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renewing human potential. renewing human potential. renewing human potential. renewing human

C I R

Center for International Rehabilitation

March 5, 2001

Mr. Lex Frieden
Senior Vice President
The Institute for Rehabilitation and Research
1333 Moursund
Houston, TX 77030

Dear Mr. Frieden,

I would like to be among those to congratulate you on the recent honor of being selected to receive the Leadership Award in International Rehabilitation for 2001 from the Center for International Rehabilitation and to also express my concern and sympathy for the suffering of you and your family during the recent floods in your hometown. I hope that the harm caused by the floodwaters will soon be gone and that your lives return to normal.

Thank you for taking the time to compose the beautiful letter that was read to the guests at our dinner. It demonstrated many of the qualities that led to your being nominated for this award: not only your dedication to and hard work on behalf of people with disabilities, but also your strength of character and determination. I hope to have the opportunity to meet you someday.

As you know, the Award carries a $10,000.00 honorarium, which I am enclosing with this letter. Congratulations! We are proud to be able to honor you in this small way. Your leadership and dedication is an inspiration.

Best wishes,

Eileen M Donnersberger

Eileen Murphy Donnersberger
Executive Director

p.s. Please complete and return the enclosed U.S. W-9 form which we need for our records.

351 East Huron Street
Suite 225
Chicago, Illinois 60611
USA

312.926.0030
fax- 312.926.7662
www.cirnetwork.org

LCM
ARCHITECTS

July 31, 2001

Mr. Lex Frieden
TIRR
1333 Moursund
Houston, TX 77030

Dear Lex:

I was sorry to hear about your recent flood. I hope the loss and reconstruction will be resolved quickly.

I had spoken with you earlier this year regarding my desire to be appointed to the U.S. Access Board. Many individuals from disability groups, professional organizations and Access Board members have encouraged me to seek this appointment. I thank you for your guidance and recommendations and am in the process of requesting letters of support.

Enclosed is a copy of my resume, profile, and copies of some support letters. I believe that I would be a valuable Board member because of my unique technical knowledge, experience, and perspective.

As you know, I served as the technical assistance coordinator for the Great Lakes DBTAC. This role required in-depth knowledge of the ADA regulations and accessibility guidelines. Having grown up helping my father with light construction projects, I quickly developed a special interest in the ADA Accessibility Guidelines. The training and technical assistance provided by the federal enforcement agencies offered me a thorough understanding of the accessibility standards development process.

For the past three years, I have worked as an Accessibility Project Manager for LCM Architects. In this role I have assisted both public and private clients in the various stages of ADA compliance from evaluation and planning, to design and construction. In this, I have not only been able to put my extensive technical knowledge into practice, but have also developed an in-depth knowledge of the design and construction industry.

My perspective regarding disability is also unique. I have a seizure disorder and am the father of a son with Down Syndrome. Because of these personal issues, I am also very interested in environmental factors within sites and facilities which impact individuals with disabilities other than mobility impairments.

Again, I appreciate the assistance which you have provided me, and am open to any additional direction or guidance.

Respectfully Submitted,

Douglas J. Anderson

Cc: Lawrence Roffee

Encl.

UNITED STATES DEPARTMENT OF EDUCATION

OFFICE OF SPECIAL EDUCATION AND REHABILITATIVE SERVICES
NATIONAL INSTITUTE ON DISABILITY AND REHABILITATION RESEARCH

Mr. Clay Johnson
Assistant to the President for Presidential Personnel
Presidential Personnel Office
The White House
Washington, DC 20502

April 6, 2001

Subject: Support for Mr. Doug Anderson to Serve on the Access Board

Dear Mr. Johnson:

I am writing in strong support of the appointment of Mr. Doug Anderson to serve on the Access Board. I have known Mr. Anderson since 1992 when he first started working on a grant from the Department of Education's National Institute on Disability and Rehabilitation Research. I was the program manager of that grant program at the time. The grant provided technical assistance and training on the Americans with Disabilities Act (ADA) to employers, State and local governments, public accommodations, persons with disabilities, and other covered entities.

Mr. Anderson will make a significant contribution to the work of the Access Board because of his expertise and unique qualifications. He is an expert on the programmatic issues that the Access Board addresses. For the past nine years, he has been working on a daily basis to answer the real life questions that contractors, business owners, persons with disabilities, and others have about the ADA. He understands in practical terms how to implement the ADA's regulations and guidelines. He is committed to the successful implementation of the ADA and sensitive to ensuring that its associated costs are reasonable.

