

# FOIA MARKER

**This is not a textual record. This is used as an  
administrative marker by the William J. Clinton  
Presidential Library Staff.**

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**Collection/Record Group:** Clinton Presidential Records

**Subgroup/Office of Origin:** Presidential Personnel

**Series/Staff Member:** Lee Ann Brackett

**Subseries:**

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**OA/ID Number:** 24504

**FolderID:**

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**Folder Title:**

President's Disability Employment Partnership Board

**Stack:**

**S**

**Row:**

**48**

**Section:**

**6**

**Shelf:**

**6**

**Position:**

**3**

# Withdrawal/Redaction Sheet

## Clinton Library

| DOCUMENT NO.<br>AND TYPE | SUBJECT/TITLE                                                                                | DATE       | RESTRICTION |
|--------------------------|----------------------------------------------------------------------------------------------|------------|-------------|
| 001. form                | Candidate Information Summary; RE: Personally Identifiable Information [partial] (1 page)    | 00/00/0000 | b(6)        |
| 002. email               | Christina Ho to Susan Greenberg; RE: Personally Identifiable Information [partial] (2 pages) | 01/04/2001 | b(6)        |

### COLLECTION:

Clinton Presidential Records  
Presidential Personnel  
Lee Ann Brackett  
OA/Box Number: 24504

### FOLDER TITLE:

President's Disability Employment Partnership Board

2007-0143-F  
db4521

### 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]
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- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

EXECUTIVE ORDER

THE PRESIDENT'S DISABILITY EMPLOYMENT PARTNERSHIP BOARD

By authority vested in me as President by the Constitution and laws of the United States of America, and in order to promote the employment of people with disabilities, it is hereby ordered as follows:

Section 1. *Establishment and Composition of the Board.*

(a) There is hereby established the President's Disability Employment Partnership Board (hereinafter referred to as the Board).

(b) The Board shall be composed of not more than 15 members who shall be appointed for terms of 2 years by, and serve at the pleasure of, the President. The members may be reappointed by the President. The membership shall include individuals who are representatives of business (including small business), labor organizations, State or local government, disabled veterans, individuals with disabilities, organizations serving individuals with disabilities, and researchers or academicians focusing on issues relating to the employment of individuals with disabilities, and may include such other individuals representing entities involved in issues relating to the employment of individuals with disabilities as the President deems appropriate.

(c) The President shall designate a Chairperson from among the members of the Board.

Sec. 2. *Functions of the Board.*

(a) The Board shall provide advice and information to the President, the Vice President, the Secretary of Labor, the Office of Disability Policy in the Department of Labor and other appropriate Federal officials designed to facilitate employment for people with disabilities, and shall carry out other activities that promote the formation of public-private partnerships, the use of economic incentives, the provision of technical assistance regarding entrepreneurship, and other actions that may enhance such employment opportunities.

(b) In carrying out paragraph (a), the Board shall:

(i) develop and submit to the Office of Disability Policy in the Department of Labor a comprehensive plan for joint public-private efforts to promote employment opportunities for people with disabilities and improve access to financial institutions and

commercial and business enterprises;

(ii) identify strategies that may be used by employers, labor unions, national and international organizations, and Federal, State and local officials to increase employment opportunities for people with disabilities; and

(iii) work with the Office of Disability Policy in the Department of Labor in promoting the organization of public and private resources, including those of the Department of Labor, the Small Business Administration, the Department of Commerce, the Department of Defense, the Department of the Treasury, the Department of Veterans' Affairs, the Federal Communications Commission, and with the office of small, disadvantaged business utilization in each Department and agency of the United States, to assist people with disabilities in the formation and expansion of small business concerns and in enhancing their access to Federal procurement and other relevant business opportunities.

(c) The Board shall report annually to the President, who may apprise Congress and other interested organizations and individuals, on the activities of the Board and the progress and problems relating to maximizing employment opportunities for individuals with disabilities.

(d) The Chairperson shall serve as a member and the Vice Chair of the Presidential Task Force on Employment of Adults with Disabilities established under Executive Order 13078.

### *Sec. 3. Administration of the Board.*

(a) The Board shall meet on call of the Chairperson, at a time and place designated by the Chairperson. The Chairperson shall call at least two meetings per calendar year. The Chairperson may form subcommittees or working groups within the Board to address particular matters.

(b) The Chairperson may from time to time prescribe such rules, procedures, and policies relating to the activities of the Board as are not inconsistent with law or with the provisions of this Order.

(c) Members of the Board shall serve without compensation but shall be allowed travel expenses, including per diem in lieu of subsistence, as authorized by law for persons serving intermittently in Federal service (5 U.S.C. 5701-5707).

(d) The Department of Labor is requested to make available appropriate support to assist the Board in carrying out the activities described in section 2, including necessary office space, equipment, supplies, services, and staff. The estimate of appropriations for the

operation of the Board shall be included within the framework of the appropriations structure of the Department of Labor.

(e) The heads of executive agencies shall, to the extent permitted by law, provide the Board such information as it may require for purposes of carrying out the functions described in section 2.

*Sec. 4. Prior Orders and Transition.*

(a) Executive Order 12640 relating to the establishment of the President's Committee on the Employment of People with Disabilities is hereby rescinded. The employees, records, property, and funds of the Committee shall become the employees, records, property and funds of the Department of Labor.

(b) Executive Order 13078 is amended—

(I) in section 1(a), by striking “Chair of the President’s Committee on Employment of People with Disabilities” and inserting “Chairperson of the President’s Disability Employment Partnership Board”; and

(ii) in section 1(b), by striking “Chair of the President’s Committee on Employment of People with Disabilities” and inserting “Chairperson of the President’s Disability Employment Partnership Board”.

THE WHITE HOUSE

Christina S. Ho

01/08/2001

02:39:05 PM

Record Type: Record

To: Susan R. Greenberg/WHO/EOP@EOP

cc:

Subject: oops--forgot the description

here it is

**President's Disability Employment Partnership Board.** OMB is presently clearing and Executive Order that would fulfill one of last year's recommendations by creating the President's Disability Employment Partnership Board within the new office of the Assistant Secretary of Disability Policy that was proposed in our budget and funded in the final Labor-HHS package. This Board would serve as a liaison to the private sector in promoting public-private partnerships aimed at increasing employment and other economic opportunities for individuals with disabilities.

