

Southern Regional Economic Conference

**The Book of the
President and
the Vice President
of the United States**

March 29, 1995

President of the United States

Book 1

**Southern Regional Economic Conference
Table of Contents
Book 1**

Conference Overview	TAB 1
Schedule	TAB 2
Opening Remarks	TAB 3
Session 1	
- Participants	TAB 4
- Session Overview	TAB 5
- Discussion Structure	TAB 6
Session 2	
- Participants	TAB 7
- Session Overview	TAB 8
- Discussion Structure	TAB 9
Session 3	
- Participants	TAB 10
- Session Overview	TAB 11
- Discussion Structure	TAB 12
Session 4	
- Participants	TAB 13
- Session Overview	TAB 14
- Discussion Structure	TAB 15
Map of Southern Region	TAB 16
Bios of Conference Participants	TAB 17

OVERVIEW OF SESSION TWO: STRAINS ON WORKING FAMILIES IN THE NEW ECONOMY

EVENT:

A discussion with working parents, businesspeople, public policy experts, and others about both the new opportunities and the continuing difficulties for working families in the South. The conversation will focus on three general areas of concern: first, economic problems for working families, especially those relating to dislocation and training; second, the effects of workplace changes on family life--in particular, on families' ability to pay for child care, higher education, and health care; and third, the special impact of these problems of lower-income Americans.

RATIONALE:

- Highlight ways that working families have benefitted from Presidential initiatives like job training, the EITC, and the Family and Medical Leave Act.
- Illustrate continuing challenges faced by working families from many different backgrounds.

PRESENTATIONS (15 min.):

1. **Wage Stagnation and the Importance of Training**-- Steve Allen, Professor of Economics at North Carolina State University.
2. **Combining Work and Family**--Cheryl Gibson Smith, director of the Downtown Child Development Center in Atlanta.
3. **Dilemmas of Lower-Income Families**--Sarah Shuptrine, expert on children and poverty from Charleston, South Carolina.

DISCUSSION (75 min.):

1. **Wage Stagnation and Training: Anxieties of Changing Jobs** (20 min.) Possible Comments by:

-- **Efren Puente**, a former Pan Am mechanic who went back to college and became a marketing executive.

-- **Elaine Buckner**, a former ~~sauter~~ ^{Sauter} whose plant shut down; she received clerical training through JTPA and is now an office clerk with Volunteers of America.

-- **Sonjia Felton**, a JTPA graduate herself who counsels dislocated and lower-skill workers.

--**Bruce Raynor**, Executive Vice President and Southern Regional Director of the Amalgamated Clothing and Textile Workers Union.

2. **Combining Work and Family** (42 min.) Possible Comments by (5 min.):

-- **Linda Tarr-Whelan**, President and CEO of the Center for Policy Alternatives.

*St by St on women's attitudes
Q: Men's attitudes → Stephen?*

A. **Work and Family: Finding Quality Child Care** (15 min.) Possible Comments by:

-- **Kim Augustine**, founder and owner of Nanny's Child Care in Ormond Beach, Florida.

-- **Irma Flores**, owner of Rite-Way services, a business and residential cleaner in San Antonio.

-- **Glenda Bean**, executive director of the Arkansas Early Childhood Commission.

B. **Work and Family: Saving for Education** (10 min.). Possible Comments by:

✓ -- **Jim Powers**, a foreman on the docks in Gulfport, Mississippi, who works overtime and holds down two jobs but cannot save for his children's education.

✓ -- **Diana Lyons Wilson**, an executive assistant in the Louisiana Governor's Office who has not been able to save due to family illness but whose children are too middle-income to qualify for significant financial aid.

C. **Work and Family: Strains from Health Care Crises** (12 min.). Possible Comments by:

-- **Hugh Westbrook**, chairman and CEO of Vitas Healthcare Corporation, a hospice-care provider.

-- **Ed Smith**, executive director of the North Carolina Civil Rights Commission

-- **Ron Pollack**, executive director, Families USA.

Disability

3. **Dilemmas of Lower-Income Families** (13 min.). Possible Comments by:

-- **Bob Greenstein**, executive director of the Center for Budget and Policy Priorities.

-- **Elena Hanggi**, director of the Institute for Social Justice and former President of ACORN.

-- **Julia Vindasius**, executive director of the Good Faith Fund, a microenterprise program.

Min. wage

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

1

Divider Title: _____

**The Southern Economic Conference
Making the Economy Work Better for Working Americans
March 29, 1995**

OVERVIEW

Building on the success of the National Economic Conference, held in Little Rock, Arkansas on December 14th and 15th, 1992, President Clinton will host the first in a series of regional economic conferences to discuss economic policy as it affects the lives of working Americans. As a former southern Governor and former Chair of the Commission on the Future of the South -- a commission which looked at the economic opportunities and challenges confronting the South -- President Clinton will hold his first regional economic conference at Emory University in Atlanta, Georgia.

The Conference, entitled Making the Economy Work Better for Working Americans, will bring together corporate heads, academics, workers and policy makers from across the region and within the Administration to discuss economic policies and their effect on our local economies. The conference will be divided into four sessions -- the Southern Regional Economy, Strains on Working Families, Education and Training, and Better Jobs and More Sustained Growth.

The conference is comprised of participants from twelve states and will focus on issues concerning Georgia, Texas, Kentucky, Tennessee, Louisiana, Alabama, Virginia, Mississippi, Arkansas, Florida, North Carolina and South Carolina. It is sponsored by the Department of Commerce and Emory University.

As part of the conference, 28 Cabinet Secretaries will visit states across the South to discuss Administration policies and areas of regional concern with a wide range of regional experts and other Americans. Cabinet officials participating in the conference include Labor Secretary Robert Reich, Education Secretary Richard Riley, OMB Director Alice Rivlin, Commerce Secretary Ron Brown, Treasury Secretary Robert Rubin, HHS Secretary Donna Shalala, Trade Ambassador Mickey Kantor, SBA Administrator Phil Lader, Acting Secretary of Agriculture Richard Rominger, as well as Assistant to the President for Economic Policy Laura Tyson and Counselor Mack McLarty.

THE SOUTHERN ECONOMIC CONFERENCE

The Southern Economic Conference -- Making the Economy Work Better for Working Families -- will bring together a wide range of regional experts and working Americans, including corporate leaders, small business leaders, academics, economists to discuss how we can make the economy work better for working Americans. Following is an overview of each of the four 90 minute sessions.

Session One: the Regional Economy

The first session, which will focus on issues of regional economic concern, will begin with opening remarks by the President. Following the President, Treasury Secretary Robert Rubin will present an overview the national economy and Administration policies. Leading regional economist Donald Ratajczak will then present an overview of regional economic issues. This session, which will be chaired by the President, will highlight regional economic issues.

Session Two: Strains on Working Families in the New Economy

Session two, which will also be chaired by the President, will highlight the unique responsibilities and difficulties working families face in the new economy. Issues are expected to center on the challenges which the new economic structure presents for working families including the need for child care, family leave, health care for children, and the importance of job security.

Session Three: Education and Training

Session three, chaired by the President, will focus on innovations in education and training. This session will highlight school-to-work programs, education and training policies and other initiatives designed to improve worker skills in order that the American worker may better compete in the global economy. Participants will include educators, sponsors of corporate training programs, and workers. Also participating in the discussion will be Labor Secretary Robert Reich and Education Secretary Richard Riley.

Session Four: Sustained Growth and High Wage Jobs

The final session of the conference will focus on investing in and sustaining growth and job creation. The session will be chaired by the Vice President. The discussion will focus on empowerment zones, reinventing government, investment in technology as well as other matters which affect the economy, and the creation of high wage jobs.

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

2

Divider Title: _____

**SCHEDULE OF THE PRESIDENT
FOR
WEDNESDAY, MARCH 29, 1995
FINAL**

tba

MORNING RUN

7:50 am

Vice President Gore departs en route Emory University

8:00 am

THE PRESIDENT departs Governor's Mansion via motorcade en route Emory University
[drive time: 20 minutes]

8:20 am

THE PRESIDENT arrives Emory University, Canon Chapel Building

8:25 am-

BRIEFING

8:40 am

PRESIDENT'S HOLDING ROOM
Canon Chapel Building
Emory University
Staff Contact: John Emerson

8:45 am

William Chace, President of Emory and Ron Brown, Secretary of Commerce make brief welcoming remarks.

8:50 am-

10:30 am

**SOUTHERN REGIONAL ECONOMIC CONFERENCE
1ST SESSION - REVIEW OF THE REGIONAL ECONOMY
CANNON CHAPEL BUILDING
Emory University
Remarks: Jonathan Prince
Staff Contact: John Emerson
POOL PRESS**

- **The President** makes remarks and proceeds to table.
- Secretary Bob Rubin makes remarks.
- Donald Ratajczak, Economic Forecasting Center, makes brief remarks.
- **The President** moderates discussion.

10:45 am-

12:15 pm

**2ND SESSION - STRAINS ON WORKING FAMILIES
IN THE ECONOMY
CANON CHAPEL BUILDING
Emory University**

Staff Contact: John Emerson

POOL PRESS

-- **The President** moderates discussion.

12:20 pm-

12:50 pm

BREAK

PRESIDENT'S HOLDING ROOM

Emory University

1:00 pm-

2:30 pm

3RD SESSION - INNOVATIONS IN EDUCATION AND TRAINING

CANON CHAPEL BUILDING

Emory University

Staff Contact: John Emerson

POOL PRESS

-- **The President** moderates discussion.

2:45 pm-

4:15 pm

4TH SESSION - INVESTING IN SUSTAINED GROWTH AND JOB CREATION

CANON CHAPEL BUILDING

Emory University

Staff Contact: John Emerson

POOL PRESS

-- Vice President Gore moderates discussion.

4:30 pm

THE PRESIDENT and Vice President Gore depart via motorcade en route Gymnasium

4:35 pm

THE PRESIDENT and Vice President Gore arrive gymnasium

4:40 pm-

5:30 pm

**REMARKS TO EMORY UNIVERSITY STUDENTS
GYMNASIUM**

Emory University

Remarks: Gabrielle Bushman

Staff Contact: John Emerson, Janet Abrahms

OPEN PRESS

-- Offstage announcement of **the President**, Vice President Gore, Governor Miller and William Chace, President of Emory University.

-- President William Chace makes welcoming remarks and introduces Vice President Gore.

-- Vice President Gore makes brief remarks and introduces Laura Sawyer, President of Student Government Association.

-- Laura Sawyer introduces **the President**.

-- **The President** makes remarks, works ropeline and departs.

5:35 pm **THE PRESIDENT** proceeds to Emory University Landing Zone

5:45 pm **THE PRESIDENT** departs Emory University Landing Zone via Marine One en route Dobbins Air Force Base, Atlanta, GA
[flight time: 15 minutes]

6:00 pm **THE PRESIDENT** arrives Dobbins Air Force Base, Atlanta, GA

6:15 pm **THE PRESIDENT** departs Dobbins Air Force Base, Atlanta, GA via Air Force One en route Tallahassee Regional Airport, Tallahassee, FL
[flight time: 55 minutes]

7:10 pm **THE PRESIDENT** arrives Tallahassee Regional Airport

Greeters: Governor Chiles and Mrs. Chiles
Lt. Governor MacKay and Mrs. MacKay
Mayor Scott Maddox and Mrs. Maddox

7:30 pm- **REMARKS TO CITIZENS OF TALLAHASSEE**
8:10 pm **OLD TERMINAL BUILDING**
Tallahassee Regional Airport
Remarks: Deborah Pearlstein
Staff Contact: Karen Anderson
OPEN PRESS

-- Offstage announcement of **the President** and Governor Chiles to "Ruffles and Flourishes" and "Hail to the Chief" (played by the Florida A & M Band).

-- Governor Chiles makes opening remarks and introduces **the President**.

-- **The President** makes remarks, meets and greets and departs.

8:15 pm **THE PRESIDENT** departs Tallahassee Regional Airport via motorcade en route Governor's Mansion
[drive time: 15 minutes]

8:30 pm **THE PRESIDENT** arrives Governor's Mansion

BC RON **GOVERNOR'S MANSION**
HRC RON **TALLAHASSEE, FL**
NEW DELHI, INDIA

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

3

Divider Title: _____

Draft 3/27/95

PRESIDENT WILLIAM JEFFERSON CLINTON
OPENING REMARKS
REGIONAL ECONOMIC CONFERENCE
ATLANTA, GEORGIA
MARCH 29, 1995

Unformed
When the

Region
Role of Gov't
Govt Chances
city, future

[Ron Brown introduces you.] Good morning. Thank you for joining an important part of our mission to keep the American Dream alive for all Americans during this time of great change.

I am especially pleased to hold the first of four regional economic conferences here in the heart of what we proudly call the New South, in Atlanta and at Emory. This city and this university are remarkable examples to America and the world of the partnership I am promoting in everything we do: between citizens, the private sector, and limited but effective government at every level. We can hardly wait another 479 days for the Olympics to show off Atlanta's partnership to the world.

Today is a homecoming for me. My efforts to change yesterday's government, to build new investments in our people, to restore mainstream values of work, responsibility, and community, to look out for our children's future -- all are rooted in my experience as a Governor here. And in my whole life in this place I will always call home.

Homecomings are about taking stock, finding renewed inspiration and getting in touch with people. It is all too easy in Washington to get caught up in false choices that obscure what really matters to people. Here, we can focus on real people with

PHOTOCOPY
WJC HANDWRITING

names, faces and life stories.

This conference continues a process begun at our 1992 Economic Conference in Little Rock. First, we want to assess how our comprehensive economic strategy is affecting the lives of people and businesses here. And second, we want to discuss ways to build on our strategy with a diverse group of people who make the economy work and help keep the American Dream alive.

We will do that with four roundtable discussions. The first will focus on the South's regional economy. The other three will address concerns that affect all Americans, with emphasis on the South: (1) strains on working families caused by the new global economy; (2) innovations in education and training; and (3) investing in sustained growth and high wage jobs.

These remind me of those roots I mentioned a moment ago. In 1986 I was chairman of the Commission on the Future of the South. We named our report after something I used to say about southern progress: "Halfway home and a long way to go."

That report made recommendations about how to bring all Southerners into the 21st Century, stronger, more secure, with the American Dream alive. I ran for President to fulfill that mission for all Americans: to expand the middle class and shrink the underclass and to reform government to meet our new challenges.

Today, as a decade ago, we face these challenges amid global economic forces that hold out great promise but pose unprecedented problems. As the Industrial Age gives way to the Information Age, local, regional, and national economies are linked as never before. Trade barriers fall between actual neighbors, and advanced technologies make virtual neighbors of us all.

The South has done a great job tapping into this opportunity. Think of the successes: Atlanta, a magnet for worldwide corporate headquarters; Miami, the financial center for Latin America; South Carolina and Tennessee, new homes for foreign manufacturing. Charlotte, the new nation's bank. And three letters -- CNN -- prove the region is at the center of the information revolution.

But our responsibility is far from done: We must ensure that every member of the great middle class is equipped to compete and win in the global economy. The middle class in America is much more than an economic designation. It's a statement about values -- everybody should be rewarded for their work and believe they can pass on a brighter future to their children.

We are in a great debate about how to do that. On one side is the old view that big, one-size-fits-all government can fix all our big problems. On the other is the view that government is the source of all our problems.

In the real world, that is a false choice. We must go beyond the old way of big government and the new rage of no government to make government a partner -- to expand opportunity, shrink bureaucracy, and empower people to take responsibility for their own lives. The federal government cannot be a savior, nor can it sit on the sidelines. We must send decisions back to state and local governments, to communities and citizens themselves. We must work together to create more opportunity and demand more responsibility. That is what the New Covenant means -- a partnership for opportunity and responsibility.

We have done that for two years. Washington allowed the deficit to quadruple for twelve years -- we cut the deficit by \$600 billion; my new budget cuts another \$81 Billion.

With Vice President Gore's help, we have cut yesterday's government to solve today and tomorrow's problems. We cut more than 300 domestic programs in our first two budgets; we want to eliminate or consolidate 400 more. We are cutting the federal bureaucracy to the smallest size since President Kennedy, and we are using the savings to bring new security to our streets with 100,000 new police officers.

We are making the federal government the partner our people need, by:

- Expanding the Earned Income Tax Credit, cutting taxes for 15

million families -- six million in the South -- so no parent who works fulltime has to raise a child in poverty;

- Making 90 percent of small businesses eligible for tax cuts.
- Creating empowerment zones and enterprise communities for places like Atlanta willing to take responsibility to find solutions together. Forty communities across the South won the designation, including rural zones in the Kentucky Highlands, the Mississippi Delta and the Rio Grande Valley in Texas. If we want people to work hard, we have to be a partner with business to make sure there is work to do.
- Last year, we gave twice as many loans to small businesses than the SBA did in the year before I became President. That's important for jobs and incomes, especially when we remember that companies like Federal Express in Memphis got their start with small business loans.
- We have led the greatest trade advancement in a generation, with NAFTA, GATT and opening new emerging markets through APEC and the Summit of the Americas. Selling more American products around the world means more high-wage jobs at home.

As a result, the economy has created 6.1 million jobs -- almost half in the South, which is less than a third of the workforce. The combined rate of unemployment and inflation in

the nation is at a 25-year low. Unemployment is down from 7.1 percent when I took office to 5.7 percent today -- and down to 5.2 percent in the South.

But all the good news is not good enough yet. Too many people feel the fast rush of change with insecurity, not exhilaration -- working harder than ever for the same or less. The income gap is widening between those who have the skills to compete in the global economy and those who don't. The great American middle class is splitting apart -- and the fault line is based largely on education and training.

That's why we worked so hard to make last year the best year for education reform in 30 years. With Goals 2000, we worked as a partner with parents, communities and educators to set world-class standards for our schools, and gave teachers and parents the power to decide how to meet those standards. We expanded Head Start. We made college loans more affordable for millions of people -- loaning directly to students at lower costs and on better repayment terms. Over 3.5 million people in the South can take advantage of these reforms. At the same time, we've insisted on more responsibility: Stricter enforcement has cut taxpayers' cost of delinquent loans from \$2.8 Billion a year to \$1 Billion a year since 1991.

This is the right direction. But we must continue working to raise middle-class incomes. The South is no stranger to this

problem, where personal income is still below the national average. Everyone here knows how important it is to equip people with the tools they need to compete for a lifetime. I would not be standing here today if it hadn't been for the opportunities America gave me through education. I'm sure many of the people in this room were the first in their family to complete high school or, like me, graduate from college.

We have to renew our vision of how government can work so we make that dream possible for more of our people. That is why, in my Middle Class Bill of Rights, I want to allow families who make up to \$125,000 a year to deduct up to 10,000 of tuition a year for college, community college and all kinds of advanced training. And I want to commend Governor Miller for his innovative HOPE scholarships that give thousands of Georgia's students a chance at college if they work hard and keep good grades, no matter what their economic circumstances.

That is just one example of how the South is leading the way and why I'm eager to get on with hearing your ideas. As we said in 1986, we are halfway home. Together, we can go a lot farther.

As we continue our journey, I am committed to a government that does only what it needs to do, but everything it must do, to help our people in this changing world. There is a right way to reform government and a wrong way. We need not cut college loans for millions, if we take some profits away from banking middlemen

who made the system less efficient. We need not stop making our children's schools stronger, if we trim government overhead.

As we talk today, let us remember a great President who helped navigate the crossing from one age to another during a very different time of change. In two weeks, on April 12, we will honor Franklin Roosevelt on the 50th anniversary of his death in Warm Springs, 60 miles from where we are now.

On the day he died, FDR was drafting a speech for Thomas Jefferson's birthday. He never delivered it, but his last words, written by hand into the draft, should serve as guideposts for us as we move ahead: "The only limit to our realization of tomorrow will be our doubts of today. Let us move forward with strong and active purpose."

In that spirit, let's move ahead with our discussions. Thank you.

3/28/95

PRESIDENT WILLIAM JEFFERSON CLINTON
OPENING REMARKS
REGIONAL ECONOMIC CONFERENCE
ATLANTA, GEORGIA
MARCH 29, 1995

[Secretary Ron Brown introduces you.] Good morning. Thank you for joining an important part of our mission to keep the American Dream alive for all Americans during this time of great change.

I am especially pleased to hold the first of four regional economic conferences here in the heart of what we proudly call the New South, in Atlanta and at Emory. This city and this university are remarkable examples to America and the world of the partnership I want in everything we do: between citizens, the private sector, and limited but effective government at every level. We can hardly wait another 479 days for the Olympics to show off Atlanta's partnership to the world.

Today is a homecoming. My efforts to change yesterday's government, to build new investments in our people, to restore mainstream values of work, responsibility, and community, to look out for our children's future -- all are rooted in my experience as a Governor here. And in my whole life in this place I will always call home.

Homecomings are about taking stock, finding renewed inspiration and getting in touch with people. Washington so often gets caught up in false choices that obscure what really matters. Here, we can focus on concerns of real people with names, faces and life stories.

This conference continues the process of our 1992 Economic Conference in Little Rock. We will assess how our comprehensive economic strategy is affecting people and businesses and discuss how to build on our strategy with a diverse group who make the economy work and help keep the American Dream alive.

I want us to think seriously about three big questions. First, in this global economy in which we must all work to prosper, what remains distinctive about the economy of this region -- both its challenges and opportunities? After all, the global and national economies may receive a great deal of attention. But we know that it is your work here, or in Birmingham, or Nashville or Raleigh-Durham or thousands of places, that are the building blocks for growth. And you've done well -- 1995 is expected to be the first year in a decade when all 50 state economies grew. [ck] But we also know that we have more work to do.

That raises my second question: What is the role of our national government in partnership in this economy? What are we doing right and wrong? And how can we change to serve you better? And

third, how do we reap more of the benefits and build more skills needed to raise incomes and increase stability in the lives of our people?

We will address these questions in four roundtable discussions, the first on the South's regional economy. The others will address concerns affecting all Americans, with emphasis on the South: (1) strains on working families caused by the new global economy; (2) innovations in education and training; and (3) investing in sustained growth and jobs.

These topics remind me of those roots I mentioned earlier. In 1986 I was chairman of the Commission on the Future of the South. We named our report after something I used to say about southern progress: "Halfway home and a long way to go."

That report made recommendations about how to bring all Southerners into the 21st Century, stronger, more secure, with the American Dream alive. I ran for President to fulfill that mission for all Americans: to expand the middle class and shrink the underclass and to reform government to meet our new challenges.

Today, as a decade ago, we face these challenges amid global economic forces holding out great promise but pose unprecedented problems. As the Industrial Age gives way to the Information Age, all of our economies are linked as never before. Trade barriers fall between actual neighbors, and advanced technologies make virtual neighbors of us all.

The South has done a great job tapping into this opportunity. Think of the successes: Atlanta, a magnet for worldwide corporate headquarters; Miami, the financial center for Latin America; South Carolina and Tennessee, new homes for major manufacturing. Charlotte, a new national home for banking. And three letters -- CNN -- prove the region is at the center of the information revolution.

But our responsibility is far from done: We must ensure that every member of the great middle class is equipped to compete and win in the global economy. The middle class in America is much more than an economic designation. It's a statement about values -- everybody should be rewarded for their work and believe they can pass on a brighter future to their children.

We are in a great debate about how to do that. On one side is the old view that big, one-size-fits-all government can fix all our big problems. On the other is the view that government is the source of all our problems.

In the real world, that is a false choice. We must go beyond the old way of big government and the new rage of no government to make government a partner -- to expand opportunity, shrink bureaucracy, and empower people to take responsibility for their

own lives. The federal government cannot be a savior, nor can it sit on the sidelines. We must send decisions back to state and local governments, to communities and citizens themselves. We must work together to create more opportunity and demand more responsibility. That is what the New Covenant means -- a partnership for opportunity and responsibility.

We have done that for two years. Washington allowed the deficit to quadruple for twelve years -- we cut the deficit by \$600 billion; my new budget cuts another \$81 Billion.

With Vice President Gore's help, we have cut yesterday's government to solve today and tomorrow's problems. We cut more than 300 domestic programs in our first two budgets; we want to eliminate or consolidate 400 more. We are cutting the federal bureaucracy to the smallest size since President Kennedy, and we are using the savings to bring new security to our streets with 100,000 new police officers.

We are making the federal government the partner our people need, by:

- Expanding the Earned Income Tax Credit, cutting taxes for 15 million families -- six million in the South -- so no parent who works fulltime has to raise a child in poverty;
- Making 90 percent of small businesses eligible for tax cuts.
- Creating empowerment zones and enterprise communities for places like Atlanta willing to take responsibility to find solutions together and harness private enterprise. Forty communities across the South won the designation, including rural zones in the Kentucky Highlands, the Mississippi Delta and Texas's Rio Grande Valley.
- Last year, we gave twice as many loans to small businesses than the SBA did the year before I became President. That includes over 11,000 businesses among the states represented here today, in loans worth \$2.3 million. That's important for jobs and incomes, especially when we remember that companies like Federal Express in Memphis got their starts with small business loans.
- We have led the greatest trade advancement in a generation and created new high-wage jobs, with NAFTA, GATT, opening new emerging markets through APEC and the Summit of the Americas, and creating America's first National Export Strategy to take advantage of these open markets.

As a result, the economy has created 6.1 million jobs -- nearly 90 percent of them in the private sector and almost half in the South, which is less than a third of the workforce. The combined rate of unemployment and inflation in the nation is at a 25-year low. Unemployment is down from 7.1 percent when I took

office to 5.7 percent today -- and down to 5.2 percent in the South.

