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Collection: Roberts, John G.: Files
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WITHDRAWAL SHEET

Ronald Reagan Library

Collection Name Roberts, John

Withdrawer

IGP 8/7/2005

File Folder JGR/PRESIDENT'S EXECUTIVE EXCHANGE (2 OF 4)

FOIA

F05-139/01

Box Number 42

COOK

75IGP

Doc No	Doc Type	Document Description	No of Pages	Doc Date	Restrictions	
1	MEMO	ROBERTS TO FIELDING <i>Released in part 4/21/06</i>	2	2/7/1983	B6	975
2	LETTER	HATCH TO PIERCE	1	1/27/1983	B6	976
3	LETTER	HATCH TO JUNE WALKER	2	1/27/1983	B6	978
4	MEMO	FIELDING TO HELENE VON DAMM	2	2/7/1983	B6	1213
5	MEMO	FIELDING TO HELENE VON DAMM (SAME AS DOC 4)	2	2/7/1983	B6	1214
6	MEMO	MARYANN URBAN TO FIELDING THROUGH HELENE VON DAMM	1	1/25/1983	B6	982
7	LETTER	JUNE WALKER TO PIERCE	2	1/24/1983	B6	984
8	LETTER	HATCH TO PIERCE	1	1/27/1983	B6	985

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

- B-1 National security classified information [(b)(1) of the FOIA]
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9	LETTER	HATCH TO JUNE WALKER	2	1/27/1983	B6	987
10	LETTER	TO PIERCE	1	2/3/1983	B6	989

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MEMORANDUM

THE WHITE HOUSE

WASHINGTON

February 7, 1983

MEMORANDUM FOR FRED F. FIELDING

FROM: JOHN G. ROBERTS *JGR*

SUBJECT: Dispute Between HUD and the President's
Commission on Executive Exchange

The Office of Presidential Personnel has requested a legal opinion to resolve a dispute which has arisen between Secretary Pierce and June Walker, Executive Director of the President's Commission on Executive Exchange (PCEE). Gordon Walker (no relation) participated in the executive exchange program in 1981-1982, holding a one-year assignment at HUD. Secretary Pierce now desires to hire Mr. Walker to be Deputy Undersecretary for Field Coordination. I am advised by Maryann Urban that Walker is currently working at HUD on a 90-day assignment basis, and is visiting HUD field offices with the current Deputy Undersecretary in preparation for his contemplated appointment.

Mrs. Walker has objected strenuously to Secretary Pierce, on the ground that the viability of the executive exchange program depends upon exchange executives returning to their private sector jobs upon completion of their term. If the executive exchange program became a recruiting device for the federal government, private sector firms would become reluctant to participate. For this very reason prospective exchange executives must sign the following statement:

I understand that inherent in the President's Executive Exchange Program is the commitment to return to the sponsoring organization at the completion of the exchange year (365 days). This commitment demands that no offer of permanent employment be considered at any time during the exchange process, from initial interviews to reentry.

Mr. Walker returned briefly to Utah, and apparently views this as compliance with the agreement he signed upon applying to the executive exchange program.

B6

[REDACTED]

B6

Mrs. Walker copied Senator Hatch on her letter of objection to Secretary Pierce, and Hatch has now written to Mrs. Walker and Secretary Pierce (Tab B).

[REDACTED]

B6

Here, of course, the issue is not whether the covenant is legally enforceable: Mrs. Walker is presumably not going to sue if Mr. Walker is hired.

[REDACTED]

B6

Accordingly, I recommend advising Presidential Personnel that in the peculiar circumstances of this case we would not interpose a legal objection to the hiring of Mr. Walker because of his participation in the executive exchange program.

[REDACTED]

B6

August 14, 1981

Dear Mr. Pierce:

This is to confirm our interest in having Gordon D. Walker join your staff. Our hope is that he will be on board no later than September 8, 1981. In order to implement this assignment as quickly and smoothly as possible, we need your assistance on several matters:

Enclosed is a statement with regard to Mr. Walker's compensation. Our evaluation of this equates to a government grade of GS-15/7.

Mr. Walker should be hired under a temporary appointment not to exceed 360 days. Normally, those who come into the Executive Exchange Program are hired under a Schedule A appointment [213.3102 (cc)].

We will need a copy of the formal position description for Mr. Walker's assignment, which accurately describes his duties and responsibilities. Further, you should know that the provisions of this Program preclude any change in duties unless prior approval is given by this Office.

When an organization offers a candidate a position, we require that the Ethics Counsel of that organization review the candidate's background and relate it to the formal position description to determine if any potential exists for conflict of interest. We will need a statement signed by the Ethics Counsel advising this review has been made and that all is in order.

~~In keeping with the concept of the Exchange Program, hosts are reminded that offers of partial support to the Exchange Executive are not allowed during the Exchange year or upon completion of the assignment.~~

The Commission sponsors a mandatory education program for all Exchange Executives. There are both time and cost requirements shared by the sponsoring company and host agency relating to this educational program. The host agency pays all travel and per diem costs (the projected cost for 1981-82 is \$4,500). The host agency must also allow the Exchange Executive administrative leave for educational activities. This includes five days in September for our Orientation Seminar; ten days in March for the International Study Seminar; and three days in May for a conference on future public policy.

Hon. Samuel R. Pierce

The official position description and the Ethics Counsel's signed statement must be received before Mr. Walker begins his assignment.

Thank you in advance for your cooperation on these matters and for all that you can do to make Mr. Walker's entry into the Federal Government a smooth one.

Sincerely,

Neil A. Stein
Deputy Executive Director

Enclosures:
Conflict of Interest Statement
SF #171
Salary Statement

Hon. Samuel R. Pierce
Secretary
Department of Housing
and Urban Development
451 7th Street, SW - Room 10000
Washington DC 20410