----- Forwarded by Christina S. Ho/OPD/EOP on 01/08/2001 02:38 PM -----

Christina S. Ho

01/08/2001

02:38:16 PM

Record Type: Record

To: Susan R. Greenberg/WHO/EOP@EOP

cc:

Subject: disability eo



Sue--here's the description and a copy of the EO. Let me know if you have questions! eondbnov12.wp

# Withdrawal/Redaction Marker

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|--------------------------|-------------------------------------------------------------------------------------------|------------|-------------|
| 001. form                | Candidate Information Summary; RE: Personally Identifiable Information [partial] (1 page) | 00/00/0000 | b(6)        |

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Clinton Presidential Records  
Presidential Personnel  
Lee Ann Brackett  
OA/Box Number: 24504

### FOLDER TITLE:

President's Disability Employment Partnership Board

2007-0143-F  
db4521

### RESTRICTION CODES

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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.

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# Candidate Information Summary

Agencies: Please explain carefully to the candidate that the solicitation of this information does not guarantee a position in the administration. In the event the candidate is selected for a Presidential appointment, this information will be used for governmental as well as other White House purposes. A copy of this form should be sent to OPM.

## Essential Information:

Name: ANTHONY L. COELHO  
(As you want it to appear on formal records)  
Date of Birth (MM/YY): (b)(6) Social Security Number: (b)(6) [001]  
Place of Birth: (b)(6)  
Exact Statutory Position/Title/Area: CHAIR + MEMBER  
Department or Agency: PRESIDENT'S DISABILITY EMPLOYMENT PARTNERSHIP BOARD  
Appointment Type: PA Pay Grade:  EOD:   
Term Limit:  Name of person who previously held the position: NEW POSITION  
(for PAS/PA only)

## Personal Data:

The provision of diversity/political data is entirely optional and is for internal use only)

Gender (M/F): M Race/Ethnicity: C Veteran Status: N Disability (Y/N): Y  
(AA, AP, C, H, NA)  
Home State: VA Hometown Newspaper:  Political Affiliation (D,R,I): DEM  
Please list the names of your Members of Congress:

Home Address: HOME  
1 WHARF ST. Business Address: same  
ALEXANDRIA, VA 22312  
Home Telephone: 703-684-8997 Business Telephone: same  
Name & Tel. # of person completing this form: Sue Greenberg 67149  
Campaign Experience:

Comments:

## For PPO use only:

## BIOGRAPHY OF TONY COELHO

Tony Coelho was first elected to the U.S. House of Representatives in 1978 from California's Central Valley. He ascended the House Leadership ranks quickly, serving first as Chairman of the Democratic Congressional Campaign Committee from 1981 to 1986, and then as the first-ever elected Majority Whip from 1987 to 1989. As Majority Whip, the third ranking position in the House leadership, Mr. Coelho was responsible for securing the votes needed to pass the Democratic legislative agenda.

While in the House, Mr. Coelho, who has epilepsy, authored the Americans with Disabilities Act, widely recognized as the most important piece of civil rights legislation in the last 30 years. Mr. Coelho also served in senior positions on the Agriculture, Interior, and Administration Committees during his ten years in the House.

In 1999 Mr. Coelho returned to politics when Vice President Gore asked him to serve as the General Chairman of his presidential campaign. Mr. Coelho was instrumental in refocusing the campaign, including relocating its headquarters to Nashville, Tennessee. Mr. Coelho's leadership helped Vice President Gore capture the Democratic nomination while winning every state primary and caucus. In June of this year, Mr. Coelho resigned his position due to health concerns, but he continues to be a valuable advisor to the Vice President.

After leaving Congress in 1989, Mr. Coelho joined Wertheim Schroder & Company, Inc., an investment banking firm in New York. He served as a Managing Director from 1989 to 1995, and from 1990 to 1995 he also served as President and CEO of Wertheim Schroder Investment Services. In 1995, Mr. Coelho formed ETC w/TCI, an education and training technology company in Washington, DC, where he served as Chairman and Chief Executive Officer until it was sold in late 1997.

Mr. Coelho's former and current business affiliations include service on a number of corporate boards. He served as chairman and a director of ICF Kaiser International, Inc., and a director of AutoLend Group; Kaleidoscope Network, Inc.; LoanNet, LLC; Pinnacle Global Group, Inc. He currently serves on the boards of Cadiz, Inc.; Cyberonics Inc.; DeFrancesco & Sons, Inc.; Kistler Aerospace Corporation; Ripplewood Holdings, LLC; and Service Corporation International. He also serves on the International Advisory Board of Fleishman Hillard, Inc.

In addition to his work in the private sector, Mr. Coelho continues to devote much of his time to public service. Since his appointment by President Clinton in 1994, he has served as Chairman of the President's Committee on Employment of People with Disabilities. In 1998 he was appointed as Vice Chair to the National Task Force on Employment of Adults with Disabilities and as Co-Chair to the U.S. Census Monitoring Board. Mr. Coelho was also the U.S. Commissioner General to the 1998 World Exposition in Lisbon, Portugal. Previously, in 1995, he was a member of the Presidential Commission on the Roles and Capabilities of the United States Intelligence Community.

A native of California, Mr. Coelho earned a Bachelor of Arts degree in Political Science in 1964 from Loyola Marymount University, where he served as Student Body President during his senior year. He began his career in 1965 as a Legislative Assistant to Congressman Bernie Sisk and served as Mr. Sisk's Chief of Staff from 1971 to 1977 before being elected to the House upon Mr. Sisk's retirement.

Mr. Coelho and his wife, Phyllis, live near Washington, DC. They have two daughters, Nicole and Kristin.

