedy Memorial
6404 Ridge Drive
Washington DC 20066

\$9000 Purchase Order
FY 1981 - Title IV

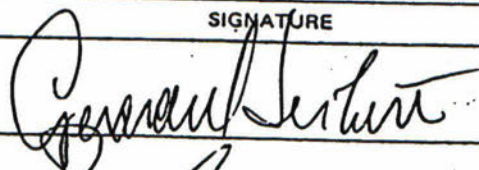
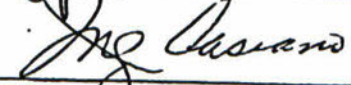
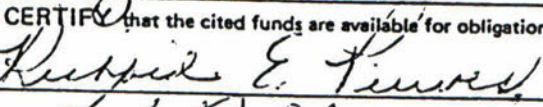
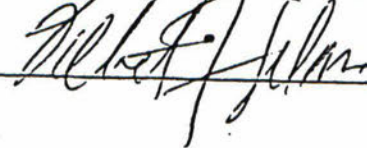
1. DATE OF ORDER 10-8-80		2. CONTRACT NO. (if any) N/A		3. ORDER NO. 99-1-272-43-9		PAGE 1 OF 3	
4. ISSUING OFFICE Office of Contracting Services/ONP/ETA, U.S. Department of Labor 601 D Street, N.W. Washington, D.C. Room 6328 (E. Johnson)							
5. ACCOUNTING AND APPROPRIATION DATA CEA Title IV							
6. SHIP TO (Consignee and Address, ZIP Code) Division of Technical Assis. Job Corps/ Room 6114, U.S. Department of Labor/ ETA 601 D Street, N.W. Washington D.C. 20213						VIA	
7. TO: CONTRACTOR (Name, Address, ZIP Code) Robert F. Kennedy Memorial 6404 Ridge Drive Washington, D.C. 20016						8. TYPE OF ORDER ☒ (a) Purchase Reference your _____ Please furnish the following on the terms specified on both sides of this order, and on the attached sheets, if any, including delivery as indicated. This purchase is negotiated under authority of 41 U.S.C. 252 (c) (10)(a) (1) ☐ (b) Delivery Except for billing instructions on the reverse, this delivery order is subject to instructions contained on this side only of this form and is issued subject to the terms and conditions of the above-numbered contract.	
9. REQUISITION OFFICE Division of Technical Assistance/JC				10. REQUISITION NO./PURCHASE AUTHORITY JC 81-022			
11. F.O.B. POINT Destination		12. GOVERNMENT B/L NO. N/A		13. DELIVERY TO F.O.B. POINT ON OR BEFORE N/A		14. DISCOUNT TERMS N/A	
15. SCHEDULE *See reverse for rejections							
Item No. (a)	Supplies or Services (b)			Quantity Ordered (c)	Unit. (d)	Unit Price (e)	Amount (f)
	The Contractor shall develop a resource curriculum for teachers to use to teach language skills by using word origins and history of the English language. The performance of this contract shall be accomplished via the efforts of Sandra Robinson for 10 working days at \$150.00 per day, and Eva Domotor for Fifty working days at \$150.00 per day. Period of Performance: January 19, 1981 through April 3, 1981. Term #4, "Disputes" under the Terms and Conditions listed on the reverse of SF 147 is hereby deleted and superseded by a revised "Disputes" clause and referenced on page 2. Termination for Convenience of the Government as referenced on page 3 is also made a part of this Purchase Order.						
16. CLASSIFICATION: ☐ SMALL BUSINESS ☒ OTHER THAN SMALL BUSINESS ☐ MINORITY BUSINESS ENTERPRISE						15. (h) Total from continuation pages -0-	
SEE BILLING INSTRUCTIONS ON REVERSE	17. SHIPPING POINT N/A		18. GROSS SHIPPING WEIGHT N/A		19. INVOICE NO. N/A		15. (i) GRAND TOTAL \$9000.00
	20. MAIL INVOICE TO (Include ZIP Code) SEE SHIP TO ABOVE						
21. UNITED STATES OF AMERICA BY (Signature) 				22. NAME (Typed) Richard Jaffe TITLE: CONTRACTING/ORDERING OFFICER October 20, 1980			