But all the good news is not good enough yet. Too many people feel the fast rush of change with insecurity, not exhilaration -- working harder than ever for the same or less. For 15 years, the income gap has been widening between those who have the skills to compete in the global economy and those who don't. The great American middle class is splitting apart -- and the fault line is based largely on education and training.

That's why we worked so hard to make last year the best year for education reform in 30 years. With Goals 2000, we worked as a partner with parents, communities and educators to set world-class standards for our schools, and gave teachers and parents the power to decide how to meet those standards. We expanded Head Start. We made college loans more affordable for millions of people -- loaning directly to students at lower costs and on better repayment terms. Over 3.5 million people in the South can take advantage of these reforms. At the same time, we've insisted on more responsibility: Stricter enforcement has cut taxpayers' cost of delinquent loans from \$2.8 Billion a year to \$1 Billion a year since 1991.

This is the right direction. But we must continue working to raise middle-class incomes. The South is no stranger to this problem, where personal income is still below the national average. Everyone here knows how important it is to equip people with the tools they need to compete for a lifetime. I would not be standing here today if it hadn't been for the opportunities America gave me through education. I'm sure many of the people in this room were the first in their family to complete high school or, like me, graduate from college.

We have to renew our vision of how government can work so we make that dream possible for more of our people. I am committed to a government that does only what it needs to do, but everything it must do, to help our people in this changing world. There is a right way to reform government and a wrong way. We need not cut college loans, if we take some profits away from banking middlemen who made the system less efficient. We need not end our efforts to strengthen our children's schools, if we trim government overhead. We need not cut school lunches if we cut outmoded offices in the Agriculture Department.

And we need not explode the deficit to build on our progress. In my Middle Class Bill of Rights -- paid for with cuts in yesterday's government -- I want to allow families who make up to \$125,000 a year to deduct up to \$10,000 of tuition a year for college, community college and all kinds of advanced training. And I want to commend Governor Miller for his innovative HOPE scholarships that give thousands of Georgia's students a chance at college if they work hard and keep good grades, no matter what their economic circumstances.

That is just one example of how the South is leading the way and why I'm eager to get on with hearing your ideas. In 1986, we were halfway home. In the last two years, we have gotten closer, but we're not there yet. Together, we can finish the journey.

As we talk today, let us remember a great President who helped navigate the crossing from one age to another during a very different time of change. In two weeks, on April 12, we will honor Franklin Roosevelt on the 50th anniversary of his death in Warm Springs, 60 miles from here.

On the day he died, FDR was drafting a speech for Thomas Jefferson's birthday that he never delivered. But his last words, written by hand into the draft, can be our guideposts today: "The only limit to our realization of tomorrow will be our doubts of today. Let us move forward with strong and active purpose."

In that spirit, let's move ahead with our discussions. Thank you.

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

SESSION 1

Divider Title: _____

Session I
Issues in the Regional Economy

President Bill Clinton

Elizabeth Coleman

Vice President Al Gore, Jr.

Jerry Newby

Ernest Green

Joe Kiker

Larry Farmer

Crandall Bowles

Mack McLarty

Alice Rivlin

Calvin King

Richard Rominger

Tony Davidow

Governor Zell Miller

Frederick Smith

Laura Tyson

Hugh McColl

Secretary Robert Rubin

Jack Stahl

Katherine Hammer

Phyllis Jackson

Lovey Davis, Jr.

Donald Ratajczak

Charles Brown

Maria Elena Torano

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

4

Divider Title: _____

3/27/95 -- 10:00 pm

PARTICIPANTS LIST FOR PANEL I - ISSUES IN THE REGIONAL ECONOMY

Crandall Bowles is Executive Vice President of Production Operations for Springs Industries, Inc. in Fort Mill, SC. Springs Industries manufactures and markets products for the family, home and industry.

Charles Brown is CEO of Technology Park Atlanta, a technology park north of Atlanta that has attracted a number of technology-intensive firms including Scientific Atlanta. He is a member of the Governor's Economic Development Council, created by Zell Miller. Mr. Brown sees Georgia as a "microcosm of the nation". He is interested in five topics -- regional economic development in Georgia, adult education and its importance, the Atlanta Technology Park, international trade, and the rise of Charlotte as a banking center.

Elizabeth Coleman is Chairman of the Board of Directors of Maidenform, Inc., the largest privately-held intimate apparel manufacturer in the United States, and one of the largest in the world. Coleman also serves as Vice-Chair of the President's Export Council and is interested in stressing the positive link between trade/exports and employment in the South. She is a member of the law firm of Stroup & Coleman, where she has specialized in consumer and commercial law. Her personal vision is that we have to care about the less fortunate. She supports the Administration's policies to provide benefits and jobs, but recognizes the corporate and personal responsibility to do more. Hence, in Jackson her company has created a special program to assist battered women.

Tony Davidow and his wife started Toncee, Inc. six years ago in Smyrna, GA. Toncee provides colorant to AT&T for its fiber-optic wire. Additionally, his firm recently beat a Japanese company to become a subcontract supplier of colorants for auto dashboards made by Toyota. The company, which has 22 employees and sales of \$5 million, has received SBA loans through Summit National Bank, primarily for inventory and equipment. Davidow was one of seven small-business owners across the nation who participated in a teleconference with Vice-President Gore and U.S. Small Business Administrator Erskine Bowles. Davidow was quoted as saying that without the loans, "we wouldn't be here today."

Junior Davis is a product specialist and 20-year veteran of the Ford Atlanta assembly plant, which now produces the Ford Taurus. Davis has worked under both the 'old' and 'new' systems at Ford.

Larry Farmer is president of Diversified Rural Services, Inc of Greenville, Mississippi, a for-profit subchapter S corporation established to increase/advice rural community development corporations. He believes that the problems in the Delta are enormous and that many people there are unemployable in the context of today's economic needs. He does however, see hope in the recent discovery of public/private partnerships and is excited about the designation of the Delta as an empowerment zone.

Ernie Green a Little Rock native is the Managing Director of Public Finance for Lehman Brothers' Washington, D.C. office. He was formerly president of a minority consulting firm which provided technical assistance in marketing, financial management and economic forecasting. He has been appointed by the President to serve as Chairman of the African Development Foundation and by Secretary Riley to serve as Chairman of the Historically Black Colleges and Universities Capital Financing Advisory Board.

Dr. Katherine Hammer is CEO of Evolutionary Technologies, Inc. (ETI), a Texas-based leading provider of software tools that reduce the time and cost of building and managing data warehouses. Hammer received her PhD from the University of Iowa. Following a university career, she was employed by the Microelectronics and Computer Technology Corp. in Austin from 1984 -1990 before becoming CEO of ETI in 1991. Dr. Hammer regards the story of ETI as symbolic of the new wave of innovative companies. Key themes for her are the use of private collaborations between companies and communities to provide the incubators for innovative companies. She also stressed the importance of the Austin Technology Incubator -- a not for profit project "run on a shoe-string without any federal funds". The vision of the founder is that every community has wealthy people whose interest it is to further the economic growth of their community. By enlisting their cooperation, (not necessarily financial) communities can promote new economic activity.

Jesse Hill, Jr. is Chairman of the Board of Directors of Atlanta Life Insurance Company. From 1973 to 1992 Hill served in the additional capacities of President, and Chief Executive Officer as well. Hill has been in the leadership vanguard for four decades in Civil Rights, Business and Economic Development and the general civic progress of Atlanta and the nation. Hill is a member of the Board of Directors of the Congressional Black Caucus Foundation, and a founding director of the Metropolitan Atlanta Rapid Transit Authority (MALTA).

Phyllis Jackson and her husband Eugene are working to launch the first premium cable service directed at African Americans, World African Network (WAN). The new cable channel is aimed primarily at urban Blacks, and would be shown in 40 of the largest U.S. markets, as well as Africa. WAN, originally based in Los Angeles, moved to Atlanta because of the city's emphasis on growth in international business, its emergence as a center for cable and other aspects of the communications business, and the large and varied African America community. Ms. Jackson had been a successful television producer with NBC in Burbank, CA working on such programs as "Little House on the Prairie", "Chips", and "the Wonderful World of Disney", and later as a producer of children's programming.

Joe Kiker is regional director of the United Steel Workers, based in Atlanta. He is concerned that in the South there are many examples of companies that are successful without their workers being successful. He also disagrees with the Administration's support of NAFTA and GATT.

Calvin King is President of Arkansas Land and Farm Development in Brinkley.

Hugh McColl, Jr. is chairman of NationsBank. Based in Charlotte, NationsBank is the nation's third largest banking company. He has worked for NationsBank or its predecessor, NCNB, for his entire career. Under McColl's leadership, NationsBank has grown through a strategy of inter-state acquisitions. He has doubled the size of his bank twice -- first in 1988, when NCNB bought Texas' biggest bank, First Republic Bank in Dallas, and again in 1991, when it bought Atlanta's C&S/Sovran Corp. to create NationsBank.

The Honorable **Zell Miller** is Governor of Georgia and 1993-1994 chairman of the Southern Growth Policies Board.

Jerry Newby said "I have been growing cotton since I was nine years old." He is a family farmer with land located in both Alabama and Tennessee. His primary crops include cotton, soybeans, wheat and corn. He is very concerned about the future of the Farm Program. The proliferation of regulations and their complexity makes production harder to deal with, increases costs, and requires him to farm more acres to make a living. He also emphasizes the importance of protecting the environment.

Donald Rztajczak is a nationally known economist who directs the Economic Forecasting Center at Georgia State University. He currently produces seven publications on economic conditions in the nation and the southeast. Last year he was presented with the Annual Economic Forecasting Award for the most accurate U.S. Blue Chip economic forecast during the past four years.

Frederick Smith is Chairman, President, and Chief Executive Officer of Federal Express Corporation, the world's largest express transportation company. Smith founded Federal Express in 1971. Federal Express delivers more than 2 million documents, packages, and freight shipments each work day to 192 countries, and had fiscal 1994 revenues of \$8.5 billion. In 1990 Federal Express became the first company to win the Malcolm Baldrige National Quality Award in the service category. He wants to talk about the role of innovation in creating jobs in the South.

Jack Stahl is Senior Vice-President of The Coca-Cola Company and President of Coca-Cola USA.

Maria Elena Torano is the chairman and chief executive officer of META, which was founded in 1980. She previously served under President Carter as associate director for public affairs for the U.S. Community Services Administration. META is a full service consulting firm headquartered in Miami with major practices in environmental engineering and services, information technology, and management support systems.

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

5

Divider Title: _____

DRAFT 3/27/95 11PM CLOSE HOLD

OVERVIEW FOR PANEL I - ISSUES IN THE REGIONAL ECONOMY

EVENT:

An opportunity to listen to workers, businesses and communities talk about their economic circumstances. The discussion will illustrate that growth in the South validates the Clinton economic strategy, but also will illustrate the need to do more and to ensure that some regions and some people are not left behind.

RATIONALE:

Economic growth in the South validates the elements of the Administration's economic equation -- investment, innovation, people, and open markets -- but also illustrates the need to ensure that some regions and people are not left behind.

- o Demonstrate the continuity between the President's work as Governor, economic success in the South, and the Administration's economic strategy.
- o Show how communities, workers, and businesses working together in partnership have accomplished results.
- o Illustrate the continued need to ensure that some regions and some people are not left behind -- and that regions now enjoying economic growth continue to remain globally competitive.

Panel One includes panelists highlighting the vision underlying Southern economic diversity, successes, and challenges, interspersed with discussions lead by POTUS that brings forth the specific issues:

I. PRESENTATIONS (20 min.):

- 1) **Working Together for Growth** -- The Honorable Zell Miller, Governor of Georgia.
- 2) **The International Economy** -- Maria Elena Torano, President of META, an environmental consulting and services provider with substantial Latin American business.
- 3) **Success in Business** -- Hugh McColl, Jr., Chairman of NationsBank.

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

6

Divider Title: _____

DRAFT 3/27/95 11PM CLOSE HOLD

IV. AGENDA FOR PANEL I - ISSUES IN THE REGIONAL ECONOMY

PRESENTATIONS

1) Working Together for Growth -- Through efforts like the Southern Growth Policies Board, the South has exemplified people, communities, business and government coming together to promote economic opportunity.

WHO: The Honorable Zell Miller is Governor of Georgia and 1993-1994 chairman of the Southern Growth Policies Board.

DISCUSSION POINTS: Key issues for Gov. Miller include:

- Economic development for Georgia, including the importance of education, and Atlanta's international role (trade, Olympics);
- Key goals of the 1992 Commission on the Future of the South;
- Change as a positive theme for the South.

QUESTIONS:

1) How do you assess the strength of the economy in Georgia and in the South?

2) Completed under your chairmanship, the 1992 Commission's final report points to the need for 'a new approach to leadership.' How do you think that all of us in government -- whether at the state or local or Federal level -- can make ourselves more responsive to the needs of the people -- so that we are serving their needs, and not telling them what we want?

2) The International Opportunity: Exports and links to foreign markets are important to Southern economic growth in many ways -- Florida benefits from trade with Latin America, foreign direct investment generates high wage jobs in South Carolina, and Atlanta is a hub of international transportation distribution, to name just a few.

WHO: Maria Elena Torano is the chairman and chief executive officer of META, which was founded in 1980. She previously served under President Carter as associate director for public affairs for the U.S. Community Services Administration.

META is a full service consulting firm headquartered in Miami with major practices in environmental engineering and services, information technology, and management support systems. META has performed several major contracts in Central and South America,

primarily for US AID. With approximately 250 employees, META has achieved exceptional growth during the last 5 years, with 1993 sales of almost \$20 M.

DISCUSSION POINTS/QUESTIONS FOR MARIA ELENA TORANO:

1) How do we compete to win in a global economy? How are we doing -- and what more can we be doing?

2) As a small business -- and an exporter -- you have referred to some of the problems that you have faced in competing abroad. Tell us about the most useful and helpful support that you have gotten -- from any source. I'm particularly interested in businesses and other groups -- like universities -- banding together to provide support in ways that doesn't involve new government spending.

3) **Success in Business** -- Economic growth in the South is mirrored in the innovation and success of growing companies. 99 of the Fortune 500 are headquartered now in the South, versus 27 twenty-five years ago. The rise of Southern financial services exemplifies this trend, furthered by the re-invention of government (regional banking reciprocity passed in 1984; inter-state branching legislation passed in 1994), investment in new technologies, and training of employees.

WHO: Hugh McColl, Jr. is Chairman of NationsBank. Based in Charlotte, NationsBank is the nation's third largest banking company. He has worked for NationsBank or its predecessor, NCNB, for his entire career.

Under McColl's leadership, NationsBank has grown through a strategy of acquisitions that 'in ten years has fashioned a \$158 billion asset colossus with branches from Washington D.C. to Dallas.' He has doubled the size of his bank twice -- first in 1988, when NCNB bought Texas' biggest bank, First Republic Bank in Dallas, and again in 1991, when it bought Atlanta's C&S/Sovran Corp. to create NationsBank.

DISCUSSION POINTS/QUESTIONS FOR HUGH McCOLL:

1) The success of NationsBank and the growth of Charlotte as a financial center illustrates to me how the South provides a model of economic growth for the nation. What have businesses needed to survive in the South, and what more needs to be done?

2) I am interested particularly in two factors you mentioned that those of us in Washington and in the state houses have some role in -- reinventing government to open up markets for growth and competition, as in the reform of banking laws, and in encouraging businesses to invest in technology. Both of these played a role in your story. What more can we do in these areas? And what other areas are important?

4) **Regional and Rural Challenges in the South** - While much of the South has enjoyed economic prosperity, other parts are having a harder time meeting the challenges of the global economy. Seven of the states in this region have poverty rates over 20 percent above the national average -- with pockets frequently clustered in rural and inner-city areas.

WHO: Larry Farmer is president of Diversified Rural Services, Inc of Greenville, Mississippi, a for-profit subchapter S corporation established to increase/advise non-profit rural community development corporations.

DISCUSSION POINTS/QUESTIONS FOR LARRY FARMER:

- 1) What do you see as the challenges for the rural South?
- 2) Are there ways of reorganizing the way that we support and encourage economic development in economically depressed areas? For example, can we form partnerships with business to provide both training and the prospect of long-term jobs?

DISCUSSIONS

1) Working Together for Growth.

A.

COMMENTS FOR JESSE HILL:

- 1) What are the most important economic trends in the South?
- 2) How best can we work together to develop and instill the vision of a better tomorrow for all Americans -- and use that to motivate real action? What has worked best in your experience in bringing people of all ethnic backgrounds together to work for economic progress?

WHO: Jesse Hill is chairman of the Board of Directors of Atlanta Life Insurance Company, and a leader in civil rights and economic development for Atlanta and the South.

NOTE: Hill will talk about civil rights and economic success. His comments likely will stress the disparity between those areas that have enjoyed economic success and those that have not, and may mention the need for a "Marshall Plan" for distressed regions of the United States.

B.

COMMENTS/QUESTIONS FOR JACK STAHL:

- 1) What role can business play in working together with communities and states -- especially to take advantage of our international opportunities?
- 2) Let me ask you the same question as for Jesse Hill -- from your perspective what are the most important economic trends in the South?

WHO: Jack Stahl is Senior Vice-President of The Coca-Cola Company and President of Coca-Cola USA.

2) The International Opportunity

A. COMMENTS/QUESTIONS FOR PHYLLIS JACKSON: Tell us about how the idea for the World African Network was developed? What ideas, people, and technology had to come together in order to make this idea a reality?

WHO: Phyllis Jackson and her husband are partners and founders of the World African Network (WAN), a new premium cable channel to be aimed primarily at urban blacks, as well as being broadcast in Africa.

B.

COMMENTS FOR JOE KIKER: What are some of the success stories that you can point to where labor and companies have been worked together to provide job security?

WHO: Joe Kiker is regional director of the United Steel Workers, based in Atlanta. His region includes the Newport News Shipbuilding locals.

C.

COMMENTS FOR ELIZABETH COLEMAN

- 1) What is the link between employment in the South and trade and exports?
- 2) What are some of the other ways that businesses, government, and communities can work together to expand exports and promote U.S. goods and services in international markets?

WHO: Elizabeth Coleman is Chairman of the Board of Directors of Maidenform, Inc., and Vice-Chair of the President's Export Council.

D.

COMMENTS FOR JUNIOR DAVIS: Manufacturing is of particular importance to much of the Southern economy; for example North Carolina has the highest concentration of manufacturing employment in the country. The lesson is that manufacturing can provide good jobs with good wages; the challenge for the future is to use innovation and open markets to further manufacturing's role in economic opportunity.

DISCUSSION POINTS/QUESTIONS FOR JUNIOR DAVIS:

1) What's the difference to workers in the new way that your factory operates? How has it changed over the past few years as you have moved from the old system to the new system?

WHO: Junior Davis is a product specialist and 30-year veteran of the Ford Atlanta assembly plant, which now produces the Ford Taurus. Davis has worked under both the 'old' and 'new' systems at Ford.

3) SUCCESS IN BUSINESS

A.

COMMENTS FOR FRED SMITH:

1) What kind of environment helps to nurture successful businesses, and what more needs to be done?

2) You have a unique perspective on the role of innovation, since your company transformed the package delivery industry. How does Federal Express continue to stimulate new and innovative thinking within your company?

WHO: Fred Smith is Chairman, President, and Chief Executive Officer of Federal Express, which he founded in 1971.

B.

COMMENTS FOR KATHERINE HAMMER: Clearly, the path from a good idea to a growing business like ETI is both complex and filled with potholes -- not only in terms of technical development, but also financing, the business plan, and so forth. In what sorts of ways do you think that we can work together to make it easier for new technologies and good ideas to be transformed into growing and successful businesses like yours?

NOTE: The emergence of high-tech businesses and research centers in areas around Atlanta, Dallas, Nashville, parts of Florida and in the Raleigh/Durham area show the impressive returns of long-term investment in education, access to universities, and re-inventing government.

WHO: Dr. Katherine Hammer is CEO of Evolutionary Technologies, Inc. (ETI), a Texas based leading provider of software tools that reduce the time and cost of building and managing data warehouses. Hammer received her PhD from the University of Iowa. Following a university career, she was employed by the Microelectronics and Computer Technology Corp. in Austin from 1984 -1990 before becoming CEO of ETI in 1991.

ETI products are used by leading Fortune 500 companies from every major industry worldwide, as well as by public utilities and government agencies. The first product was based on a research prototype developed at MCC. ETI was spun off from the MCC research consortium as a separate company on January 1, 1991. Financing was provided primarily by venture capitalists and individuals.

C.

COMMENTS FOR CHARLES BROWN: What other ways can government work together with the private sector to promote innovation?

Charles Brown is Chief Executive Officer of Technology Park Atlanta, a technology park in the Atlanta suburbs that has attracted a number of technology-intensive firms. He is a member of the Governor's Economic Development Council, created by Zell Miller. Mr. Brown sees Georgia as a 'microcosm of the nation.'

4) Regional and Rural Challenges in the South.

A.

DISCUSSION POINTS/QUESTIONS FOR GARY NEWBY: Agriculture continues to be an important part of the Southern economy, and an important source of exports. Farmers face a special set of issues, including new international market opportunities, need to care for the soil and the environment, and the hazards of natural disasters and fluctuating markets. What are the special challenges that you see for the rural South and its farmers?

WHO: Gary Newby is a family farmer with land located in both Alabama and Tennessee. His primary crops include cotton, soybeans, wheat and corn..

B.

DISCUSSION POINTS/QUESTIONS FOR CALVIN KING: You work with communities in rural areas to help provide better jobs and opportunity. Tell us about a part of your work that you are proud of. I'm particularly interested in how you draw support from your community.

WHO: Calvin King is President of Arkansas Land and Development, in Brinkley, Arkansas.

OPEN DISCUSSIONS

DISCUSSION POINTS: I'd like to hear briefly from the panelists that haven't yet spoken?

WHO: Ernie Green, a Little Rock native, is the Managing Director of Public Finance for Lehman Brothers' Washington, D.C. office.

WHO: Crandall Bowles is Executive Director of Production Operations for Springs Industries Inc. in Fort Smith, SC.

WHO: Tony Davidow and his wife started Toncee, Inc. six years ago in Smyrna, GA. Toncee provides colorant to AT&T for its fiber-optic wire. Additionally, his firm recently beat a Japanese company to become a subcontract supplier of colorants for auto dashboards made by Toyota.

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

SESSION 2

Divider Title: _____

Session II
Strains on Working Families in
the New Economy

President Clinton

Elanie Buckner

Vice President Al Gore, Jr.

Hugh Westbrook

Diana Lyons Wilson

Linda Tarr-Whelan



Secretary Donna Shalala

Kimberly Augustine

Steve Allen

Irma Flores

Ron Pollack

Julia Vindasius

Secretary Robert Reich

Sonia Felton

Cheryl Smith

Bruce Raynor

James Powers, Sr. (?)

Sarah Shuptrine

Elena Hanggi

Efren Puente

Carol Rasco

Robert Greenstein

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

7

Divider Title: _____

PARTICIPANTS IN SESSION TWO: STRAINS ON WORKING FAMILIES IN THE NEW ECONOMY

Steve Allen is a professor of economics and business at North Carolina State University. He specializes in labor markets, public policy, and labor-management relations. He has also done research on the history of wage rigidity and employee benefits.

Kimberly (Kim) Augustine is owner and founder of Nanny's Child Care in Ormond Beach, Florida. She decided to open a day care program after she failed to find quality day care for her own children. With help from a \$27,000 SBA-backed loan and a counselor from SBA's Service Corps of Retired Engineers, Augustine opened her center two years ago. She is from a family of 10 children, and a mother and wife herself. ~~Her husband works with her.~~

Elaine Buckner is a receptionist and office clerk with Volunteers of America in Huntsville, Alabama. A few years ago, as a recently divorced mother of twins, Buckner lost her assembly-line job of 20 years as a sauterer when her employer, the Astrocom Corporation, moved out of town. Without other marketable skills, she enrolled in a JTPA clerical program for dislocated workers. Today, she appreciates the more regular hours of her current job. She is a JTPA Alumnus of the Year, and also a published poet.

Sonja Felton is a program monitor, recruitment specialist, and counselor for JTPA programs in Cobb County, Georgia. She now works with adult workers with few skills, but in the past she has worked with dislocated workers and summer jobs participants. Both of Felton's parents died when she was a teenager, and she nearly dropped out of high school. An inspiring counselor from a "Stay in School" program kept her in high school and helped her apply to college. After winning an essay contest, she attended the Tuskegee Institute with a full scholarship, earning a degree in Social Work. She has a year-old daughter.

Irma Flores is owner with her husband of Rite-Way services, a residential and business cleaning service in San Antonio. (Rite-Way also has some government contracts and has been affected by Defense downsizing.) While her business does not have a day care center of its own, Rite-Way allows parents with children who are sick or on vacation to bring them to work. Ms. Flores realized the importance of family-friendly policies when she herself worked on cleaning crews and needed to bring her children along. Mrs. Flores has been a businesswoman for 25-years and is a mother of five.

Robert (Bob) Greenstein is executive director of the Center for Budget and Policy Priorities, a Washington-based think tank focusing on policy issues affecting low- and middle-income Americans. Greenstein is former director of USDA's Food and Consumer Service, and one of the nation's leading experts on the Earned Income Tax Credit.

Elena Hanggi is Director of the Institute for Social Justice in Little Rock and a board member for the Federal Home Loan Bank of Dallas. Formerly the national President of ACORN, she works primarily in the areas of low-and-moderate income housing and community reinvestment. She has special interests in the minimum wage and welfare-to-work issues.

Ron Pollack is founder and executive director of Families USA, a national consumer organization dedicated to quality, affordable health care for all Americans. He is an expert on the rising costs of health care, the problems of the uninsured and underinsured, Medicare, Medicaid, and long-term care. He is also former dean of Antioch Law School and founder of the Food Research and Action Center.