January 10, 2001

**MEMORANDUM FOR THE PRESIDENT**

**FROM:** BOB J. NASH, Assistant to the President and  
Director of Presidential Personnel

**RE: JOYCE ANN BENDER  
ANTHONY COEHLO  
MEMBERS  
PRESIDENT'S DISABILITY EMPLOYMENT PARTNERSHIP  
BOARD (PA)**

---

**I. BACKGROUND**

This memorandum addresses the creation of the President's Disability Employment Partnership Board within the new office of the Assistant Secretary of Disability Policy at the Department of Labor. This Board would serve as a liaison to the private sector in promoting public-private partnerships aimed at increasing employment and other economic opportunities for individuals with disabilities.

**II. DISCUSSION**

The President's Disability Employment Partnership Board will be composed of not more than fifteen members who shall be appointed for terms of two years. The membership shall include individuals who are representatives of business (including small business), labor organizations, State or local government, disabled veterans, individuals with disabilities, organizations serving individuals with disabilities, and researchers or academicians focusing on issues relating to the employment of individuals with disabilities, and may include such other individuals representing entities involved in issues relating to the employment of individuals with disabilities as the President deems appropriate.

**III. RECOMMENDATION**

I recommend that you approve the following individuals as members:

**JOYCE ANN BENDER, UNKNOWN OF PENNSYLVANIA**, to serve as a member of the President's Disability Employment Partnership Board; vice: new position. Ms. Bender is President of Bender Consulting Services which provides placement services for

people with disabilities. She is a very active advocate for people with disabilities.

**Sponsor:** Christina Ho, Office of Domestic Policy Council

Approve\_\_\_\_\_ Disapprove\_\_\_\_\_

**ANTHONY COEHLO, Democrat of Virginia**, to be Chair and a member of the President's Disability Employment Partnership Board; vice: New Position. As a Congressman, Tony Coehlo authored the Americans with Disabilities Act. Mr. Coehlo was a member of the U.S. House of Representatives from 1978 to 1989. Since 1994, he has served as Chairman of the President's Committee on the Employment of People With Disabilities. In 1998, he was appointed as Vice Chair to the National Task Force on Employment of Adults with Disabilities. Mr. Coehlo, who has epilepsy, serves on the boards of the Epilepsy Foundation of America, the National Organization on Disability, the National Rehabilitation Hospital, and VSA (formerly Very Special Arts).

**Sponsors:** Office of Presidential Personnel

#### **IV. OTHERS CONSIDERED**

No other candidates were considered for these positions.

BN:lab:srg

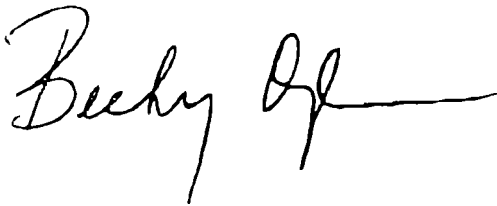
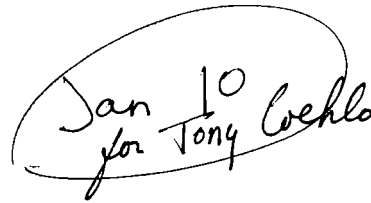
January 3, 2001

Sue,

Thanks and this is being put together rather hastily. Liz Martinez, WH liaison for Labor, sent over the paperwork last week for my appointment to be the Acting Assistant Secretary of the Office of Disability Employment Policy at Labor. If you could find where this is it would be great.

Now for the names listed on the sheets being faxed. These are the people we want to be on the new board that is part of the Executive Order is going around now for clearance. We hope to at least name Tony Coelho as Chair of the Board prior to Clinton-Gore leaving. This is critical so that we will have him in place and no one can touch him. He can take care of the rest of setting up the board if we have to. We need some advocates on the Board and we'll send names over later, but if they cannot be vetted then it is useless to do this or is it?

Thanks for your help.

A handwritten signature in cursive script, appearing to read "Bucky O'Connell".A handwritten note in cursive script, "Jan 10 for Tony Coelho", enclosed within a hand-drawn oval.

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Christina S. Ho

01/04/2001

08:40:52 PM

Record Type: Record

To: Susan R. Greenberg/WHO/EOP@EOP

cc:

Subject: chair of disability employment board

Another one that can be started!

Anthony L. Coelho

(b)(6)

[002]

Not a veteran

disability: epilepsy

current home state: VA

Fedex forms to home

Home/office same address

1 Wharf Street

Alexandria, VA 22312

phone: 703-684-8997

fax: 703-684-8976

3 - SSN:

(b)(6)

4 - Place of Birth:

5 - Veteran:

NO

6 - Disability:

YES - more than one

7 - Current Home State: Pennsylvania

8 - FedEx Forms to:

Business address

9 - Home Address:

Joyce Ann Bender  
419 Poplar Ct.  
Moon Township, PA 15108  
Ph. 724-457-7580

10 - Business Address: Joyce Ann Bender

Bender Consulting Services, Inc.  
Penn Center West III  
Suite 223  
Pittsburgh, PA 15276  
Ph. 412-787-8567  
Fax 412-787-7178

> -----Original Message-----

> From: Klein Cheryl

> Sent: Thursday, January 04, 2001 5:18 PM

> To: Young Jonathan (E-mail)

> Subject: Joyce Bender

>

> Jonathan,

>

> Becky asked me to forward to you Joyce Bender's information. It is listed  
> below and also attached as a WordPerfect file. Please let me know if you  
> want me to fax it to you also.

>

> Thanks,

> Cherie

> 202-693-4939

>

> <<Business Board particulars Joyce Bender jan 4 01.wpd>>



- Business Board particulars Joyce Bender jan 4 01.wpd



EXECUTIVE OFFICE OF THE PRESIDENT  
OFFICE OF DOMESTIC POLICY COUNCIL

FACSIMILE FROM: CHRISTINA Ho  
OLD EXECUTIVE OFFICE BUILDING, ROOM 207  
WASHINGTON, DC 20502

VOICE: (202)456-1759 FAX: (202)456-7431

NUMBER OF PAGES (INCLUDING COVER): 6

DATE: \_\_\_\_\_

TO: Sue

VOICE: \_\_\_\_\_

FAX: ~~delete~~ Col 203

- ☐ FOR YOUR REVIEW  
☐ PER MY E-MAIL OR VOICE-MAIL MESSAGE TO YOU  
☒ PER YOUR REQUEST

COMMENTS: Thanks Sue

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## **BOARD RECOMMENDATIONS**

### **The President's Disability Employment Partnership Board**

Submitted January 2, 2001 by the Presidential Task Force on Employment of Adults with Disabilities

#### **Recommendation for Chairman of the President's Board**

##### **The Honorable Tony Coelho**

As a Congressman, Tony Coelho authored the Americans with Disabilities Act, widely recognized as the most important piece of civil rights legislation passed in the last thirty years. Mr. Coelho was first elected to the U.S. House of Representatives in 1978 from California's Central Valley. He ascended the House Leadership ranks quickly, serving as the first-ever elected Majority Whip from 1987 to 1989. He retired from the Congress in 1989.