ORDER FOR SUPPLIES OR SERVICES

147-107

STANDARD FORM 147 (REV. 2-77)
Prescribed by GSA, FPR (41 CFR) 1-3.605

1012-80

U.S. DEPARTMENT OF LABOR Procurement Administration PROCUREMENT REQUEST (PR) (See instructions on reverse)		1. (Check one) ☒ PROCUREMENT ☐ ESTIMATION	2. PR NO. JC-81-022	REV.	3. DATE PREPARED 9/12/80
5. ORIGINATOR'S name and signature SAMUEL LEE WRIGHT		4. MODIFICATION TO CONTRACT NO.		DATE RECEIVED (For by Contracts)	
6. ORGANIZATIONAL CODE, ROOM NO. AND EXTENSION TYJT-X Room 6114 PH 376-7053		7. DELIVERY DATE OR SCHEDULE October 1, 1980			
8. DESTINATION OR PLACE OF PERFORMANCE Potomac Job Corps Center, Washington, D.C.					
9. SERVICES, ARTICLES, MODIFICATION, OR OTHER ACTION REQUESTED					
ITEM NO.	BRIEF DESCRIPTION (Attach details of requirements or Work Statement)	QUANTITY	ESTIMATED COST OR PRICE		
A	The Words Project is an approach to teaching language skills by using word origins and the history of the English Language. The contractor shall develop a resource curriculum for teachers to use to teach language skills while Corpsmembers are having fun with the language. The project will be pilot tested at the Potomac Job Corps Center for ten weeks during the second quarter of FY'81. The cost of \$9,000.00 for ten weeks includes a final report and a resource curriculum for teaching language skills.	C	D		
			\$9,000.00		
		TOTAL ESTIMATED AMOUNT		\$ 9,000.00	
10. ACCOUNTING CODE FY1981-TI+IBIV		11. SUGGESTED SOURCES ☒ SEE ATTACHMENT Robert F. Kennedy Memor The Words Project 6404 Ridge Drive Washington, D.C. 20016 (202) 483-3981			
12. REMARKS ☐ SEE ATTACHMENT					
13. APPROVALS AND ROUTINGS					
ROUTING	TYPED NAME AND TITLE	SIGNATURE	DATE		
1	ORIGINATOR'S SUPERVISOR GERARD W. HERBERT		9/12/80		
2	ASSOCIATE DIRECTOR OF REQUIRING ACTIVITY INEZ CASIANO		9/12/80		
3	ACTIVITY FINANCE OFFICER RICHARD PURVES		9/15/80		
4	DIRECTOR (If \$10,000 or over) RICHARD A. JAFFE		9/15/80		
5	CONTRACTING OFFICER SANFORD J. COHN				

nol...

JUSTIFICATION FOR
SOLE SOURCE SELECTION

Executive Director
Procurement Review Board

For Use of Board Only
Review No. _____

Date Received _____

Division of Technical Assistance, Job Corps

(Initiating Office)

(Procurement Office)

INEZ CASIANO, Chief, Div. of Tech. Assist.

(Name - Responsible Program Official)

RICHARD A. JAFFE, Director, Job Corps/YACC

(Name - Contracting Officer)

Room 6114 - PH-Bldg., 376-7053

(Address: Room no., bldg., phone)

Room 6100 - PH-Bldg., 376-6995

(Address: Room no., bldg., phone)

1. Title and purpose of proposed procurement, including end products desired:
[Use additional sheets as necessary]

The Words Project - An approach to teaching language skills by using word origins
and the history of the English language. The end product shall be a resource
curriculum for teaching language skills.

2. Estimated Cost: \$ 9,000.00

3. Proposed Period of Performance: From: January 19, 1981
To: March 27, 1981

4. Type of Agreement contemplated:

☐ Cost-reimbursement contract

☐ Grant

☐ Cost + fixed-fee contract

☐ Other (Specify) _____

☒ Fixed-price contract

5. Has the possibility of in-house capability and the cost effectiveness of contracting been explored?
☒ Yes (Explain) ☐ No (Explain)

Job Corps does not have the facilities to undertake an educational effort of this
scope in-house. It will be accomplished at one of our Job Corps Centers in the
Washington area.

6. What efforts have been made to research depositories of previously delivered products and services
(including studies, reports, and surveys) to ascertain the need for this procurement?

New reading and language arts materials have been pilot tested in Job Corps centers.