Jim Powers is a foreman on the docks at the Port Authority in Gulfport, Mississippi. He regularly works over-time and does taxes for H&R Block to supplement his income. His wife works in the film processing section of the local supermarket. Mr. and Mrs. Powers have two children and would like to see them attend college--Mr. Powers never finished--but he is unable to save due to the accumulation of bills: mortgage payments, car payments, utilities, and health care bills. Both parents have had health problems, but they have insurance.

Efren Puente is a marketing executive for Shieffelin and Somerset, which markets fine wines and liquors in Miami, Florida. He was a mechanic for Pan Am for 10 years--as his father had been throughout his career--before the company went bankrupt and his manager abruptly told him, "Don't come in." Efren joined a JTPA retraining program for dislocated workers, and then attended Miami-Dade Community College before earning a bachelors' degree in Business Administration with honors from Florida International University. He is single.

Bruce Raynor is Executive Vice President and Southern Regional Director of Amalgamated Clothing and Textile Workers Union. The southern region represents about 50,000 workers, making it the largest private sector industrial union in the South. The union mainly represents low-income workers, more than half of whom are women and people of color. Raynor has saved jobs threatened by plant closings by finding new buyers for plants or working cooperatively with management.

Sarah Shuptrine runs Sarah Shuptrine and Associates in Columbia, South Carolina. She worked with Secretary Riley throughout her years as governor, and is a leading expert on children and poverty.

Cheryl Gibson Smith has been director of the Downtown Child Development Center in Atlanta for 10 years. The center is a public-private consortium composed of the federal government, the *Atlanta Journal and Constitution*, Wachovia Bank of Georgia, and the Federal Reserve Bank of Atlanta. Because of government-subsidized rent, the center is able to offer high quality care at below market prices for 120 children of consortium members. Ms. Smith spends at least half her time at the center counseling parents. She has been an educator for 25 years and is a single parent with two children.

Ed Smith is executive director of the North Carolina Civil Rights Commission. As a disabled African-American, Mr. Smith has overcome obstacles including a life-threatening bout with polio when he was four years old and segregated childhood schools (at which he had to be carried up and down stairs). Mr. Smith is now a leading advocate for the rights of the disabled, and he takes part in national African-American political activities. His parents and grandparents were active in the civil rights movement.

Linda Tarr-Whelan is President and Chief Executive Officer of the Center for Policy Alternatives. She is an advocate for progressive policies in the areas of women and the economy, issues, health care, employment, economic development, and education. The Center recently completed a study of women and the economy, with data distributed by region and state.

~~**Julia Vindasius** is founder and executive director of the Good Faith Fund, a microenterprise fund making small loans to entrepreneurs in southeast Arkansas. Previously, she worked for the Shorebank Corporation and the Ford Foundation. Good Faith helps welfare recipients learn to save money, develop assets, and employ themselves.~~

Hugh Westbrook is Chairman and CEO of the Miami-based Vitas Healthcare Corporation, which provides hospice care to the terminally ill in 28 locations around America. Mr. Westbrook has helped to create standards for hospice care in Florida and nationwide. He is an ordained Methodist minister and Chairman of the journal, *The American Prospect*.

Diana Wilson is an executive assistant in the Governor's Education office from Pine Grove, Louisiana. She has been married 25 years to a self-employed plumbing contractor. Neither finished public school, but both earned GEDs. The Wilsons have three children. Getting a college education for them is a very high priority, but the Wilsons worry that at their income level they do not qualify for financial aid but do not have the money to afford to pay for school. Ten years ago, their oldest daughter, Julie, was diagnosed with cancer. The family had no insurance and lost nearly everything, leaving them unable save for education. Julie is 24 and her cancer is in remission, and she has not attended college. Their middle child is 19 and just graduated from high school. She will begin part-time college next fall. They are determined that their youngest, 17, get to college somehow.

IV

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

8

Divider Title: _____

OVERVIEW OF SESSION TWO: STRAINS ON WORKING FAMILIES IN THE NEW ECONOMY

EVENT:

A discussion with working parents, businesspeople, public policy experts, and others about both the new opportunities and the continuing difficulties for working families in the South. The conversation will focus on three general areas of concern: first, economic problems for working families, especially those relating to dislocation and training; second, the effects of workplace changes on family life--in particular, on families' ability to pay for child care, higher education, and health care; and third, the special impact of these problems of lower-income Americans.

RATIONALE:

- Highlight ways that working families have benefitted from Presidential initiatives like job training, the EITC, and the Family and Medical Leave Act.
- Illustrate continuing challenges faced by working families from many different backgrounds.

PRESENTATIONS (15 min.):

- 1. Wage Stagnation and the Importance of Training--** Steve Allen, Professor of Economics at North Carolina State University.
- 2. Combining Work and Family--** Cheryl Gibson Smith, director of the Downtown Child Development Center in Atlanta.
- 3. Dilemmas of Lower-Income Families--** Sarah Shuptrine, expert on children and poverty from Charleston, South Carolina.

DISCUSSION (75 min.):

- 1. Wage Stagnation and Training: Anxieties of Changing Jobs (20 min.)** Possible Comments by:

- **Efren Puente**, a former Pan Am mechanic who went back to college and became a marketing executive.
- **Elaine Buckner**, a former sauterer whose plant shut down; she received clerical training through JTPA and is now an office clerk with Volunteers of America.
- **Sonja Felton**, a JTPA graduate herself who counsels dislocated and lower-skill workers.
- **Bruce Raynor**, Executive Vice President and Southern Regional Director of the Amalgamated Clothing and Textile Workers Union.

2. **Combining Work and Family** (42 min.) Possible Comments by (3 min.):
-- **Linda Tarr-Whelan**, President and CEO of the Center for Policy Alternatives.

A. Work and Family: Finding Quality Child Care (15 min.) Possible Comments by:

- **Kim Augustine**, founder and owner of Nanny's Child Care in Ormond Beach, Florida.
-- **Irma Flores**, owner of Rite-Way services, a business and residential cleaner in San Antonio.

B. Work and Family: Saving for Education (10 min.) Possible Comments by:

- **Jim Powers**, a foreman on the docks in Gulfport, Mississippi, who works overtime and holds down two jobs but cannot save for his children's education.
-- **Diana Lyons Wilson**, an executive assistant in the Louisiana Governor's Office who has not been able to save due to family illness but whose children are too middle-income to qualify for significant financial aid.

C. Work and Family: Strains from Health Care Crises (15 min.) Possible Comments by:

- **Hugh Westbrook**, chairman and CEO of Vitas Healthcare Corporation, a hospice-care provider.
-- ~~Ed Smith~~, executive director of the North Carolina Civil Rights Commission
-- **Ron Pollack**, executive director, Families USA.

3. **Dilemmas of Lower-Income Families** (13 min.) Possible Comments by:

- **Bob Greenstein**, executive director of the Center for Budget and Policy Priorities.
-- **Elena Hanggi**, director of the Institute for Social Justice and former President of ACORN.
-- ~~Julia Vindasius~~, executive director of the Good Faith Fund, a microenterprise program.

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

9

Divider Title: _____

AGENDA FOR SESSION TWO: STRAINS ON WORKING FAMILIES IN THE NEW ECONOMY

PRESENTATIONS

Potential comments and questions by the President are in italics.

1. WAGE STAGNATION AND THE IMPORTANCE OF TRAINING

Outline of Presentation: Over the last 20 years, incomes and wages have stagnated for typical American families. The fundamental fault line running through the economy is now education, as families with higher skill levels not only enjoy higher wages, but also more job-related benefits and less frequent job dislocation. There are four reasons for this shift: quickening technological change, increasing international competition, the decline in the real value of the minimum wage, and the decline in unionization levels.

WHO: Steve Allen is a professor of economics and business at North Carolina State University. He specializes in labor markets, public policy, and labor-management relations. He has also done research on the history of wage rigidity and employee benefits.

POSSIBLE QUESTION/COMMENT FOR STEVE ALLEN:

- *How does wage equality in the South compare with the trends nationally?*
- *What role has the entry of millions of women into the workplace over the last generation play in the picture you've drawn--not only in terms of incomes, but in terms of overall quality of life?*
- *What is the most important step we can take to increase middle-class incomes again?*

2. WORK AND FAMILY

Outline of Presentation: Even for comfortably middle-income families, the conflicting demands of work and family can create tremendous stresses. Finding quality child care near a parent's workplace is one of the biggest worries. The public and the private sector can work together to find child care solutions that are good for families and good for businesses.

WHO: Cheryl Gibson Smith is director of the Downtown Child Development Center in Atlanta, a day care center for 120 children funded through tuition and a consortium of local employers: the federal government, the *Atlanta Journal and Constitution*, Wachovia Bank of Georgia, and the Federal Reserve. Ms. Gibson Smith spends about half of her time at work counseling parents on a variety of issues: coping with family breakup; finding quality child care when a family moves or a child gets too old for her center (which serves children ages 8 months to 6 years); and addressing children's emotional or educational problems.

POSSIBLE QUESTIONS/COMMENTS FOR CHERYL SMITH

- *You counsel parents on a variety of child care issues. What problem do you find comes up more than any other?*
- *As you point out, many employers can't afford to provide day care themselves, but would like to help out their working employees. From a business perspective, what do you see as the benefits--and the costs--of the consortium you run?*
- *What do you think the government can do to support more centers like yours?*

3. DILEMMAS OF LOW-INCOME FAMILIES

Outline of Presentation: The dilemmas facing most families at all income levels are especially great for lower-income families. Parents that want to move into the workforce face tremendous barriers to meeting their children's child care and health care needs. By putting more money in families' pockets, the EITC and an increased minimum wage can help improve the lives of these families, but difficulties will remain.

WHO: Sarah Shuptrine runs Sarah Shuptrine and Associates in Columbia, South Carolina. She worked with Secretary Riley throughout her years as governor, and is a leading expert on children and poverty. She has just completed a series of half-hour interviews with low income families.

POSSIBLE QUESTIONS/COMMENTS FOR SARAH SHUPTRINE:

- *Tell us about the role played by extended families in meeting child care needs. Have you seen that role change over time?*
- *How do churches, community centers, and other "secondary associations" help to alleviate strains like health care and child care costs that you talked about?*

ROUNDTABLE

An asterisk (*) in the left-hand column indicates that we strongly recommend that you call on this person.

1. ANXIETIES FROM CHANGING JOBS

Let's get started by going back to something Steve Allen said. One of the biggest challenges for working Americans today is the need to change jobs more often than in the past. Especially for less educated men, job tenure has declined considerably over the last 20 years. These are the very same people who used to be able to rely on an employer to hold jobs for a lifetime. So we are seeing demands on families that many people never imagined they'd have.

A. COMMENT/QUESTION FOR EFREN PUENTE AND ELAINE BUCKNER

Efren and Elaine, both of you saw jobs you'd had for many years disappear, yet you've made the transition to other work. Tell us what the toughest part for you and your families was, and what you found most important for making it through.

WHO:

- * **Efren Puente** is a marketing executive for Shieffelin and Somerset, which markets fine wines and liquors in Miami, Florida. Following in the footsteps of his father, he was a mechanic for Pan Am for 10 years before the company went bankrupt and his manager abruptly told him, "Don't come in." Efren joined a JTPA retraining program and then attended Miami-Dade Community College before earning a bachelors' degree in business administration with honors from Florida International University. After graduating in May, he found his new job in July, and loves it.

Efren had a difficult time finding his way through the range of JTPA programs. He is excited about the creation of One-Stop centers.

- * **Elaine Buckner** is a receptionist and office clerk with Volunteers of America in Huntsville, Alabama. A few years ago, as a recently divorced mother of twins, Buckner lost her assembly-line job of 20 years as a sauterer when her employer, the Astrocom Corporation, moved out of town. Without other marketable skills, she enrolled in a JTPA clerical program for dislocated workers. She is a JTPA Alumnus of the Year, and also a published poet.

Elaine worked irregular hours as a sauterer. She appreciates the regular, 9-to-5 shifts in her current work, which enables her to spend more time with her family.

B. COMMENT/QUESTION FOR SONJA FELTON AND BRUCE RAYNOR

For all their difficulties, the stories of Efren and Elaine are inspiring--a reminder that retraining is more important now than ever before. Each year of education beyond high school--whenever it occurs--raises average future earnings by 6 to 12 percent. We have two other people with us who've seen these transitions from a different perspective. Sonja and Bruce, you've seen many people experience the same anxieties that Elaine and Efren described. Tell us about what you've seen.

WHO:

- * **Sonja Felton** is a program monitor, recruitment specialist, and counselor for JTPA programs in Cobb County, Georgia. She now works primarily with adult workers with few skills, but in the past she has worked with dislocated workers and summer jobs participants. Both of Felton's parents died when she was a teenager, and she nearly dropped out of high school. An inspiring counselor from the "Stay in School" program kept her in high school and helped her apply for scholarships. After winning an essay contest, she attended the Tuskegee Institute with a full scholarship, earning a degree in Social Work. She has a year-old daughter.

Bruce Raynor is Executive Vice President and Southern Regional Director of Amalgamated Clothing and Textile Workers Union. The southern region represents about 50,000 workers, making it the largest private sector industrial union in the South. The union mainly represents low-income workers, more than half of whom are women and people of color. Raynor has saved jobs threatened by plant closings by finding new buyers for plants or working cooperatively with management.

2. WORK AND FAMILY

Let's focus in on the effects of changes in the workplace on people's lives outside the workplace--their families, their health, their education, and their future. Steve Allen touched on the point that all working families are now less likely to have health care coverage than in the past, and for workers without any college, the percentage with pension plans is declining as well. Let's talk about what those numbers mean to people in their lives and in the way they feel about their work.

A. COMMENT/QUESTION FOR LINDA TARR-WHELAN

You've just completed a study of women's attitudes toward the economy. Can you tell us some of what you've learned?

WHO: Linda Tarr-Whelan is President and Chief Executive Officer of the Center for Policy Alternatives. She is an advocate for progressive policies in the areas of women and the economy, issues, health care, employment, economic development, and education. The Center recently completed a study of women and the economy, with data distributed by region and state.

2.1 WORK AND FAMILY: FINDING QUALITY CHILD CARE

One of the biggest strains for families is paying for child care. It is so important for parents, but it's often so hard to do. It's difficult to find high-quality child care, and even more difficult to find good care that's affordable and that's someplace near where you work. The average middle-income families spends \$3,000 per year on child care for their children, and only 10% of parents report that their employers offer child care at work. Many parents are often left to choose between putting up a huge share of their income to pay for child care, or leaving their child in a place that's far away or that they're not sure they can trust. In a recent study conducted by child psychologists and economists at four universities, 40 percent of child care providers were rated poor, and only 20 percent positively good. Yet high quality care was also linked to better social skills, better attitudes, and warmer relationships.

A. COMMENT/QUESTION FOR KIM AUGUSTINE

Kim, you had a tough time looking for child care and came up with an interesting solution. Tell us about your own experience as a parent looking for child care, what you chose to do after it, and about the experiences of the parents you've met since.

- * **WHO:** Kim Augustine is owner and founder of Nanny's Child Care in Ormond Beach, Florida. She decided to open a day care program after she failed to find quality day care for her own children. She relied on an SBA-backed loan and counseling from SBA's Service Corps of Retired Engineers (SCORE) to get started.

B. COMMENT/QUESTION FOR IRMA FLORES

Irma Flores has seen parents struggle to find child care from the perspective of a businesswoman. Tell us about those struggles, and your own response.

WHO: Irma Flores is owner of Rite-Way services, a residential and business cleaning service in San Antonio. While her business does not have a day care center of its own, Rite-Way allows parents with children who are sick or on vacation to bring them to work. Ms. Flores realized the importance of family-friendly policies when she herself worked on cleaning crews and needed to bring her children along. She is a mother of five.

2.2 WORK AND FAMILY: SAVING FOR EDUCATION

Like paying for child care, paying for education is something that parents badly want to do yet often find very different. As Steve Allen described, we know how important education is for earnings: Americans with a college degree are the only people who've seen their average incomes rise over the last 20 years. But college costs can be very daunting: even at public institutions, the cost of tuition, room and board averaged close to \$25,000 for a four-year education in 1992. And, unfortunately, tuitions rose in the 1980s at over twice the rate of inflation—although the growth rate has come down some since.

A. COMMENT/QUESTION FOR DIANA LYONS WILSON AND JIM POWERS.

Jim and Diana, tell us about your hopes for the education of your children and your struggles to help your children get to college.

Follow-Up: *We've already done a lot to try to make college more affordable, including new student loans called Individual Education Accounts that are easier to get and can be repaid based on your earnings. Now, through my Middle Class Bill of Rights, we want to offer a tax deduction for education expenses, and to allow people to save for college training tax-free in IRAs and then to withdraw the money without penalty. Do you think either of those would make a difference for you?*

WHO:

* **Diana Wilson** is an executive assistant in the Governor's Education office from Pine Grove, Louisiana. She has been married for 25 years to a self-employed plumbing contractor. Neither finished public school, but both earned GEDs. The Wilsons have three children. Getting a college education for their children is a very high priority for them, but the Wilsons worry that at their income level they do not qualify for financial aid but do not have the money to afford to pay for school. Ten years ago, their oldest daughter, Julie, was diagnosed with cancer. The family had no insurance and lost nearly everything, leaving them unable save for education. Julie is 24 and her cancer is in remission, and she has not attended college. Their middle child is 19 and just graduated from high school. She will begin part-time college next fall, which the family is paying for in cash. They are determined that their youngest, 17, get to college somehow.

Allowing deductions for tuition and penalty-free savings in IRAs for education would be very helpful for Mrs. Wilson.

* **Jim Powers** is a foreman on the docks at the Port Authority in Gulfport, Mississippi. He regularly works over-time and does taxes for H&R Block to supplement his income. His wife works in the film processing section of the local supermarket. Mr. and Mrs. Powers have two children and would like to see them attend college--Mr. Powers never finished--but he is unable to save due to the deluge of bills: mortgage payments, car payments, utilities, and health care bills. (Both parents have had health problems, but they have insurance.)

2.3 WORK AND FAMILY: STRAINS OF HEALTH CARE CRISES

Diana Wilson's story is a reminder that more than any other single cost, the costs of health care can break a family. This is not a problem for just one group of Americans: 40 million people are uninsured today, 85 percent of them in working families. Health care costs are one of the forces behind the wage stagnation that we've discussed all day: while real wages and salaries rose a total of 0.4 percent between 1971 and 1991, while spending for health benefits rose by 243 percent.

A. COMMENT/QUESTION FOR HUGH WESTBROOK

Hugh, you run one of the largest hospice-care providers in the world. Today, 7 million spouses, adult children, and other relatives are providing long-term care to an older adult. You know first hand what these illnesses can do to a family--not only in terms of dollars, but also in emotional and spiritual terms. Tell us about it.

* **WHO:** Hugh Westbrook is Chairman and CEO of the Miami-based Vitas Healthcare Corporation, which provides hospice care to the terminally ill in 28 locations around America. Mr. Westbrook has helped to create standards for hospice care in Florida and nationwide. He is also an ordained Methodist minister.

B. COMMENT/QUESTION FOR ED SMITH

We've been talking about families who face high health care costs as the result of a crisis. But for many families, big medical bills are an everyday fact of life. That can be especially true for families with people with disabilities. There are 49 million people in America with disabilities, and today 1 in 10 households contains a family member who is getting care from another household member due to a sickness or disability. Ed Smith can tell us a little bit about what that has meant, in his own family and in the families of North Carolina.

* **WHO:** Ed Smith is executive director of the North Carolina Civil Rights Commission. Mr. Smith faced a life-threatening bout with polio when he was four years old, and his siblings often had to forego new shoes and clothes so his family could afford to pay the bills. Mr. Smith is now a leading advocate for the rights of the disabled, and he takes an active part in national African-American political activities. His parents and grandparents were active in the civil rights movement.

C. COMMENT/QUESTION FOR RON POLLACK

With the polio vaccine, Americans no longer have to tell the particular story that Ed did. But the problem of families overwhelmed by the costs of a disability or an illness remains very real. I'd like to ask Ron Pollack to comment on the historical trends--how the situation for families has changed over the last generation.

WHO: Ron Pollack is founder and executive director of Families USA, a national consumer organization dedicated to quality, affordable health care for all Americans. He is an expert on the rising costs of health care, the problems of the uninsured and underinsured, Medicare, Medicaid, and long-term care.

3. DILEMMAS OF LOW-INCOME FAMILIES

As Sarah Shuptrine said, all the difficulties we're talking about--from losing your job to finding child care to losing your health care--these are all heightened for families with lower-incomes. Many of these families are caught between a rock and a hard place: (1) Because wages for welfare recipients are often very low and welfare penalizes people who go to work, folks may actually do better for their families in terms of total resources by staying on welfare. (2) Families on welfare get health care through Medicaid, but they lose their Medicaid if they go to work, even though the kinds of jobs that are available often don't have health insurance. (3) Parents who go to work often don't get help paying for child care. GAO estimates that child care subsidies would increase work among poor women by 52%--because a high percentage of women stay out of the workforce due to high child care costs.

A. COMMENT/QUESTION FOR BOB GREENSTEIN

I have always believed that families who work hard and play by the rules shouldn't have to raise their children in poverty. To move us toward that goal, we've expanded the Earned Income Tax Credit--offering a tax break averaging \$1,000 per family to 15 million families with incomes under \$28,500. My understanding is that the EITC is benefitting families in the South even more than in the rest of the country, but I'd like to ask Bob Greenstein how the EITC is working in the South, and what more the minimum wage increase might do.

Bob Greenstein is executive director of the Center for Budget and Policy Priorities, a Washington-based think tank focusing on policy issues affecting low- and middle-income Americans. Greenstein is former director of USDA's Food and Consumer Service, and one of the nation's leading experts on the Earned Income Tax Credit.

B. COMMENT/QUESTION FOR ELENA HANGGI AND JULIA VINDASIUS

I'd like to hear some thoughts about other ways we can encourage people to go to work and do right by their families at the same time. Julia Vindasius and Elena Hanggi are two people with interesting ideas on how to do that.

* ~~**Julia Vindasius** is founder and executive director of the Good Faith Fund, a microenterprise fund making small loans to entrepreneurs in southeast Arkansas. She has worked for the Shorebank Corporation and the Ford Foundation. Good Faith helps welfare recipients learn to save money, develop assets, and employ themselves.~~

Elena Hanggi is Director of the Institute for Social Justice in Little Rock and a board member for the Federal Home Loan Bank of Dallas. Formerly the national President of ACORN, she works primarily in the areas of low-and-moderate income housing and community reinvestment. She has special interests in the minimum wage and welfare-to-work.

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

SESSION 3

Divider Title: _____

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

10

Divider Title: _____

**PRESENTERS AND PARTICIPANTS IN SESSION THREE:
INNOVATIONS IN EDUCATION AND TRAINING**

PRESENTERS:

Mark Musick - President of the Southern Regional Education Board. You will recall that both you and the FLOTUS served on his board. Mr. Musick is very well known in the field of education and will address education reform efforts in the South. Mr. Musick has been involved in both elementary and secondary education as well as higher education. In 1988, he served as the lead staff person in preparation for SREB Commission for Educational Quality reports: Goals for Education: Challenge 2000 and in 1994, Changing States: Higher Education and the Public Good. He has represented the Southern Regional Education Board with regional and national groups, including the Southern Governors' Association, Southern Legislative Conference, National Governors' Association, National Conference of State Legislatures, State Higher Education Executive Officers, National Assessment of Educational Progress, Educational Testing Service and Education Commission of the States. In his presentation, Mr. Musick will speak generally about education reform efforts in the South.

Karen Fooks - Financial Aid Director of the University of Florida. Ms. Fooks has been recommended as one of the most knowledgeable people in the country regarding issues of financial aid. She has been quoted as saying: "The student aid programs on our campus were broken beyond repair. Because we are so large and our population so diverse, we were dealing with approximately 35 guarantee agencies and nearly 200 different lenders, each of which had different policies, forms and deadlines. We had totally lost control of the program and were operating in a management by exception model, only more students were the exception than the norm. Inordinate amounts of time were spent manually processing or reprocessing." In her presentation, Ms. Fooks will focus on the direct lending program and its impact on students and staff at the University of Florida.

John Clendenin - Chairman of the Board and Chief Executive Officer of Bell South, the largest of the Regional Bell telecommunications companies, and one of the twenty-five largest U.S. public companies. In addition, Mr. Clendenin is corporate board member of The Kroger Company, Coca-Cola Enterprises, and the Wachovia Corporation. He is also Chairman of the Committee for Economic Development and Chairman-Elect of the National Junior Achievement Board. The focus of Mr. Clendenin's presentation will be the role and expectations of business in education and training.

PARTICIPANTS:

Benjamin O. Canada, Ph.D., Superintendent of the Atlanta Public School System. Prior to his position in Atlanta, he was the Superintendent of the Jackson Public School District in Jackson, Mississippi, the largest district in the State of Mississippi. This district was one of nine school districts nationwide selected for National Urban Reform Network's "Leadership of School Reform." In his current position, Mr. Canada plans to capitalize upon the talents and resources within the school system to guarantee that every child has the opportunity to progress at the level of his / her ability.

Anne Jolly, 1994 Alabama Teacher of the Year, is a middle school earth science teacher at Phillip's Preparatory, a public magnet school. She is very active with Goals 2000 in her community, which is a constant challenge due to lack of support from the governor's office. Phillips is a public magnet school, founded as a remedy for a court ordered desegregation case. Admission is by lottery and is based on a 50% black and 50% non-black ratio. The school has been nominated for a blue ribbon award this year.