Mr. Coelho continues to devote much of his time to public service related to disability issues. Since his appointment by President Clinton in 1994, he has served as Chairman of the President's Committee on employment of People with Disabilities. In 1998, he was appointed as Vice Chair to the National Task Force on Employment of Adults with Disabilities. Mr. Coelho, who has epilepsy, serves on the boards of the Epilepsy Foundation of America (as Vice President), the National Organization on Disability, the National Rehabilitation Hospital, and VSA (formerly Very Special Arts).

#### **Recommendation for Vice-Chairs of the President's Advisory Board:**

##### **Jack Welch**

Chairman and CEO of General Electric

Mr. Welch has earned the recognition and respect of the business community in a way that no other CEO ever has. He is considered the guru of successfully changing corporate culture and has written several books about the subject. He is the ultimate corporate cheerleader and would ensure true commitment part of the other participants. He could help make the case to successfully sell the idea throughout corporate America.

##### **GENERAL ELECTRIC**

John Welch, Jr.

Chairman & CEO

3135 Easton Turnpike

Fairfield, CT 06431

(203) 373-2211

\$9.15 billion

340,00 employees

##### **Company Justification:**

- Fortune's "Global Most Admired Company"

##### **Tom Donohue**

President and CEO

U.S. Chamber of Commerce

Passionate about employment of people who happen to have disabilities. His first job out of school was working with Dr. Henry Viscardi, a very powerful business man on Long Island who was born with no legs. Since Tom was selected Head CEO of the Business Leadership Network, the program has grown from six to thirty-two states, plus nine new chapters. He is widely respected among all business leaders, and is very influential. He also sends a strong message to small employers.

### **Industry Representation Justification**

Among the criteria for selecting companies is leadership in industries that will supply the greatest number of new jobs in the next several years.

**Industry Analysis:** (from the Bureau of Labor Statistics employment projections through 2008)

Service producing industries are expected to account for approximately 19.1 million of the 19.5 million new wage and salary jobs generated over the 1998 through 2008. The following industries lead in the sector in job growth:

Services (top categories-Business, Health, Professional and Miscellaneous Services)  
Transportation and Public Utilities  
Finance, Insurance and Real Estate  
Wholesale and Retail Trade  
Government

The Services and Retail Trade industry sectors will account for nearly three-fourths of the total wage and salary job growth. Within the primary category of "Services," Business, Health, and Professional and Miscellaneous Services make up nearly three fourths of the projected job growth. In the sub-category of Professional and Miscellaneous Services, Computer and Data Processing Services is projected to grow 117 percent between 1998 and 2008, earning its rank as the fastest-growing industry.

## **COMPANIES (grouped by industry)**

### **MICROSOFT**

Steve Ballmer  
President & CEO  
(425) 936-8342  
One Microsoft Way  
Redmond, WA 98052-6399  
\$15 billion in revenues  
22,232 employees

### **Company Justification:**

- Initiated and spearheaded Able-to-Work Consortium
- Created Microsoft Accessibility Advisory Council to advise company on accessibility of products and corporate disability policy.

- Feature blind employee and actors with disabilities in national network advertisements.
- One of WE Magazine's Annual Golden Letter Top Ten Companies in the US for people with disabilities.
- Community Affairs contributed \$250,000 to disability programs that increase employment for people with disabilities.
- Named sixth of top philanthropic companies.
- \$100,000 level sponsor of the National Organization on Disability public service ad.
- Member of the President's Committee Employer Subcommittee.
- Participated in Disability Mentoring Day with over 135 students with disabilities.

**CEO Justification:**

- Signed onto CEO Letter on Accessibility.
- Signed onto CEO Employment Letter.
- Ballmer devoted one third of his FOSE presentation to software accessibility.

**Industry Justification:****Computer Services**

- Computer-related jobs projected to be the fastest growing occupations in economy through 2008.

**IBM**

Louis V. Gerstner, Jr.  
Chairman & CEO  
1 New Orchard Road  
Armonk, NY 10504  
(914) 765-1900  
\$81.7 billion  
269,465 employees

**Company Justification:**

- Aggressive recruiting and support of students with disabilities – Project View, a diversity recruitment program for students of color, students with disabilities to explore career options.
- Maintains a Task Force with a commitment to be number one technology company with regards to producing assistive technology.
- One of WE Magazine's Top Ten Companies for people with disabilities, March 2000.
- One of the top five most philanthropic companies.
- Member of the President's Committee Employer Subcommittee.
- Participated in Disability Mentoring Day.

**CEO Justification:****Industry Justification:****Computer Services**

- Computer-related jobs the fastest growing occupations in the economy

**SUN MICROSYSTEMS**

Ed Zander  
President & COO

901 San Antonio Road  
Mailstop Cup 1-308  
Palo Alto, CA 94303  
(650) 960-1300  
\$15.75 billion in revenues  
29,700 employees

**Company Justification:**

- Accessibility technology innovator – telecommuting encouraged for many job profiles.
- \$25,000 Sponsorship of Vice President Gore's 10<sup>th</sup> anniversary ADA event showcasing advances in assistive technology.
- Member of TechNet Consortium.
- Recognized by Fortune Magazine as one of the best employers – Top 50 in diversity.

**CEO Justification:**

- Signed onto CEO Letter on Accessibility.

**Industry Justification:**

Computer services

- Crucial to closing digital divide, providing/developing accessible technology.
- Computer-related jobs are the fastest-growing occupations in the economy.