Responses received so far from teachers at the centers have been favorable. However, the
vocabulary section of the language arts program needs improvement. The Words Project
method will help corpsmembers who are having reading and spelling difficulties.

7. Proposed Contractor:

ROBERT F. KENNEDY MEMORIAL

(Name)

6404 Ridge Drive, Washington, D.C. 20016

(Address)

Type of Organization:

☒ Nonprofit

☐ Profitmaking

Other current contracts with or grants from DOL

☒ None

If other contracts, grants, or agreements exist, furnish the following information, using additional sheets as necessary:

Title of Project: _____ N/A

Contract/grant/agreement number: _____

Period of Performance: _____

Sole source or competitive: _____

Amount: \$ _____

8. If the request for sole source approval is based on an existing proposal, was the proposal solicited?

☐ Yes ☒ No

If solicited, by what means? _____

If unsolicited, were any actions taken to influence its submission? Explain.

9. Was consideration given to other sources for provision of supplies or services being procured? ☒ Yes
☐ No (Explain. If, "Yes," give names and addresses of other sources. If any were contacted, give dates, methods of contact, and reasons that decision was made not to solicit proposals to ensure competition.)

A team of three reading specialists reviewed all reading and language arts materials from thirteen major publishing companies and found no material as unique as the material in this proposal.

10. It is impracticable to secure competition for this procurement because:
(List reasons with full explanation on separate sheet of paper.)

We have not been able to find any company who has the unique methodology of teaching language skills by using word origins.

& Timothy M. Barnicle

10/2/80

REVIEW NUMBER _____

[To be completed by reviewing official]

I recommend: ☐ Approval ☐ Disapproval ☐ Abstain

REMARKS:

SIGNATURE REVIEWING OFFICIAL

Charles B. Kapp

APPLICABLE FOR SOLE SOURCE PROCUREMENT REQUESTS OF \$10000 or more

[To be completed by Chairman of Review Board]

The members of the Sole Source Review Board have voted as follows:

☐ Approval ☐ Disapproval ☐ Abstain

REMARKS:

Therefore, I recommend that this request for sole source procurement be

SIGNATURE CHAIRMAN

DATE

I ☐ concur ☐ do not concur with the recommendations of the Sole Source Review Board. Therefore, the request for approval of sole source procurement is ☐ approved, ☐ disapproved. Where disapproved, a request for a further review may be made if additional substantive information becomes available:

ASSISTANT SECRETARY FOR
ADMINISTRATION AND MANAGEMENT

DATE

WORDS PROJECT PROPOSAL FOR THE JOB CORPS

The WORDS Project of the
Robert F. Kennedy Memorial
6404 Ridge Drive
Washington, D.C 20016
320-4971

WORDS PROJECT PROPOSAL FOR THE JOB CORPS

The Project

The WORDS Project is an approach to teaching language skills by using word origins. Studying word origins makes it possible to study whole families of related words instead of studying one individual vocabulary word at a time. Studying families of related words allows students to use a familiar word as a key to exploring and remembering new vocabulary. For instance, all of the following come from the Indo-European root MEDHYO-, which means middle: middle, mid-, mediate, medium, median, mediocre, and intermediate. Using the familiar word middle as a key to remembering the root meaning, students enjoy playing detective as they explore the meaning of other words in the group. Mediate is a word that describes stepping into the middle of a fight to stop and settle an argument. Students have fun figuring out the meaning of mediate when they do a staged illustration of the word. Two students dramatize a quarrel (physical or verbal) and a third student steps between them--into the middle of the quarrel--to break it up. (See attached lesson plan.)

WORDS Project materials lend themselves to dramatization because root meanings always bring you back to origins in concrete reality--origins which can be used for getting a handle on meanings that have become abstract. The meaning of mediation is no longer limited to the idea of literally stepping into the middle of a fight, but it is easier to understand the general and abstract meaning of the word if you start with its concrete origins.

Students enjoy the dramatization and detective work that are the hallmark of the WORDS Project approach to word study. The Project approach is one that makes students feel successful. During a pilot class last year, one student spoke up and said, "When we do this class we're smart, aren't we?" Several non-readers became energetic participants in WORDS Project classes, and the teacher noted that their interest spilled over into other class activities. Enthusiasm for exploring word meanings becomes a stepping stone for heightened interest in other language arts activities. The WORDS Project helps students learn new language skills while having fun with language.