Mr. Anderson is uniquely qualified because he has worked on successfully implementing the ADA on behalf of the Federal government, in private industry, and because he is a parent of a child with a disability. As a result, he not only understands the costs and physics of implementing ADA standards, he also understands how the ADA's regulations and guidelines should be written so that covered entities can easily understand and work with them. As a parent of a child with a disability, Mr. Anderson possesses yet another critical perspective on the issues of daily living that the ADA is intended to address.

Please do not hesitate to contact me if I can provide you with any further information regarding Mr. Anderson. I can be reached at (202) 205-8801.

Sincerely,

David G. Esquith

400 MARYLAND AVE., S.W. WASHINGTON, D.C. 20202

Mr. Clay Johnson
Assistant to the President for Presidential Personnel
Presidential Personnel Office
The White House
Washington, DC 20502

Dear Mr. Johnson:

I am writing on behalf of Douglas J. Anderson for appointment to the U. S. Architectural and Transportation Barriers Compliance Board (Access Board). I have known Mr. Anderson since 1997 when we met at the AIA National Conference on Universal Design. I believe him to be an outstanding candidate for this appointment because of his unique knowledge and understanding of disability-related legislation and its impact on the industry.

For the past nine years, Mr. Anderson has assisted both public and private entities in their ADA compliance efforts. This has primarily been carried out through work as a Accessibility Project Manager at LCM Architects and participation on a federal grant program relating to the provision of technical assistance on Americans with Disabilities Act (ADA) compliance for the great lakes region.

Through the above experience, Mr. Anderson has had the opportunity to train and work with hundreds of architects and clients regarding the interpretation and application of accessibility design standards including the Americans with Disabilities Act. This experience will aid him in providing balanced and practical insight into the development of accessibility standards.

I believe Mr. Anderson's technical assistance background will aid the Access Board in its efforts to address the building industry's information needs with the implementation of the first major revision of ADAAG.

I have attached a copy of his resume and profile for your reference. I encourage you to give him every possible consideration for this appointment.

Cordially,

William Worn
President, AIA Illinois

DOUGLAS J. ANDERSON, Assoc. AIA

danderson@lcmarchitects.com
312.913.1717 x 225 work
630.260.7682 home

EDUCATION

University of Illinois at Chicago, Chicago, Illinois
Master's in Business Administration – May 1997

Wheaton College, Wheaton, Illinois
Bachelor of Arts – May 1990

WORK EXPERIENCE

LCM Architects, Chicago, Illinois
Project Manager – February 1999 – present
- development of ADA compliance project methodology
- work proposal and budget development
- ADAAG survey and design training
- ADA consultation with owners, designers and contractors
- staff training and management

Accessibility Specialist – February 1998 – February 1999
- ADA compliance plan development
- ADA plan review
- ADA surveying and recommendations
- IT administrator

UIC Great Lakes Disability and Business Technical Assistance Center, Chicago, Illinois
Technical Assistance Coordinator – May 1996 – February 1998
- coordination of outreach activities, conferences, and trainings
- supervision of technical assistance staff
- coordination of Minnesota and Ohio State-wide Steering Committees
- development of ADA technical assistance materials
- editor for quarterly ADA newsletter
- management of IT system

Technical Assistance Specialist – April 1992 – May 1996
- ADA training to businesses, governments and disability groups
- ADA technical assistance to businesses, governments and disability groups
- development of outreach activities

ASSOCIATIONS

American Institute of Architects – Associate Member
Illinois Building Commission Education Subcommittee – Member
Republican National Committee - Member
Chicago Public Schools – Principal for a Day
Immanuel Presbyterian Church – Deacon
Beta Gamma Sigma – Member
National Honor Society – Member
Sons of the American Revolution Award
American Legion Award

DOUGLAS J. ANDERSON, Assoc. AIA

For the past 9 years, Mr. Anderson has assisted both public and private entities in their ADA compliance efforts. This has primarily been carried out through work as a Accessibility Project Manager at LCM Architects and participation on a federal grant program relating to Americans with Disabilities Act (ADA) compliance at the University of Illinois at Chicago (UIC).