Johnnetta B. Cole, President of Spelman College in Atlanta.

Sybil Mobley, Ph.D., Dean of the School of Business and Industry at Florida Agricultural and Mechanical University. Ms. Mobley has served on the Presidential Commissions of Industrial Competitiveness and Minority Business Development and President Bush's Foundation. She is also a member of the board of Directors of the International Association of Black Business Educators and the board of trustees of the Committee for Economic Development.

← OBSERVER (NOT ON PANEL)

X **Rebecca Cummins, 4th year medical student at the University of Florida.** To date she has borrowed \$66,347 in student loans. Her husband, also a medical student at the University of Florida, has borrowed \$64,568. Their combined indebtedness is \$130,915. Rebecca says she has definitely felt the changes in the new loan system -- it has worked better for her by making it easier and faster to get loans.

Austin Branch, Member of Casa Verde. Through the Creative Rapid Learning Center (CRLC) Austin learned of Casa Verde. Austin joined Casa Verde to get his GED. When he goes to college, Austin wants to study law and work part time as a police officer. After college he wants to join the DA, FBI, Secret Service, or become a U.S. Marshall.

Nathaniel Wells has an Associates Degree in Business from Indian River Community College in Fort Prairie, Florida. He received his education with the help of a Pell Grant. Prior to going back

to school, he worked full-time at a grocery store and realized that in order to get a better job, he needed more than a high school diploma. He currently works closely with the Summer Youth Program and is concerned about the kids in his neighborhood. In particular, he is concerned about them growing up without a role model.

NOT HERE
~~Beverly Strong~~ **Machinist, Crane-Ferguson Inc. in Greenwood, Mississippi.** In 1991, Beverly completed the Automotive Machinist Program from the Mississippi Delta Community College and in 1992 she received her certificate in the Automotive Mechanics Program. Her education has given her an opportunity to double her salary, from the minimum wage she was earning before. Had it not been for the assistance she received from the PELL Grant program, she would not have been able to return to school to get the training she needed in order to achieve her goals.

Virginia Moore introduced Governor Zell Miller as the state's democratic nominee for Governor at the 1994 State Democratic Convention in Atlanta last summer. She was named the most outstanding GED graduate in the state of Georgia last year and is currently the state ambassador for adult education programs. Virginia Moore was pumping gas and changing oil for a living while raising two boys alone when she decided she'd had enough of life without a high school diploma and she entered into a GED program.

Sandra Tilton, President of Call a Nurse, a successful business she started as the result of her work as a registered nurse where she became aware of how the hospitals rely upon nursing temp agencies to fill in during emergency situations. Sandy is one of six children who were abandoned when she was 14. At 16, Sandy became pregnant and was sent to the youth detention center. She learned about the job corps program and enrolled. While in the Job Corps program, she obtained her GED and applied to a Nursing Training Program.

Thomas Malott, President and Chief Executive Officer of Siemens Energy and Automation. Siemens is a German company operating the United States. Mr. Mallot has overall executive responsibility for strategic business planning and achieving corporate objectives. He is also a member of the Board of the company's Board of Directors. Siemens is a leader in workplace apprenticeship training and Mr. Mallot will attend the session with a student apprentice.

"PETE"
A.D. Correll, Chairman and CEO of Georgia Pacific, a Paper Products Corporation based in Atlanta. Mr. Correll, who serves on the President's Council on Sustainable Development, heads the 36th largest company in the Fortune 500. Georgia Pacific (GP) is the largest exporter (over \$1 billion) of pulp and paper, which in turn is the seventh largest industry in the U.S.

Mike Sturdivant, Chairman of the Board of the MMI Hotel Group, a firm which operates hotels, motels and restaurants in Mississippi, Florida, Georgia and Louisiana. Mr. Sturdivant is a farmer and businessman of Glendora, Mississippi. In addition to his work with MMI, he is a Managing Partner of Due West Plantation, a firm with extensive interests in the Mississippi Delta and a Member of the Board of Trustees of Millsaps College.

Dennis Bakke, the co-founder of The AES Corporation and currently serves as President and Chief Executive Officer and is a member of the Board of Directors. In 1986, AES was selected as the 12th fastest growing private company in the United States by INC Magazine. Mr. Bakke is also the co-author of the book Creating Abundance - America's Least Cost Energy Strategy.

Karetta Hubbard, Principal of Hubbard and Revo-Cohen, Inc., which provides consultant services to governmental agencies concerning women and minority issues.

Linda Chavez Thompson, International Vice-President, AFSCME.

Gene Russo, Vice-President, Communication Workers of America.

Steven Jones, Business Manager of the International Association of Bridge, Structural and Ornamental Ironworkers, AFL-CIO. He has extensive experience directing an apprentice program for building trades workers in the Atlanta area.

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

11

Divider Title: _____

THE WHITE HOUSE

WASHINGTON

March 28, 1995

MEMORANDUM FOR THE PRESIDENT

FROM: GAYNOR McCOWN
THE DOMESTIC POLICY COUNCIL

SUBJECT: SESSION THREE: INNOVATIONS IN EDUCATION AND TRAINING

Session Three will feature working people, educators and business leaders who can speak directly to the issues of education and training. The purpose of this session is to discuss: (1) the current status of educational reform efforts in the southern region; (2) accessibility and quality of higher education; and (3) the role of business in education and training.

In addition to you, Vice President Gore and Secretary Riley, there will be 21 people - three presenters and 18 participants - present at the session. The session will last 90 minutes. You will start the session with a brief introduction (approximately 5 minutes) about the purpose of the panel, each presenter will speak for five minutes and there will be 70 minutes left for discussion.

Attached you will find an overview of session three; suggestions for the discussion; and brief biographies of the presenters and participants.

**OVERVIEW OF SESSION THREE:
INNOVATIONS IN EDUCATION AND TRAINING**

A. BRIEF INTRODUCTION (5 minutes):

- Education and training as the base of our economic future; and
- The importance of private sector involvement in education and training.

B. PRESENTATIONS (15 minutes):

The presenters are: Mark Musick - Southern Regional Education Board; Karen Fooks - University of Florida; and John Clendenin - Bell South Corporation. Mark Musick will do a general overview of educational reform efforts with a particular emphasis on k-12 education; Karen Fooks will focus on the Direct Lending program and the impact it has had on her students and staff at the University of Florida; and John Clendenin will provide the business perspective and the connections between school and work.

C. DISCUSSION (70 minutes):

Please note that you will have approximately 23 minutes for each topic.

**(1) STATUS OF EDUCATION REFORM EFFORTS IN THE
SOUTHERN REGION**

- Benjamin Canada, Superintendent of Atlanta Public Schools
- Anne Jolly, 1994 Alabama Teacher of the Year
- Secretary Richard Riley

(2) ACCESSIBILITY AND QUALITY OF HIGHER EDUCATION

- Johnetta B. Cole, President of Spelman College
- Sybil Mobley, Dean of the School of Business and Industry at Florida Agricultural and Mechanical University
- Rebecca Cummins, 4th year medical student at the University of Florida

- Austin Branch, Member of Casa Verde and National Service Volunteer

Please note that during the discussion of accessibility and quality of higher education, you will make the transition from colleges and universities to community colleges and adult education.

COMMUNITY COLLEGES AND ADULT EDUCATION

- Nathaniel Wells (Nate), Student Advisor (and former student) at Indian River Community College
- ~~Beverly Strong, Machinist, Crane-Ferguson Inc.~~
- Virginia Moore, Accountant who plans to return to school next year to receive her undergraduate degree
- Sandra (Sandy) Tilton, President of "Call a Nurse"

(3) THE ROLE OF BUSINESS IN EDUCATION AND TRAINING

- Thomas Malott, President and Chief Executive Officer of Siemens Energy and Automation
- **PETE** A.D. Correll, Chairman and CEO of Georgia Pacific
- Mike Sturdivant, Chairman of the MMI Hotel Group
- Dennis Bakke, the co-founder of the AES Corporation
- Karetta Hubbard, Principal of Hubbard and Revo-Cohen, Inc. (provides consultant services to governmental agencies concerning women and minority issues)
- Linda Chavez Thompson, International Vice-President, AFSCME
- Gene Russo, Vice President, Communications Workers of America
- Steven Jones, Business Manager of the International Association of Bridge, Structural and Ornamental Ironworkers, AFL-CIO

MICHAEL COLES

*Please note that Mr. Malott will be accompanied by a student apprentice

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

12

Divider Title: _____

STRUCTURE OF THE DISCUSSION

Possible questions follow the name and brief description of each participant.

(1) CURRENT STATUS OF REFORM EFFORTS IN THE SOUTH

Points to Stress:

- quality of education in the South relative to other parts of the country (e.g., general statistics regarding dropout rate; percentage of students who go to college, etc...)
- reform efforts (e.g., states participating in goals 2000; professional development; innovations in Kentucky, Alabama, Georgia; development of school to work initiatives in southern states, etc...)

Possible Questions for Participants:

Benjamin Canada, Superintendent, Atlanta Public Schools

Mr. Canada, before coming to Atlanta, you were the Superintendent of the Jackson, Mississippi schools. I understand that your efforts there led to Jackson being one of nine school districts nationwide selected for National Urban Reform Network's "Leadership of School Reform." Now, as the Superintendent of Atlanta schools, what do you see as some of your major challenges for systemic change?

Anne Jolly, 1994 Alabama Teacher of the Year

Ms. Jolly, what needs to happen in order to enable teachers to help ALL students meet high academic standards?

Secretary Richard Riley

Secretary Riley, having heard from both Mr. Canada and Ms. Jolly, can you talk a little bit about what the department is doing to promote systemic reform and to enable teachers to help ALL students meet high academic standards.

(2) QUALITY AND ACCESSIBILITY OF HIGHER EDUCATION

Points to Stress:

- percentage of students who receive student loans
- connection between accessibility to higher education / training programs and the number of students who pursue further education
- impact of the direct lending program on students and staff at the University of Florida

Possible Questions For Participants:

Johnetta Cole, President of Spelman College

What is the impact of accessibility to student aid on college enrollment?

Sybil Mobley, Dean of the School of Business and Industry at Florida Agricultural and Mechanical University. She has served on the Presidential Commissions of Industrial Competitiveness and Minority Business Development and President Bush's "1000 Points of Light Foundation.

Ms. Mobley, Johnetta Cole has discussed the impact of accessibility to student on college enrollment. Does this have a particular impact on minority business development?

~~Rebecca Cummins~~, 4th year Medical Student at the University of Florida.

(OBSERVER - NOT AT TABLE)

I understand that you and your husband have a combined total of \$130,915 in student loans and that you are now part of the University of Florida's direct lending program. Can you talk a little bit about the changes?

*** COMMUNITY COLLEGES AND ADULT EDUCATION

*** Please note that at this point, you will make a transition from colleges and universities to community colleges and adult education.

We all know that there are many people in this country who choose, for lots of different reasons, to return to school later in life. Now I would like to turn to several of our participants who have made that choice and hear a little bit about how and what they did.

"NATE"

Nathaniel Wells, Student Advisor at the Indian River Community College in Fort Prairie, Florida. He received his advanced degrees, from Indian River Community College, with the help of a Pell Grant.

Nathaniel, you made a decision to go back to school because you wanted to get a better job. Why did you decide to go to a community college? As a student advisor, what do you think community colleges could do to reach out to potential students?

Virginia Moore, 1994 "Outstanding GED Graduate" in Georgia, is currently a student getting a degree in Accounting.

Virginia, I understand that you were out of school for some 11 years before going back to get your GED. Now, you not only have your GED but you have an associates degree in Accounting and are planning to return to school next year for your undergraduate degree. What are some of the factors that have motivated this decision?

~~• Beverly Strong, Machinist, Crane-Ferguson Inc. in Greenwood, Mississippi. With the help of a Pell Grant, she received an advanced certificate in an Automotive Mechanics Program and doubled her salary.~~

~~What do you think motivates people, like yourself, to seek additional training? What can the private sector and government do to help others, like yourself, do their jobs better and get better jobs?~~

Sandra Tilton, President of Call a Nurse, a successful business she started as a result of her work as a registered nurse where she became aware of how the hospitals rely upon nursing temp agencies to fill in during emergency situations. Ms. Tilton dropped out of school because she was pregnant when she was 15 and joined Job Corps, where she obtained a GED.

Ms. Tilton, you have done something that many people dream about. What were the components of the Job Corps program that you think helped you get a GED and to start your own company?

Austin Branch, Member of Casa Verde and National Service Volunteer.

Mr. Branch, like many of our other participants, you made a decision to return to school so that you could get a better job. There are several ways that you could have chosen to help finance your education. What motivated you to become a national service volunteer?

(3) The Business and Labor Perspective on Education and Job Training

Points to Stress:

- role of business in education and training (e.g., to what extent should businesses be involved in education and training?)
- expectations of business in education and training (e.g., to what extent should businesses rely on educators and schools for education and training?)
- what are some of the innovations regarding school to work type initiatives?
- how can businesses and schools work together?

Possible Questions For Participants:

Thomas Malott, President and Chief Executive Officer of Siemens Energy and Automation. Mr. Malott will attend the session with a student apprentice who has been working at Siemens.

I know that Siemens has been a model for other companies who are interested in developing a student apprenticeship program. As an employer, what are some of the challenges you have faced in running an apprenticeship program?

Pete

A.D. Correll, Chairman and CEO of Georgia Pacific.

Mr. Correll, we have been discussing issues related to workforce training. You are in an industry that makes the most of modern equipment and technology and the technology demands of your industry keep rising. What do you think we need to do to ensure that skill levels, including basic skills, keep up? More specifically, what are some of things you are doing at Georgia Pacific?

Mike Sturdivant, Chairman of the Board of the MMI Hotel Group, a firm which operates hotels, motels and restaurants in Mississippi, Florida, Georgia and Louisiana.

You have experience in helping develop training programs for young people in the areas of hotel management and farming. How do you help young people decide that these may be areas they are interested in pursuing?

Dennis Bakke, the co-founder of the AES Corporation.

I know you have spent a lot of time observing school to work programs. Which ones stand out for you and why?

Karetta Hubbard, Principal of Hubbard and Revo-Cohen, Inc., which provides consultant services to governmental agencies concerning women and minority issues

You have done a lot of work with women and minorities, what are some of the specific dilemmas / obstacles faced by women and minorities in getting the education and training they need to be competitive?

Linda Chavez Thompson, International Vice-President, AFSCME.

I said in my introduction that education is the base of our economic future. As you travel around the world, what are some of the lessons you think we could learn from other countries?

Gene Russo, Vice President of the Communications Workers of America.

Mr. Russo, I understand that the Communications Workers of America has entered into a unique partnership with Bell South to develop an opportunity for workers to learn new skills. Mr. Clendenin has spoken about the importance of partnerships among industry, labor and government. Please tell us a little bit about this collaboration.

Steve Jones, Business Manager of the International Association of Bridge, Structural and Ornamental Ironworkers, AFL-CIO.

Unions play an important and necessary role in job training and I know you have extensive experience directing apprenticeship programs for trade workers in the Atlanta area. What has been the impact of these programs?

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

SESSION 4

Divider Title: _____

Session IV
Investing in Sustained Growth
and Jobs Creation

President Bill Clinton

Vice President Al Gore, Jr.

Jeanette Golden

Secretary Ron Brown

William Payne

William Winter

Dave Crockett

Harry Bowie

Jean Griswold

Phil Lader

Janet McAllister

Larry Stein

Joan Spero

William Campbell

Donald Hayes

Ronald Allen

< Reggie White

Maria Elena Ibanez

Earnest Deavenport

Bernard McPheely

Amb. Mickey Kantor

Julia Vindasius

Richard Fisher

Linda Chavez-Thompson

Jorge Perez

Barbara Davis Blum

24
SUN BUS
CENTRA

PHOTOCOPY
WJC HANDWRITING

POTUS

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

13

Divider Title: _____

3/27/95 --10:00 PM

PARTICIPANTS LIST FOR PANEL IV -- INVESTING IN SUSTAINED GROWTH AND JOB CREATION

Ronald Allen began his career at Delta Air Lines, Inc. in 1963, and now serves as Chairman of the Board, President and CEO. Mr. Allen is a native of Atlanta and a 1964 graduate of the Georgia Institute of Technology where he received a Bachelor of Industrial Engineering degree. He serves as a member of the Georgia Institute of Technology's National Advisory Board, the Board of Trustees of Christian City Home for Children, the Board of Trustees of the Presbyterian College, the Metropolitan Atlanta Red Cross and the United Way of Atlanta. In addition, he serves on the Boards of Directors of The Coca-Cola Company, NationsBank Corp., the U.S. Chamber of Commerce. In February, Mr. Allen participated in the signing ceremony of the "Open Skies" agreement with President Clinton in Canada.

Harry Bowie, President of the Delta Foundation, has been one of the chief advocates and leading forces in economic development activities in the Mississippi Delta, including the establishment of the Mississippi Empowerment Zone, one of three rural Empowerment Zones designated in the South. The Delta Foundation has been active in economic development activities throughout the Mississippi Delta since the early 1960's. Mr. Bowie is a board member of the Lower Mississippi Delta Development Center, a successor to the Lower Mississippi Delta Commission, of which then-Governor Clinton served as Chairman.

Mayor William Campbell of Atlanta has been a leading force behind Atlanta's recent economic success. As a member of the City Council for several years and, since 1993, as Mayor of Atlanta, Campbell has worked to implement a two-pronged approach to sustained economic growth: looking both inward to promote urban renewal and outward to make Atlanta and its people strong and competitive players on the global scene. Last year, Atlanta was named as one of 9 cities to become an Urban Empowerment Zone. In addition, it will be the host of the 1996 Olympics.

Dave Crockett is a City Councilman from Chattanooga, Tennessee interested ensuring that economic prosperity and environmental quality are compatible goals. He has been active as a working group member of the Sustainable Communities Task Force of the President's Council on Sustainable Development.

Earnest Deavenport, Jr. is Chairman and CEO of Eastman Chemical Company which manufactures and markets chemicals, fibers and plastics and is a spin-off from the Eastman Kodak Company. Mr. Davenport also has served as Chairman of the Board of Directors for the Chemical Manufacturers Association, a member of the Malcolm Baldrige National Quality Award Foundation Board of Trustees, and a leader of the "Responsible Care" campaign aimed at protecting health, safety and the environment. Located in Tennessee since 1920, Eastman Chemical employs over 17,000 nationwide and has extensive operations in Tennessee, Arkansas, South Carolina, and Texas. The company won the prestigious Malcolm Baldrige National Quality Award in 1993.

Richard Fisher is Managing Partner of Fisher Capital Management Corp. and Fisher Ewing Partners, and Chairman of Fisher Information Systems. Fisher Capital and Fisher Ewing manage \$250 million in securities portfolios for a small group of private investors. Fisher Information Systems is a start-up software firm which designs management information systems for financial companies. Mr. Fisher was the Democratic nominee for U.S. Senate in 1994. He is currently the Chairman of the Dallas Committee on Foreign Relations and was appointed by President Clinton to be the Director of the Russian-American Enterprise Fund. Mr. Fisher was Executive Assistant to the Secretary of the Treasury in the Carter Administration.

**NOT
HERE**
~~**Julia Gaston**, an employee at the AT&T Atlanta Service Center for the past 24 years, has been a participant in the "Project Genesis", an extensive employee training and continuous learning program. "Project Genesis", established with the cooperation of both management and labor (Communications Workers of America) of AT&T, works with Kennesaw Community College to provide employees with skills and jobs training to prepare employees for changes in the AT&T workplace or for jobs outside AT&T.~~

Jeannette Golden is the Founder and President of J-Net Micro Computer Services, a company which provides systems integration and evaluation consultation, desktop publishing services, on-site training, and word processing services. As a minority, female-owned small business located in the Atlanta Metropolitan area, J-Net addresses the needs of both small and large businesses, and has as customers educational and government organizations.

Jean Griswold founder of Metrolina, a three year old business that offers breast cancer screening at work. She used a SBA loan to mobilize operation and screens 8,000 women per year. The SBA guarantee loan in Charlotte was a key factor in getting her start-up loan. She used the \$275,000 loan to purchase a mobile coach (which can accommodate elderly and handicapped women) and special x-ray equipment.

Donald Hayes founded MicroFab Technologies, Inc. in 1984 and serves as President of the company. This Plano, Texas company is a small research and development-oriented business which specializes in unusual applications of ink-jet technology. MicroFab has been the recipient of two Advanced Technology Program (ATP) awards.

Maria Elena Ibanez is President and CEO of International High Tech Marketing of Florida, a fast-growing distributor of computer equipment and accessories to 84 countries with a focus on African and Middle East markets. The Columbian-born Ibanez served on the steering committee for the Summit of the Americas last December.

Jeanette McAlister worked at a furniture manufacturer before she was laid off when the plant she worked for moved to Mexico. Today, that company apparently no longer exists, but Janet is thriving. Under the Job Training Partnership Act (JTPA), Dislocated Workers funding, Janet went back to school to study engineering graphics and is now in charge of the drafting department at Danfloss Fluid Power. She speaks highly of the program that gave her a new opportunity and the chance for a new career.

Bernard McPheely, a native of Scotland, is the General Manager & Chief Executive Officer, of Hartness International, Inc., a leading manufacturer of customized packaging equipment for the food, beverage, pharmaceutical, chemical, tobacco products, and other industries. In 1992, the company was presented the President's "E" Award for excellence in exporting. Presently, 35 percent of Hartness annual sales are attributable to exporting and it has placed equipment to over 80 countries. Large and small companies, including Coca-Cola, Pepsi-Cola, Clorox, Heinz, Hunt Wesson, Revlon, Dial, R. J. Reynolds, etc., make up its customer base. Mr. McPheely accompanied Secretary Ron Brown as a member of the business delegation on the Presidential Trade Mission to Russia last year. He also holds positions in several influential international trade organizations, including Chairman, Global Marketing Committee and member, Food Industries International Trade Council (representing U.S. Food interests in the Newly Independent States).

William Payne is President and Chief Executive Officer of The Atlanta Committee for the Olympic Games. It was Payne's inspiration and leadership that led to the pursuit and successful attainment of the 1996 Centennial Olympic Games in Atlanta. He has been very active in many civic and community organizations, and is a member of the Foundation Board of Trustees and the Athletic Board of Directors of his alma mater, University of Georgia.

Larry Stein is President of the Center for Rural Studies in Tennessee. His expertise lies in understanding and addressing the disparity between rural and urban communities in the Southern Region.

Blum, Barbara Davis

Washington, DC

Board Chair, President and Chief Executive Officer of Adams National Bank and of Abigail Adams National Bancorp, Inc. the only national bank and bank holding company in the United State owned and managed by women. The assets of Adams National have grown to seven times their size in 1983 when she assumed management

- Background: Since 1985, Ms. Blum has served as Chair of the Economic Development Finance Corporation(quasi-public organization that provides capital to women and minorities in District of Columbia. She is a director of Kaiser Permanente Health Maintenance Organization of Mid-Atlantic. Prior to her tenure with Adams, held the position of Deputy Administrator of Environmental Protection Agency under President Carter and also chaired the National Resource Conservation and Recovery Commission. Deputy Director of Carter/Mondale campaign and transition. Earned both Bachelor's and Masters degrees at Florida State University.
- Boards: Presidential appointment to Board of Institute for American Indian Art, Vice-Chair of Center for Policy Alternatives, Environmental Law Institute, Greater Washington Board of Trade
- Member: SBA National Advisory Council, Chair of U.S. Japan Environment Agreement(1978), Democratic National Committee Site Selection Committee(1992), Who's Who in America, Who's Who of American Women and Who's Who International

Bottoms, Gene

Atlanta, GA

Director, Southern Regional Education Board, High Schools that Work

- Has done a lot of work changing high school and community colleges to fit the changing economy.

Bowie, Harry

MS

Delta Foundation

Bowles, Crandall

Charlotte, NC

Executive Vice President, Production Operations, Springs Industries, a company employing over 20,000 people with sales of \$2 billion(1992). manufactures and markets products for the family, home and industry. Operates 40 manufacturing facilities in nine U.S. states and owns minority interests in businesses in Europe and Japan. Facilities concentrated in South Carolina.

- President, The Springs Company(1978-92). Monitored services and performance of short-line railroad, an insurance company, real estate development, charitable foundation, operating recreation foundation and machine tool company.
- Boards: Wachovia Corporation, Duke Power Company, Kanawha Insurance Company, Heineman Medical Research, Blumenthal Performing Arts Center, UNC-Chapel Hill Business School, Queens College

Ed Smith is executive director of the North Carolina Civil Rights Commission. As a disabled African-American, Mr. Smith has overcome obstacles including a life-threatening bout with polio when he was four years old and segregated childhood schools (at which he had to be carried up and down stairs). Mr. Smith is now a leading advocate for the rights of the disabled, and he takes part in national African-American political activities. His parents and grandparents were active in the civil rights movement.

Linda Tarr-Whelan is President and Chief Executive Officer of the Center for Policy Alternatives. She is an advocate for progressive policies in the areas of women and the economy, issues, health care, employment, economic development, and education. The Center recently completed a study of women and the economy, with data distributed by region and state.

Julia Vindasius is founder and executive director of the Good Faith Fund, a microenterprise fund making small loans to entrepreneurs in southeast Arkansas. Previously, she worked for the Shorebank Corporation and the Ford Foundation. Good Faith helps welfare recipients learn to save money, develop assets, and employ themselves.

Hugh Westbrook is Chairman and CEO of the Miami-based Vitas Healthcare Corporation, which provides hospice care to the terminally ill in 28 locations around America. Mr. Westbrook has helped to create standards for hospice care in Florida and nationwide. He is an ordained Methodist minister and Chairman of the journal, *The American Prospect*.