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2 LETTER

1 1/27/1983 B6

976

HATCH TO PIERCE

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3 LETTER

2 1/27/1983 B6

978

HATCH TO JUNE WALKER

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MEMORANDUM

THE WHITE HOUSE

WASHINGTON

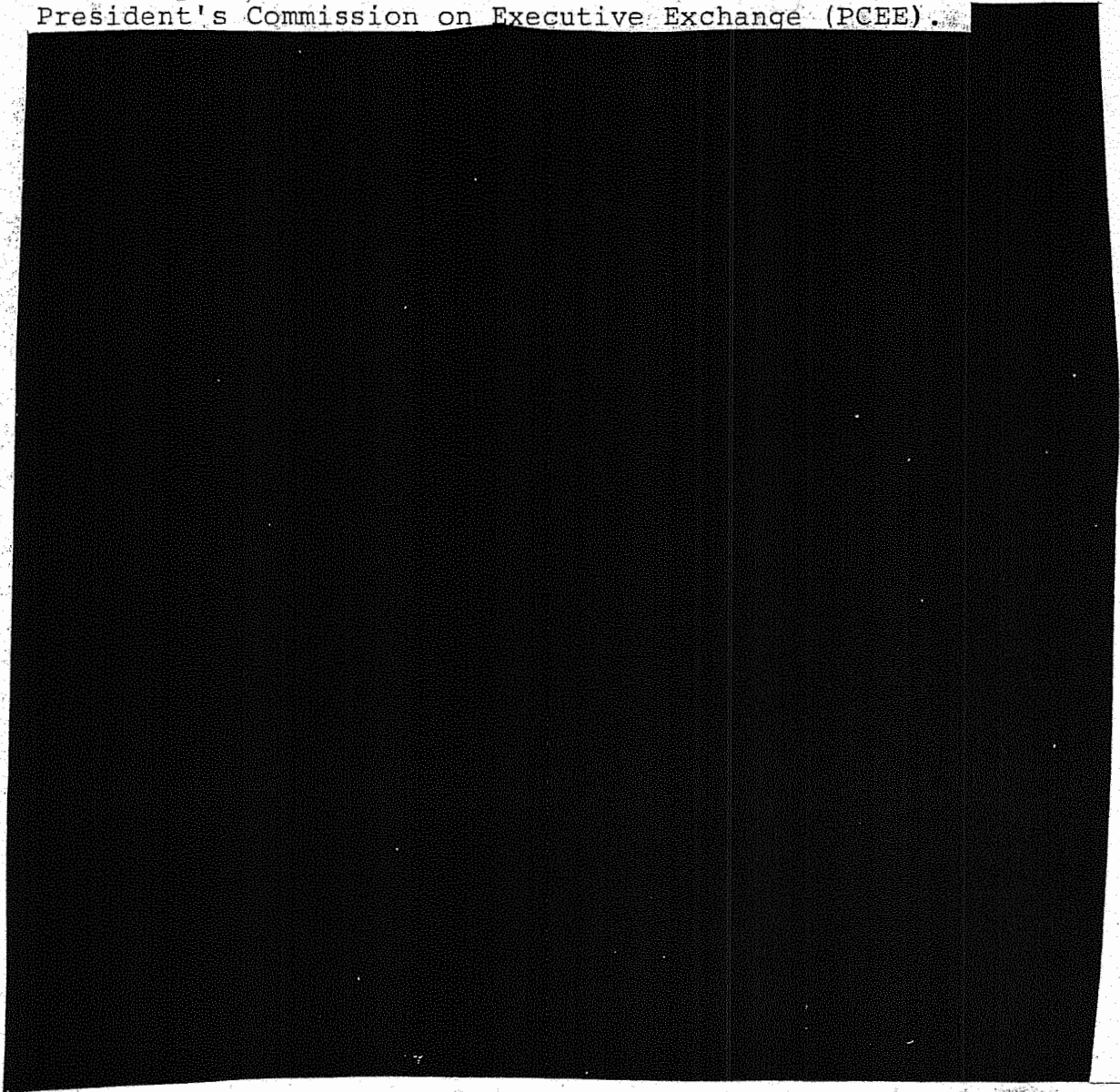
February 7, 1983

MEMORANDUM FOR FRED F. FIELDING

FROM: JOHN G. ROBERTS *JGR*

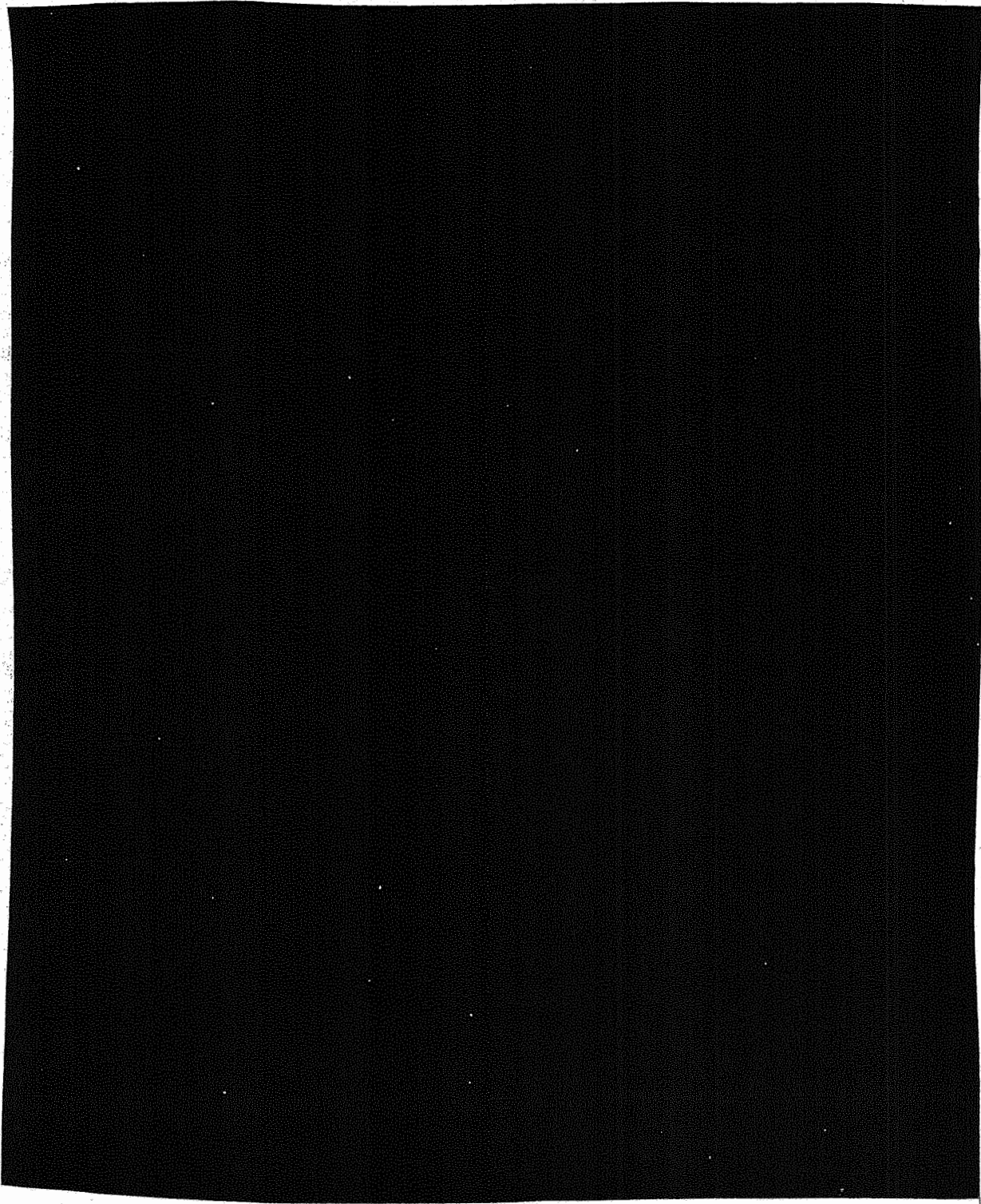
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5 MEMO

2 2/7/1983 B6

1214

FIELDING TO HELENE VON DAMM (SAME AS
DOC 4)

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WHITE HOUSE CORRESPONDENCE TRACKING WORKSHEET

- O - OUTGOING
- H - INTERNAL
- I - INCOMING
Date Correspondence Received (YY/MM/DD) 1 1

Name of Correspondent: Maryann Urban

- MI Mail Report User Codes: (A) _____ (B) _____ (C) _____

Subject: Legal Opinion - Personnel Situation
with Gordon Walker

ROUTE TO:	ACTION	DISPOSITION			
Office/Agency (Staff Name)	Action Code	Tracking Date YY/MM/DD	Type of Response	Code	Completion Date YY/MM/DD
<u>CW Holland</u>	ORIGINATOR	<u>83101127</u>			<u>1 1</u>
	Referral Note:	<u>see below</u>			
<u>CVAT18</u>	D	<u>83101127</u>		<u>S 831</u>	<u>1</u>
	Referral Note:				
		<u>1 1</u>			<u>1 1</u>
	Referral Note:				
		<u>1 1</u>			<u>1 1</u>
	Referral Note:				
		<u>1 1</u>			<u>1 1</u>
	Referral Note:				

- | | | |
|--|---|---|
| <p>ACTION CODES:</p> <ul style="list-style-type: none"> A - Appropriate Action C - Comment/Recommendation D - Draft Response F - Furnish Fact Sheet to be used as Enclosure | <ul style="list-style-type: none"> 1 - Info Copy Only/No Action Necessary R - Direct Reply w/Copy S - For Signature X - Interim Reply | <p>DISPOSITION CODES:</p> <ul style="list-style-type: none"> A - Answered B - Non-Special Referral C - Completed S - Suspended |
|--|---|---|

FOR OUTGOING CORRESPONDENCE:
 Type of Response = Initials of Signer
 Code = "A"
 Completion Date = Date of Outgoing

Comments: Please call Maryann Urban on x.7606
for additional information per her request

Keep this worksheet attached to the original incoming letter.
 Send all routing updates to Central Reference (Room 75, OEOB).
 Always return completed correspondence record to Central Files.
 Refer questions about the correspondence tracking system to Central Reference, ext. 2590.

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6 MEMO

1 1/25/1983 B6

982

MARYANN URBAN TO FIELDING THROUGH
HELENE VON DAMM

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7 LETTER

2 1/24/1983 B6

984

JUNE WALKER TO PIERCE

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THE PRESIDENT'S COMMISSION ON EXECUTIVE EXCHANGE

THE WHITE HOUSE

CHAIRMAN

James E. Burke
Chairman and Chief Executive Officer
Johnson and Johnson

James A. Baker, III
Chief of Staff
The White House

June Grace Walker
Executive Director

Chairman Emeritus
Robert E. Kirby
Chairman and Chief Executive Officer
Westinghouse Electric Corporation

Samuel H. Armacost
President and Chief Executive Officer
Bank of America

Malcolm Baldrige
Secretary
Department of Commerce

William M. Batten
Chairman
New York Stock Exchange

A. George Battle
Partner
Arthur Andersen & Co.

Roger E. Birk
Chairman, President and
Chief Executive Officer
Merrill-Lynch and Company

Thornton F. Bradshaw
Chairman and Chief Executive Officer
RCA Corporation

Willard C. Butcher
Chairman and Chief Executive Officer
Chase Manhattan Corporation

William P. Clark
Assistant to the President
for National Security Affairs
The White House

David W. Christopher
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Ralph P. Davidson
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Time Inc.

Willie D. Davis
President
Willie Davis Distributing Company

Donald J. Devine
Director
Office of Personnel Management

Coy G. Eklund
President and Chief Executive Officer
Equitable Life Assurance Society

Max L. Friedersdorf
Counsel General of the
United States of America
to Bermuda

Harry J. Gray
Chairman and Chief Executive Officer
United Technologies Corporation

Edwin L. Harper
Assistant to the President
for Policy Development
The White House

David T. Kearns
President and Chief Executive Officer
Xerox Corporation

James L. Ketelsen
Chairman and Chief Executive Officer
Tenneco Incorporated

Jewel S. Lafontant, Esq.
Senior Partner
Lafontant, Wilkins, Jones and Ware



THE PRESIDENT'S COMMISSION ON EXECUTIVE EXCHANGE
THE WHITE HOUSE

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Chairman, President and Chief Executive Officer
Manufacturers Hanover Corporation

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President and Chief Executive Officer
Project HOPE

John K. McKinley
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Ruben F. Mettler, Ph.D.
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Chairman
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David M. Roderick
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U.S. Steel Corporation

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President
James Roosevelt and Company

Spyros S. Skouras
Chairman, President and Chief
Executive Officer
Prudential Lines, Incorporated

Helene A. Von Damm
Deputy Assistant to the President
and Director of Presidential
Personnel
The White House



The President's Commission
on Executive Exchange
The White House
Post Office Box 14179
Washington, D.C. 20044
(202) 632-6834

Nominee's Biographical Form

(Note: Nomination Form is Also Required)

1. Name:	Gordon Davies Walker	
2. Position Title	General Partner	
3. Employing Company/Executive Agency	Covecrest Properties	
4. Company/Agency Address	5200 Highland Drive Suite 100 Salt Lake City, Utah 84117	
		5. Business Phone 801/277/2618
6. Home Address	3495 South 3610 East Salt Lake City, Utah 84109	
		7. Home Phone 801/277/3495

I understand that inherent in the President's Executive Exchange Program is the commitment to return to the sponsoring organization at the completion of the exchange year (365 days). This commitment demands that no offer of permanent employment be considered at any time during the exchange process, from initial interviews to reentry into the sponsoring organization.

Name

Gordon Davies Walker

(Signature)

Privacy Act Notice

This information is provided pursuant to Public Law 93-579 (Privacy Act of 1974) for individuals competing for Executive Exchange assignments.

The information furnished on this form is solicited pursuant to authority contained in Executive Order 12136. The primary purposes of the information solicited are to identify and place qualified individuals in Executive Exchange assignments. The information will be shared with private and public sector organizations, as necessary, who participate in the program by providing Executive Exchange assignments.

Furnishing the requested information is voluntary; however, failure to supply all of the requested information may delay or preclude action on your participation in the program.

August 14, 1981

Dear Mr. Pierce:

This is to confirm our interest in having Gordon D. Walker join your staff. Our hope is that he will be on board no later than September 8, 1981. In order to implement this assignment as quickly and smoothly as possible, we need your assistance on several matters:

Enclosed is a statement with regard to Mr. Walker's compensation. Our evaluation of this equates to a government grade of GS-15/7.

Mr. Walker should be hired under a temporary appointment not to exceed 360 days. Normally, those who come into the Executive Exchange Program are hired under a Schedule A appointment [213.3102 (cc)].

We will need a copy of the formal position description for Mr. Walker's assignment, which accurately describes his duties and responsibilities. Further, you should know that the provisions of this Program preclude any change in duties unless prior approval is given by this Office.

When an organization offers a candidate a position, we require that the Ethics Counsel of that organization review the candidate's background and relate it to the formal position description to determine if any potential exists for conflict of interest. We will need a statement signed by the Ethics Counsel advising this review has been made and that all is in order.