**AMERICA ONLINE (AOL)**

Stephen M. Case  
Chairman & CEO  
22000 AOL Way  
Dulles, VA 20166-9323  
(703) 448-8700  
\$6.9 billion  
27 million members total  
12,000 employees

**Company Justification:**

- Leading advocate for a solution to the "Digital Divide."
- Supports programs that use interactive medium to empower the disadvantaged.
- Has access to 24 million customers of AOL information services.
- In the process of setting up a Disability Advisory Council.

**CEO Justification:**

- Signed onto CEO Letter on Accessibility.

**Industry Justification:**

Technology

- Computer services ranked fastest growing industry.

**HEWLETT PACKARD COMPANY**

Carly Fiorina  
President & CEO  
16399 W. Bernardo Drive  
San Diego, CA 92127

(858) 655-4100

(3000 Hanover Street, Palo Alto, CA 94304 – (650) 857-1501)

**Company Justification:**

- Member of TechNet Consortium.
- Recognized by Fortune Magazine as one of the best employers.
- Member of the President's Committee Employer Subcommittee.
- Producing the website for the Business Leadership Network.

**CEO Justification:**

- Signed onto CEO Letter on Accessibility.

**Industry Justification:**

Computer Services

Computer-related jobs are the fastest-growing occupations in the economy.

**CHARLES SCHWAB & COMPANY**

Charles Schwab

Founder, Chairman & co-CEO

101 Montgomery Street

San Francisco, CA 94104

(415) 627-7000

\$2.7 billion

13,300 employees

**Company Justification:**

- Recognized by Fortune Magazine as one of the best employers.
- One of WE Magazine's Top Ten Companies for people with disabilities.
- Member of TechNet Consortium.
- Disability awareness flows top-down from chairman.

**CEO Justification:**

- CEO is dyslexic himself.
- Chairman of Schwab Foundation for Learning, non-profit providing support and guidance for parents of children with learning disabilities.
- Chairman of All Kinds of Minds Institute, non-profit dedicated to understanding differences in learning.

**Industry Justification:**

Financial Services

- Financial services is projected to be a growth industry for jobs.
- Access to money critical for self-employment and entrepreneurs with disabilities.

**WASHINGTON MUTUAL**

Mr. Kerry Killinger

President, Chairman & CEO

1202 3<sup>rd</sup> Avenue

Suite 1500

Seattle, WA 98101

(204) 461-2000 (8779?)

\$1.8 billion income

28,509 employees

**Company Justification:**

- Member of the President's Committee Employer Subcommittee.
- Has done a great job in hiring and has some great bottom line statistics on the economic advantage of hiring and accommodating workers with disabilities.

**CEO Justification:****Industry Justification:**

Financial Services

- Increased demand for non-bank corporations that offer bank-like services – growth

**BANK OF AMERICA**

Hugh L. McColl, Jr.

Chairman & CEO

100 N. Tryon Street, 18<sup>th</sup> Floor

Charlotte, NC 28255

(704) 386-5000

\$8.2 billion net income

150,850 employees

30 million customer households

**Company Justification:**

- Member of the President Committee Employer Subcommittee.
- Has been a steady and long time supporter of the President's Committee, and funds scholarships for youth with disabilities.
- Participated in Disability Mentoring Day.

**CEO Justification:****Industry Justification:**

Financial Services

- Access to money important for people with disabilities, demand for financial services expected to continue growth.

**MERRILL LYNCH**

Stephen L. Hammerman

Vice-Chair of the Board

World Financial Center, North Tower

250 Vesey Street

New York, NY 10281-1332

(212) 449-1000

67,200 employees (world wide)

**Company Justification:**

- *Worth* Magazine's Top 50 Corporate Philanthropists
- First financial services company to develop services for deaf customers.

**CEO Justification**

- Board member National Organization on Disability.
- Board member National Disability and Business Counsel.
- Has a child with the disability and is a strong advocate for disability empowerment issues.

**Industry Justification:**

## Financial Services

### **BOOZ ALLEN & HAMILTON**

Ralph W. Shrader  
Chairman & CEO  
8283 Greensboro Drive, #700  
McLean, VA 22102  
(703) 902-5000  
\$1.4 billion  
9,000 employees

#### **Company Justification:**

- Out front on diversity, advanced policies on employees with AIDS, flexible work arrangements, recently implemented national task force on disability.
- Held forum for employees with disabilities: speakers on govt. regulations, new assistive technologies, sign-language, close-captioned versions corporate videos
- One of WE Magazine's Top Ten Companies for people with disabilities.
- Recently launched Disability Consulting Practice to train companies and government agencies on section 508 regulation standards, recruiting and hiring people with disabilities, marketing to people with disabilities and including disability in diversity initiatives.
- Firm has done pro-bono work for the Special Olympics, and worked with the British Government on overcoming the digital divide in Britain.
- Member of the President's Committee Employer Subcommittee.
- Designed the website for President Committee youth programs.

#### **CEO Justification:**

- Signed onto CEO Employment Letter.
- Serves on Board of Abilities, Inc., organization dedicated to career opportunities for People with disabilities.
- Son, Mark, has a mental disability and epilepsy, lives independently, works in mail room of Fairfax Opportunities Unlimited – encouraged by Shrader.
- Spearheaded President's Committee Business Leadership Network in N. Virginia.
- Frequent speaker at BLN meetings.
- Shrader on board of National Business and Disability Council – recommended by Ed Cortez, CEO.

#### **Industry Justification:**

##### Business Services

- Business services a growth sector of service, largest and fastest growing major industry group.

### **MONSTER.COM**

Jeffrey Taylor  
CEO  
5 Clock Tower Place  
Suite 500  
Maynard, MA 01754  
(978) 846-1800

500 employees

**Company Justification:**

- First online employment services company to sign on as a partner with disAbility.gov.
- Just signed on as the lead Business Leadership Network company for Massachusetts.
- Job exchange web site devoted to finding candidates for all jobs advertised by their employers, very interested in strategies for recruiting job candidates from non-traditional labor sources including people with disabilities.

**CEO Justification:**

- Taylor has taken the lead to establish a BLN in the Commonwealth of Massachusetts. Under his leadership they are developing pro-active disability recruiting and hiring policies.