Diana Wilson is an executive assistant in the Governor's Education office from Pine Grove, Louisiana. She has been married 25 years to a self-employed plumbing contractor. Neither finished public school, but both earned GEDs. The Wilsons have three children. Getting a college education for them is a very high priority, but the Wilsons worry that at their income level they do not qualify for financial aid but do not have the money to afford to pay for school. Ten years ago, their oldest daughter, Julie, was diagnosed with cancer. The family had no insurance and lost nearly everything, leaving them unable save for education. Julie is 24 and her cancer is in remission, and she has not attended college. Their middle child is 19 and just graduated from high school. She will begin part-time college next fall. They are determined that their youngest, 17, get to college somehow.

Reggie White, a defensive lineman for the Green Bay Packers, was instrumental in the development and implementation of the Knoxville Community Development Bank. An ordained Minister, Mr. White attended the University of Tennessee and has been heavily involved in community development activities. With a \$1 million donation, White helped to get off the ground the Knoxville community investment bank, a lending institution for people who lack the credit or business expertise to qualify for a loan from a full-service bank.

Gov. William Winter spent his entire adult life in public service: as an infantry officer in WWII and the Korean War; as a member of the Mississippi State Legislature, first elected in 1947; as a State Tax Collector, State Treasurer, Lieutenant Governor and then as Governor of Mississippi from 1980-1984. As a Southern progressive and intergovernmental enthusiast, President Clinton recently appointed him to the Advisory Committee on Intergovernmental Relations where he serves as Chair.

Raul Yzaguirre, a hispanic community activist, is President and CEO of the National Council of La Raza and the founder of the National Organization of Mexican-American Services.

ADDED TO PANEL:

JULIA VINDASTUS

BARBARA DAVIS BLUM

REGGIE WHITE - (GREEN BAY PACKERS)
- SEE ABOVE

JORGE PEREZ - MIAMI, FL

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

14

Divider Title: _____

Draft 3/27/95 11:00 p.m.

OVERVIEW OF SESSION FOUR: INVESTING IN SUSTAINED GROWTH AND JOB CREATION

EVENT:

An opportunity to listen to workers, businesses and communities talk about their economic future. This discussion would likely emphasize that working in partnership, businesses, workers and communities can create new jobs and sustained economic prosperity through efforts that include: enterprise zones, increased trade/export promotion, small business assistance, and innovation.

RATIONALE:

The Administration is helping to ensure that we take advantage of the opportunities that global competition provides and harnessing the power of technology to lead our nation into the future.

The Administration is working to make America a place where companies use globally competitive processes and high-skill workers to produce the goods and services that world consumers are demanding and will demand in the 21st Century -- creating new businesses, high-wage jobs and economic growth. The Administration is following a simple, strategic formula for economic growth: Investment + Workers + Open Markets + Innovation = Economic Growth ("People", especially education and training, will be discussed in Panel III). Workers and communities in the South are harvesting the results of these State and Federal economic growth strategies which implement empowerment/enterprise zones, create community banks, support small businesses, support industry-led technology partnerships, facilitate the rapid deployment and commercialization of civilian technologies, and facilitate a technology infrastructure for the 21st Century.

OPENING PRESENTATIONS (20 min.):

- 1. Investing for Future Prosperity--** Mayor Campbell, Atlanta, Georgia
- 2. Sustainable Development --** Dave Crockett, City Council, Chattanooga, Tennessee
- 3. Working with Small Business --** Jeannette Golden, President, J-Net Micro Computer Services
- 4. Innovation and Competition--** Earnest Deavenport, Jr., Chairman and CEO, Eastman Chemical

DISCUSSION (50 min.):**1. Investing for Future Prosperity (10 min.) Possible comments by:**

- Harry Bowie, President, Delta Foundation, who has been active in economic development activities throughout the Mississippi Delta since the early 1960's
- Larry Stein, President, Center for Rural Studies, who has been involved in development projects in rural communities
- Reggie White, Defensive Lineman, Green Bay Packers, who has helped establish the Knoxville Community Development Bank (possible attendee)

- JULIA VENDASIS

2. Working with Small Business (10 min.) Possible comments by:

- Donald Hayes, President and CEO, MicroFab Technologies, who is developing potentially revolutionary technology with help from the Federal Government
- Jean Griswold, Founder, Metrolina Outreach Mammography, which was started with the help of an SBA loan

3. Tools for Competing in a Global Economy (15 min.) Possible comments by:

- Janet McAllister, Engineering Support Manager, Danfoss Fluid Power, who lost her job making piano keys and went back to school under the Job Training Partnership Act
- Ronald Allen, Chairman and CEO, Delta Airlines, whose company has benefited from the Administration's trade advocacy efforts
- Bernard McPheely, General Manager, Hartness International
- Julia Gaston, Senior Operator, AT&T, who has received extensive training and education under "Project Genesis," a program supported by both management and labor

- MARTA ELENA IBÁÑEZ

4. Open Discussion including Questions/Comments from Floor (15 min.)**CLOSING PRESENTATION (5 min.)**

- 1. Lessons and Legacy of Southern Regional Economic Strategy-- Governor William Winter**
- 2. VPOTUS**
- 3. POTUS**

Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

15

Divider Title: _____

AGENDA FOR SESSION FOUR: INVESTING IN SUSTAINED GROWTH AND JOB CREATION

PRESENTATIONS

1) INVESTING FOR FUTURE PROSPERITY

Investing for Future Prosperity. Remedying structural problems in the economy requires additional investment. That requires, first, sound macro-economic policies, which have been put into place. It also requires a focus on distressed communities and disadvantaged communities. The Administration's empowerment/enterprise zones are designed to bring investment to distressed communities and the community banking legislation, enacted last year, will boost investment in disadvantaged neighborhoods.

WHO: Mayor Bill Campbell has been a leading force behind Atlanta's recent economic success. As a member of the City Council for several years and, since 1993, as Mayor of Atlanta, Mr. Campbell has worked tirelessly implement a two-pronged approach to sustained economic growth: looking both inward to promote urban renewal and outward to make Atlanta and its people strong and competitive players on the global scene. Last year Atlanta was named as one of the 6 cities to become an Urban Empowerment Zone.

POSSIBLE DISCUSSION POINTS/QUESTIONS FOR BILL CAMPBELL:

- o As a winner of an urban Enterprise Zone, could you comment on how this competitive program is expected to impact Atlanta?
- o A lot of the growth in the South in the past few years has come in cities. What do cities need the most, from their people, from their businesses or from the federal government, to ensure that growth is sustained and sustainable?
- o What do you see as the major challenges the nation faces in ensuring that some workers and some people are not left out of the recovery?

2. SUSTAINABLE DEVELOPMENT

Sustainable Development is the integration of economic growth with environmental stewardship. Ensuring that Americans have a clean environment -- water to drink and air to breathe -- together with expanding economic opportunity is a key tenet of the Clinton Administration. Several areas of the South have been leaders in promoting sustainable development, in particular Chattanooga, Tennessee.

WHO: Dave Crockett is a city councilman in Chattanooga, Tennessee interested in ensuring that economic prosperity and environmental quality are compatible goals. He

has been active as a working group member of the Sustainable Communities Task Force of the President's Council on Sustainable Development

POSSIBLE QUESTIONS/COMMENTS FOR DAVE CROCKETT:

- o Mr Crockett, you've been leading the initiative to become a nationwide center for environmental information and business. What are you doing to demonstrate how sustainable development works?
- o You call Chattanooga the "Environmental City." What does it mean to citizens, businesses, and workers to be known as the "Environmental City"?

3. WORKING WITH SMALL BUSINESS

Small Business Aid for Job Creation. Additional investment is needed, as well, in small businesses, which are a prime engine of private job creation. That can be done through the re-invented SBA. Small businesses also participate in the Administration's technology partnerships, like ATP.

WHO: Jeannette Golden is President of J-Net Micro Computer Services which provides consultation in systems integration and evaluation, desktop publishing services, on-site training and word processing services. As a minority, female-owned small business located in Atlanta Metropolitan area, J-Net addresses the needs of small and large businesses, educational and government customers. J-Net was a recent recipient of the newly developed "Lowdoc" loan from the Small Business Administration. This new loan, a 1-page front and back application for a loan of \$100,000 or less, has greatly benefitted minority business communities because of its size and the ease of application. For its efforts to streamline the loan process, SBA was awarded the Vice President's "Hammer" award for reinventing government.

POSSIBLE QUESTIONS/COMMENTS FOR JEANNETTE GOLDEN:

- o You know, the SBA used to have numerous forms that a small business would have to fill out to get a loan of \$100,000 or less. Now, as part of re-inventing government, we developed a one-page application, which you have used. The whole point of re-inventing government is to serve our customers better. So let me ask you, how did this new service help you build your business?
- o Tell me about your business; who are your customers and why are they willing to work with a small business?
- o If we're going to have more jobs and economic growth, we need small business to succeed, because its people like you who create jobs, not government. How do you evaluate the prospects for small businesses?

4. INNOVATION AND COMPETITION

Innovation is part of the American heritage, but it is also a critical ingredient to future competitiveness. Innovation can be boosted by reform of markets in the United States, as last year's interstate banking bill and the possibility of telecommunications reform this year demonstrate. Innovation can be spurred through government-industry partnerships. And innovation will come every day in businesses around the country, when workers and managers focus on how to improve the quality of their organizations.

WHO: Earnest Deavenport, Jr., Chairman and CEO, of Eastman Chemical, also has served as Chairman of the Board of Directors for the Chemical Manufacturers Association, and member of the Malcolm Baldrige National Quality Award Foundation Board of Trustees. Mr. Deavenport also is a leader of "Responsible Care," a campaign aimed at protecting health, safety and the environment. Eastman Chemical manufactures and markets chemicals, fibers and plastics and is a spin-off from the Eastman Kodak Company. Located in Tennessee since 1920, Eastman Chemical employs over 17,000 nationwide, including extensive operations in Tennessee, Arkansas, South Carolina, and Texas. The company won the prestigious Malcolm Baldrige National Quality Award in 1993, and is working with the Southern Technology Council in their region-wide effort to identify "best practices" in how the region's K-12 schools implement educational technologies.

POSSIBLE QUESTIONS/COMMENTS FOR EARNEST DEAVENPORT:

- o Quality doesn't come from a government program, it comes from innovative and imaginative management responding to new challenges. But change is hard. How did you incorporate principles of quality management into your operations?
- o Your company also participates in the Southern Technology Council's effort to help K-12 schools use technology to improve children's education. What is the role of technology in educating children and training workers? What impact do you think the Council's efforts and similar initiatives throughout the country will have on your workforce, your ability to compete, and the communities in which your company operates?

DISCUSSIONS

1) Investing for Future Prosperity

WHO: Harry Bowie, President of the Delta Foundation, has been one of the chief advocates and leading forces in economic development activities in the Mississippi Delta, including the establishment of the Mississippi Empowerment Zone, one of three rural Empowerment Zones. The Delta Foundation has been active in economic development activities throughout the Mississippi Delta since the early 1960's. Among its economic development ventures is Fine Vines, a wholly-owned manufacturer of denim products for the U.S. Navy and Victoria's Secret.

POSSIBLE QUESTIONS/COMMENTS FOR HARRY BOWIE:

- o Too often people believe that rural economics is just agriculture. But you're involved in much more, including manufacturing and investment. Industrial enterprises require infrastructure that sometimes isn't present in a rural community. What do you need to most to make the most out of your community?
- o People sometimes believe that economic development can't work and that it's in opposition to the marketplace. But your success has involved bringing market enterprises to rural areas. What do you make of the contention that economic development can't work?

WHO: Larry Stein, President, Director of the Center for Rural Studies, has developed expertise and first-hand knowledge of this issue from involvement in studies and projects aimed at understanding and addressing the disparity between rural and urban communities in the Southern region.

POSSIBLE QUESTIONS/COMMENTS FOR LARRY STEIN

- o Based on your experience with the Kentucky Highlands Investment Corporation, one of three rural Empowerment Zones, do you think this program is helping local communities reverse long term, systemic problems and plant the seeds for long-term, viable rural economic growth?
- o What Federal initiatives would you point to as the most pivotal in determining the fate of the South's rural communities and their ability to close the gap with urban communities?

WHO: Reggie White, a defensive lineman for the Green Bay Packers, was instrumental in the development and implementation of the Knoxville Community Development Bank. An ordained Minister, Mr. White attended the University of Tennessee and has been heavily involved in community development activities. With a \$1 million donation,

White helped to get off the ground the Knoxville community investment bank, a lending institution for people who lack the credit or business expertise to qualify for a loan from a full-service bank.

POSSIBLE QUESTIONS/COMMENTS FOR REGGIE WHITE:

- o Mr. White, you've devoted a lot of time and money to help community banking. Why do you believe that community banks are important to community development?
- o I understand your bank in Knoxville has secured funds for businesses including a day care center, music company, landscaping services, and more. Tell me a little bit about the experience of some of the people receiving those loans
- o What is your sense of the investment climate in our inner cities? To what extent do the think "redlining" is still a problem" in loan practices?

JULIA VINDASUS - YOUR EXPER. W/ COMMUNITY BANKING:
2) Working with Small Business **WHO DOES IT SERVE?**

WHO: Donald Hayes, President and Founder of MicroFab Technologies started his company in 1984 in Plano, Texas. MicroFab is a small research and development-oriented business which specializes in unusual applications of ink-jet technology. MicroFab will conduct approximately two million dollars worth of research this year and employs 11 full-time and 4 part-time personnel, as well as from 5 to 15 consultants. MicroFab has won two highly competitive Advanced Technology Program (ATP) awards. In 1992, as part of a joint venture among several large and small companies, the company received an ATP award to develop a revolutionary technology that can be used to make analysis of DNA samples more cost effective and less time consuming. If successful, this technology will open up whole new markets for DNA analysis in diagnostics, forensics, the design of complex drugs, and agricultural research to name a few.

POSSIBLE QUESTIONS/COMMENTS FOR DONALD HAYES

- o You're a participant in our Advanced Technology Program, called ATP, which is designed to fill the gap between long-term basic research, on the one hand, and short-term commercial development on the other. How do you assess the impact of partnerships like this on the creation of long-term R&D?
- o When we talk about global competitiveness, we concentrate, as we should, on businesses and people and communities. But research & development may be less tangible. In your view, how important is innovative R&D to our country's future prospects?

WHO: Jean Griswold, founder of Metrolina Outreach Mammography, a three-year old business that offers breast cancer screening at work. She used a SBA loan to mobilize operation and screens 8,000 women per year. The SBA guarantee loan in Charlotte was a key factor in getting her start-up loan. She used the \$275,000 loan to purchase a mobile coach (which can accommodate elderly and handicapped women) and special x-ray equipment.

POSSIBLE QUESTIONS/COMMENTS FOR JEAN GRISWOLD

- o You run a successful breast cancer screening center. I understand that an SBA loan from helped you purchase equipment and extend you outreach. Tell us how that loan has affected your ability to serve women throughout the region. And, how has it affected women, especially the elderly and handicapped; who might find travel difficult?
- o Why did you turn to the SBA for assistance?

3. Innovation and Competition

WHO: Bernard McPheely is General Manager of Hartness International, a leading manufacturer of customized packaging equipment for the food, beverage, pharmaceutical, chemical, tobacco products, and other industries. Continuous motion case packers, tray formers, decasers and vertical accumulator systems make up some of the machinery produced by Hartness. In 1992, the company was presented the President's "E" Award for excellence in exporting. Presently, 35 percent of Hartness annual sales are attributable to exporting and it has placed equipment to over 80 countries. Large and small companies make up its customer base. Mr. McPheely accompanied Secretary Brown as a member of the business delegation on the Presidential Trade Mission to Russia last year. He also holds positions in several influential international trade organizations, including Chairman, Global Marketing Committee and member, Food Industries International Trade Council.

POSSIBLE QUESTIONS/COMMENTS FOR BERNARD MCPHEELY

- o You participated in a Presidential Business Development Mission to Russia last year that was led by Secretary Brown. You know that we've put a lot more emphasis on advocacy for U.S. businesses than previous Administrations. Is it having an impact?
- o We know that U.S. Exports = U.S. Jobs. About 35% of your annual sales are to customers outside the United States. Is it easy to export? What are the challenges that you face?

WHO: Janet McAllister, an engineer at Danfoss Fluid Power worked at a furniture manufacturer before she was laid off when the plant she worked for moved to Mexico. Today, that company apparently no longer exists, but Janet is thriving. Under the Job Training Partnership Act (JTPA), Dislocated Workers funding, Janet went back to school to study engineering graphics and is now in charge of the drafting department at Danfloss Fluid Power. She speaks highly of the program that gave her a new opportunity and the chance for a new career.

POSSIBLE QUESTIONS/COMMENTS FOR JANET MCALLISTER

- o You have had an incredible experience. The plant in which you spent nine years, laid you off and moved to Mexico. Then you went and got training and became an engineer, finding fulfilling work and making nearly twice as much money. You're a wonderful success story. How were you able to make this journey?

WHO: Ronald Allen, Chairman and CEO, Delta Airline began his career at Delta Air Lines, Inc. in 1963, and now serves as Chairman of the Board, President and CEO. Mr. Allen is a native of Atlanta and a 1964 graduate of the Georgia Institute of Technology where he received a Bachelor of Industrial Engineering degree. He serves as a member of the Georgia Institute of Technology's National Advisory Board, the Board of Trustees of Christian City Home for Children, the Board of Trustees of the Presbyterian College, the Metropolitan Atlanta Red Cross and the United Way of Atlanta. In addition, he serves on the Boards of Directors of The Coca-Cola Company, NationsBank Corp., the U.S. Chamber of Commerce. In February, Mr. Allen participated in the signing ceremony of the "Open Skies" agreement with President Clinton in Canada.

POSSIBLE QUESTIONS/COMMENTS FOR RONALD ALLEN

- o We often think of foreign trade as just the shipping of products. Yet, you traveled to Canada with the President for the signing of the "Open Skies" agreement, an obvious boon to your company. What has U.S. technological prowess and greater open markets meant to your company.

~~**WHO: Julie Gaston**, Senior Operator at AT&T's Atlanta Service Center for the past 24 years, has been a participant in the "Project Genesis" an extensive employee training and continuous learning program. "Project Genesis", established with the cooperation of both management and labor (Communications Workers of America) of AT&T, works with Kennesaw Community College to provide employees with skills and jobs training to prepare employees for changes in the AT&T workplace or for jobs outside AT&T.~~

POSSIBLE QUESTIONS/COMMENTS FOR JULIA GASTON:

- o You participate in a program called "Project Genesis" which involves employee training and continuous learning. How does that program affect workers and how do you think it affects your customers?

MARIA ELENA IBÁÑEZ ⁹ - PL'S TO ASIA:
ARE U.S. PRODUCTS COMPETITIVE IN THE
INTERNATIONAL MARKET?

4. Open Discussion

DISCUSSION POINTS/QUESTIONS:

WHO: Raul Yzaguirre, a Hispanic community activist, is President and CEO of the National Council of La Raza and the founder of the National Organization of Mexican-American Services.

WHO: William Payne is President and Chief Executive Officer of The Atlanta Committee for the Olympic Games. It was Payne's inspiration and leadership that led to the pursuit and successful attainment of the 1996 Centennial Olympic Games in Atlanta. He has been very active in many civic and community organizations, and is a member of the Foundation Board of Trustees and the Athletic Board of Directors of his alma mater, University of Georgia.

WHO: Richard Fisher is Managing Partner of Fisher Capital Management Corp. and Fisher Ewing Partners, and Chairman of Fisher Information Systems. Fisher Capital and Fisher Ewing manage \$250 million in securities portfolios for a small group of private investors. Fisher Information Systems is a start-up software firm which designs management information systems for financial companies. Mr. Fisher was the Democratic nominee for U.S. Senate in 1994. He is currently the Chairman of the Dallas Committee on Foreign Relations and was appointed by President Clinton to be the Director of the Russian-American Enterprise Fund. Mr. Fisher was Executive Assistant to the Secretary of the Treasury in the Carter Administration.

~~**WHO:** Roy Spence is President and Chief Executive Officer of The Atlanta Committee for the Olympic Games. It was Payne's inspiration and leadership that led to the pursuit and successful attainment of the 1996 Centennial Olympic Games in Atlanta. He has been very active in many civic and community organizations, and is a member of the Foundation Board of Trustees and the Athletic Board of Directors of his alma mater, University of Georgia.~~

WHO: Maria Elena Ibanez is President and CEO of International High Tech Marketing of Florida, a fast-growing distributor of computer equipment and accessories to 84 countries with a focus on African and Middle East markets. The Colombian-born Ibanez served on the steering committee for the Summit of the Americas last December.

CLOSING – LEGACY AND LESSONS OF SOUTHERN REGIONAL ECONOMIC STRATEGY

The economic strategies of this Administration are grounded in the President's experience as a progressive Southern governor. William Winter, who served with the President on the 1986 Commission on the Future of the South, offers his own perspective on the lessons and legacy of Southern regional economic strategy.

WHO: Governor William Winter spent his entire adult life in public service: as an infantry officer in WWII and the Korean War; as a member of the Mississippi State Legislature, first elected in 1947; as a State Tax Collector, State Treasurer, Lieutenant Governor and then as Governor of Mississippi from 1980-1984. As a Southern progressive and intergovernmental enthusiast, President Clinton recently appointed him to the Advisory Committee on Intergovernmental Relations where he serves as Chair.

POSSIBLE QUESTIONS/COMMENTS FOR WILLIAM WINTER

- o Governor, you've thought about these issues for a long time both from a state and regional perspective. You were a member of the 1986 Commission on the Future of the South. As you listen to the discussion today I wonder what you believe to be the legacy of that work, and the lessons that we can apply tomorrow?

* VPOTUS CLOSING

* POTUS CLOSING

Clinton Presidential Records Digital Records Marker

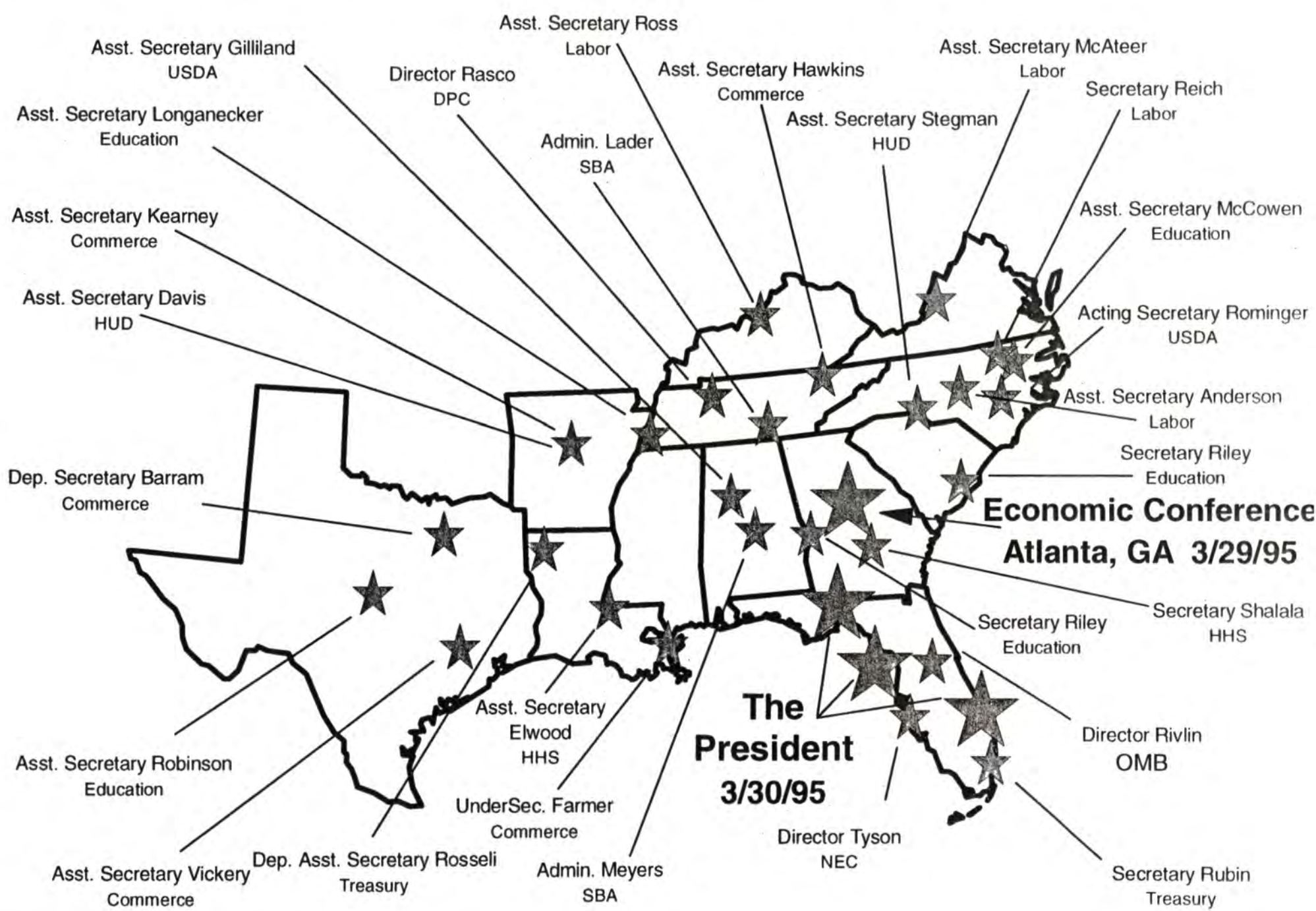
This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

16

Divider Title: _____

Southern Regional Economic Conference of the President and the Vice President
Administration Travel 3/28 to 3/30



Clinton Presidential Records Digital Records Marker

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

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

17

Divider Title: _____

THE WHITE HOUSE SOUTHERN REGION ECONOMIC CONFERENCE
March 28-29 Atlanta, GA

PARTICIPANT BIOGRAPHICAL SKETCHES

Allen, Ronald Atlanta, GA

Chairman of the Board, President and Chief Executive Officer, Delta Air Lines

- Background: Native of Atlanta. Joined Delta in 1963, while completing undergraduate studies at Georgia Tech. Series of promotions. Elected to Board of Directors(1975)
- Boards: Coca-Cola, NationsBank Corporation, U.S. Chamber of Commerce, Presbyterian College, United Way of Atlanta

Allen, Steve Chapel Hill, NC
Professor, University of North Carolina

Allison, John Conway, AR

Chief Executive Officer and major stock holder, Spirit Homes, Inc.(Conway, AR), River Valley Homes(Bigelow, AR). Owner and President of Capital Buyers, Inc.(Conway, AR)

- Attended Arkansas State University
- Boards: Boy Scouts of America (since 1991), First Commercial Corporation(Little Rock), First National Bank (Conway, AR), State First Financial Corporation(Texarkana,AR), Arkansas Manufactured Home Commission, AR State University

Amos, Dan Columbus, GA

President and Chief Executive Officer of AFLAC Incorporated and its primary subsidiary American Family Life Assurance Company(AFLAC), a multi-national insurer with primary operations in United States and Japan with over \$20 billion in assets and over \$6 billion in total revenues (as of Dec. 31, 1994). Responsible for changing company from one-product company to supplemental health insurance company in both U.S. and Japan. Continued product broadening is corporate strategy for U.S. and Japan.