After the passage of the ADA, Mr. Anderson took a position at the UIC Disability and Business Technical Assistance Center (DBTAC). This role afforded him the opportunity to work with the Access Board, U.S. Department of Justice, and Equal Employment Opportunity Commission in training and providing technical assistance to businesses and governments. While this work covered all areas of the ADA, he developed a specialty in design issues relating to the ADA Accessibility Guidelines (ADAAG). Mr. Anderson also edited the DBTAC's quarterly publication on ADA legislation and litigation and coordinated statewide committees on ADA compliance in both Minnesota and Ohio. These committees were comprised of representatives from business and disability organizations. These experiences have provided Mr. Anderson with a strong technical understanding of the ADA and ADAAG.

Mr. Anderson's technical knowledge of the ADA has been enhanced by his work as an Accessibility Project Manager for LCM Architects. Consultation on ADA compliance projects has provided him both practical experience and a working knowledge of the design and construction industry. In this role, Mr. Anderson has assisted many private and public clients including McDonald's Corporation, Ben & Jerry's, HSA Commercial, Whiteco Industries, Advocate Healthcare, City of Sioux Falls, Chicago Public Schools, Chicago Housing Authority and the Public Building Commission of Chicago.

Mr. Anderson feels that his unique experience will offer the Access Board a balanced and practical approach to accessibility standards. With the Board's first major revision of the ADA Accessibility Guidelines, designers and owners understanding of these changes will be key to their implementation. Mr. Anderson would like to apply his experience and knowledge to help guide the Access Board's efforts in developing technical assistance and training methods to ensure they are effective in aiding the industry in their compliance efforts.

In addition to his professional experience with disability issues, Mr. Anderson has a personal interest in the area of environmental design in relationship to cognitive disabilities. He is also active in his community, serving as a deacon in his church and as a member of the Illinois Building Commission Subcommittee on Educational Facilities.

Mr. Anderson received a B.A. from Wheaton College and a MBA from the University of Illinois at Chicago.

THE SHIVERS GROUP, INC.
221 WEST 6TH STREET • 1560
AUSTIN, TEXAS 78701

FAX: 512 • 472-8464
512 • 472-8463

ALLAN SHIVERS, JR.
CHAIRMAN

August 9, 2001

Mr. Lex Frieden
TIRR Foundation
1333 Moursund Street
Houston, Texas 77030

Dear Lex,

Given your search for a new chair, I thought you might be interested in the enclosed video.

Sincerely,

Bud

Allan Shivers, Jr.

P.S. After a two week evaluation on all types of terrain — loose rocks tree-roots etc. — I've decided to order one.

B.

AS,Jr./jr
Enclosure

VCU
Virginia Commonwealth University
Academic Campus

Rehabilitation Research and Training Center on Work Place Supports

1314 West Main Street
P.O. Box 842011
Richmond, Virginia 23284-2011

804 828-1851
Fax: 804 828-2193
TDD: 1-804-828-2494
Website: www.worksupport.com

September 17, 2001

Lex Frieden
3634 N Braeswood
Houston, TX 77025

Dear Mr. Frieden:

We want to express our sincere thanks and appreciation for your participation at the National Forum. Our goal was to engage attendees in meaningful dialogue focused on increasing the employment and advancement of people with disabilities. Your presentation provided a good foundation for participants to express their ideas, practices and strategies. Based upon the comments during the closing session of the Forum, as well as the feedback, we are pleased to tell you that we accomplished our objective. We anticipate issuing a summary of the forum's discussions that will be sent to you in the next few months.

It was gratifying to see the excitement generated from the discussion among the researchers, policy makers, and business executives in attendance. Your presence and willingness to share your thoughts are examples of your commitment to set a new agenda for the employment of people with disabilities. We appreciate your contribution to the success of the event.

Sincerely,

Beth Buehlmann
Executive Director, CWP
U.S. Chamber of Commerce

Paul Wehman
Director
VCU-RRTC

Commentary

By Haeworth Robertson

Social Insurance Reform

Let's Just Do It

Most people now recognize that Social Security and Medicare, significant parts of our social insurance system, will have serious financial problems in the years ahead. The normal reaction is to say, "Let's identify the problems and fix them."

Following such reasoning, some people assert that benefits are too generous and should be reduced. Others insist that the benefits should be maintained—perhaps even expanded—and that we must simply find sources of money to pay for these benefits. Some people want to "privatize" all or part of Social Security and Medicare, or make other changes in an attempt to "take the politics out of the system."