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Hon. Samuel R. Pierce

The official position description and the Ethics Counsel's signed statement must be received before Mr. Walker begins his assignment.

Thank you in advance for your cooperation on these matters and for all that you can do to make Mr. Walker's entry into the Federal Government a smooth one.

Sincerely,

Neil A. Stein
Deputy Executive Director

Enclosures:

Conflict of Interest Statement

SF #171

Salary Statement

Hon. Samuel R. Pierce
Secretary
Department of Housing
and Urban Development
451 7th Street, SW - Room 10000
Washington DC 20410

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2/8/83

The President's Commission on Executive Exchange
The White House

Dear Mr. Roberts:



The attached is the latest correspondence in regards to the situation with Gordon Walker, former President's Commission on Executive Exchange Executive.

Executive Director

Regards,

A handwritten signature in cursive script, appearing to read "June".

June G. Walker

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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]

E.O. 13233

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

Compliments of the
President's Commission on
Executive Exchange

June Grace Walker
Executive Director



THE PRESIDENT'S
COMMISSION ON
EXECUTIVE EXCHANGE
The White House

THE PRESIDENT'S COMMISSION ON EXECUTIVE EXCHANGE

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Chairman and Chief Executive Officer
Johnson & Johnson

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June Grace Walker
Executive Director
President's Commission on
Executive Exchange

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Westinghouse Electric Corporation

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Bank of America

Malcolm Baldrige
Secretary
Department of Commerce

William M. Batten
Chairman
New York Stock Exchange

A. George Battle
Partner
Arthur Andersen & Co.

Roger E. Birk
*Chairman, President and
Chief Executive Officer*
Merrill Lynch & Co., Inc.

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Office of Personnel Management

Coy G. Eklund
President and Chief Executive Officer
Equitable Life Assurance Society

Max L. Friedersdorf
*Counsel General of the United States of
America to Bermuda*

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United Technologies Corporation

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*Assistant to the President
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Tenneco Incorporated

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Lafontant, Wilkins, Jones and Ware

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*Chairman, President and Chief Executive
Officer*
Manufacturers Hanover Corporation

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TRW Incorporated

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Baker and Hostetler

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*Chairman of the Board and Chief
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Litton Industries, Incorporated

John R. Opel
President and Chief Executive Officer
IBM Corporation

Donald T. Regan
Secretary
Department of the Treasury

David Rockefeller
Chairman
Chase International Advisory
Committee

David M. Roderick
Chairman and Chief Executive Officer
U.S. Steel Corporation

James Roosevelt
President
James Roosevelt and Company

Spyros S. Skouras
*Chairman, President and Chief Executive
Officer*
Prudential Lines, Incorporated

Helene A. von Damm
*Assistant to the President for
Presidential Personnel*
The White House

William B. Walsh, M.D.
President and Chief Executive Officer
Project HOPE

John C. Whitehead
Senior Partner
Goldman, Sachs and Company

Dr. Marina v.N. Whitman
Vice President
General Motors Corporation

EXECUTIVE STAFF

Neil A. Stein
Deputy Director

Franklin L. Lavin
Assistant Director

Anne G. Fleig
Public Affairs Director

The President's Commission on Executive Exchange advances a fundamental goal of this Administration—to promote and encourage the relationship between American business and Government.

Men and women chosen to be Presidential Exchange Executives are senior executives,

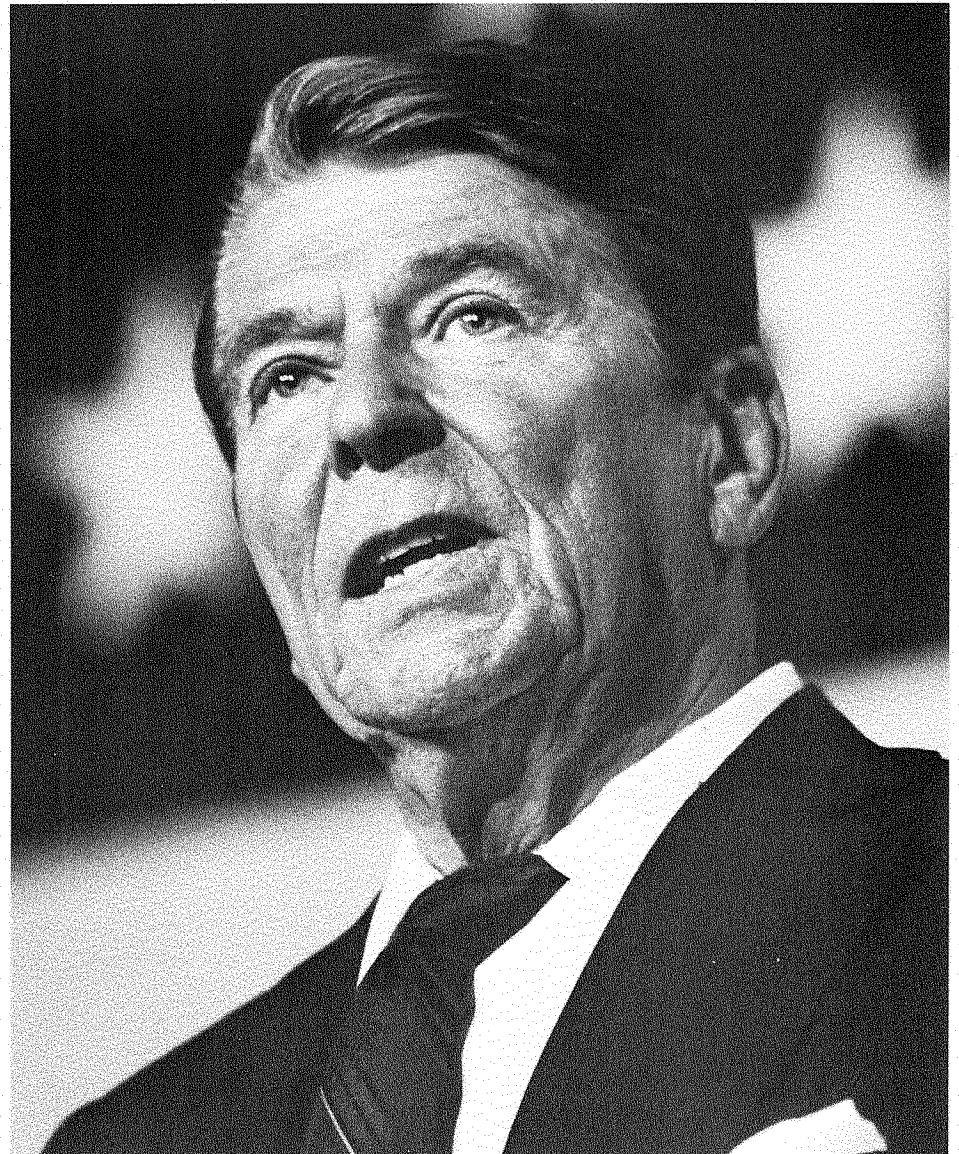
superior managers, and accomplished professionals. All bring special expertise to their Exchange assignments; each will return from the Exchange year with valuable insights.

It is in the interest of all Americans that we support this program—today's Presidential Exchange Ex-

ecutives will be among the nation's leaders and policymakers of the future.

I salute the participants in this Executive Exchange program and extend my best wishes to each of you.

Ronald Reagan



The President's Commission on Executive Exchange continues on a successful course, making rapid strides toward a lasting partnership between American Government and business. This success can be attributed to the President's firm belief in the Commission's goals and the impact the Executives make in Government and business, today and in the future.

The unique blending and sharing of talents by Executives from both sectors has effectively demonstrated the validity of the President's conviction that working together, business and Government can achieve outstanding results.

The individual and collective commitment to this program by Chairman Burke and the members of the Commission has provided the magnetism and leadership so essential to the success of this endeavor.

June Grace Walker
Executive Director



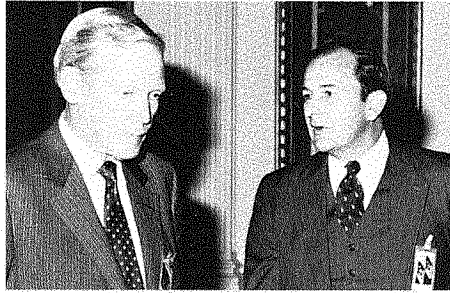
This year more Executives than ever before from Government and business are participating in the President's Commission on Executive Exchange. These Executives bring to their assignments a broad range of experience that will help them leave a solid record of accomplishment at the conclusion of the year. As participants in the Exchange, Executives gain a year of unique personal and professional growth while the hosts gain new talent and

ideas. By exchanging roles for a year, Executives help strengthen a working partnership between American Government and business.

James E. Burke
Chairman



Robert E. Kirby, CEO, Westinghouse Electric Corporation and Samuel Armacost, CEO, Bank of America at White House Commission Meeting