Statement of Work To Be Done at the Potomac Job Corps Center

During a ten week period project director Sandra Robinson and teaching consultant Eva Dömötör will produce a limited body of resource curriculum materials on word origins. The resource materials will be designed for use by Job Corps teachers and will be similar in form to the attached lesson plan. The materials will tie into the vocabulary which Job Corps students are using in their vocational training programs. To produce the materials Ms. Robinson and Ms. Dömötör will make themselves familiar with the Job Corps training programs and Mrs. Dömötör will teach a laboratory group of 5-6 students for six weeks. As we discussed with Mr. Herbert and Mr. Wright, the WORDS Project would be particularly interested in working with students who are all from one training program--health, welding, plumbing, etc. If such an arrangement is possible, the Project will develop materials for the specific vocational program represented by the laboratory group.

If, at the end of the ten week period, teachers and students find the materials produced by the Project interesting and stimulating, the WORDS Project would then be interested in developing materials for the Job Corps on a more extended basis.

Performance Period

The work will be performed during a period of ten weeks (fifty days) and will begin on January 19, 1981. The schedule of work will be as follows:

April 3, 1981

1. Two weeks of preparation and development

Ms. Robinson and Ms. Dömötör will visit the Potomac Job Corps Center to acquaint themselves with the training programs at the Center. As they become familiar with the programs and the interests of Job Corps students, they will begin to develop materials. At the end of the two weeks a status report will be sent to the national office.

2. Six weeks of teaching and development

Materials will be tested and further developed as Ms. Dömötör works with a laboratory group of five or six Job Corps students. She will meet with the

3.

laboratory group in a workshop setting once a day. At the end of the six weeks a status report will be sent to the national office.

3. Two weeks of writing up materials which have been developed

The last two weeks will be a wrap-up period. Resource materials will be written up and shared with Job Corps teachers at the Potomac Center. A final report *and a resource curriculum for teaching language skills* will be sent to the national office.

Project Cost

Sandra Robinson, Director

Two weeks consulting at start of project. Ten working days @ \$150 per day.

\$1500

Eva Dömötör

Ten weeks of developing, teaching and writing up materials. Fifty days @ \$150 per day.

7500

Total: \$9000

Sandra R. Robinson, Project Director
9/11/80

Samuel Lee Wright
National Office
Project Manager
9/11/80

INFORMATION SHEET

The WORDS Project is a project of:

Robert F. Kennedy Memorial
917 G Place N.W.
Washington, D.C. 20001

Executive Director of the
Robert Kennedy Memorial

David L. Hackett
628-1300

Robert Kennedy Memorial
Assistant Director on special
assignment to the WORDS Project

John Cheshire
347-3370

WORDS Project Director

Sandra Robinson
320-4971

WORDS Project Teaching
Consultant

Eva Dömötör
483-3981

Kaaren Johnson
Associates, Inc.

1061

UNDER NO CIRCUMSTANCES MAY ANY PAPER
BE REMOVED FROM, OR FILED IN, THIS FOLDER
EXCEPT BY AN AUTHORIZED EMPLOYEE.

Not
copied



Mr. Theodore Verheggen
Chief Labor Counsel
Senate Committee on Labor
and Human Resources
United States Senate
Washington, D.C. 20510-6300

Dear Mr. Verheggen:

As part of our continuing response to Chairman Jeffords' December 17, 1996, request for records and information related to Alexis Herman, this office has been in contact with W. Neil Eggleston, Esq., Howrey & Simon, who is representing Ms. Herman in connection with her confirmation hearing. Mr. Eggleston contacted our office in an attempt to expedite and facilitate the confirmation hearing process.

In an effort to help determine whether the August 18, 1981, interview of Ms. Herman is covered by Rule 6(e), Mr. Eggleston has asked Ms. Herman and her attorney at the time, Lionel Pashkoff, about the circumstances of the interview in question. According to a letter we have received from Mr. Eggleston, neither Ms. Herman nor Mr. Pashkoff recalls that the interview was conducted pursuant to a grand jury subpoena. In the letter, Ms. Herman represents that she has no objection to production of the interview to the committee. We enclose two copies of Mr. Eggleston's letter, for Majority and Minority Committee staff.