**Industry Justification:**

Business Services

- Online employment services are increasingly used by human resource professionals to identify job applicants.

**MUTUAL OF AMERICA LIFE INSURANCE CO.**

Thomas J. Moran

President & CEO

320 Park Avenue, Floor 5

New York, NY 10022-2500

(212) 224-1600

\$1 billion

1650 employees (?)

**Company Justification:**

**CEO Justification:**

- Active Member of the board of the National Disability and Business Council.
- Strong personal advocate.
- Financially support programs that increase employment of people with disabilities.

**Industry Justification:**

Insurance – Financial Advisory Services

- Insurance one of six service-producing industries expected to continue growth trend into next decade

**THE HARTFORD (HARTFORD FINANCIAL SERVICES GROUP)**

Ramani Ayer

President & CEO

Hartford Plaza

690 Asylum Avenue

Hartford, CT 06115

(860) 547-5000

\$826 million

26,000 employees

**Company Justification:**

- Known for model return to work practices including enrolling employees with disabilities who returned to work and their supervisors in Wilderness Inquiry outdoor program to ensure successful reintegration into the workforce.
- Member of the President's Committee Employer Subcommittee.
- On President's Committee Executive Board and has financially supported many disability events and programs.

**CEO Justification:****Industry Justification:**

Insurance

**AETNA INC.**

William H. Donaldson

Chairman & CEO, Aetna Inc.

John W. Rowe

President, Aetna U. S. Healthcare

151 Farmington Avenue

Hartford, CT 06156

(860) 273-0123

\$717 million

55,900 employees worldwide

**Company Justification:**

- Instituting innovative diversity programs, integrating disability into all.
- Accelerated management track for selected minority employees to promote diversity at the senior management level.
- Maintains model Deaf/Hard of Hearing internship program.

**CEO Justification:**

- Rowe's experience in health care industry provides insight into improving patient/doctor/hospital relations.

**Industry Justification:**

Insurance

- Insurance one of six service-producing industries expected to continue growth trend into next decade.

**VERIZON**

Charles R. Lee (GTE)

Chairman & Co-CEO

Ivan Seidenberg (Bell Atlantic)

President & Co-CEO

1095 Avenue of the Americas

New York, NY 10036

\$60 billion

260,000 employees

**Company Justification:**

- Has programs to recruit/train employees with disabilities, and educate consumers with disabilities

- “Train for 2000” program used to upgrade soft and technical skills of employees with disabilities and of people with disabilities who do not work for Verizon. Program showcased during the Secretary’s National Skills Summit.
- Member of the President’s Committee Employer Subcommittee
- Has taken the Business Leadership Network lead in New York.
- Established employees with disabilities advisory group.
- Has developed many services for customers with disabilities.
- Participated in Disability Mentoring Day.

**CEO Justification:****Industry Justification:**

Utilities, Telecommunications

Major component of detailed business service industry, increasingly linked to computer industry

**AT&T**

C. Michael Armstrong  
Chairman & CEO  
32 Avenue of the Americas  
New York, NY 10013  
(212) 387-5400  
\$64 billion  
151,000 employees

**Company Justification:**

- Support for VIBES program (vision-impaired)
- Has created several products and services for customers with disabilities.

**CEO Justification:**

- Signed onto CEO Employment Letter
- Signed onto CEO Letter on Accessibility

**Industry Justification:**

Utilities, Telecommunications

- Major player in business service industry, a primary growth industry in the next eight years, as well as major consumer products company.

**JC PENNEY**

Allen Questrom  
Chairman & CEO (*very new*)  
6501 Legacy Drive  
Plano, TX 75024  
(972) 431-1000  
\$15.15 billion in revenues  
291,000 employees

**Company Justification:**

- One of the first companies to go after the disabled market, includes people with disabilities in catalogs and advertising
- Recognized leader in employing people with disabilities

**CEO Justification:**

- FORMER CEO, Jim Oesterreicher, sits on National Organization on Disability Board.

**Industry Justification:****Retail**

- Retail trade a growth industry: "The services and retail trade industry sectors will account for nearly three-fourths of total wage and salary job growth" Bureau of Labor Statistics report on projected jobs through 2008.

**WAL-MART STORES, INC.**

H. Lee Scott

President & CEO

702 SW 8<sup>th</sup> Street

Bentonville, AR 72716

(501) 273-4000

\$4.43 billion

910,000 employees (United States)

**Company Justification:**

- Joint venture with AOL to provide internet access in Wal-Mart stores
- Largest corporate employer of minorities in US
- Has a long track record in hiring and supporting the disability community.

**CEO Justification:****Industry Justification:****Retail**

- Retail trade a growth industry: "The services and retail trade industry sectors will account for nearly three-fourths of total wage and salary job growth" Bureau of Labor Statistics.

**NORDSTROM**

John J. Whitacre

Chairman & CEO

1321 2<sup>nd</sup> Avenue

Seattle, WA 98101-1742

(206) 628-1795

\$207 million

42,000 employees

**Company Justification:**

- Fortune 50 Top in diversity
- Models of color and models with disabilities used in one-third of all mainstream advertising
- Member of President's Committee Employer Subcommittee
- Have been aggressive in recruiting people with disabilities.
- (according to Maggie Roffee, they have just added Braille menus for their restaurants - they are ready to be distributed).

**CEO Justification:****Industry Justification:****Retail**

- Retail trade a growth industry: "The services and retail trade industry sectors will account for nearly three-fourths of total wage and salary job growth"

**SEARS, ROEBUCK & CO.**

Arthur C. Martinez

CEO

3333 Beverly Road

Hoffman Estates, IL 60179

(847) 286-2500

\$1.45 billion

326,000 employees (U.S)

**Company Justification:**

- Lead company for two BLNs (Iowa and Illinois) and have a long history of supporting disability hiring practices.
- Produced excellent disability customer service training video.
- Produced a great study on the cost of accommodations with Peter Blanck, University of Iowa.
- In the past they have been active on the President's Committee Employer Subcommittee, however, they fell off the Employer list when their rep took a job with another company, but their VP of HR will be providing a replacement very shortly.