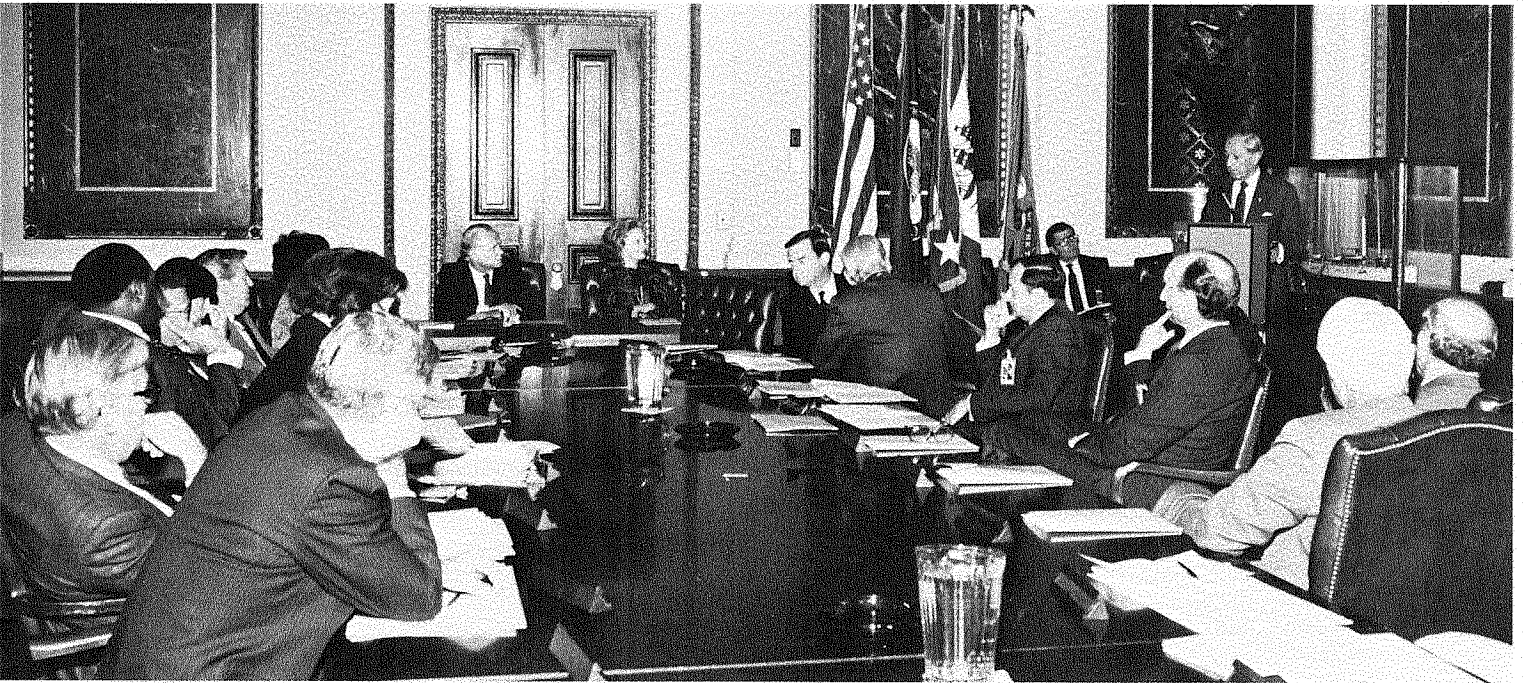
ship able to reach the upper limits of their potential, to strengthen what is best about America.

Encouraged by the foresight of the corporations and Federal Government entities that participate, the President's Commission on Executive Exchange has made the commitment of this Administration a reality. The joint resolution of business and Government to conquer major social and economic challenges is best served through the efforts of the President's Commission on Executive Exchange.

THE GOAL

To share talent and expertise, new perspectives and advances in management, so that business and Government may each be better equipped to serve society . . . this is the goal of the President's Commission on Executive Exchange.

Business and Government are altering their perceptions of the world around them. Both sectors must assess the problems and possibilities of a global society in transition. Each must cultivate creative leader-



White House Commission Meeting



*Willie D. Davis,
President,
Willie Davis
Distributing
Company*

THE COMMISSION'S FOCUS

The President's Commission on Executive Exchange provides a year's experience in the opposite sector for high caliber executives from business and Government. Candidates are personally nominated by the Corporation's Chief Executive Officer for the Government Program or by the Federal Department's Cabinet Officer or Agency Head for the Business Program. Candidates identified from both sectors must exhibit

the ability to succeed to policy-making positions within the nominating organization.

Candidates must be creative in thought and action. They must possess the ability to adapt their talents and skills to meet new expectations. They must show the initiative to utilize the exchange assignment to capture their career goals. These special executives must have an instinct for management and a worthy record of accomplishment.

Once nominated, candidates are interviewed and selected by the Ex-

ecutive Director, the Deputy Director and, occasionally, by a Member of the Commission. In each instance, individual talents are matched with the most critical needs of the hosting organization. During this process, nominees with specific contributions directly applicable to an exchange assignment are given prime consideration.

Business candidates for the Government program are then interviewed by potential employing Government Agencies. Executives are placed in mutually agreed-upon positions. Business executives are assigned to positions in Washington, D.C.

Government candidates for the Business program, however, are

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Harry J. Gray, CEO, United Technologies Corporation at White House Commission Meeting



Judge Clark swearing in Commissioners Donald Devine, William Batten, Willie Davis and Jewel Lafontant

Commissioner Jewel S. Lafontant, Esq., Senior Partner, Lafontant, Wilkins, Jones and Ware



purposely placed in assignments in locations other than Washington, D.C. After federal executives re-search several corporations to determine initially where their skills might be best utilized, the Commission negotiates appropriate interviews for them. Federal executives are placed throughout the country, usually in corporate headquarters.

The work assignment is complemented by various educational experiences, which concentrate on both domestic and international issues. These educational programs are managed by the Assistant Director/Education and are scheduled at intermittent times during the exchange year. Through conferences and dialogues with key national

leaders, the executives' perspectives are broadened with in-depth exposure to concerns shared by business and Government.

In keeping with the goal of the President's Commission on Executive Exchange, the hosting organization must not extend an offer of permanent employment to the executive, either during preliminary interviews or upon completion of the assignment. This restriction against offers of employment continues for two years after the date of return to the sponsoring organization.



William M. Batten, Chairman, New York Stock Exchange at Blair House Meeting

THE EXCHANGE CALENDAR

Nominations of business executives are due in mid-April; nominations of Federal executives must be submitted by February 1. Exchange assignments begin in September and executives must return to their

nominating organizations at the end of one year. At the specific request of a Cabinet Officer, the Executive Director may place an executive at any time during the year in Government for a specific critical need. These special assignments are also a year in duration.

The education program begins in September, with a Public Policy Seminar and an International Seminar scheduled for early spring. Business executives meet weekly with key national leaders while Federal executives assemble for a one-week intensive conference held at a leading business school. The location of the 1983 conference was the University of Pennsylvania's Wharton School of Business.

Stephen Tanaka, Special Assistant to the Associate Deputy Administrator, Veterans Administration



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Senator Quayle addressing Executives on Capitol Hill



Kris Ananth, Assistant to the Assistant Secretary, Department of the Navy

THE PRESIDENT'S EXCHANGE EXECUTIVES

Presidential Exchange Executives represent the leaders and decision-makers of tomorrow. They are executives who are expected to attain senior policy positions in the near future. They are intelligent men and women with the ability to lead.

Their accomplishments are recognized as innovative and their records firmly established. They are committed to excellence in every endeavor.

The range of backgrounds for Presidential Exchange Executives is broad indeed. On the business side, executive experience may be in finance or marketing, international business or strategic planning, operations research or general management. In Government, areas of expertise include international relations, financial analysis, health management, science and engineering, law and long-range planning. Most executives are on the threshold of senior ranks. Others have already achieved high-level positions.

All have the ability to make a measurable contribution to the opposite sector.

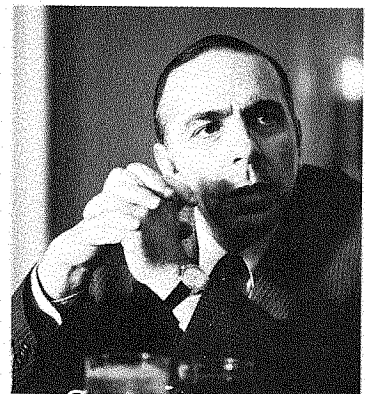
Presidential Exchange Executives are molded by America's glorious past and represent hope for a better future. The inspiration and imagination to conceive ideas and the resolution to carry them out are characteristics indicative of Presidential Exchange Executives. These federal executives, who will rise to the most senior ranks of government, and these business executives, who will return to corporations at policy-making levels, offer this country a great resource and may be called upon to serve the government as Presidential appointees in the future.



Secretary of the Treasury Donald Regan addressing White House Commission Meeting



Executives at Jackson Place townhouse meeting



Neil Stein, Deputy Director of the Commission

BUSINESS ASSIGNMENTS AND GOVERNMENT APPOINTMENTS

Today, the President's Commission on Executive Exchange makes an impact on business and Government because of the unique capabilities the executives bring to their assignments. Presidential Exchange Executives hold positions of significant responsibility. They report to senior officials and are involved in major policy decisions.

Charles Z. Wick, Director of the International Communication Agency, addressing a 744 Roundtable in Jackson Place conference room



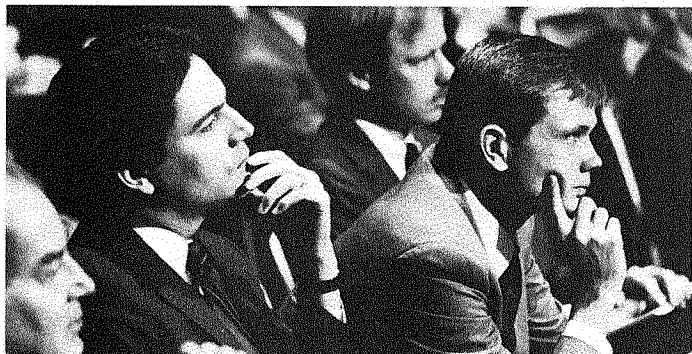
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COMPANIES CURRENTLY PARTICIPATING IN THE PROGRAM

Arthur Andersen & Co.	Monsanto
Bank of America	New York Life Insurance
Bankers Trust Company	Northrop Corporation
Chase Manhattan Bank	Price Waterhouse
City Investing Company	Project HOPE
Combustion Engineering	Prudential Insurance
Equitable Life Assurance Society	Company
Florida Power & Light Company	Raymond International
General Electric Company	Rockwell International
Honeywell, Inc.	Sandoz Pharmaceuticals
International Business Machines	Sun Company
John Hancock Mutual Life Insurance	Teledyne, Inc.
Johnson & Johnson	Tenneco Inc.
Manufacturers Hanover Bank	Texaco Inc.
Martin Marietta Aerospace	TRW, Incorporated
Maryland National Bank	Union Oil Company of California
Merrill Lynch & Co., Inc.	United Banks of Colorado, Inc.
Metropolitan Life Insurance	U.S. Steel Corporation
Midwest Research Institute	Westinghouse Electric Corporation
	Xerox Corporation