All of these so-called solutions betray a fundamental misunderstanding of the basic nature of social insurance and its role in the nation's social and economic structure. In order to develop rational solutions to the putative problems of Social Security and Medicare—or more broadly, social insurance in general—we must step back and view these systems from a much wider perspective.

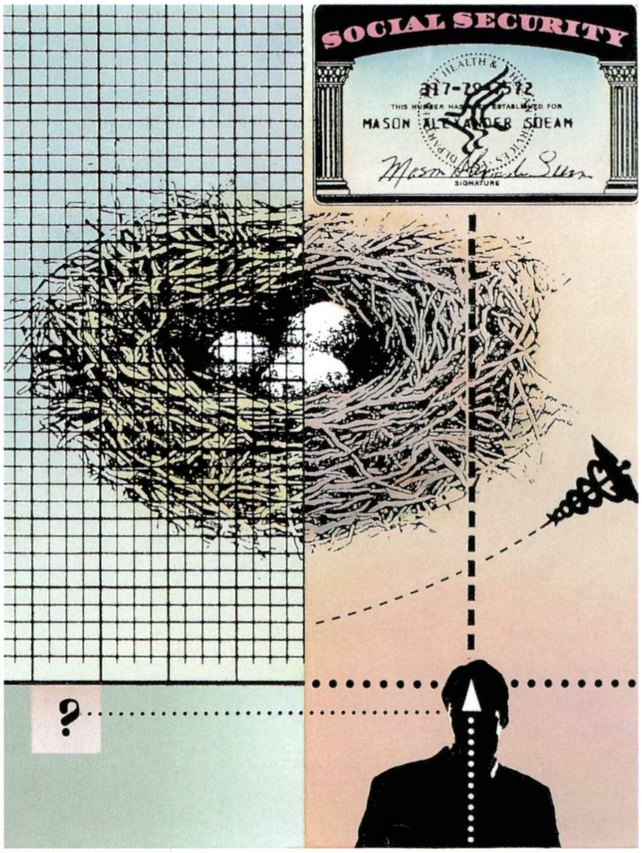
First, consider for a moment three basic economic questions that any society must answer in organizing its affairs and attempting to live and work together in harmony:

- What goods and services are to be produced?
- What segment of the population is going to produce these goods and services?
- How are these goods and services to be allocated among the population?

All societies answer these basic economic questions in a different way, depending on their particular political, social, and cultural makeup. A free-enterprise, capitalist society, for example, will answer these questions one way; a socialist society will answer them another way.

What does all this have to do with social insurance? Everything. The design of any particular social insurance system depends upon the answers to the above three questions, especially the last two.

Haeworth Robertson was chief actuary of the Social Security Administration (1975-78) and is an author and lecturer on social insurance reform. He can be reached at (202) 745-3519; email: haeworth@aol.com.



John Pack

Ideally, society answers the questions first and then designs its social insurance system accordingly. Sometimes the social insurance system is designed without considering these basic questions carefully. When this happens, the social insurance system may implicitly answer the questions—but not necessarily in the same way had the questions been asked and answered directly.

In evaluating our social insurance system, therefore, we first need to address the three basic economic questions posed above. In short, how do we want to allocate the nation's resources among alternative uses to satisfy human wants? Implicit in this exercise, of course, is consideration of the extent to which our citizens should have freedom of choice instead of having their activities limited and regulated. Having answered these questions and thus having determined our objectives, we would then ascertain whether the present social insurance system is consistent with those objectives and, if not, how it should be changed.

If we performed this analytical exercise, we would probably conclude that the retirement age patterns fostered by the present social insurance system won't give us a large enough work force in the early 21st century to produce all the goods and services our citizens will want. We would probably conclude that the nation's average retirement age should increase from the early 60s to the late 60s or early 70s within the next 10 to 20 years. This increase in retirement age would help reduce the future cost of our social insurance system, but that would only be a by-product of the primary achievement—establishing an appropriately sized work force. There would be less agreement on whether our present social insurance system offers the desired level of freedom of choice for our citizens—for the obvious reason that not everyone would agree on the "desired level."

Social insurance plays an obvious role in satisfying the population's economic security needs. At the same time, it's a reflection of our nation's existing social and economic structure. Less obvious—and perhaps more important—social insurance is a significant *determinant* of the nation's emerging social and economic structure as we move into the future.