- Background: Joined the company in 1973 in sales capacity. Named President in 1983, AFLAC Chief Operating Officer in 1987 and AFLAC Incorporated Chief Executive Officer in 1990. Holds a BBA from Univ. of Georgia in risk management and insurance.
- Boards: Atlanta Committee for the Olympic Games Advisory Board, Duke University Comprehensive Care Center and House of Mercy, The Japan America Society of Georgia
- Member: Consumer Affairs Advisory Committee of Securities and Exchange Commission, University of Georgia Foundation

Antoon, Thomas

Alexandria, LA

President and Chairman of the Board of Rapides Corporation, Antoon Properties, Inc., Antoon Corporation and Antoon Ventures, Inc.

- Senior partner, law firm of Antoon & Brame
- Franchises of (5) Popeye's Fried Chicken and Biscuits
- Governor's Advisory Board of Indian Gaming
- Boards: Central Louisiana Chamber of Commerce(1992), Louisiana Public Facilities Authority, Louisiana State University at Alexandria Foundation Board, St. Francis Cabrini Hospital Foundation

Arnold, Truman

Texarkana, TX

Chairman of the Board, President and Chief Executive Office of Truman Arnold Companies (TAC), a privately held regional petroleum marketing company. TAC operates petroleum products terminals, buys and resells product in 17 Southern states, and operates several executive airport terminals and aircraft charter services with sales in excess of \$400 million.

- Background: Founded and led Truman Arnold Companies to its current diverse success. Holds a BBA from Lamar University in Beaumont, TX
- Boards: First Commercial Corporation, State First Financial Corporation, St. Michael Hospital, Texarkana College, Opportunities Inc., Lamar University
- Member: National Advisory Council of Small Business Administration, 1995 National Finance Chairman of Democratic National Committee

Augustine, Kim

Ormond Beach, FL

- Unsuccessful search for day care for her children, decided to open one of her own
- Two objectives: How to do it, how to get the financing
- Contacted SBA Service Corps of Retired Executives (SCORE). Received help with business plan for SBA-backed loan
- Successful with SBA Guaranty Loan program
- Realized her dream, opened her own day-care center, Nanny's Child Care

Bakke, Dennis

Arlington, VA

Co-founder, President and Chief Executive Officer, AES Corporation (AES), a corporation formed in 1981 to build, own and operate cogeneration facilities and to sell electricity from those facilities to industrial customers. Selected in 1986 as 12th fastest growing private company in US by INC magazine. AES currently has 11 cogeneration projects totalling over \$3 billion.

- Background: From 1978-81, Mr. Bakke was Deputy Director of Energy Productive Center, Carnegie-Mellon University. Con-currently served as Director of Gas Requirements Agency of American Gas Association. In a stint with Federal Energy Administration, he served as Executive Assistant to the Deputy Administrator, was later named Deputy Assistant Administrator for Energy Conservation and Environment and also served as Chairman of the International Energy Agency Conservation Group in Paris, France.
- Boards: International Urban Associates, Young Life of Washington, DC, Council for Excellence in Government and National Independent Energy Producers
- Member: President's Advisory Councils of University of Puget Sound and Winthrop College, Director of International Urban Associates, President of Mustard Seed Foundation

Bean, Glenda

AR

Executive Director, Arkansas Early Childhood Commission

Berger, Mitch

Parkland, FL

Founder, Berger & Davis, P.A.

Background: Mr. Berger was born in Brooklyn, New York. He attended Lafayette College and received his law degree from Temple University. In 1980, he served as a law clerk to the Chief Justice of the Florida Supreme Court.

- Boards: SALLIE MAE (Student Loan Marketing Association), Commissioner on Florida Environmental Regulation Commission, EPA's Environmental Financial Advisory Board, Democratic National Committee, Board of Governors of Nova University
- Member: Chair of Community Relations Committee for Summit on the Americas, Co-Chair of National Finance Council of Democratic National Committee,

Biggins, Veronica

Atlanta, GA

Consultant, Heidrick & Struggles, specializing in recruiting executives for senior management positions both for-profit and not-for-profit entities.

- Assistant to the President and Director of Presidential Personnel (Clinton Administration)
- Delegate to United Nations Fourth World Conference on Women in Beijing (fall 1995)
- White House Commission on Achieving Necessary Skills, appointed by Secy. Reich
- NationsBank: Management trainee, series of promotions to Executive Vice President for Corporate Community Relations
- Boards: Vice-Chair of Spelman College Trustees, Atlanta Urban League, Cultural Committee of the Olympic Games
- Undergraduate degree, Spelman; Master's Georgia State University; Oxford University with International Business Fellows Program

Bishop, Sanford**Blanchard, James**

Columbus, GA

Chairman of Board and Chief Executive Officer, Synovus Financial Corporation

- Background: Mr. Blanchard earned both BBA and LLB degrees from the University of Georgia.
- Boards: Georgia Chamber of Commerce, Columbus Bank & Trust, BellSouth Corporation, W.C. Bradley Co., The Hardaway Co., Hotel Columbus, Inc.
- Member: President, Georgia Corporation for Economic Development, State of Georgia Governor's Development Council, Bankers Roundtable, Trustee Columbus College Foundation, Trustee of University Georgia Foundation

Blount, Bill

Montgomery, AL

Chairman, Blount, Parrish & Roton, Inc., an investment banking firm in Montgomery with offices in Birmingham and Huntsville. Since founding his firm in 1985, Mr. Blount has handled over 350 financings raising over \$4 billion for public and private clients.

- Background: Bill Blount attended public schools in Troy, Alabama before attending University of Alabama for undergraduate and law school. Business interests include broadcasting (four radio stations and the Alabama Radio Network), publishing and was an organizing Director for First Montgomery Bank.
- Boards: Chair of Montgomery CableVision, Visa U.S.A (former, BellSouth Telecommunications(former)
- Member: Former Treasurer and Finance Chairman of Alabama State Democratic Party. Chair of Alabama Democratic Party (1991) and Chair of Alabama Delegation to Democratic National Convention in NYC.

Braceras, Wilfred

Miami, FL

President and CEO, Med-Care Home Health Services, Inc.

- President and Chief Executive Officer, B&B Medical Management Services, Florida Medical Management Associates and all affiliates
- South Dade Home Health Services, Inc. , Treasurer
- Florida Atlantic University (BS Business), , MS in Management and MS in Management/Accounting from Florida International University

Brandon, W.H.

Helena, Arkansas

Chairman and Chief Executive Officer, First National Bank of Phillips County

- Background: After a professional start as Plant Manager in the Chicago Mill and Lumber Company, Mr. Brandon joined the First National Bank of Phillips County in 1964 and after a series of promotions, was named Chairman and CEO in 1993. He received an M.B.A from the University of Mississippi and a B.A. in Economics from Washington and Lee University and the University of Mississippi.
- Boards: Arkansas Chamber of Commerce, Phillips County Community College, Former member Federal Reserve Bank of St. Louis (Memphis branch)
- Member: President of American Bankers Association (1992-93), Chairman of Fannie Mae National Advisory Council, Chairman of Arkansas Industrial Development Commission, Eastern Arkansas Council of Boy Scouts, Chairman of March of Dimes.

Broome, Barry Dean

Roswell, GA

Student, Milton High School(Sophomore, 10th Grade)

- Works with Siemens Energy & Automation Inc. Apprenticeship 2000 program as an Assembler.

Brown, Charles

Atlanta, GA

President, Technology Park/Atlanta,Inc., a 600 acre office park design and operated for technically-oriented industry (combine office, lab and light manufacturing in low density environment)

- Technology Park/Atlanta recently selected for "Governor's Award" for contribution to community economic development. First of three developments underway
- Boards: Georgia Chamber of Commerce (past), MARTA (past), Georgia Tech Foundation, Atlanta Arts Alliance, State Board of Technical and Adult Education,- Vice Chair of Governor's Development Council
- Chairman of 1982 Junior World Cup Tournament (Atlanta)
- Director of Marketing and Project Manager for Atlanta Center, a 2,000,000 square foot Hilton Hotel, Trust Company Bank, office, shopping project in central district of Atlanta

Buckner, Elaine

Huntsville, AL

Volunteers of America

- Product of broken home, mother committed suicide, received food stamps
- Job Training Program Assistance participant
- Through the ASDA clerical program, rediscovered considerable writing skills
- Encouraged by skills center staff/area journalists
- Poetry published in an anthology, plans to publish a book

Campbell, William

Atlanta, GA

Mayor of the City of Atlanta

Canada, Benjamin

Atlanta, GA

Superintendent of Schools, City of Atlanta

Carradine, Wally

Little Rock, AR

Carradine & Associates

Chace, William

Atlanta, GA

President, Emory University

- Background: Grew up in Chevy Chase, MD. Attended Haverford College, undergraduate; University of California at Berkeley for master's and doctoral. Received Woodrow Wilson national Fellowship. Taught at Stillman College in Tuscaloosa. Professor of English at Stanford University. Elected President of Wesleyan University (1988)
- Writes on multiculturalism, political correctness, consumerism and university finances

Chambers, Letitia

Washington, DC

President and Founder of Chambers Associates Incorporated, a consulting firm specializing in public policy analysis and legislative representation. Dr. Chambers specializes in strategic planning with emphasis in fiscal policy, tax legislation, federal budget and financial issues and human services programs.

- Background: Dr. Chambers recently served as chief Budget Advisor to Clinton/Gore transition team. She served six years in several capacities on Senate staff including Senior Budget and Policy Analyst for Budget Committee, Staff Director of Senate Special Committee on Aging and Staff Director of Senate Committee on Labor and Human Resources (1979-80). Prior to joining the Senate staff, Dr. Chambers served in senior administrative positions in state government in New Mexico and with the Oklahoma City Public Schools. A graduate of University of Oklahoma, she holds a Doctorate from Oklahoma State University.
- Boards: Adams National Bank (1989-94)
- Member: President of Coalition of Publicly Traded Partnerships, Trustee of Council for Excellence in Government, Director of Center for National Policy, Trustee of Federal City Council

Chavez Thompson, Linda

TX

International Vice President, American Federation of State, County and Municipal Employees

Cleland, Max

GA

Secretary of State of the State of Georgia

Clendenin, John

Atlanta, Georgia

Chairman and Chief Executive Officer of BellSouth Corporation, the largest of the Regional Bell telecommunications companies, and one of the twenty-five largest U.S. public companies. BellSouth owns Southern Bell, South Central Bell, and BellSouth Enterprises.

Background: Mr. Clendenin answered the call initially with Illinois Bell, then moved to Pacific Northwest Bell in Seattle and on to American Telephone and Telegraph in New York. He was elected president of Southern Bell in April 1981 and became CEO of BellSouth in 1984. A native of El Paso, TX, Mr. Clendenin is a graduate of Northwestern University and served as a pilot in the U.S. Air Force Strategic Air Command.

Boards: The Kroger Company, Coca-Cola Enterprises Inc., Wachovia Corporation, Board of Governors of American Red Cross

Member: Former Chairman of U.S. Chamber of Commerce, Past National President of Boy Scouts of America, Chairman-Elect of National Junior Achievement Board

Cole, Johnetta

Atlanta, GA

President, Spelman College

- Spelman: She is the first African American woman to head this historically Black college for women. Initiated new programs including Spelman Corporate Women's Roundtable, Corporate Partnership Program, International Affairs Center. 1992, Spelman made history as first historically black college to receive #1 rating in U.S. News & World Report's college issue of "Best College Buys". Spelman named number one regional, liberal arts college in South.
- Background: Entered Fisk College at age 15. Undergraduate degree at Oberlin College, earned M.A. and Ph.D. in anthropology from Northwestern University. Teaching career includes Washington State University, University of Massachusetts at Amherst, Hunter College and City University of New York. Widely published as advocate for people of color and women everywhere. Holds 30 honorary degrees from institutions of higher learning.
- President-elect Clinton Transition Cluster Coordinator for Education, Labor and the Arts and Humanities
- Chair, Board of Department of Education's Fund for the Improvement of Post Secondary Education
- Bush appointee as Founding Director and current Board member of Points of Light Foundation.
- Boards: NationsBank, United Negro College Fund (Chair of Presidents of 41 member institutions), Merck & Co., Inc., Coca-Cola Enterprises, Trustee of Rockefeller Foundation

Coleman, Elizabeth

Chairman of the Board of Directors, Maidenform, Inc., the largest privately-held intimate apparel manufacturer in the United States and one of the largest in the world. Company was founded in early 1930's and provides intimate apparel to women in over 55 countries.

Background: Ms. Coleman attended Swarthmore College and holds a J.D. degree from the University of Pennsylvania. She is a member of the law firm Stroup and Coleman and specialized in consumer and commercial law. She oversees policy and multiple facets of the company ranging from international operations to external relationships.

Boards: National Women's Law Center, Employer Trustee of International Ladies Garment Workers' Union National Retirement Fund

Member: Vice Chair of President's Export Council, Committee of 200

Cousins, Thomas G.

Atlanta, GA

President/Chairman of the Board, Cousins Properties Incorporated, a publicly held Real Estate Investment Trust(traded on New York Stock Exchange). Company involved in developing and managing office buildings, retail centers and residential subdivisions.

- Founded Cousins Properties Inc.(CPI) in 1958
- Boards: Georgia Research Alliance, Governor's Economic Development Council, Emory University Trustee, Carter Center

Darden, Buddy

Atlanta, GA

Former member of Congress

Davidow, Tony

Smyrna, GA

Founder (with his wife) of Toncee, Inc., a company providing colorants for the vinyl industry.

- Started company 6 years ago, sales at \$5 million
- 22 employees at plant in Smyrna
- Certified supplier of colorant for fiber-optic wire to AT&T
- Recently outbid a Japanese firm for subcontract supplier of colorant for auto dashboards made by Toyota

Davis Jr., Lovey(Junior)

GA

Auto worker, Ford Taurus plant

Deavenport, Ernest

Kingsport, TN

Chairman and CEO, Eastman Chemical Company

- Background: Began career with Tennessee Eastman Division as chemical engineer (1960). Progressed through Tennessee and Carolina Eastman divisions, to Eastman Kodak Company Board of Directors(1992-93). Earned B.S. Chemical Engineering, Mississippi State University; M.S. Massachusetts Institute of Technology(1985). Alfred P. Sloan Fellowship Program, M.I.T.(1984)
- Boards: Chemical Manufacturers Association, National Association of Manufacturers, Malcolm Baldrige National Quality Award Foundation, First American Corporation, Keep America Beautiful, M.I.T Sloan School Board of Governors, Milliken & Company
- Member: Business Roundtable

Duncan, Sandra Rhodes

New Orleans, LA

President, Rhodes Enterprises, a company founded in 1963 now consisting of nine corporations in four industries: Funeral, Insurance, Limousine and Transportation.

Background: Ms. Rhodes Duncan has extensive marketing and management experience related to her work with Duplain W. Rhodes Funeral Home Inc., Rhodes Mutual Life Insurance Company and the limousine business. She attended Commonwealth College of Mortuary Science, University of New Orleans and a graduate program at Louisiana State University in Executive Management.

Boards: Business Council of New Orleans & the River Region(former), Committee of 21, National Council of Negro Women of Greater New Orleans (former), Newcorp, Louisiana Council on Fiscal Reform

Member: Department of Labor Task Force on Economic Growth (former), New Orleans Council on Aging Advisory Board, Louisiana State Board of Funeral Directors & Embalmers

NOTE: Received many Community service/local awards such as Honorary Deputy Sheriff of New Orleans Parish (1984), Certificate for Governor's Award for Outstanding Achievement(1986), Certificate of Merit for Outstanding Service (City of New Orleans, 1988), Role Model-Young Leadership Council (1993)

Fanjul, Alfonso

Palm Beach, FL

Chairman and CEO of Flo-Sun, Inc. and Okeelanta Corporation, South Florida sugar growers and processors. In addition, he is also Chairman, Chief Executive Officer and President of Central Romana Corporation, Ltd., one of the largest privately held companies in Dominican Republic and largest sugar producing unit in the world.

- Background: Mr. Fanjul holds a BS in Business Administration from Fordham University in New York City. Listed in Who's Who Among Hispanic Americans.
- Boards: Pennzoil, FPL Group, Inc., Trustee of University of Miami, St. Mary's Hospital, Good Samaritan Medical Center Board of Governors
- Member: Founder, former Director and President of Florida Sugar marketing & Terminal Association (markets sugars produced by South Florida's largest raw sugar producer), founder and former Director of Florida Sugar Cane League (trade organization and political arm of Florida's sugar cane producers)

Farmer, Larry Sr.

MS

President, Diversified Rural Development Services, Inc.

Farnsworth, Cherill

TX

Chairman of the Board, President and Chief Executive Officer of TME, Inc. (TME) and HealthHelp Networks, Inc. (HHNI)

- President and Founder of Dorill Enterprises, Maxworth Investments and F&L Ventures, all nationwide equipment leasing ventures
- Received 1992 KPMG Peat Marwick High Tech Entrepreneur of the Year, finalist in Merrill Lynch/Ernst & Rount Entrepreneur of the Year search
- 3 years of INC 500 Fastest Growing Private Companies list
- Regular spokesperson for radiology reform, radiology resource development and radiology management services for managed care and self-insured employers

Felton, Sonya Braddy

Atlanta, GA

Cobb County Job Training Program

- Referred to Stay-in-School Program. Lost both parents, emotionally distraught, concerned about taking care of younger brother. Discouraged. Wanted to drop out of school. School encouraged her to meet with counselors from Stay-in-School program
- Graduated from Jackson High School (with persistent encouragement from counselor), she wrote about life and dreams and applied for Lionel Richie Scholarship. Won national competition which paid for 4 years tuition, room and board at college of her choice. Selected Tuskegee Institute in Alabama.
- Graduated from Tuskegee with BS in Social Work. Now employed by Cobb County PIC in Atlanta Metro Area as professional staff member.
- April 1991, she represented Stay-In-School Program at JTPA Presidential Awards at U.S. Dept of Labor in DC. Spoke at luncheon of Congressional aides, described how program had changed her life. Eloquent and inspirational presentation.

Fisher, Richard

Dallas, TX

Managing Partner, Fisher Capital Management and Fisher Ewing Partners. Manage \$250 million in securities portfolios for small group of private investors. Chairman of Fisher Information System, a software firm that designs management information systems for financial companies. Democratic Nominee for U.S. Senate in 1994.

- Before founding company in 1987, served as Senior Manager of Brown Brothers Harriman & Co.
- Executive Asst. to Secretary of Treasury in Carter Administration. Served as assistant to President Carter at Tokyo Economic Summit (1979), Advisor at Bonn Economic Summit (1978).
- Member of team to negotiate historic Claims and Asset Settlement between U.S. and Peoples Republic of China
- Immigrant parents with no formal education. Graduated Harvard economics (1971), read Latin American history at Oxford (72-73), received M.B.A. Stanford (75).
- Presidential appointment to Russian-American Enterprise Fund

Flores, Irma San Antonio, TX
Executive Vice President, Rite-Way Services of San Antonio

Fooks, Karen FL
Financial Aid Director, University of Florida

From, Al Washington, DC
President, Democratic Leadership Council(DLC), a progressive think tank focusing on progressive ideas, mainstream values and innovative, non-bureaucratic approaches to governing.

- Mr. From founded DLC in 1985 and its companion think tank, the Progressive Policy Institute
- Deputy Director of Transition for Domestic Policy
- Executive Director of House Democratic Caucus (1981-85)
- Deputy Advisor on inflation to President Jimmy Carter
- Directed U.S. Senate Subcommittee on Intergovernmental Relations (Muskie Chair, 1971-79)
- MA in journalism from Northwestern University

Frost, Philip Miami, FL
Chairman, IVAX Corporation; Chairman, Whitman Medical Corporation; Clinical professor of Dermatology, University of Miami School of Medicine
Director: Intercontinental Bank, North American Vaccine(former),

- Boards: National Cancer Advisory Board at National Cancer Institute, School of Business Administration at University of Southern California
- Vice President's Residence Foundation Board of Trustees
- Governor, American Stock Exchange
- Annual Wharton Business School Business Statesman Award (1993)
- Master Entrepreneur of the Year Award, Ernst & Young (1993)

Fuqua, J.B. Atlanta, GA
Chairman of the Board, The Fuqua Companies, Chairman of the Board of Vista Resources, Inc.(NYSE), Senior Chairman of the Board of Fuqua Industries, Inc. (NYSE),retired

- Four terms Georgia legislature (1957-64)
- Duke University, The Fuqua School of Business in honor of J.B. Fuqua
- Established Fuqua School, a model K-12 school for rural education(Farmville, VA)
- Established Center for USSR Manager Development, training program for top Soviet managers at Duke Univ.
- Boards: Lyndon B. Johnson Foundation, Norfolk Southern Corporation, Georgia Aviation Hall of Fame, Horatio Alger Association of Distinguished Americans
- Member: Chief Executives Organization, World Business Council,
- 1993 Philanthropist of the Year from National Association of Fund Raising Executives

Gaston, Julia

Atlanta, GA

Associate, AT&T. Participant in Genesis program, AT&T Atlanta Service Center. Genesis program is that AT&T, and the Communications Workers of America work with Kennesaw Community College to provide employees with skills and jobs training to prepare them for changes in AT&T workplace or for jobs outside of AT&T.

- Phase I of training: Employees given opportunity to attending additional training on their own time or on company time as long as it is related to the job. Courses held on company premises.
- Phase II of training: Education team provides interpersonal and personal skills training, as opposed to technical skills training.
- 1992, Atlanta Service Center began to redesign its jobs and workflows around self-directed work teams. Based upon needed production levels, teams are responsible for balancing work and manpower loads.

Giffen, Gordon

Atlanta, GA

Partner, Long, Aldridge & Norman. Heads the firm's Administrative Regulatory Section whose focus is state and federal administrative and regulatory representation and Immigration Section. Substantial election law practice.

- Background: Director of Legislative Affairs and Chief Counsel to Sen. Sam Nunn; adjunct professor at law at Emory University School of Law
- Chairman of Clinton-Gore Campaign in Georgia. Presidential Transition as Special Assistant to the Director of Personnel.
- Chair, 1996 Site Selection Committee, Democratic National Convention. General Counsel to Site Selection Committee for 1992 Convention.
- Treasurer of Sam Nunn Campaign Committee, Trustee of Democratic National Committee, Finance Chairman of Democratic Party of Georgia, Board of Advisors to Democratic Leadership Council
- Chair, Georgia Federal Judicial Selection Advisory Committee

Glenn, Wayne

Nashville, TN

President, United Paperworkers International Union

Golden, Jeanette

GA

President, J-Net Micro Computer Services

Green, Ernest

Washington, DC

Managing Director of Public Finance, Lehman Brothers' Washington, DC office

- Joined company in 1987, managed transactions for City of New York, City of Chicago, Port of Oakland, City of Atlanta, Denver Airport and Washington Metropolitan Authority
- Ernest Green & Associates, minority consulting firm providing technical assistance in marketing financial management and economic forecasting
- Carter Administration, Department of Labor: Assistant Secretary for Employment, Executive Director of Recruitment and Training
- Born, Little Rock, AR, Attended Michigan State University for B.S. in Social Science, Masters in Sociology and Honorary Doctorate
- Boards of Africare, Winthrop Rockefeller Foundation, March of Dimes Birth Defects Foundation
- Presidential appointment as Chairman of African Development Foundation
- Secy. of Education appointment as Chairman of Historically Black Colleges and Universities Capital Financing Advisory Board

Greenstein, Robert

Washington, DC

Executive Director, Center on Budget and Policy Priorities, an independent non-profit organization established in 1981 to analyze federal and state budget policy issues affecting low and moderate income Americans. Cited by Washington Monthly as one of five best among 2,000 interest groups in Washington

- 1994 Presidential appointment to Bipartisan Commission on Entitlement Reform
- Administrator of Food and Nutrition Service of U.S. Department of Agriculture (1979-80). Responsibility for nation's food assistance programs, Special Supplemental Food Program for Women, Infants and Children. Also served as Special Assistant to Secretary of Agriculture, developed legislative and regulatory policy in food assistance area
- 1972-76, Community Nutrition Institute, nonprofit working on food and nutrition issues
- Widely published, regular guest on network, cable, local television/radio programs

Griswold, Jean

Charlotte, NC

Founder and President, Metrolina Outreach Mammography

- Attended SBA sessions to learn how to write business plan
- SBA guarantee loan was key to getting her start-up loan for business that offers breast cancer screening at work. Screens 5,000 women a year (1995 goal of 8,000)
- Used \$275,000 loan to purchase 33 foot mobile coach and special x-ray equipment. Coach contains waiting area, two private dressing rooms and an x-ray room. Wheelchairs for disabled or geriatric patients

Hammer, Catharine

Austin, TX

President, Founder and CEO of Evolutionary Technologies, Inc.