**CEO Justification:****Industry Justification:**

Retail

- Retail trade a growth industry: "The services and retail trade industry sectors will account for nearly three-fourths of total wage and salary job growth"

**NORTHWEST AIRLINES**

Richard Anderson

Executive Vice President and Chief Operating Officer

Northwest Airlines Headquarters

2700 Lone Oak Parkway

Eagan, MN 55121

53,000 employees worldwide

**Company Justification:**

- Earned consecutive Gold Awards from the National Business and Disability Council: 1999 for Outstanding Advertising Campaign for a print ad encouraging the employment of people with disabilities
- Valued Customer Award from NMDC in 2000 in recognition of NWA's Customer Advisory Board for Disability Issues: a volunteer advisory board which provides Northwest with advice and recommendations on how the airline can better serve and communicate with the segment of passengers with disabilities. Recommendations by the advisory board supplement Northwest's Internal Task Force on Customers with Disabilities, started in October 1999, and made up of employees responsible for key policies and procedures affecting services the carrier provides for PWDs.

- Recognized with awards from the National Association of the Deaf, Courage Center and the Minnesota Business Partnership, and the Juvenile Diabetes Foundation. The carrier also received high rankings from *WE* and *Careers* and *The Disabled* Magazines.

**COO Justification:**

- Very committed to hiring candidates with disabilities; wants Northwest to be the airline of choice for passengers with disabilities
- Sends a strong message to the airline industry

**Industry Justification:**

Transportation

**CEOs FROM OTHER INDUSTRIES****VOLKSWAGEN OF AMERICA, INC.**

Dr. Gerd Klaus

President & CEO

3800 Hamlin Road

Auburn Hills, MI 48326

**Company Justification:**

- Largest single donation from a marketing budget, not foundation -- TORCH RELAY
- Planning on a long-term commitment to the disability community.

**CEO Justification:****Industry Justification:**

Manufacturing/consumer products (automotive)

**GENERAL MOTORS**

John Smith, Jr.

Chairman

G. Wagonner, Jr.

President, CEO & Director

300 Renaissance Center

Detroit, MI 48265

(313) 556-5000

\$95.6 billion

388,000 employees

**Company Justification:**

- Commitment to diversity in workforce.
- Member of the President's Committee Employer Subcommittee.
- Has a long and respected history hiring and marketing to people with disabilities.
- One of their VPs spoke at the President's Committee Annual Conference in Detroit.
- Mobility Program for customers with disabilities is highly respected.

**CEO Justification:****Industry Justification:**

Manufacturing/Consumer products (automotive)

**PITNEY BOWES INC.**



**PRESIDENTIAL  
TASK FORCE ON  
EMPLOYMENT  
OF ADULTS  
WITH  
DISABILITIES**

200 CONSTITUTION AVENUE, NW  
Room S-2220  
Washington, DC 20210  
Main: 202-693-4939  
Fax: 202-693-4929  
TTY: 202-693-4920  
www.dol.gov

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***Put Ability to Work!***

- Marriott Foundation's Bridges Program provides school to work transition for youth with disabilities

**CEO Justification:****Industry Justification:**

Hospitality

Services industry expected to be a major growth industry in next eight years.

**JOHNSON & JOHNSON**

Ralph S. Larsen

Chairman &amp; CEO

One Johnson and Johnson Plaza

New Brunswick, NJ 08901

(732) 524-0400

\$24 billion

90,500 employees

**Company Justification:**

- Return-to-Wellness disability management program
- Established Division to develop AT products, including revolutionary chair that climbs stairs, raises occupant to eye level
- One of WE Magazine's Top Ten Companies for PWD
- top five most philanthropic companies

**CEO Justification:**

- Signed onto CEO Employment Letter

**Industry Justification:**

Pharmaceutical

- Pharmaceutical industry reportedly has changed primary research focus from developing lifesaving drugs to life enhancement drugs which benefit the customer base of people with disabilities

**LABOR REPRESENTATION****AFL-CIO**

John J. Sweeney

President

815 16<sup>th</sup> Street, NW

Washington, DC 20006

(202) 637-5000

68 national/international labor unions

Representing over 13 million women and men

**Organization Justification:**

- Representatives of the AFL-CIO have served as vice chair of the President's Committee.
- Has record of strong advocacy for union employees with disabilities.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

James P. Hoffa

General President

25 Louisiana Avenue, NW  
Washington, DC 20001  
(202) 624-6800

## **UNIVERSITY REPRESENTATION**

"More than any other nation in the world, we rely on a partnership between our government and our public and private research universities to conduct research that improves our economy, health, and national security, while also training our future science and technology workforce. It is vitally important that this partnership be equitable and effective to sustain U.S. leadership across frontiers of scientific knowledge."

President Bill Clinton  
December 29, 2000

### **UNIVERSITY OF ILLINOIS**

Dr. James Stukel  
President  
1737 West Polk St.  
Mailcode 760  
Chicago, IL 60612

#### **University Justification:**

- Currently, the only university that offers a doctorate in disability policy.

### **CORNELL UNIVERSITY**

Hunter R. Rawlings, III, PhD  
President  
Office of the President  
300 Day Hall  
Ithaca, NY 14853

#### **University Justification:**

- Has produced several respected and important employment studies with employers and the Society for Human Resource Management (SHRM)
- Comparative private and federal sector employment disability civil rights research: [http://www.ilr.cornell.edu/projects/ADA\\_Projects/PPFSO/default.html](http://www.ilr.cornell.edu/projects/ADA_Projects/PPFSO/default.html)
- Economic research on employment and disability policy: <http://www.ilr.cornell.edu/RRTC/papers.html>
- Susanne Bruyère, PhD, CRC, Director of Program on Employment and Disability, at Cornell's School of Industrial & Labor Relations - Extension Division.
- Designated as the national Research and Training Center for Economic Research on Employment Policy for Persons with Disabilities

### **UNIVERSITY OF TEXAS**

Dr. Larry R. Faulkner  
Office of the President  
University of Texas at Austin

P.O. Box T  
Austin, TX 78713-8920  
(512) 471-1232

**University Justification:**

- Lex Frieden, leading disability advocate, former chairman of the American Association of People with Disabilities heads the disability center.