We have contacted the U.S. Attorney's Office for their assistance in making a determination about Rule 6(e) coverage of the interview in question. Based upon their review of the document, as well as the representations from Mr. Eggleston, the U.S. Attorney's Office has concluded that release of the interview is not precluded by Rule 6(e) and has no legal objection to providing the Committee with a copy of the interview. We enclose two copies of it for Majority and Minority staff. We also enclose two copies of a brief Report of Interview, dated August 20, 1981, memorializing a telephone call which was a followup to the August 18, 1981 interview.

Sincerely,

A handwritten signature in cursive script, reading "Sylvia Horowitz", is written over the typed name.

Sylvia T. Horowitz
Assistant Inspector General for
Management and Counsel

Enclosures

cc: Mark Childress

W. Neil Eggleston, Esq.
Howrey & Simon
1299 Pennsylvania Ave., NW
Washington, D.C. 20004-2402

✓ Peter Erichsen, Esq.
Associate Counsel to the President
Office of Counsel to the President

U.S. DEPARTMENT OF LABOR
Office of the Secretary
Office of Inspector General

REPORT OF INTERVIEW

Date of Interview August 20, 1981

On this date, I telephoned LIONEL PASHKOFF and requested further documentation relative to loans made by GREEN, HERMAN and GREEN, HERMAN & ASSOCIATES and to bank accounts maintained by HERMAN at AMERICAN FEDERAL SAVINGS AND GULF FEDERAL SAVINGS.

The documentation relative to the loans is to include promissory notes and cancelled checks reflecting payments on the loans. The loans which further documentation was requested are as follows:

<u>Date</u>	<u>Amount</u>	<u>Description</u>
11/13/79	\$10,000	Bert Mitchell
1/24/80	\$10,000	Bert Mitchell
9/2/80	\$ 6,000	Bert Mitchell
10/5/77	\$10,000	J. Ross Campbell
2/9/81	\$10,000	John Bustomante
1/27/81	\$2,500	Mitchell, Titus & Co.
3/2/81	\$25,000	Robert Gilmore

The documentation relative to the bank accounts is to include all bank statements for the years 1977 to present.

Nothing further was discussed.

By Special Agent Martin Squitieri *MS*
At Arlington, Virginia

Date Dictated 8/20/81
Date Transcribed 8/26/81
File No. 30-0578-0002

U.S. DEPARTMENT OF LABOR
Office of the Secretary
Office of Inspector General

REPORT OF INTERVIEW

Date of Interview August 18, 1981

On this date, a meeting was conducted with ERNEST GREEN; ALEXIS HERMAN; LIONEL PASHKOFF, Representative; RICHARD BIEZER, AUSA and MARTIN SQUITIERI, Special Agent present. BIEZER opened the meeting by advising GREEN and HERMAN that nothing they said would be used against them in grand jury or other court proceedings and that the purpose of the meeting was to receive answers to questions which would be corroborated in an attempt to expedite the completion of the investigation. BIEZER stated that the thrust of the interview would be focused upon funds deposited to personal accounts; contracts of GREEN, HERMAN & ASSOCIATES and their campaign activity for President CARTER. BIEZER then suggested that the interviews of GREEN and HERMAN be conducted separately and PASHKOFF agreed. GREEN left the room and I proceeded to interview HERMAN as follows:

Her full name is ALEXIS MARGARET HERMAN (SS# (b)(6)) (DOB: 7/16/47). She was employed by DOL as Director of the Womens Bureau from March 23, 1977 through January 20, 1981. Her employment at DOL was one of continuous service with no break in service. She actually began working at DOL approximately two (2) weeks prior to March 23, 1977 as a consultant while she was waiting to be confirmed by Congress. Her duties as Director of the Womens Bureau were Program Development; International Affairs; Coordination of Administrative Policy; and Legislation and Economic Statistics.

HERMAN also served as Special Assistant to the Secretary which gave her direct access to him. HERMAN was the Director of a National Program based in Atlanta, Ga. to place women in the job market from 1972 up until 1975 at which time they merged with RTP. She elected to remain in Atlanta as Director of that office rather than transfer to RTP's New York Headquarters. RTP pioneered outreach programs for blue collar workers. The purpose of the merger was to include white collar workers in the programs. In 1980, HERMAN was appointed by President CARTER to the National Consumer Cooperative Bank Board which was to fund and develop community coops. HERMAN met GREEN in 1971 at a conference in Colorado while he was President of RTP.