- Creator and original design architect for EXTRACT, flagship product (addresses problem of complex data movements and management in heterogenous computing environments)
- Headed research unit within MCC research that developed prototype for EXTRACT
- Joined Texas Instruments in 1981
- Ph.D in Linguistics and former professor at Washington State Univ.
- Who's Who of American Women, Who's Who in the World
- Participated in 1992 Economic Summit

Hanggi, Elena

Little Rock, AR

Executive Director, Institute for Social Justice. Develops and implements training and technical assistance programs for use with ACORN (Association of Community Organizations for Reform Now) groups and other national organizations on a contract basis

- Background: Born Ft. Riley, KS to father (enlisted man in horse cavalry) and mother (beautician). Moved around a lot and lived in working class neighborhoods. Went to high school with no expectation to go to college. Got married, had 4 children.
- 1974, ACORN organizer mobilized her. Became involved, gained self-confidence in public speaking and took a course. Continued studied, graduated with double major in English and Sociology from University of Arkansas. Studied law and earned degree.
- Served as National President of ACORN 1983-87. Established ACORN Housing Corporations in New York, Philadelphia, Little Rock and Washington, DC to rehabilitate abandoned homes for purchase by low-and-moderate income families. Negotiated Community Reinvestment Act agreements with 25 banks which provided more than \$500,000,000 in affordable loans with flexible underwriting criteria
- Boards: Federal Home Loan Bank of Dallas

Harman, Charles

President, Georgia Chamber of Commerce

Hayes, Donald

TX

Founder and President, MicroFab Technologies, Inc.

Hayes, Johnny TN

Tennessee Valley Authority (TVA)

- Presidential appointment to TVA
- Commissioner of Tennessee Department of Economic & Community Development
- Governor's Task Force on Housing
- President of Newman, Hayes & Dixon, an independent insurance agency
- Former Superintendent of Schools for 15 years
- Active in House, Senate and Presidential campaigns of Vice President Gore

Hendrickson, Tom NC

Chairman, Triangle Environmental, Inc.

Hill, Jesse Atlanta, GA

Chairman and Chief Executive of Hill International Group, Inc. Former Chairman of Board of Directors, Atlanta Life Insurance Company.

- Served as Chairman, President and Chief Executive Officer, Atlanta Life (1973-92)
- Board of Directors: Delta Air Lines, National Services Industries, Knight Ridder, Inc. and Sun Trust of Atlanta, Congressional Black Caucus Foundation, Board of Regents of the State of Georgia, Atlanta Committee for the Olympic Games
- Founding Director of MARTA, Chair of Acquisition Committee
- Chairman, Andrew Young campaign for Congress (1972), and each successive mayoral campaigns
- Graduated Lincoln University of Missouri (BA in mathematics and physics), MBA from University of Michigan

Horne, Doug Knoxville, TN

Founder of Horn Properties, Inc. which developed 85 shopping centers in 10 states. Currently owns shopping centers, office buildings, apartments and land.

- Founded Republic Newspapers, Inc. which operates community newspapers in Texas, Florida, North Carolina, Kentucky and Tennessee
- Tennessee Valley Authority (1967-81)

Hubbard, Karetta Reston, VA

Principal, Hubbard & Revo-Cohen, Inc., an international consulting firm focusing on the implementation of progressive workplace policies

- Co-authored and implemented the GOTV effort "Ten More for Clinton/Gore"
- Serves on Small Business Administration Advisory Board
- Democratic candidate for Virginia House of Delegates in 1977, current Democratic candidate for Virginia General Assembly

Ibanez, Maria Elena Miami, FL

President and CEO, International High Tech-Marketing, fast-growing distributor of computer equipment and accessories to total of 84 countries (focus on African and Middle East markets).

- Company provides value added distribution services to manufacturers of computer products through development dealer channels supported and trained by market

Jackson, Maynard Atlanta, GA

Jackson Securities, Inc.

Jackson, Phyllis Atlanta, GA

World African Network

Johns, John Birmingham, AL

Executive Vice President and Chief Financial Officer, Protective Life Corporation

- Sonat Inc., Vice President and General Counsel
- Maynard, Cooper & Gale, P.C., Founding Partner
- B.A. University of Alabama(1974), Harvard Law(JD) 1978, Harvard Business School(MBA)1978

Johnson, Tom Atlanta, GA

President, Cable News Network

Jolly, Anne Mobile AL

- Research biologist working at Southern Research Institute
- Married, moved to Mobile, Alabama. Couldn't find work in her field, applied for teaching position. She had no teaching certificate, but they were desperate and hired her anyway. Taught 8th grade and LOVED IT.
- Formally got her teaching certificate. Believes that "nothing we're about in this nation is as important as educating our children

Jones, Clark Savannah, TN

Owner, Jones Motor Company and Jones Ford Mercury, Partner in Jones Farms, commercial cattle business and Beefmaster Cattle

- Chairman, Governor's Council on Job Training (1986-present), Tennessee Motor Vehicle Commission, Hardin County Democratic Party
- White House Council of Small Business
- Finance Council Senator Albert Gore (1984-92)
- Boards: Little League of Hardin County, Boy Scouts of America of TN

Jones, Raymond Irving, TX

Fabricated Technology, Inc.

Joyce, Gene Texarkana, TX
Chappell, Joyce Pathology

Kempner, I.H. Sugar Land, TX
Chairman of the Board, Imperial Holly Corporation; Managing Partner of Brazos Minerals, Ltd.
- Texas National Bank/Texas Commerce Bank (1959-64)
- Boards: Imperial Holly corporation and Foster Farms, Inc., Executive Committee of Methodist Hospital
- Chairman Federal Reserve Bank of Dallas (Houston Branch),

Kiker, Joseph Atlanta, GA
District Director, United Steel Workers of America

King, Calvin Brinkley, AR
President, Arkansas Land and Farm Development

Krise, Ron Alpharetta, GA
Chairman of the Board and Chief Executive Officer, CTI Resources, Inc.
- Trustee, Democratic National Committee
- Majority Trust, Democratic Senatorial Campaign Committee
- Governor Zell Miller: Executive Board of Georgia, Georgia Roundtable
- Executive Board of Directors, Atlanta Committee for the Olympic Games
- University of Southern California, BS (1966)

Lausell, Miguel Hato Rey, Puerto Rico
Attorney, Miguel D. Lausell Law Offices
- President and CEO of Puerto Rico Telephone Company; Executive Director of Puerto Rico Telephone Authority (Fourteenth largest telephone company in United States with assets of over \$1.5 billion). During his tenure, net revenues increased from \$31 to \$75 million in one year
- Economic Advisor, member of Board of Lausell Enterprises (one of largest manufacturer of windows, doors and materials in the construction industry. Sales of \$52 million)
- Undersecretary of Puerto Rico Department of Treasury. In charge of Legal Affairs and Intelligence.
- Presidential appointment to National Business and Industry Advisory Council of Emergency Broadcast System
- Presidential Delegation to Inauguration of His Excellency Ernesto Perez Balladares, President of the Republic of Panama (1994)
- Boards: Poncebank (billion plus commercial bank in PR),
- B.S. from Villanova University (Pennsylvania), L.L.B. University of Puerto Rico, Law School, LL.M from Harvard Law School

LeBlanc, Dan Richmond, VA
President, Virginia AFL-CIO

Lewis, Lillian

Malott, Thomas Atlanta, GA

President & Chief Executive Officer, Siemens Energy & Automation, Inc., a company offering electrical and electronic equipment and systems.

- Began career in 1959, co-op engineering student with Ross Gear and Tool Co.
- 1969, Parker Hannifin Corp, promoted several times. 1976, Vice President of Fluid Power Group
- Joined Siemens Energy & Automation in 1986, Group Executive and Vice Pres.; Senior Vice President & Chief Operating Officer in 1988
- Boards: Siemens Corporate Research, Inc., Manufacturers' Alliance for Productivity and Innovation, National Electrical Manufacturers Association
- B.S. in mechanical engineering, Purdue; M.S. in Business, Western Michigan University

Masters, William Easley, SC

Chairman and President, Perception, Inc., fiberglass manufacturing company specializing in canoe and kayaks. Worlds largest manufacturer of whitewater kayaks. Holds 30 plus patents in boat design, plastic manufacturing, computers and heat transfer

- Chairman, SIBF International Conference, St. Petersburg, Russia(1994), Delegate White House Conference on Small Business(1986)
- South Carolina Small Business Executive Luncheon with President and Vice President (1993)
- Boards: BPM Technology, Inc., International Business Fellows, Charlotte Federal Reserve(1990-92)
- Young President's Organization

McAllister, Janet Pickens, SC

Engineering Support Manager, Danfoss Fluid Power (Easley, SC plant)

- Tri-County JTPA Title III Dislocated Workers funding. Victim of industrial plant closing
- Background: Married soon after high school and began a job with Pratt-Read where she worked for 9 years. Laid off when job eliminated, then plant closed. Applied to Tri-County Technical College's dislocated workers program and was accepted. Earned Engineering Graphics Technology degree and a 4.0 grade point average
- Janet says: "You're never too old to go back to school. I hope to get my B.S. soon. I never want to quit learning. The Dislocated Workers Program gave me an opportunity. Without it, I wouldn't have a career. I wouldn't be here today".

McClendon, Raymond

Atlanta, GA

Vice Chairman and Chief Operating Officer, Pryor, McClendon, Counts & Co, Inc. (PMC), the largest minority owned and controlled investment banking firm in the United States. Handles municipal and corporate financing, fixed income and equity trading, financial advising and funds management/investment counseling.

- Former President and Chief Executive Officer of R.J. McClendon Capital Corporation until merger (1990)
- Fannie Mae, Vice President for Multi-Family Activities. Responsible for programs including \$5 billion FHA-insured project loan portfolio, \$3 billion Muni Mae program. Created and implemented Public Finance Department, responsible for products to meet needs of state and local government housing challenges
- Concurrently served as head of Urban Residential Finance Authority and Director of Financial Analysis and Auditing for the City of Atlanta
- Boards: Immediate Past Chairman of National Association of Securities Professionals (NASP), Atlanta Business League, Southern Education Foundation, National Trustee of Boys and Girls Clubs of America
- Former Boards: Freddie Mac, Atlanta Committee for the Olympic Games, Economic Development Corporation, Zoo Atlanta

McColl, Hugh

Charlotte, NC

Chairman, President and CEO of NationsBank Corporation

- Began career with the company 1959 as management trainee. Within 15 years, named President. 1983 elected Chairman, President and Chief Executive
- NationsBank Education Initiative contributed \$2 million to Southern Regional Education Board to improve public education. Granted NationsBank employees up to two hours paid time each week to volunteer in local schools.
- Board member of several education committees and strong supporter of education at all levels
- Led company to invest \$100 million in affordable housing
- Boards: Queens College in Charlotte, CSX Corporation, Jefferson-Pilot Corporation, Charlotte-Mecklenburg Hospital

McEntee, Jerry

Washington, DC

President, American Federation of State, County and Municipal Employees

McKinney, James**McPheely, Bernard**

Greenville, SC

Chief Executive Officer and General Manager, Hartness International, a packaging company, small business that exports boxes

- Former Trade Specialist, U.S. Dept. of Commerce
- Member, Packaging Machinery Manufacturers' Institute, Vice-Chair Confederation of Packaging Machinery Association
- Born, Glasgow, Scotland, grew up in Canada and Michigan

Mills, Olan Chattanooga, TN

Chairman of the Board, Olan Mills, Inc., a company comprised of over 1,000 photography studios in the U.S., Canada and United Kingdom (plus travelling units)

- Took over family business from parents when company had 100 studios (1971)
- Princeton, Woodrow Wilson School of Public and International Affairs (1952)
- U.S. Army helicopter pilot in Korea
- Boards: McCallie School, First Tennessee Bank of Chattanooga, Brock Candy Company, Tennessee Aquarium (past)

Mobley, Sybil Tallahassee, FL

Dean of the School of Business and Industry (SBI), Florida Agricultural and Mechanical University

- Significant accomplishment: Development of SBI whose total development program is one of the most demanding in the nation. Student body ranks in top 3-5% nationally.
- Earned BA from Bishop College, MBA from Wharton School and PhD. from University of Illinois. Native of Schreveport, LA.
- Boards: Anheuser-Busch Companies, Inc., Champion International Corporation, Hershey Foods Corp., Sears Roebuck and Company, Southwestern Bell Corporation and Dean Witter, Discover & Co., International Association of Black Business Educators and Committee for Economic Development
- Presidential Commissions on Industrial Competitiveness, Minority Business Development and "1000" Points of Light Foundation

Moore, Virginia Jonesboro, GA

Private citizen

- Dropped out of high school at age 15 due to pregnancy
- Was pumping gas and changing oil for a living while raising two boys alone. Decided to get her high school diploma, so she enrolled in GED program at Griffin Technical Institute
- Named outstanding GED graduate in state of Georgia (1994). Now working on associate degree in accounting
- Presented an award at Georgia's Fifth Annual Literacy Conference
- Ambassador to state adult education program
- Introduced Governor Zell Miller as democratic nominee for governor at 1994 State Democratic Convention

Morris, Danny Courtland, AL

Union President, United Paperworkers-International Union

Murphy, Thomas GA

Speaker of the House of the State of Georgia

Musick, Mark David Atlanta, GA
President, Southern Regional Education Board

Newby, Jerry Athens, AL

Orvis, Lacene Indiantown, FL
Vice President, Caulkins Indiantown Citrus Co. , a citrus processing plant with \$95 million in sales, domestic and international sales of "ALL FLORIDA" products

- Concurrently, Vice President, VIA Tropical Fruits, Inc. with fresh and canned fruit sales of \$30 million
- Combined Corporations 4th largest employer in Martin County
- Participant in Little Rock Economic Conference
- B.S. University of Colorado
- Boards: Florida Council of 100 , Community Health Purchasing Alliance

Pap, Robert Chattanooga, TN
Founder and President, Accurate Automation Corporation

Payne, JoAnn Arlington, VA
Founder and President, PAYNE, SHEA & ASSOCIATES, a government and public affairs consulting firm specializing in helping women entrepreneurs to procure government contracts.

- Founder and CEO of procurement business, PAYNE Sign Manufacturing and Distributing Co. O Arkansas. Started with \$1,000 and in 6 years revenue reached \$500,000
- Chairwoman, WomenFirst, national legislative committee representing women-owned businesses in federal procurement
- Founder and former President of National Women Business Enterprise Association, a non-profit association for women-owned businesses seeking procurement contracts with federal, state and municipal agencies

Payne, William Atlanta, GA
President & Chief Executive Officer, Atlanta Committee for the Olympic Games

- Payne's inspiration and leadership led to pursuit and successful attainment of Atlanta as the site of the 1996 Centennial Olympic Games
- First person in modern Olympic history to lead Olympic bid effort and continue uninterrupted as President of the Olympic organizing committee
- Real estate attorney in private life
- Foundation Board of Trustees and Athletic Board of Directors, Univ. of Georgia
- Born, Athens, GA and resident of Atlanta for 40 years. Undergraduate and law degree from University of Georgia

Perez, Jorge Miami, FL
President, The Related Companies

Phillips, W.R. Newport News, VA
Chairman and Chief Executive Officer, Newport News Shipbuilding

- Joined company in 1949 as Apprentice Machinist. Held various supervisory positions, i.e. Manager of Nuclear Construction(1967), Vice President of Engineering(1983)
- Life member of Navy League, President, Society of Naval Architects and Marine Engineers, Naval Submarine League
- Boards: Mariners' Museum, Virginia Business Council, Virginia Manufacturers Assn.
- Former Chair American Bureau of Shipbuilding, National Security Industrial Association, NATO Industrial Advisory Group
- First Annual International Maritime Hall of Fame Award (1994)

Pollack, Ron Washington, DC
Founding Executive Director, Families USA, national consumer organization dedicated to high-quality, affordable health care for all Americans. Organization conducts research and analysis of issues related to rising costs of health care, uninsurance and undersinsurance, Medicare and Medicaid and long-term care

- Dean, Antioch University School of Law (1980-83). Developed unique learning model offering most comprehensive clinical program in the country
- Founder and Executive Director, Food Research and Action Center
- Author of books and articles on health care, long-term health care, the economics of aging, Social Security, Medicare and Medicaid, domestic hunger

Boards: Food Research and Action Center, Americans for Health, National Academy of Social Insurance, American Jewish World Service, Burgundy Farm Country Day School

Powers, James Thomas Gulfport, MS

Puente, Efren Coral Gables, FL
Schieffelin and Somerset

Ratajczak, Donald Atlanta, GA
Director, Economic Forecasting Center, Georgia State University

- Nationally known economist and forecaster
- Widely published, regularly interviewed on major networks
- Received 1994 Annual Economic Forecasting Award for most accurate U.S. Blue Chip forecasting during last 4 years
- B.A. from Haverford College, Ph.D. in economics from M.I.T.

Ray, Walter GA
Senate, President Pro Tem

Raynor, Bruce GA
Executive Vice President, ACTWU

Riebling, Rich Nashville, TN
First Vice President and Co-manager of Nashville Public Finance Office, Morgan Keegan

- Commissioner of Economic and Community Development for State of Tennessee (McWherter administration). Responsible for jobs growth from new firms and expansions of existing business and industry
- Prior to 1993, principal in Nashville law firm, Stokes & Bartholomew, P.A.
- Boards: Cumberland Museums, United Way of Middle Tennessee

Russell, Herman Atlanta, GA
Chairman & Chief Executive Officer, H.J. Russell & Company, a conglomerate of businesses in 4 principal areas employing over 800 people and with annual sales over \$150 million: construction (general contracting), construction management, real estate development, and property & asset management.

- Father a plasterer, Herman was accomplished tradesman by age of 12
- 16 years old, purchased first piece of land for \$125. Later built a duplex, used savings to pay for tuition. Graduated, Tuskegee University
- 1957 upon father's death, took over company. Expended beyond construction of duplexes to 4 and 8 unit apartments. Grew to 500 unit complexes, and then major building projects for fortune 500 companies (Georgia-Pacific, Delta Airlines, Atlanta Gall Light Co., Georgia Power, The Coca-Cola Company)

Boards: Citizen Trust Bank, Georgia Power Company, Georgia Cable TV & Communications, First Wachovia Corporation, Atlanta Chamber of Commerce

Russo, Gene GA
Vice President, Communication Workers of America

Satagaj, John Washington, DC
President, Small Business Legislative Council, a permanent, independent coalition of nearly one hundred trade and professional associations that share a common commitment to the future of small business

- Partner in law firm London, Satagaj, practicing attorney specializing in small business, corporate, association and tax matters
- 1978-81, Office of Advocacy for Small Business

Shell, Robert

Little Rock, AR

President, Baldwin & Shell Construction Co. (and its predecessor) since 1950, general contractors and construction managers

- Boards: National Board of Associated General Contractors of America, YMCA Metropolitan Board, One National Bank, Pulaski Academy, Fifty for the Future
- Former Trustee for Family & Child Care Board of AR Baptist State Convention
- 1990 Arkansas Business "Executive of the Year"

Shuptrine, Sarah

Columbia, SC

Sarah Shuptrine & Associates, a public policy research firm

- President and founder of Southern Institute on Children and Families, an organization dedicated to improving health, economic and educational opportunities for children and families in southern states
- Director of Division of Health and Human Services and chief policy advisor for health and human services to South Carolina Governor Richard Riley
- National Commission on Children

Siskin, Robert

Chattanooga, TN

Vice President, Siskin Steel & Supply Company, Inc.; Chairman, siskin Steel Quality Improvement Team

- National Performance Review; Task Force on Quality Management for Reinventing Government
- U.S. Small Business Administration National Advisory Council
- Attended University of Pennsylvania, Wharton School of Finance & Commerce (1963)

Smith, Cheryl

GA

Downtown Child Development Center

Smith, Ed

Raleigh, NC

Director, Civil Rights Division, North Carolina Office of Administrative Hearings

- Administers statewide enforcement program assuring compliance with Federal and State laws prohibiting employment discrimination.
- Broad experience in numerous state government agencies with compliance practices EEOC and civil rights law
- Chair, NC Advocacy Council for Persons with Disabilities(1993-94), Governor's Council on Employment of Handicapped, Board of NC Assoc. of Handicapped Individuals
- Attended Cerebral Palsy and Rehabilitation Center of Wake County (primary ed.), BA in Politics and American Literature, St. Andrews College (Laurinburg, NC)

Smith, Frederick Memphis, TN

Chairman, President and CEO of Federal Express, world's largest express transportation company. FedEx operates fleet of 471 aircraft, 110,000 employees and 35,000 computer and radio-equipped vehicles worldwide.

- Revenues of \$8.5 billion (fiscal 1994), delivers more than 2.2 million documents/packages/freight shipments
- Graduated Yale (1966), Marine Corps (1970)
- Founded Federal Express, 1971
- 1990, company won Malcolm Baldrige National Quality Award
- Boards: Air Transport Association, St. Jude Children's Research Hospital

Smye, Calvin Columbus, GA**Sonnenfeld, Jeffrey** Atlanta, GA

Director, Center for Leadership and Career Studies, Goizueta Business School

Sparks, Willard Memphis TN

Chairman and CEO, Sparks Companies, Inc., an agricultural research and consulting firm specializing in financial instruments, grains oilseeds, cotton, and livestock

- Part-owner, Vice President (futures broker), Refco, Inc., one of world's largest registered futures commission merchants
- Sparks Farming, Inc, farming and cattle feeding operation
- Boards: Memphis Arts Council, Memphis State, Oklahoma State University(former)
- Chairman: Tennessee Arts Commission(1991-93); Public Building Authority of Memphis and Shelby County, TN
- Board of Managers, New York Cotton Exchange (1990-present), Chicago Board of Trade, Chicago Mercantile Exchange, Kansas City Board of Trade

Spence, Roy Austin, TX

President, GSD&M Advertising

Stahl, Jack Atlanta, GA

Senior Vice President, The Coca-Cola Company, President, Coca-Cola USA

- Began career with company 1979, investor relation specialist. Promotions included Executive Assistant to the CFO, Manager and then Asst. Vice President of Planning and Business Development(1985), Vice President and Controller(1988), then CFO 1989
- Arthur Anderson for two years prior
- Bachelor's in economics from Emory University, Master's from Wharton School of Business
- Boards: Spelman College, Literacy Action

Stein, Larry Nashville, TN
President and CEO, Center for Rural Studies

Stephens, Warren AR
President and CEO, Stephens, Inc.

Strong, Beverly MS

Sturdivant, Mike Glendora, MS
Co-Chairman of the Board, MMI Hotel Group which includes Cabot Lodge Hotels, Holiday Inn/Embassy Suites, and King & Prince Hotel in their portfolio.
- Managing Partner, Due West Plantation. Extensive farming interests in Mississippi Delta
- Democratic Candidate for Governor of Mississippi, 1983 and 1987
- Boards: Millsaps College, Delta Council, Union Planters National Bank
- Former member of fiscal management Board of State of Mississippi and Southern Regional Education Board

Tarr-Whelan, Linda Washington, DC
President and Chief Executive Officer, Center for Policy Alternatives, a non-governmental progressive public policy center focusing on innovative policies and leaders in the fifty states.
- She has extensive public policy experience as an advocate and government official in areas of health care, employment, economic development, education and women's issues.
- Deputy Assistant to President Carter for Women's Concerns
- Director of Government Relations for National Education Association
- Administrative Director of New York State Department of Labor
- Director of Program Development for AFSCME
- Founder of Coalition of Labor Union Women and Center for Women in Government, President of State Issues Forum, Treasurer of Voters for Choice
- Boards: Advocacy Institute, National Commission on working women, Benton Foundation, Northeast Action
- Nursing degree from Johns Hopkins University, MS from University of Maryland

Tilton, Sandra GA
Call-a-Nurse

Torano, Maria Elena

Arlington, VA/Miami, FL

President of META, Inc (environmental services company for federal, state and local governments. One of top 200 Hispanic businesses in the US). Majority interest in METEC (asset management) - largest Hispanic contractor to Resolution Trust Co.