PARTIAL LISTING OF POSITIONS CURRENTLY ASSIGNED TO PRESIDENTIAL EXCHANGE EXECUTIVES

Department of Transportation <i>Special Assistant to the General Counsel</i>	U.S. Trade Representative <i>Assistant to the U.S. Trade Representative</i>
Environmental Protection Agency <i>Special Assistant to the Administrator</i>	Department of the Treasury <i>Special Advisor to the Under Secretary</i>
Office of Management and Budget <i>Director of Planning (Reform 88)</i>	Board of Governors of the Federal Reserve System <i>Special Assistant to the Vice Chairman</i>
U.S. Postal Service <i>Assistant to the Postmaster General</i>	U.S. Steel Corporation <i>Assistant to Director for Planning and Development</i>
Department of the Treasury <i>Special Assistant to the Assistant Secretary</i>	Northrop Corporation <i>Senior Data Processing Consultant</i>
Department of State <i>Special Assistant to the U.S. Ambassador, Japan</i>	Equitable Life Assurance Society <i>Assistant to the Executive Vice President</i>
U.S. International Trade Commission <i>Special Assistant to the Chairman</i>	Bankers Trust Company <i>Assistant to the Senior Vice President for International Credit</i>
Internal Revenue Service <i>Assistant to the Commissioner</i>	Honeywell, Incorporated <i>Assistant to the Vice President for Science and Technology</i>
U.S. Information Agency <i>Assistant to the Associate Director</i>	Chase Manhattan Bank <i>Vice President, Corporate Systems Division</i>
Department of Justice <i>Special Assistant to the Attorney General</i>	City Investing Company <i>Assistant to the Senior Vice President of Planning</i>
Department of the Treasury <i>Special Assistant to the Comptroller of the Currency</i>	



THE EDUCATION PROGRAM

Joseph Lochwood, Special Assistant to the Assistant Secretary, Department of Defense



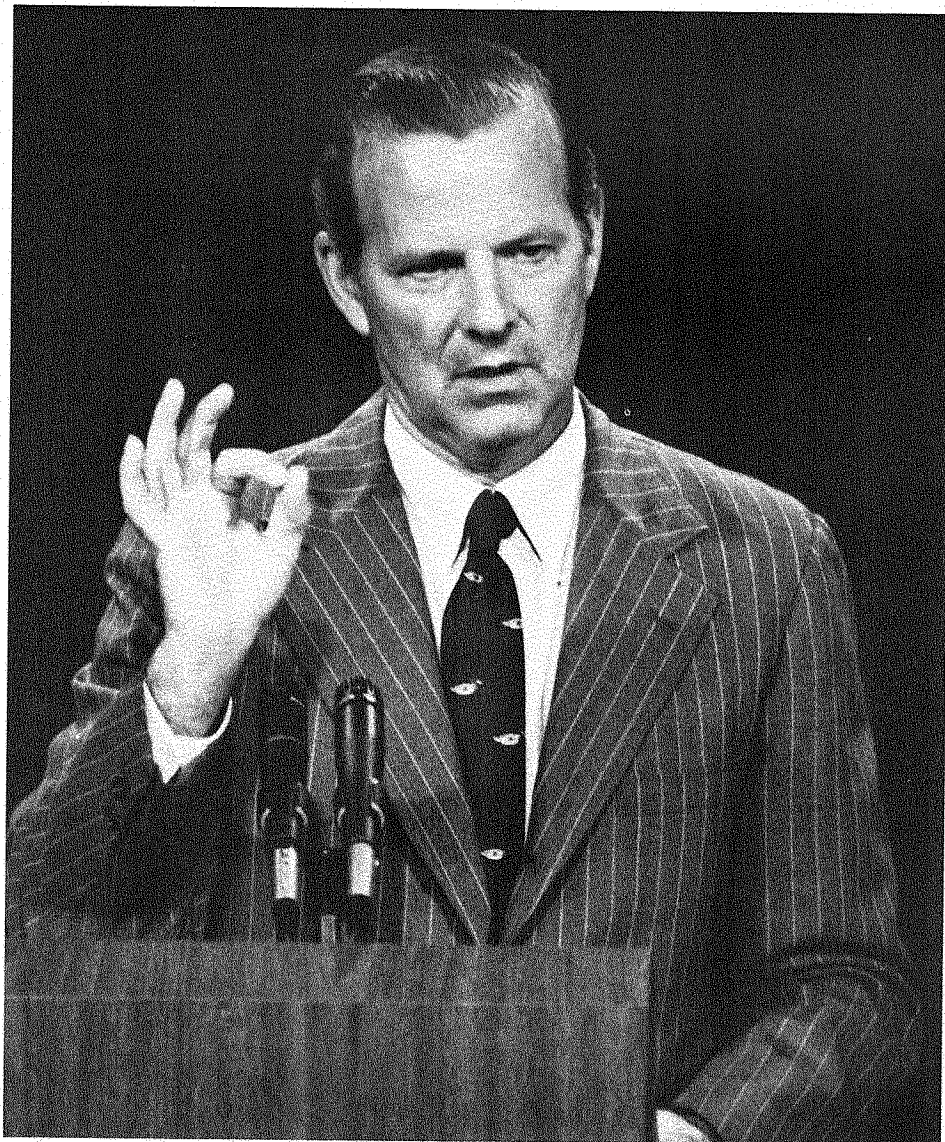
Although the work assignment maintains top priority during the year, another major challenge to the executive is the continuing educational experience. This framework, in which corporate strategy and public policy are examined and pursued, brings together both business and Government executives during the year for two major conferences. Federal executives spend a week at a leading business school undergoing intensive discussions while private sector executives attend two days at that session, and also meet weekly in Washington with key national leaders.

The educational effort seeks to bridge concerns of business and Government, increasing the Execu-

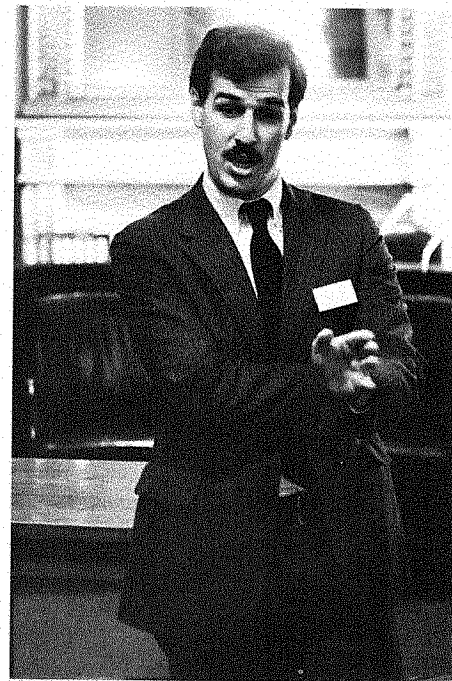
tive's immediate value to the employing organization and long-range worth to the nominator.

THE PUBLIC POLICY SEMINAR

A week-long Public Policy seminar, held in September, permits all Presidential Exchange Executives to acquire and evaluate information on issues and conditions related to both sectors—especially those issues which affect public policy and the regulation of business. In briefings and discussions with senior Govern-



White House Chief of Staff James Baker, III addressing the Executives at the White House



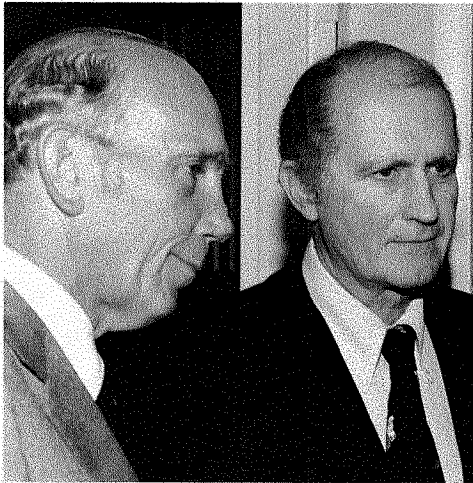
Frank Lavin, Assistant Director of the Commission, making introductory remarks at a meeting on Capitol Hill

Commission Meeting in the Indian Treaty Room at the Old EOB



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Jackson Place townhouse Reception, (left to right) Harry J. Gray, CEO, United Technologies Corporation, Malcolm Baldrige, Secretary of Commerce

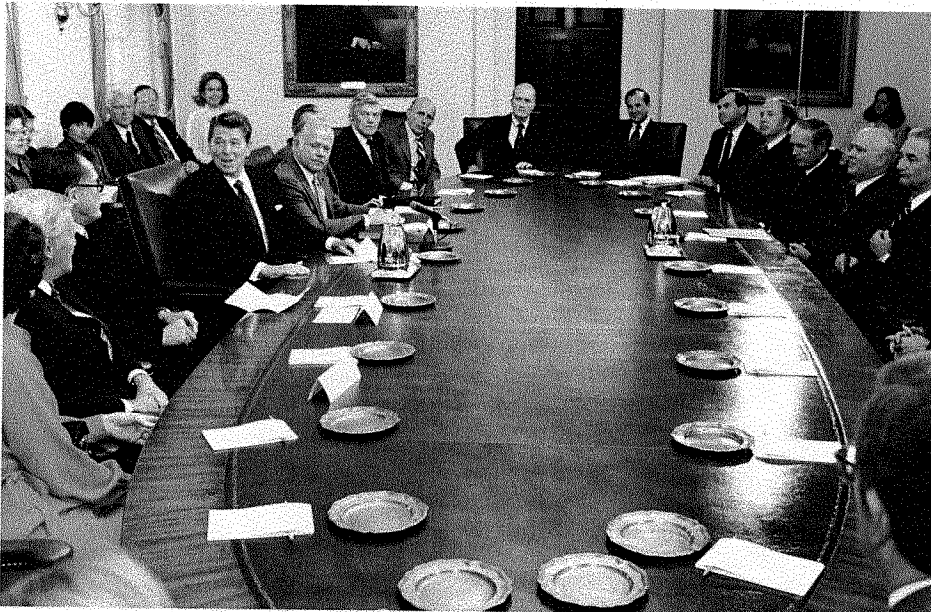


White House Commission Meeting, John F. McGillicuddy, CEO, Manufacturers Hanover Corporation

White House Commission Meeting



Luncheon at the Decatur House, (left to right) Max Friedersdorf, William Walsh, Harry Gray, June Walker, Roger Birk and Robert Kirby



President Reagan, flanked by Justice Rehnquist, Chairman Burke, Treasury Secretary Regan and Commerce Secretary Baldrige, meet with Commissioners in White House Cabinet Room.



The President and Michael K. Deaver, Assistant to the President

White House Commission Meeting, David M. Roderick, CEO, United States Steel Corporation



White House Commission Meeting, James E. Burke, CEO, Johnson & Johnson, Chairman, President's Commission on Executive Exchange



ment officials, Members of Congress and various business leaders, topics for executives from both sectors may include:

- Government regulation of business
- Taxation and the budget process
- Legislative matters affecting business
- Formation of U.S. economic policy.

The seminar also details items of immediate and specific concern to the sector to which the executive is assigned. For example, Federal executives working in business will also hear presentations on and discuss:

- Corporate management and control
- Financial alternatives and the formation of capital
- Venturing a new product to the market place
- Unions and consumerism.

