

The original documents are located in Box 12, folder “Naval Air Facility - San Diego Trip” of the Fernando E.C. De Baca Files at the Gerald R. Ford Presidential Library.

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December 4, 1975

Dear Joe:

I can't begin to thank you enough for your generous support and gracious hospitality during my visit to San Diego and to the Naval Air Rework Facility.

I enjoyed my visit immensely and found the trip overwhelmingly informative and productive.

I am enclosing an autographed photograph of myself and have requested that the President forward you a personally inscribed color portrait for your office. I will send the President's picture sometime prior to the end of the month.

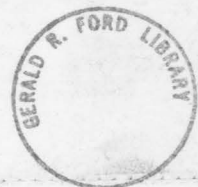
Once again, mil gracias por tu ayuda.

Tu amigo,

Fernando E. C. De Baca
Special Assistant to the President

Mr. Joe Castillas
Deputy EEO Officer
Naval Air Rework Facility
Department of the Navy
Naval Air Station, North Island
San Diego, California 92135

FECDeB:mmmd:12/04/75



December 4, 1975

Dear Captain Sarosdy:

I received your thoughtful letter today following my return to Washington from an extended trip to California and the Southwest.

Allow me to take this opportunity to express my deep appreciation to you and members of your command for the superb mission briefing and tour of the Naval Air Rework Facility. Thank you also for the beautiful color photographs of the events and for the souvenir hard hat which you sent me.

I will look forward to receiving the position papers on the 160 EEO classification series. I must say that I share your views regarding the necessity for further professionalizing the EEO effort and will continue to work toward that end.

Please convey my appreciation to each of your competent and energetic staff members for their individual and collective contributions to the success of my visit. My special thanks to Joe Casillas and Charles Omelina for their special effort on my behalf.

I have autographed the various color photographs for each of your staff members and am returning them for your personal distribution.

Again, thank you and congratulations on the fine achievements of the Naval Air Rework Facility under your command.

With my best wishes, I remain

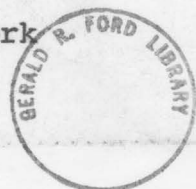
Yours sincerely,

Fernando E. C. De Baca
Special Assistant to the President

L. R. Sarosdy
Captain, U. S. Navy
Commanding Officer
Naval Air Rework Facility
Naval Air Station, North Island
San Diego, California 92135

BCC: Mr. Joe Casillas, Deputy EEO Officer, Naval Air Rework Facility

PECDeB:mmd:/Z12/04/75





COMMANDING OFFICER
NAVAL AIR REWORK FACILITY
NORTH ISLAND
SAN DIEGO, CALIFORNIA

28 November 1975

Mr. Fernando E. C. DeBaca
Special Assistant to the President
The White House
Washington, D. C. 20500

Dear Mr. DeBaca,

This will record my thanks and those of my command for granting us the time to show you our wares last week. Your hard hat has been forwarded under separate cover as a memento of the occasion; and the 16 picture set forwarded herewith is yours to keep. Should you desire additional copies of any or all, you need only write or give me a call (AUTOVON 951-6981/2/3) and consider it done. Each picture is numbered on the back side. I would ask that you autograph the second, smaller set of pictures and return them to me for distribution. The employees' names are affixed to each picture.

Joe and Lois Stalsonburg have put together the first draft of the letter I promised you on the 160-series standards. I will have it in the mail to you by 5 December. I cannot help but reiterate my thought that we must professionalize the EEO business from top to bottom, and quickly. This very important field has been left to amateurs, dedicated and well-meaning, but incompetent, far too long. Having been in the "people" business for 1 1/2 years now, I conclude from personal observation that we stocked our EEO talent pool, from top to bottom, early in the game when it was necessary only to be some combination of black,

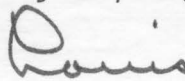


brown, female, militant and/or loud to get on board. If we are ever to make the progress we seek, we must get managers into the business, using training and position management techniques to the fullest. Getting the minorities on board here was easy; the tough management job of getting them geared to move up still lies ahead. End of sermon! Please help us.

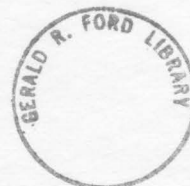
Again--thank you for your time. If you really intend to spend more time in the "field," where the EEO wood is chopped, you will, on the basis of my experience, surely need that bullet-proof vest; and my quick-reaction design/manufacturing capability is second to none! You need only call.

Best wishes and

Very respectfully,



L. R. SAROSDY
Captain, U. S. Navy



THE WHITE HOUSE

Mr. Joe Casillas
Deputy EEO Officer
Naval Air Rework Facility
Department of the Navy
Naval Air Station, North Island
San Diego, California 92135