By Special Agent MARTIN SQUITIERI *MS*
At Washington, D.C.

Date Dictated 8/18/81
Date Transcribed 8/26/81
File No. 30-0578-0002

HERMAN stated that she did not have procurement authority and that she never became involved with a selecting panel. HERMAN would "make a pitch" by recommending programs to be considered by DOL. Her primary objective was to develop programs and contact the various program heads in an attempt to get the program funded. The Womens Bureau does not have contracting authority.

HERMAN was asked by the White House and the Secretary of Labor to campaign for President CARTER. JACK WATSON initially contacted her and instructed her as to how to handle it procedurally. HERMAN was worried about the legality of campaigning while still employed by DOL. She was advised by the Solicitor (KAREN CLAUSS) and by the White House Counsel that any campaigning should be done while she was on leave from her position. HERMAN took annual leave each time she went on a campaign trip. HERMAN stated that many speeches could have been misconstrued since she often addressed CARTER's record. HERMAN campaigned from late September 1980 through the election. She was involved in approximately ten (10) trips for which she was reimbursed approximately \$1000.00. She submitted travel vouchers to the travel desk in the campaign office of 2000 L. Street, N.W. HAMILTON JORDAN operated the campaign office.

HERMAN maintains bank accounts at GULF FEDERAL SAVINGS, Mobile Alabama; FIRST NATIONAL BANK OF ATLANTA; AMERICAN FEDERAL SAVINGS, MOBILE ALABAMA and UNION FIRST BANK OF WASHINGTON. She also maintains a mortgage at PERPETUAL AMERICAN FEDERAL SAVINGS.

HERMAN stated that many contracts were awarded in January 1981 because of a tremendous backlog of contracts that were waiting to be processed. A backlog of contracts arose from the fact that deadlines were never met. Most of the awarded contract were already approved by the Sole Source Board and were merely awaiting administrative action. Some of the contracts needed to get the approval of the Sole Source Board as late as December 1980 - January 1981. She personally appeared before the Board to get the NATIONAL COUNCIL OF NEGRO WOMEN (NCNW) refunded since they were performing satisfactorily on their existing contract for two (2) years prior. The contracts were pushed near the end of the administration because historically the new administrations scrap the old programs and begin on a new agenda.

HERMAN stated that she never received anything of value in exchange for the awarding of a contract; that contracts were not awarded in exchange for political contributions and that contracts were not awarded in exchange for sub-contracts to GREEN, HERMAN & ASSOCIATES.

At this point, HERMAN departed the office and GREEN entered. GREEN responded to my questions as follows:

His full name is ERNEST GIDEON GREEN (SS# (b)(6) (DOB: 9/22/41). He was employed as Assistant Secretary of ETA from March 3, 1977 through January 20, 1981. GREEN took a leave of absence from Mid-September 1980 until November 6, 1980 to campaign for President CARTER. He was asked by ROBERT STRAUSS to conduct the campaigning and was permanently assigned to the New York State Reelection Committee. GREEN cleared this action with the DOL Solicitor (KAREN CLAUSS) and the White House Counsel (LLOYD CUTLER). GREEN was paid approximately four to five thousand dollars for his campaigning efforts. During the time GREEN was on leave of absence, DOL continued to pay him. GREEN reimbursed DOL the funds erroneously paid to him.

As Assistant Secretary of ETA, GREEN was the Chief Operating Official for ETA to the Secretary. GREEN prepared a budget for Congress stating how the Title III & IV funds were to be expended. If the budget passed through the Congress, it then had to get the approval of the Title III and IV review committee. The review committee consisted of LAMOND GODWIN; CHUCK KNAPP; BOB TAGGART and TIM BARNICLE. The budget was "fairly specific" as to where and how the appropriated funds should be expended. The Sole Source Board was the final approval within DOL. The contracts awarded late in the administration were funds that were already committed to contractors who had demonstrated effectiveness. GREEN was on leave of absence for six (6) weeks as were other top officials for various periods of time during the campaign. The absence of the top officials created a backlog of contracts, which were already approved and were good programs. Approximately 90-95% of the awarded contracts were contracts to be extended because of prior commitments and demonstrated effectiveness. There were not very many new contracts awarded late in the administration. GREEN stated that there was no change in his activities after the election in November and that the contracts which were pending were executed.