Business executives working for the Government will review a number of public issues, in the context

of the mission of Government, such as:

- Critical concerns in national defense and foreign policy
- Effective solutions for social problems
- Controlling the Government's size and budget.

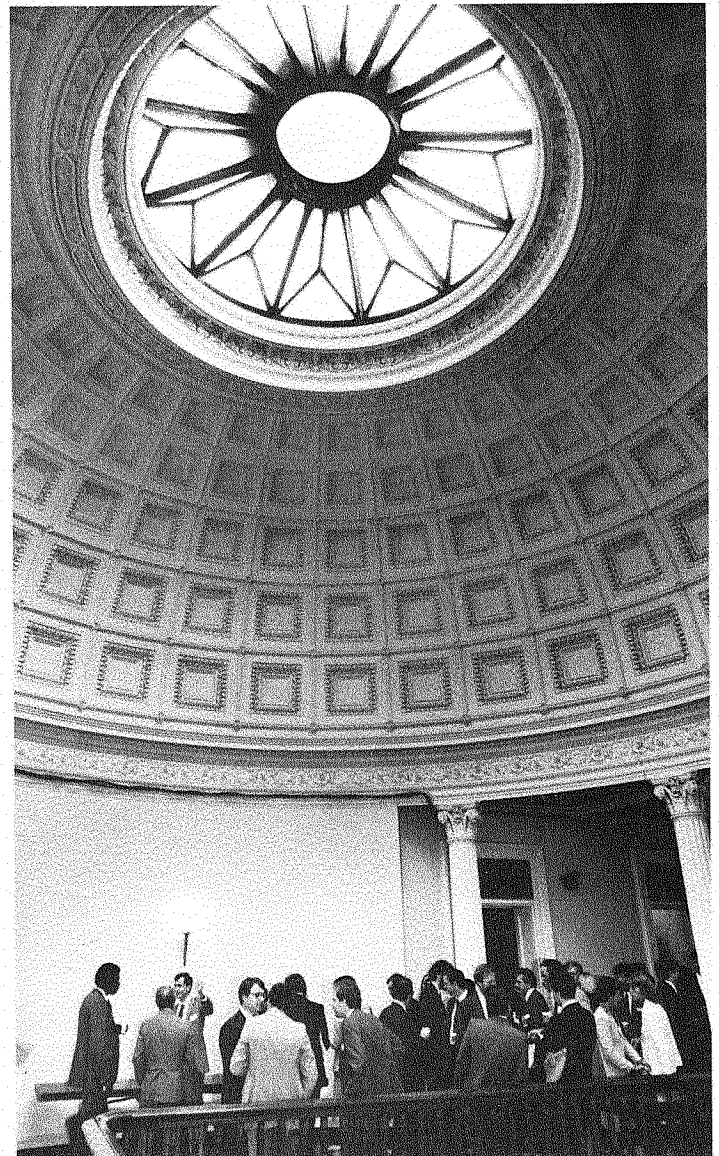
THE WINTER CONFERENCE FOR FEDERAL EXECUTIVES ASSIGNED TO BUSINESS

A week-long winter conference for Federal executives assigned to the private sector is held in January at a leading business school. It concentrates on "Constraints on Corporate Freedom" posed by Federal and lo-

*Charles L. Schultze,
Senior Fellow, the
Brookings Institution*



*Lt. General Paul Francis Gorman,
Assistant to the Chairman of the Joint
Chiefs of Staff addressing the Public
Policy Forum*



*Executives gather at the Old Executive Office Building rotunda prior to the
Public Policy Forum*

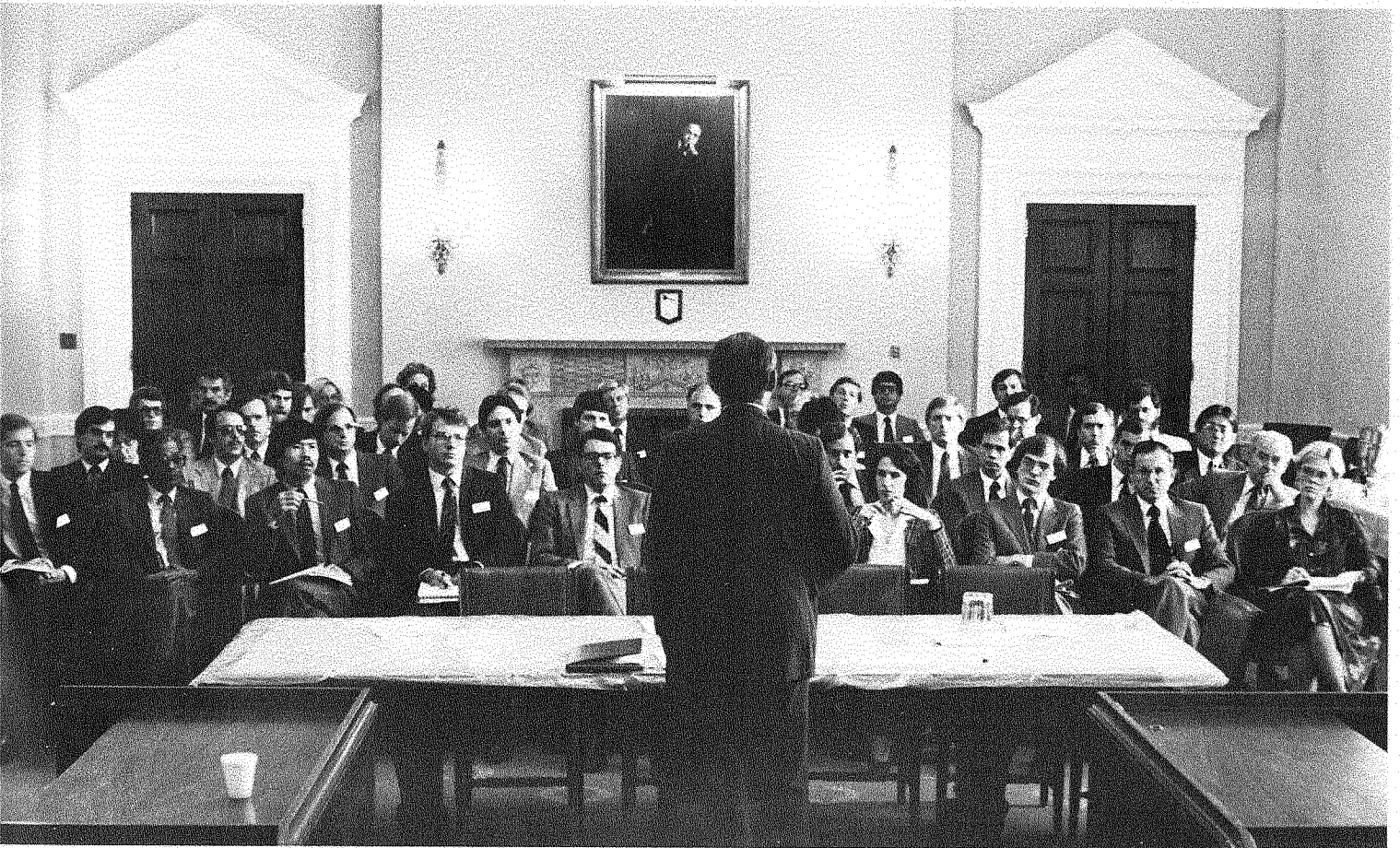
WEEKLY MEETINGS FOR BUSINESS EXECUTIVES ASSIGNED TO THE GOVERNMENT

cal Governments, the various constituencies of the corporation, unions and consumers. Further, new technology and creative systems analysis are observed in application to problem-solving. The conference stresses discussion with prominent faculty and business leaders for a current and relevant exploration of challenges to the business community.

For executives working in government posts, approximately two hours per week are scheduled for informal, off-the-record meetings with Cabinet Officers, Agency Heads, Members of Congress, the press corps and others to introduce executives to the leaders of Government and those who influence them. In addressing critical current policies and regulations affecting business, the seminars concentrate on subjects such as economic issues, legislative priorities before Congress and relations between nations.

THE INTERNATIONAL SEMINAR

The two-week international forum, scheduled for the Spring of 1983, will be held in three European Common Market nations—Belgium, France and Germany. Although the current International Seminar takes place overseas, the location of future conferences will be determined on a yearly basis. The conference offers an opportunity to explore the U.S. position in world trade and how it is affected by political, economic and military considerations abroad. Through discussions with high-level Government officials and



heads of U.S. and foreign-owned multinational corporations, executives also investigate Government controls of and practical operations of the international private sector in seeking capital markets, management and workers. Discussions focus on:

- The social and economic conditions and other factors which contribute to the stability and security of countries and affect their relations with other nations.
- Political and economic ramifications of multilateral and bilateral trade negotiations
- Effects of competition and anti-trust policies on U.S. versus foreign trade

Director of the International Communication Agency, Charles Z. Wick addressing a 744 Roundtable in the Jackson Place conference room

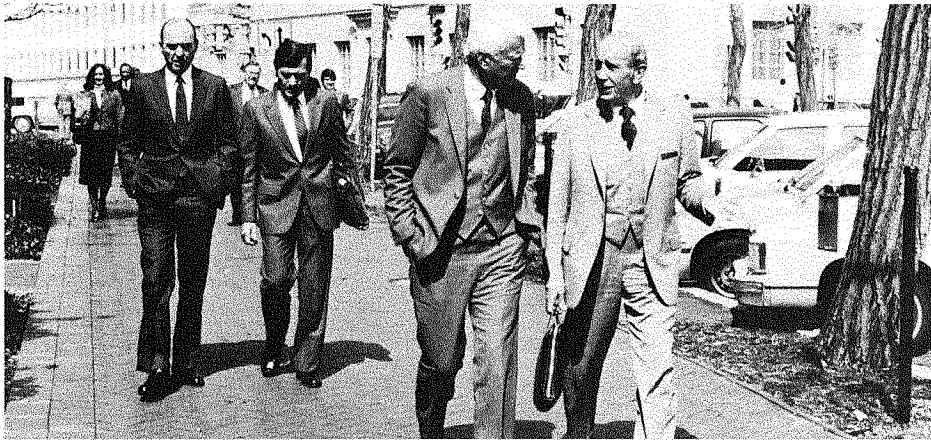


- Military alliances which have an impact on political and economic relations
- International monetary situation and the status of the dollar
- The climate for foreign investment, trade and other commercial ventures of U.S. multinational corporations.

The seminar prepares executives to evaluate international conditions which influence decisions on both business and Government.

NOTE: All travel and program costs for the International Seminar will be paid for by funds from the private sector.