**UNIVERSITY OF IOWA**

Mary Sue Coleman, PhD  
President  
President's Office  
101 JH  
Univ. of Iowa  
Iowa City, Iowa 52242  
(319) 335-350

**University Justification:**

- Offers a respected "History of Disability in America" course through the department of history.
- Several important disability papers have been produced by Dr. Peter Blanck, Professor and Director, University of Iowa College of Law, Law, Health Policy, & Disability Center.

**UNIVERSITY OF HAWAII**

Kenneth Mortimer, PhD  
President  
2444 Dole Street  
Bachman Hall  
Room 202  
Honolulu, Hawaii 96822  
(808) 956-8111

**University Justification:**

- Offers several courses on disability through the Center on Disabilities Studies.
- Is one of the University Affiliated Programs on Disabilities.
- Designated as the national Rehabilitation Research and Training Center on the study of post-secondary educational supports.

**SMALL BUSINESS**

**Bender Consulting Services, Inc.**

Joyce Bender  
President  
Penn Center West III  
Suite 223  
Pittsburgh, PA 15276  
Work: 412-787-8567

Fax: 412-787-7178

E-Mail: [jbender@benderconsult.com](mailto:jbender@benderconsult.com)

**Company justification:**

Provides placement services for people with disabilities.  
Joyce very active in disability advocacy.

**WYND Communications Corp**

Daniel Luis

President & CEO

75 Higuera Street

Suite 240

San Luis Obispo, CA 93401

Work: 805-597-8105

Fax: 805-781-2089

Other: TTY 805-597-8170

E-Mail: [dluis@wynd.com](mailto:dluis@wynd.com)

<http://www.wynd.com>

**Company justification:**

Twenty percent of employees are deaf or hard of hearing.

**The Centech Group, Inc.**

Fernando Galaviz

President and CEO

Chairman

The National Federation of 8(a) Companies

2000 North 14<sup>th</sup> Street

Suite 700

Arlington, VA 22201

**Company justification:**

Fernando is blind and is a strong advocate for hiring people with disabilities in his own company and is very interested in establishing programs to teach people with disabilities soft skills record to be competitive in the marketplace.

**BUSINESS ASSOCIATIONS**

**Business Roundtable**

Chairman

Robert N. Burt

Chairman and CEO

FMC

The Business Roundtable is an association of chief executive officers of leading U.S. corporations with a combined workforce of more than 10 million employees in the United States. The chief executives are committed to advocating public policies that foster vigorous economic growth; a dynamic global economy; and a well-trained and productive U.S. workforce essential for future competitiveness.

\*\* 02.3000 78101 \*\*

The Business Roundtable has a single objective -- to promote policies that will lead to sustainable, non-inflationary, long-term growth in the U.S. economy. It is only through such growth that American companies will be able to remain competitive around the world and thus provide the technology and jobs that will continue to improve our standard of living and extend the benefits of that standard to all Americans. To promote growth, competitiveness and exports, the United States must create the right environment for American companies at home and abroad.

### **National Federation of Independent Business**

Thomas Musser

Chairman of Board

The National Federation of Independent Business (NFIB) is the largest advocacy organization representing small and independent businesses in Washington, D.C. and all 50 state capitals. A united community of 600,000 business owners, who employ more than seven million people, under one banner, NFIB is a powerful association. From high-tech manufacturers and family farmers to neighborhood retailers and service companies, our members range from sole proprietors to firms with hundreds of employees. It's no wonder NFIB was ranked the most influential business organization (and 2nd overall), in "Washington's Power 25" survey conducted by *Fortune* magazine.

## **GOVERNMENT REPRESENTATION**

### **National Governors' Association**

Three standing committees Economic Development and Commerce, Human Resources, and Natural Resources examine and develop policy, provide a forum for the Governors to address key issues, and define the information and services to be provided to the states.

Governor Parris N. Glendening, Maryland—*Chairman*

State House, 100 State Circle, Annapolis, MD 21401  
410/ 974-3901

Governor Jim Hodges, South Carolina—*Chair, Human Resources Committee*

P.O. Box 11829, Columbia, SC 29211  
803/ 734-9400

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## R. SCOTT PASTRICK

**M**r. Pastrick is a senior legislative strategist and Managing Director at BKSH & Associates. Before joining the firm in 1985, he served as Staff Director to the United States House of Representatives Post Office and Census Subcommittee.

In 1977, Mr. Pastrick served in the Carter Administration as Special Assistant in the Treasury Department's Office of Legislative Affairs. In that capacity, he was responsible for developing and executing the legislative strategies that won congressional support for President Jimmy Carter's domestic finance legislation.

Following his service in the Carter Administration, Mr. Pastrick served as a consultant to the law firm of O'Conner and Hannan, where he was a legislative liaison between the firm's corporate clients and the Congress.

In the successful 1992 Clinton presidential campaign, Mr. Pastrick acted as Senior Liaison between Congress and the campaign, and headed the effort to win superdelegate support for then-Governor Bill Clinton. In the general election, Mr. Pastrick served as a Senior Advisor for Congressional Relations.

In June 1993, Mr. Pastrick served as Chairman of the President's Gala Dinner for the Democratic National Committee, which resulted in the most successful fundraising endeavor in National Party history. During that year, Mr. Pastrick also served as the Chairman of the Democratic National Committee Trustees and a National Finance Chair. In February 1994, he was appointed to serve on the Democratic National Committee's Site Selection Committee to evaluate municipal proposals to host the 1996 National Convention.

In August 1995, Mr. Pastrick was elected Treasurer of the Democratic National Committee and an Officer of the Executive Committee, where he served through the re-election of President Clinton.

Mr. Pastrick holds a Bachelor's degree in political science from Wabash College, with graduate studies in political science at George Washington University and the Indiana University School of Law.

Mr. Pastrick serves on the Board of Directors of the International Foundation for Election Systems and plays an active role in the philanthropic community, serving on the Development Board of Children's Hospital and the Board of the Washington Children's Scholarship Foundation. Most recently, he served on the Board of Directors of the Woodstock Foundation at Georgetown University and the National Children's Research Center of Washington, D.C.

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