GREEN stated that he maintains bank accounts at AMALGAMATED BANK OF NEW YORK; NATIONAL BANK OF WASHINGTON; UNITED NATIONAL BANK OF WASHINGTON; NATIONAL BANK OF LITTLE ROCK and CARVER FEDERAL SAVINGS & LOAN ASSOCIATION.

GREEN presented the attached list of explanations of several deposited items to his bank accounts. GREEN received a \$10,000.00 loan from BERT MITCHELL on January 24, 1980. BERT MITCHELL has been GREEN's CPA for many years. GREEN stated that a note does exist and that he makes payments to MITCHELL annually. GREEN pays the loan from his account at AMALGAMATED BANK OF NEW YORK and the payments include interest. GREEN borrowed the money for the renovation of 21 S. Street, N.W. MITCHELL is involved in a consortium of CPA firms who were awarded a contract through ETA's Office of National Programs (ONP) in 1979 or 1980. Discretionary Money is involved in this contract. GREEN stated that he did not participate in the awarding or the administration of the contract to BERT MITCHELL. GREEN also received loans from J. ROSS CAMBELL on October 5, 1977 for \$10,000.00 and from ROBERT GILMORE in March 1981 for \$25,000.00. The loan from GILMORE was used to begin GREEN, HERMAN & ASSOCIATES. Neither CAMBELL nor ROSS have ever had contracts with DOL. GREEN and his attorney stated that they would furnish all documentation relative to these loans.

GREEN stated that he has never taken anything of value in exchange for the awarding of a contract; that he never awarded a contract for political contributions or awarded a contract in exchange for subcontracts for GREEN, HERMAN & ASSOCIATES.

At this point, HERMAN reentered the office and both GREEN and HERMAN were questioned regarding the activities of GREEN, HERMAN & ASSOCIATES. GREEN and HERMAN responded as follows:

GREEN, HERMAN & ASSOCIATES was initiated sometime after January 20, 1981. GREEN and HERMAN began conceptualizing the idea right after the election in November and they had a target opening date of March 1, 1981. Both GREEN and HERMAN discussed the idea of their own business, tested the job market and decided to try on their own. They wanted to get away from government contracts and to concentrate primarily on the private sector contracts. The funds needed to initiate the corporation came from two (2) loans. ROBERT GILMORE loaned GREEN, HERMAN & ASSOCIATES \$25,000.00 in March 1981 and JOHN BUSTAMANTE loaned HERMAN \$10,000.00 who invested in into the corporation. BUSTAMANTE's check to HERMAN was written from the TAWASA INVESTMENT CORP., Cleveland, Ohio. BUSTAMANTE has already been repaid with interest. Both GILMORE and BUSTAMANTE are personal friends and are not contractors of DOL.

The deposits into the GREEN, HERMAN & ASSOCIATES bank accounts were identified as follows:

<u>DATE</u>	<u>AMOUNT</u>	<u>DESCRIPTION</u>
1/27/81	\$2,500.00	Loan - Mitchell, Titus & Co.
2/9/81	\$10,000.00	Loan - John Bustomante
2/7/81	\$2,000.00	NCNW
3/4/81	\$25,000.00	Loan - Robert Gilmore
4/14/81	\$12,500.00	Media Systems Inc.
3/13/81	\$12,500.00	Mel Harris & Association
4/27/81	\$12,500.00	Mel Harris & Association

The \$2,000.00 received from NCNW was payment for a training course where GREEN, and HERMAN instructed the NCNW staff relative to CETA regulations.

The \$12,500.00 received from MEDIA SYSTEMS INC. was payment for GREEN, HERMAN and ASSOCIATES refining the audio and visual teaching materials used by MEDIA SYSTEMS. This contract is currently on going.

The \$25,000.00 payment from MEL HARRIS & ASSOCIATES was for consulting services relative to a CETA contract in Mobile, Alabama. MEL HARRIS was awarded the prime contract through the prime sponser (City of Mobile) and not through the National Office. All five (5) members of GREEN, HERMAN's staff were involved with this contract.

GREEN and HERMAN both restated that they never solicited contracts for GREEN, HERMAN & ASSOCIATES while they were employed at DOL.