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Roger Birk, Bob Ciatto, Max Friedersdorf and Harry Gray outside Jackson Place townhouse

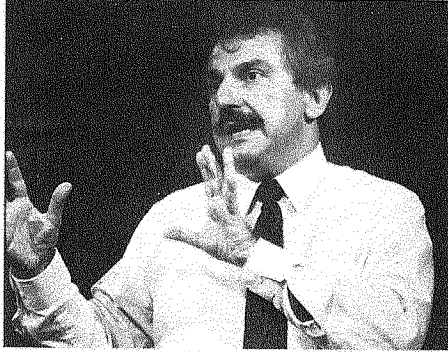


George Herman, Economics correspondent with CBS news



CORPORATE PARTICIPATION

Dr. Joseph L. Mancusi, Associate Director for Psychology at the Veterans Administration discussing Executive stress in relation to new job assignments



NOMINATING A BUSINESS EXECUTIVE FOR GOVERNMENT SERVICE

The Chief Executive Officer personally nominates a candidate for the President's Executive Exchange Program, attesting to the high caliber of the individual and submitting a career plan for his/her succession to senior ranks.

Chief Executive Officers are urged to select men and women who will represent the best executive talent of the corporation and they are encouraged to adhere to the principles of equal employment opportunity. Nominations must be received by the Commission in mid-April, for participation in the program year

beginning the following September.

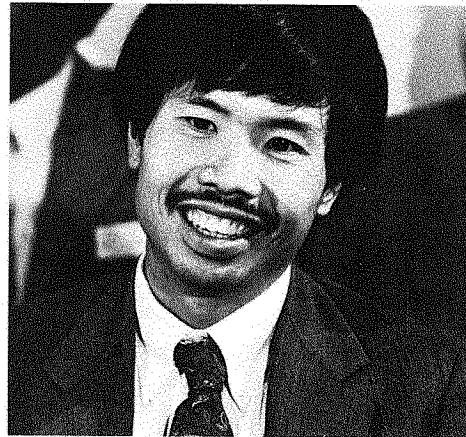
The nominator must develop and execute a plan for the executive's re-entry at the end of the exchange year. The plan should recognize the value and potential of the exchange experience by anticipating a position of suitable rank for the executive. This information should be presented to the Commission at the time of nomination.

The nominating organization and the participating executive are bound by law to strictly adhere to all Federal and State statutes regarding conflict of interest. The corporation should counsel the executive regarding the individual's responsibility and need for ethical conduct.

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Edwin Meese III, Counselor to the President, addressing the White House Meeting



Donald Dea, Special Assistant to the Attorney General, Department of Justice



Helene von Damm, Assistant to the President for Presidential Personnel

EMPLOYING A GOVERNMENT EXECUTIVE IN BUSINESS

Corporations should define a responsible position which, by its nature, would be best suited to an individual with experience outside the organization. Some corporations have specific positions to be filled, while others prefer the process of interviewing several Government candidates, then structuring an assignment based on a combination of individual skills and corporate needs.

To insure absolute avoidance of conflict of interest or the appearance thereof, the corporation must adhere to all Federal and State laws and have its General Counsel review the candidate's background against the formal job responsibilities, to determine that no conflict of interest exists. The Commission's Executive Director must be notified of this determination and of a reassignment of the executive to new duties during the year.

The executive should be introduced to appropriate senior officials within the corporation during the exchange year, exposing the individual to the structure and the policy-makers. The executive must be permitted time away from the job

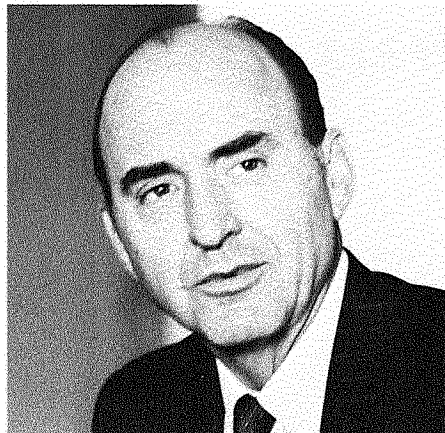
for educational activities, which include five days for the Public Policy Seminar in September; five days for the Winter Conference in January; and ten days for the International Study Seminar in the Spring.

In keeping with the goal of the President's Commission on Executive Exchange, the corporation must not extend an offer of permanent employment to the executive, either during preliminary interviews or upon completion of the assignment. This restriction against offers of employment continues for two years after the date of return to the sponsoring organization.

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(Right to left) Judge William P. Clark and Chairman James Burke at White House Meeting



Roger E. Birk, CEO,
Merrill Lynch & Co.,
Inc. at the State
Department
Commission Meeting

GOVERNMENT AGENCY PARTICIPATION

NOMINATING A GOVERNMENT EXECUTIVE FOR A BUSINESS ASSIGNMENT

Heads of Government Agencies select outstanding career executives for participation in the President's Executive Exchange Program. Candidates must be at the GS 15 level, a candidate for or a Member of the Senior Executive Service or an

equivalent level. Nominees should have no appreciable experience in the private sector. By nominating the individual, the Agency indicates that the executive has the ability to achieve the most senior ranks of the career service in Government in the near future.

Nominations must be received by the Commission no later than February 1, for participation in the program year beginning the following September.

With the nomination, the Agency must submit a plan for the executive's re-entry at the end of the exchange year. The plan should anticipate a suitable position, acknowledging the increased value of the executive after a year's experi-

ence in business. The Agency should encourage the executive to research a variety of corporations, in order that the candidate's skills be best utilized and that the experience be most beneficial to the Government.

The nominating organization is bound by law to strictly adhere to all Federal and State statutes regarding conflict of interest and should counsel the executive regarding the individual's responsibilities for ethical conduct.



Coy G. Ecklund, Equitable Life Assurance Society and James E. Burke, Johnson & Johnson, at State Department reception



Commissioner Betty Murphy at State Department luncheon

Employing a Business Executive in Government

Cabinet Officers and Agency Heads should identify a need within the organization which requires specific expertise available from business.

The position should be in the Senior Executive Service reporting to the Cabinet Officer directly or to the Under Secretary or Assistant Secretary.

It is required that the Government Agency's Ethics Counsel review the candidate's background against the official position description to determine that no conflict of interest exists. Once the Commission staff is notified of this determination, a further precaution is taken

in that the Office of Government Ethics reviews the assignment. During the year, the executive's duties may not change without prior approval given by the Commission's Executive Director and a further evaluation by the Agency's Ethics Counsel.

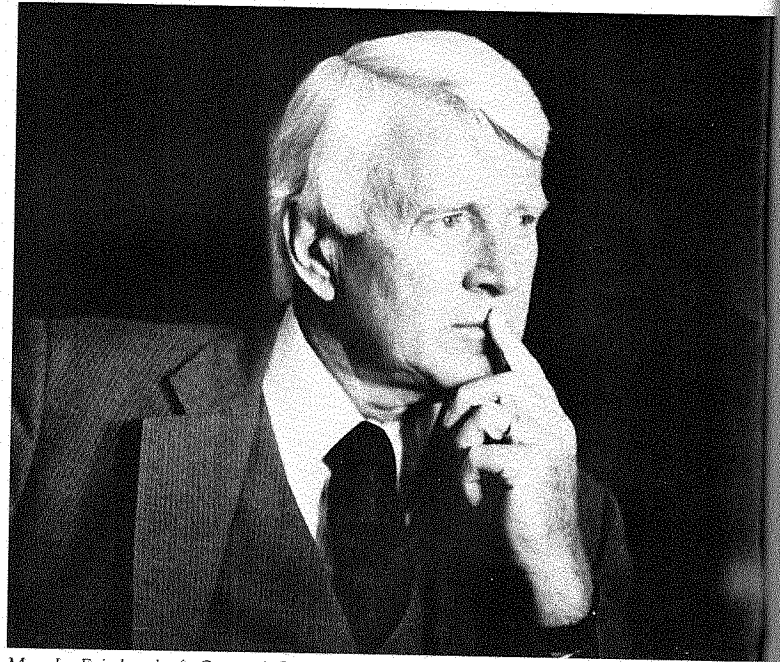
The Agency must allow administrative leave for educational activities, including five days in September for the Public Policy Seminar, ten days in the Spring for the Inter-

national Conference and approximately two hours per week for informal meetings with key national leaders. Additionally, the executive should be introduced to appropriate senior officials of the organization, for a full understanding of the structure and policy-making apparatus.

In keeping with the goal of the President's Commission on Executive Exchange, the government sector must not extend an offer of permanent employment to the executive, either during preliminary interviews or upon completion of the assignment. This restriction against offers of employment continues for two years after the date of return to the sponsoring organization.



House Republican leader Robert H. Michel addressing the Executives at the Capitol



Max L. Friedersdorf, Counsel General of the United States of America to Bermuda, at White House Meeting



Chrystal Veazey, Special Assistant to the General Counsel, Department of Transportation

CRITICAL ASSIGNMENTS

Cabinet Officers and Agency Heads may issue requests to the Executive Director of the Commission for Presidential Exchange Executives with special expertise to meet an immediate critical need within Government. This can occur at any time during the year.

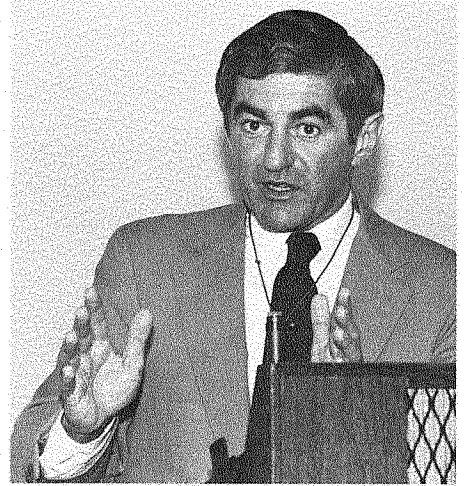
Executives are chosen for these important assignments based on their wealth of experience in a given area. Usually, executives selected for these positions have reached

senior ranks within the nominating organization.

Since these positions are staffed throughout the year, they do not necessarily coincide with the regular cycle of the Exchange Program. However, executives return to the nominating organization one year after beginning the assignment.

The same conflict of interest requirements apply for these positions, as for employing a business executive during the regular program cycle.