We must also keep in mind that the government doesn't pay for social insurance. Social insurance is simply an agreement among the citizens that one segment of the population will receive certain benefits and another segment of the population will pay for such benefits. The government may administer and enforce compliance with a social insurance system, but in the final analysis it's paid for by—and is for the benefit of—the people of the nation. The government is simply the intermediary that carries out the wishes of the people.

Not only does the government not pay for social insurance benefits; it doesn't *guarantee* them, either. The payment of future social insurance benefits is the responsibility of future taxpayers; they provide the guarantee.

The government does, however, define the nature and extent of the future benefits to be paid and thus the nature of the guarantee burden imposed upon future taxpayers. Today's citizens and taxpayers should do all they can to ensure that the guarantee expected of tomorrow's citizens and taxpayers will be acceptable to them so it will continue to be honored.

For participants within a given generation, the rate of return will be generous for some and meager for others.

In studying social insurance reform, it's important to acknowledge that a retired person aged 65 or older receives monthly benefits made up of two parts:

- A cash annuity, payable monthly for life, adjusted explicitly to reflect increases in the Consumer Price Index;
- A medical care annuity, payable monthly for life, which increases implicitly as the cost of medical care increases.

The medical care annuity is not paid in cash, of course; it's paid in the form of medical care insurance protection through Medicare, under the Hospital Insurance and Supplementary Medical Insurance programs.

The medical care annuities represent, on average, about 40 percent of the combined value of the cash annuities and medical care annuities. If one type of annuity is decreased, there will be pressure to increase the other type—and vice versa. From the viewpoint of the retiree, it's the value of the *total annuity* that's important. From the viewpoint of the national government's budget, it's the cost of the *total annuity* that's important.

A Plea for Honest Debate

Another example of the fundamentally flawed debate over Social Security reform is the pervasive focus on the "*rate of return*"—a convenient way to compare what you put in with what you take out of a system. It's popular to imply that the present system provides a low rate of return because of low interest rates paid on government bonds or even government ineptitude in managing the system. But this argument misses the point.

The reason a funded individual retirement account system would produce higher rates of return than the present system for today's young participants is that money is saved and invested in advance of retirement; and all income redistribution is eliminated, thus each generation pays its own way. It should be noted that *prior generations* received very high rates of return under the present system.

For a funded individual retirement account system, the rate of return is based solely on investment returns, net of administration and investment expenses. But for the current Social Security system—essentially a pay-as-you-go system—the rate of return is based primarily on (1) the payroll taxes paid in earlier years when the beneficiaries being studied were paying taxes (which, in turn, were based on the ratio of total benefit payments to total taxable payroll in such years), and (2) for individual beneficiaries, the degree of income redistribution built into the system; for example, to favor lower-paid workers.

Virtually nothing is saved in advance and invested; therefore, there is *no investment return*, no investment expense, and very little administrative expense. The components of the rate of return are one thing when applied to the present system, and an entirely different thing when applied to an investment-based system.

While the rate of return may be low for future generations of participants, it was very high for past generations. Furthermore, for participants within a given generation, the rate of return will be generous for some and meager for others. But this has nothing to do with good or bad investment performance, or government administration. It has everything to do with the design of the system, including the funding method employed, and the system's stage of maturity.

A change to a funded individual retirement account system would eliminate future income redistribution within generations as well as among generations. It would also eliminate the Ponzi-like pay-as-you-go financing system that facilitates making fiscally irresponsible benefit promises for the future.

Personally, I am in favor of a funded individual retirement account system for a large part of Social Security, relying on welfare or income redistribution only for a "safety net." However, justification for revising the Social Security system should be based on forthright and proper arguments, not on misleading statements about rates of return.

There is no reason for this country to continue with a social insurance system that is so controversial and unpopular and whose financial status must constantly be debated. Living with such a system is an unnecessary drain on our collective productivity and psyche. It's eminently more sensible for us to design a social insurance system that the majority of the citizens can understand and perceive as fair and reasonable—one that will support rather than hinder the attainment of a healthy and productive national economy.

The national debate about Social Security and Medicare reform has begun in earnest. All of us in the employee benefit community have the background, the interest, and the ability to bring the broad perspective to this debate needed to develop sound and meaningful reform. Furthermore, as responsible and concerned citizens, we have the obligation to do so.

Let's just do it.

THE OPINIONS EXPRESSED IN THIS ARTICLE ARE THOSE OF THE AUTHOR AND DO NOT NECESSARILY REFLECT OFFICIAL POLICY AT THE AMERICAN ACADEMY OF ACTUARIES.