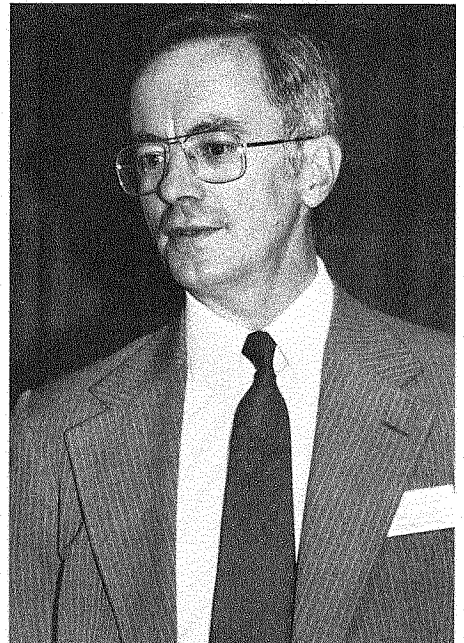
Deputy Secretary of the Treasury Robert T. McNamar addressing Executives at the Public Policy Forum



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Richard Wroten and Clayton Jones outside Jackson Place townhouse



Don Eller, Deputy Chief of Mission, Department of State, assigned to the United States Steel Corporation

INTERNATIONAL ASSIGNMENTS

A new dimension to the President's Commission on Executive Exchange responds to the needs of American businessmen overseas. The Executive Director seeks candidates with extensive international business experience to be placed at United States Embassies abroad as Assistants to the Ambassador.

In these positions, Presidential Exchange Executives assist U.S. businessmen in the development and execution of viable approaches for exporting goods and services to

foreign countries, foreign investment and the variety of activities leading to successful achievement of international business.

A background in international finance and marketing, with language capability depending on the location of the assignment is required. Executives receive diplomatic status and enjoy the personal rank of Counselor. These assignments are for one year only, and executives must adhere strictly to rules and regulations regarding conflict of interest.



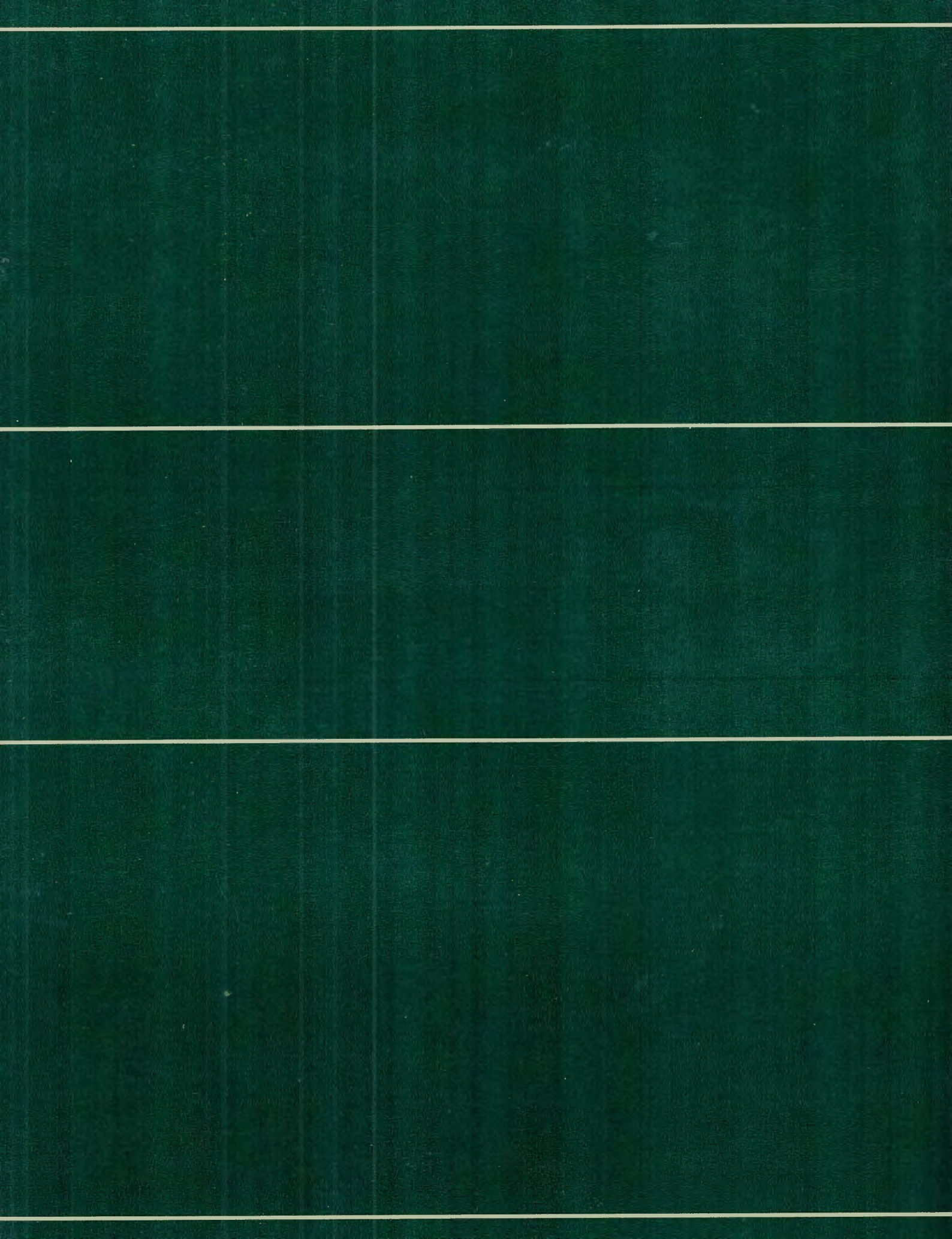
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PRESIDENT'S COMMISSION
ON EXECUTIVE EXCHANGE

The White House

744 Jackson Place, N.W.
Washington, D.C. 20503

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**THE PRESIDENT'S
EXECUTIVE
EXCHANGE
PROGRAM**

The Private Sector

GOAL

The President's Commission on Executive Exchange promotes a better understanding between business and Government through a yearly exchange of high-level executives. The Commission seeks outstanding men and women from the private sector who are the leaders and decision-makers of tomorrow; executives who have reached senior policy positions.

The range of backgrounds for Presidential Exchange Executives should be in finance, marketing, international business or strategic planning, operations research or general management.

Executives chosen for the Program represent the top echelon of their corporations. All have the ability to make a measurable contribution to the opposite sector.

PROGRAM PROCEDURES

Private Sector candidates for the President's Executive Exchange Program should have no significant work experience in the Government and must relocate to Washington, D.C.

The Exchange assignment will not exceed 365 days, and the executive must return to the Private Sector at the conclusion of this experience for at least one year. Candidates who attempt to use this Program as a vehicle to obtain permanent employment with the Government will be rejected at the outset, or dismissed from the Program during the year. With the approval of the sponsoring organization, the Commission may waive the one year requirement if the President requests the Executive serve as a Presidential Appointee at the Assistant Secretary level or higher.

Nominations must be received by the President's Commission on Executive Exchange by April 15 and must be approved and signed by the Chief Executive Officer of the nominating corporation.

The Executive Director and the Deputy Director review the backgrounds of all nominees. Those who have proven records of success are invited to Washington for interviews in May and June. Nominees who successfully complete preliminary interviews will return for additional interviews with potential employing Government agencies. The final assignment must be beneficial to both the executive and the hosting agency and is subject to the most stringent scrutiny to avoid conflict of interest.

Travel costs of nominees for selection interviews with the President's Commission on Executive Exchange are assumed by the sponsoring organization.

THE EDUCATION PROGRAM

While working in Government, executives participate in a comprehensive education program. Approximately two hours per week are scheduled for informal, off-the-record meetings with Cabinet officials, Agency heads, Members of Congress, the press corps and others.

THE PUBLIC POLICY SEMINAR

This week-long seminar held in September permits executives to acquire and evaluate information on issues and conditions related to both sectors, especially those which affect public policy and its regulation of business. Through briefings and discussions with key Administration and top government officials, Members of Congress and business leaders, executives explore topics such as: Government regulation of business, taxation and the Congressional budget process, implications of energy and environmental policies on business, legislative matters affecting business, and private sector participation in the formation of economic policy.

THE INTERNATIONAL SEMINAR

This two-week forum in the spring offers an opportunity to explore the United States position in world trade and the political, economic and military considerations that impact it. Through discussions with high-level Government officials and heads of United States and foreign-owned multinational corporations, executives also investigate Government controls of and practical operations of the international private sector in seeking capital, markets and management. The conference is normally held in Washington, D.C. If held outside of Washington, all travel and program expenses will be borne by the private sector.

EMPLOYING A BUSINESS EXECUTIVE IN GOVERNMENT

To employ a Presidential Exchange Executive from the private sector, Cabinet Officers and Agency heads identify responsible, challenging, senior-level positions. Some identify specific critical needs to be filled, while others prefer the process of interviewing several nominees, then structuring an assignment around the particular skills of the individual selected. In either situation, the Presidential Exchange Executive reports to the Cabinet Officer or a Presidential appointee.

CONFLICT OF INTEREST

To ensure absolute avoidance of conflict of interest or the appearance thereof, the host organization must adhere to all Federal laws; counsel the Executive concerning individual responsibilities; and have the Ethics Counsel review the candidate's background against the official position description to determine that no conflict of interest exists. The Executive Director of the Commission must be notified in writing of this determination. Further, the host may not reassign the Executive to new duties without prior review

and approval by the Commission's Executive Director and the ethics counsel of the host organization.

OBLIGATIONS OF THE SPONSORING COMPANY

RELOCATION EXPENSES

The sponsoring company pays the actual relocation expenses to and from the Washington, D.C. area.

FRINGE BENEFITS

Exchange Executives may continue to participate in the health, life insurance and pension programs of the sponsoring corporation. They are not eligible for similar Government benefits. While in the Exchange Program, executives take part in the Social Security System rather than the Federal Retirement System. Executives may receive a bonus due for past services if this is standard company policy.

VACATION

Vacation time earned by private sector executives from their employers should be used either before or after the exchange assignment. During the year with the Federal Government, the executive earns four hours annual leave and four hours sick leave during each two-week pay period. The executive is urged to use this annual leave only at the conclusion of the Exchange year.

PARTICIPANT'S FEE

Sponsoring corporations pay a \$6,000 fee after placement of the executive in the program.

SALARY

Salary is paid by the host government agency during the Exchange year, and is based on the compensation the executive would have earned with his sponsor, adjusted for anticipated merit and cost-of-living increases. In no case will the salary exceed the Federal ceiling, which is currently \$63,800 per annum. Sponsoring companies may not supplement the Government salary.

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