- Member, Hispanic Congressional Caucus Institute; Chair of National Hispanic Leadership Institute
- Director to U.S. Hispanic Chamber of Commerce
- Bush appointee to bipartisan U.S. Commission on Minority Business Development

Trauger, Byron

Nashville, TN

Chairman of the Board, Coventry Corporation, a managed health care company providing health benefits to employer groups in Pennsylvania, Missouri, Illinois, Virginia and Florida

- Founding Partner, Doramus & Trauger, a general practice law firm engaged in government relations services
- B.A., Duke University; Rhodes Scholar, University College, Oxford England (1972-75), Yale Law School, J.D. 1977
- National Finance Committee, Clinton for President
- Phil Bredesen for Governor Committee, Chair (93-94), and for Mayor Committee Chair (1990-91)
- Boards: Tennessee Environmental Council, Historic Nashville, American Heart Association of Chattanooga, (1981)
- Spouse: Aleta Trauger, United States Bankruptcy Judge for Middle District of Tennessee

Tschinkel, Sheila

GA

Senior Vice President and Director of Research, Federal Reserve Bank of Atlanta

Vereen, William

GA

President, Riverside Manufacturing Company

Vindasius, Julia

Pine Bluff, AR

Executive Director, Good Faith Fund, a self-employment loan fund in southeast Arkansas. Fund uses peer-group support to assist and finance small-scale entrepreneurs (pioneered by Grameen Bank in Bangladesh)

- Worked for Ford Foundation in New York and Shorebank Corporation (Chicago) with emphasis on urban and rural economic development finance projects
- Board: Association for Enterprise Opportunity, trade association of micro enterprise programs, South Florida Make-A-Wish Foundation

Walker, Linda

GA

Field Coordinator, National Performance Review

Wells, Nathaniel

Fort Pierce, FL

Westbrook, Hugh

Coral Gables, FL

Chairman and Chief Executive Officer, Vitas Healthcare Corporation, world's largest provider of medical, emotional and spiritual care to the dying. Vitas operates 26 locations in 9 states from Florida to California. Cares for average of 5,000 patients daily, 2,500 employees and revenues in excess of \$235 million.

- Developed innovative curriculum in death education at Miami-Dade Community College. Developed unique "interdisciplinary team" of hospice care
- Chairman of American Prospect magazine, national journal of progressive politics and public policy
- National Finance Chairman of DSCC (1993-94)

Wheeler, Thomas

Atlanta, GA

President and Owner, Wheeler/Kolb Management Company, a company involved in real estate with concentration in shopping centers (regional malls to specialty centers)

- Expertise in arranging financial transactions, negotiating third party partnerships, negotiating major tenant leases (i.e. Sears, Belk, Macy, Penny, Kmart, etc)
- Boards: Georgia's Bd. of Natural Resources, 1994-95 Chair of Land Acquisition Comm.
- Gwinnett Foundation, Inc., President 1994-95
- Atlanta native, BBA Management (1967) and MBA (1972)

White, Alan

Stamps, AR

Founder, Alan White Company, furniture producer, employing 475 people

- 70% of customer base has done business with Mr. White for over 35 years
- Born on a farm 6 miles south of Stamps, AR. Flew with Pan American for 9 years in Central and South America. Returned to Stamps (1950) to start furniture business
- Long term interest in job training. Objective to fulfill original purpose of JTPA (train disadvantaged people into self sufficient, productive and unsubsidized employment)
- Boards: American Furniture Manufacturers Association, Dalls Market Center, Arkansas State Chamber of Commerce,
- Delegate to Carter White House Conference on Small Business (appointed by Governor Bill Clinton), Delegate to Reagan White House Conference on Small Business (Senator Pryor), Governor's Task Force on Small Business
- Co-Host with Cong. Beryl Anthony for DCCC meeting in Southwest, AR
- Charter member National Federation of Independent Business Education Foundation, Council of 100, now Free Enterprise Council

White, Reggie

Williams, James

FL

River Grove Inc.

- Currently on Board of Directors of Golden Gem Growers, Inc., a citrus cooperative
- Lieutenant Governor of Florida and Secretary, Department of Administration(1975-79)
- Florida Senate (1968-74)
- Graduated from University of Florida in 1966 at age of 40
- Deputy Secretary of Agriculture, U.S. Department of Agriculture (1979-81)
- Boards: Economic Development Council, Habitat for Humanity, Salvation Army and YMCA, SunTrust Bank Holding Company, SunBanks of Florida, St. Johns Water Management District

Williams, Marguerite

Thomasville, GA

General Partner, Williams Investments, Ltd.

- National Boards: National Trust for Historic Preservation, Trustee Emeritus; Nation Trust for Historic Preservation Heritage Society, Chairman Emeritus; Fine Arts Committee of U.S. Department of State, C.A.R.E. Foundation
- Other Boards: Georgia Trust for Historic Preservation, Chairman, Chairman's Circle, University of Georgia President's Club, Florida State University President's Club, Thomasville-Thomas County Chamber of Commerce
- Political Activities: "Became an independent", 1988; 1992 Bill Clinton for President supporter
- National Society of Colonial Dames of America Roll of Honor (1981)

Wilson, Diana

Pine Grove, LA

Winter, William

Washington, DC

Chairman, Advisory Commission on Intergovernmental Relations

- Senior Partner, Watkins, Ludlam & Stennis
- Governor of Mississippi, 1980-84
- State Representative, State Treasurer, Lieutenant Governor of Mississippi
- Chairman of National Advisory Commission on Intergovernmental Relations, Nation Commission on the State and Local Public Service
- President of Board of Mississippi Department of Archives & History
- Fellow of Institute of Politics, Harvard University (1985)
- Public positions previously held: Chair of Southern Regional Education Board, Chair Appalachian Regional Commission, Kettering Foundation

Young, Andrew

Atlanta, GA

Vice Chairman, Law Companies Group, an engineering and environmental consulting company

- United States Congress, three terms. Resigned to become appointed by President Carter as United States Ambassador to the United Nations
- Mayor of Atlanta (1981 and 1985 for two terms)
- Presidential appointment, Chairman of Southern Africa Enterprise Development Fund
- Chairman of Law International, Inc (subsidiary of Law Companies Group, Inc,
- Co-Chair of Atlanta Committee for the Olympic Games
- Boards: Delta Airlines, Thomas Nelson Publishing Company, Host Marriott Corporation, Howard University, Georgia Tech Advisory Board, Martin Luther King, Jr. Center, Global Infrastructure Fund
- Received Presidential Medal of Freedom, America's highest civilian award
- Legion d'Honneur (France)

Zuschlag, Richard

Lafayette, LA

Co-Owner and President, Acadian Ambulance Service, Inc. (since 1971)

- Westinghouse Electric Company Space and Defense Center
- Greenville Broadcast Company (1968-70)
- Boards: Council for a Better Louisiana, Louisiana Hospital Association, LA Association of Business and Industry, LA Association of Broadcasters, Premier Bancorps
- 1991 U.S. Senate Innovation Award presented to Acadian Ambulance Service
- Businessman of the Year for State of Louisiana by SBA, 1980

THE WHITE HOUSE SOUTHERN REGION ECONOMIC CONFERENCE
March 28-29, Atlanta GA

PARTICIPANT BIOGRAPHICAL SKETCHES

ADDENDUM

Bottoms, James

Atlanta, GA

Director, Southern Regional Education Board's High Schools that Work Program, the largest effort in America to improve high schools for career-bound students. Program involves over 400 high schools sites in 19 states.

- Executive Director of American Vocational Association
- Director of Educational Improvement, Georgia Department of Education(13 years)
- Native of Georgia and a product of its public school system

Bowie, Harry

Greenville, MS

President and CEO, Delta Foundation, a non-profit community development corporation established in 1969. He oversees the operation of a holding company, Delta Enterprises comprised of four manufacturing companies:

- Fine Vines, Inc, a denim sports-wear manufacturer
- Electro National Corporation, a manufacturer of military aerospace switches and other electronic components
- Century Industries, Inc., a manufacturer of folding attic staircases
- Great River Spike Works, a manufacturer of railroad spikes
- Mississippi Institute for Technical and Economic Resources (MITRE)Inc. (1977-86)
- Director of Development, Absalom Jones Theological Institute, Atlanta
- Major role in organization of Southwest Mississippi Legal Service Corp, an organization that provides legal services to eligible clients in ten counties of Mississippi
- Delta Foundation selected to help administer \$15 million loan fund to clients in TVA region of Northeastern Mississippi
- B.A., Hobart College, Geneva NY; M.Div., The General Theological Seminary, NY,NY

Darden, Buddy

Atlanta, GA

Partner, Long, Aldridge & Norman

- Background: Represented Georgia's Seventh Congressional District in U.S. House for 6 terms. Served as member of Armed Services Committee and Interior and Insular Affairs Committee. Also served in Georgia General Assembly. Partner in Awtrey & Parket, P.C. in Marietta GA. District Attorney of Cobb Judicial Circuit (1973-1977)
- Boards: 1996 Atlanta Paralympic Games, National Botanic Garden, Richard B. Russell foundation
- Spouse: Lillian Darden is Vice President for Development of Wesley Homes, Inc. at Emory University

Farmer, Larry Sr.

Greenville, MS

President, Diversified Rural Development Services, Inc., a for-profit business that specializes in working with non-profit CDC's, CBO's, local units of government and small minority businesses and entrepreneurs.

- Company mission is to increase availability of human, technical and fiscal resources capitol for support of public and private self-help, community, economic and education development initiatives within poverty-stricken rural communities throughout Delta Regions of Mississippi, Arkansas and Louisiana
- Began career as professional community development activist and practitioner(1970) with Tate County Civic Club, Inc. under auspices of Mississippi Action for Community Education, Inc.(MACE). Joined MACE's training staff. Progressed and named President & CEO in 1986. Served until he formed his own company in 1994.

Fooks, Karen

Gainesville, FL

Director, Student Financial Affairs, University of Florida

- Began career at University of Florida(1971) as Student Assistant in Federal College Work Study Program. Promoted in Office for Student Financial Affairs over 15 year period to lead office.
- Negotiator for U.S. Department of Education Negotiated Rulemaking (1992-93)
- Active in National Association of Student Financial Aid Administration
- BA, psychology, University of Florida

King, Calvin

Brinkley, AR

Executive Director, Arkansas Land and Farm Development Corporation (ALFDC).

Directs program activities for Land/Agricultural Development Technical Assistance component on the local, substate region, state and regional levels.

- 1978-Present: Farmer, part-time. Responsible for all crop production and harvesting, live-stock production, and other activities necessary for the operation and maintenance of a family farm
- BA, Business Administration, Philander Smith College; Arkansas State University; Institute of Politics(1980); Leadership and Entrepreneurial Development Training Program, University of Arkansas Pine Bluff(1985)

Puente, Efren

Miami Beach, FL

Marketing position, Schieffelin & Somerset, a company in the sales of premium wines and liquors

- Immigrant parents. Upon his graduation from high school, began work as a plane cleaner and eventually a mechanic for Pan American World Airways. After 10 years(1991), the company folded and the local market was flooded with former Easter and Pan Am employees
- Qualified for Dislocated Worker Retraining benefits. With 15 usable community college credits, started attending school full-time. 1994 Graduate of Florida International University with BS in Marketing. Able to secure present marketing job.
- Efren says: "Thanks to the assistance I received for my retraining, I now use my hands to type a keyboard, not to turn a wrench; my tools say IBM and Compaq, not Craftsman and Snap-On; I wear a suit and tie to work instead of a dirty workshirt. I am extremely grateful I was given an opportunity to improve myself through re-training."

Wilson, Diana

Pine Grove, LA

Executive Assistant, Governor's Office of Education

Family background: Married for 25 years. Both she and spouse attended public school yet neither graduated. Both earned GED's. Middle class Catch 22: make too much money for federal assistance for education and training, yet don't make enough to afford the cost of acquiring the skills needed to better their family's situation.

Spouse: Spouse now has small business owner with 6 employees. Had been self-employed plumbing contractor for 28 years, but has now hired extra help to start his business.

Julie: Oldest daughter diagnosed with cancer at age 16 (10 years ago). No insurance. Received assistance from St. Jude's Hospital, faced with incredible expenses. Julie in remission and has four year old child. Cannot get health insurance.

Stephanie: Graduated from high school. Unsure about college. Works full-time in father's office keeping books and setting up appointments

Son: Seventeen, wants to go to college. Working hard in school. Mrs. Wilson wants to do anything to make sure he can go. Wilson's make too much money, with two incomes, to qualify for most federal aid, however, they cannot afford a four year college on their own.

Diana says: "We'll keep working hard and doing what we can".

Session III
Innovations in Education and Training

President Bill Clinton

Vice President Al Gore, Jr.

✓ Virginia Moore

✓ Dennis Bakke

✓ Sybil Mobley *in between, only go to is permitted to PPF*

✓ Wayne Glenn

✓ Karen Fooks → 7007870568 (140) *stunning*

✓ Nathaniel Wells *25 yrs old back to school*

✓ Sandra Tilton

✓ Maynard Jackson

✓ Mike Sturdivant

✓ Anne Jolly → 62000 \$

✓ Mark Musick

stop, stop, stop

✓ A.D. "Pete" Correll

✓ Gene Russo

✓ Benjamin Canada

✓ Austin Branch

✓ Secretary Richard Riley

✓ John Clendenin → *ple work/sit change across*

✓ Karetta Hubbard

✓ Steven Jones

✓ MICHAEL COLES
~~Michael Coles~~

✓ Thomas Mallot

✓ Johnetta Cole *8206 8th*

✓ Linda Chavez Thompson

*in between
back to school
CSP*

*62000
S-W
Polly Puffin*

- Future new train
- Future A Moving Target
- Success for All Children
- Work Plan → Stop Red Rain → Back to
- Top Treatment of 2019
- working together team two

Coles, Michael

Atlanta, GA

Co-Founder and Chairman of the Board, Great American Cookie Company, Inc.

- Started in 1977 with investment of \$8,000
- Suffered near-fatal motorcycle accident. Taught himself to walk again
- Held two World Record Transcontinental bicycling records
- 1989, one of four-man team to set world record for Transcontinental (LA to NYC) Human Powered Vehicle Bicycling event, crossing 3,000 miles in 5 days, 1 hour, 8 minutes
- 1986 National Women's Political Caucus Good Guy Award
- Governor Zell Miller appointment to Chair Georgia Roundtable
- Entrepreneur in Residence at John E. Anderson Graduate School of Management , at UCLA
- Entrepreneur of the Year, Stanford University Business School (1991)
- Boards: Walker Schook, Charter Bank and Trust, Georgia Public Television, Honorary Chair of Georgia Special Olympics

Collier, June

Harness Hill, Montgomery, AL

Chairman and CEO, National Apparel, Inc., one of America's leading manufacturers of chemical warfare protective clothing. Company produces battle dress uniform trousers and medium tents has over 4,000 employees and worldwide sales of \$100 million

- Background: Joined company in 1961 in temporary position as telephone receptionist. Progressed to accountant, production manager, plant manager and ultimately Chairman and CEO. Sole stock holder of wiring assembly and electrical component company when sold(1991)
- High school education, East Prairie High School, East Prairie, MO. Honorary Doctor of Laws degree from Troy State University. Has five children and seven grandchildren

Correll, A.D. "Pete"

Atlanta, GA

Chairman of the Board and Chief Executive Officer, Georgia-Pacific Corporation

- Boards: American Forest & Paper Association, Georgia Research Alliance, Keep America Beautiful, Inc., Atlanta Chamber of Commerce, Trust Company Bank of Atlanta, Atlanta Symphony, Southern Company, Georgia Chamber of Commerce, The Carter Center, Engraph, Inc., Chairman United Negro College Fund(former)
- Member: Trustee on United States Council for International Business Trade, President's Council on Sustainable Development, University of Georgia Foundation

4 Notes on Education

College Access

- ① Rebecca Cummins is the direct loan student from Florida Med School. She is in the audience and ready to talk if you call on her. We recommend that you do. (The note accessible to her is by the organ ~~towards the back~~).

School to Work/Business

- ② Mallo~~t~~ from Siemens has also brought a student-apprentice -- sitting right behind Mallo~~t~~. ~~You~~ Mallot will refer to him. You may want to call on him if there seems to be time.
- ③ Michael Coles, Chairman of Great American Cookie has been added to this panel. He could be included in a general question at the end on what is education doing right or wrong to meet the needs of business. His bio is attached. He has a good story on educating kids on cookie business.
- ④ Maynard Jackson: He wanted to be in the end discussion on role of business in education and training and the need for collaboration.

ADD TO END OF "ROLE OF BUSI. IN
ECON. + TRAINING"

10

Coles, Michael

Atlanta, GA

Co-Founder and Chairman of the Board, Great American Cookie Company, Inc.

- Started in 1977 with investment of \$8,000
- Suffered near-fatal motorcycle accident. Taught himself to walk again
- Held two World Record Transcontinental bicycling records
- 1989, one of four-man team to set world record for Transcontinental (LA to NYC) Human Powered Vehicle Bicycling event, crossing 3,000 miles in 5 days, 1 hour, 8 minutes
- 1986 National Women's Political Caucus Good Guy Award
- Governor Zell Miller appointment to Chair Georgia Roundtable
- Entrepreneur in Residence at John E. Anderson Graduate School of Management, at UCLA
- Entrepreneur of the Year, Stanford University Business School (1991)
- Boards: Walker School, Charter Bank and Trust, Georgia Public Television, Honorary Chair of Georgia Special Olympics

Collier, June

Harness Hill, Montgomery, AL

Chairman and CEO, National Apparel, Inc., one of America's leading manufacturers of chemical warfare protective clothing. Company produces battle dress uniform trousers and medium tents has over 4,000 employees and worldwide sales of \$100 million

- Background: Joined company in 1961 in temporary position as telephone receptionist. Progressed to accountant, production manager, plant manager and ultimately Chairman and CEO. Sole stock holder of wiring assembly and electrical component company when sold (1991)
- High school education, East Prairie High School, East Prairie, MO. Honorary Doctor of Laws degree from Troy State University. Has five children and seven grandchildren

Correll, A.D. "Pete"

Atlanta, GA

Chairman of the Board and Chief Executive Officer, Georgia-Pacific Corporation

- Boards: American Forest & Paper Association, Georgia Research Alliance, Keep America Beautiful, Inc., Atlanta Chamber of Commerce, Trust Company Bank of Atlanta, Atlanta Symphony, Southern Company, Georgia Chamber of Commerce, The Carter Center, Engraph, Inc., Chairman United Negro College Fund (former)
- Member: Trustee on United States Council for International Business Trade, President's Council on Sustainable Development, University of Georgia Foundation

Rebecca Cummins — The Audience

President Bill Clinton

Vice President Al Gore, Jr.

Elizabeth Coleman

Jerry Newby

Ernest Green

Joe Kiker

Larry Farmer

Crandall Bowles

Mack McLarty

Alice Rivlin

Calvin King

Richard Rominger

Tony Davidow

Governor Zell Miller

Frederick Smith

Laura Tyson

Hugh McColl

Secretary Robert Rubin

Jack Stahl

Katherine Hammer

Phyllis Jackson

Lovey Davis, Jr.

Donald Ratajczak

Charles Brown

Jesse Hill

Maria Elena Torano

Letitia Chambers

Phyllis Jackson

Note -

① Katherine Hammer has been replaced
by Letitia Chambers

② ~~Phyllis Jackson is not present~~

Note especially - Tab 5, page 2; Tab 6, pages 4 & 5.

Buckner, Elaine

Huntsville, AL

Volunteers of America

- Product of broken home, mother committed suicide, received food stamps
- Job Training Program Assistance participant
- Through the ASDA clerical program, rediscovered considerable writing skills
- Encouraged by skills center staff/area journalists
- Poetry published in an anthology, plans to publish a book

Campbell, William

Atlanta, GA

Mayor of the City of Atlanta

Canada, Benjamin

Atlanta, GA

Superintendent of Schools, City of Atlanta

Carradine, Wally

Little Rock, AR

Carradine & Associates

Chace, William

Atlanta, GA

President, Emory University

- Background: Grew up in Chevy Chase, MD. Attended Haverford College, undergraduate; University of California at Berkeley for master's and doctoral. Received Woodrow Wilson national Fellowship. Taught at Stillman College in Tuscaloosa. Professor of English at Stanford University. Elected President of Wesleyan University (1988)
- Writes on multiculturalism, political correctness, consumerism and university finances

Chambers, Letitia

Washington, DC

President and Founder of Chambers Associates Incorporated, a consulting firm specializing in public policy analysis and legislative representation. Dr. Chambers specializes in strategic planning with emphasis in fiscal policy, tax legislation, federal budget and financial issues and human services programs.

- Background: Dr. Chambers recently served as chief Budget Advisor to Clinton/Gore transition team. She served six years in several capacities on Senate staff including Senior Budget and Policy Analyst for Budget Committee, Staff Director of Senate Special Committee on Aging and Staff Director of Senate Committee on Labor and Human Resources (1979-80). Prior to joining the Senate staff, Dr. Chambers served in senior administrative positions in state government in New Mexico and with the Oklahoma City Public Schools. A graduate of University of Oklahoma, she holds a Doctorate from Oklahoma State University.
- Boards: Adams National Bank(1989-94)
- Member: President of Coalition of Publicly Traded Partnerships, Trustee of Council for Excellence in Government, Director of Center for National Policy, Trustee of Federal City Council

*Substitute Panel I for
Katherine Hammer*

THE WHITE HOUSE

MR. PRESIDENT/VICE PRESIDENT:

(1) SESSION I WAS TO END AT
10:30 - we're 45 minutes
behind pace. ==

Suggestions:

(1) AFTER YOU CALL ON THOSE
IDENTIFIED IN THE TEXT,
YOU MIGHT ASK ANY PANELISTS
WHO HAVE NOT SPOKE TO
ANSWER ~~TO~~ A SPECIFIC QUESTION,
SUCH AS: "What do you believe is
the most distinctive characteristic
of the So. Economy?"

(2) LET'S SKIP THE 15 MIN.
BREAK BETWEEN I + II,

(3) DON'T GO TO THE FLOOR UNTIL
AFTER SESSION II,

(4) THE 45 MIN LUNCH SHOULD
BECOME A 15 MIN BREAK -
INSTEAD FORKS TO GRAB A BOX
LUNCH DOWNSTAIRS (They know
where) + bring it here after

Session II. --- --- ---

—

Andy
Young

—

John - Alison is
going to stay at the
POTUS Door for you to
be able to find her
immediately - Since I'm
doing the entire site I'll
be at the rear door to your
left.

SESSION II.

- MUST STOP AT NO LATER
THAN 12:40 - THIS
ALLOWS 20 min FOR
PEOPLE TO GRAB
LUNCH - + THAT
WOULD GET US BACK
ON SCHEDULE (1pm)

- I SUGGEST THAT YOU
"GO TO THE FLOOR" AT
12:25 or 12:30. 4 MIKES
ARE AROUND THE ROOM.

- THIS IS GOING GREAT.

- PS. - REMEMBER THAT ED
SMITH IS ABSENT, + JULIA
VINDASIKS IS
NOW ON PANEL IV.

MR. PRESIDENT / VICE PRESIDENT
AT 11:00 LET'S
STOP THIS SESSION
+ MOVE TO SESSION II.

(It will take 5 min
to change over, if you
both need a quick
break)

JE

EMORY

You might mention
our G-7

Jobs Summit in
Detroit that focused
on this

Session II
Strains on Working Families in
the New Economy

President Bill Clinton

Vice President Al Gore, Jr.

Andrew Young

Hugh Westbrook

Diana Lyons Wilson

Linda Tarr-Whelan

Secretary Donna Shalala

Kimberly Augustine

Steve Allen

Irma Flores

Ron Pollack

[REDACTED]

Elaine Buckner

Secretary Robert Reich

Sonja Felton

Cheryl Smith

Bruce Raynor

James Powers, Sr. - his - m.conf

Sarah Shuptrine

Elena Hanggi

Efren Puente

Carol Rasco

Robert Greenstein

VI. Session Two: STRAINS ON WORKING FAMILIES IN THE NEW ECONOMY

- Presentations (15 min.)
 1. Wage Stagnation and the Importance of Training: Prof. Steve Allen, NC State
 2. Combining Work and Family: Cheryl Gibson Smith, Director,
Downtown Child Development Center, Atlanta
 3. Dilemmas of Lower-Income Families: Sarah Shuptrine, child and poverty expert,
Charleston, SC
- Discussion (70 min.)
 - Wage Stagnation and Training (20 min.)
 - o Anxieties of Changing Jobs
 - Combining Work and Family (40 min.)
 - o Finding Quality Child Care
 - o Saving for Education
 - o Strains from Health Care Crises
 - Dilemmas of Lower-Income Families (10 min.)
- Optional: Questions and Comments From the Floor (5 min.)

VII. Session Three: INNOVATIONS IN EDUCATION AND TRAINING

- Presentations (15 min.)
 1. Educational Reform Overview: Mark Musick, Southern Regional Education Board
 2. Direct Lending Program: Karen Fooks, University of Florida
 3. Business Perspective on School-To-Work: John Clendenin, Bell South Corp.
- Discussion (70 min.)
 - Status of Education Reform Efforts in the Southern Region
 - Accessibility and Quality of Higher Education
 - The Role of Business in Education and Training
- Optional: Questions and Comments From the Floor (5 min.)

— Meeting
work session
Ty soft → S-W

— collecting
— Regulation

VIII. Session Four: INVESTING IN SUSTAINED GROWTH AND JOB CREATION

- Presentations (20 min.)
 1. Investing for Future Prosperity: Mayor Campbell, Atlanta, Georgia
 2. Small Business Aid for Job Creation: Janette Golden, President,
J-Net Micro Computer
 3. Trade, Export Assistance, and Transition: Bernard McPheely, General Manager,
Hartness International
 4. Innovation and Competition: Earnest Davenport, Jr., Chairman and CEO,
Eastman Chemical
- Discussion (65 min.)
 - Investing for Future Prosperity
 - Small Business Aid for Job Creation
 - Trade, Export Assistance, and Transition
 - Innovation and Competition
- Lessons and Legacy of Southern Regional Economic Strategy:
Gov. William Winter (5 min.)

Opens and Closes

Panel I -- POTUS Open

Thank you, Dr. Ratajzak.

First, let me introduce the Administration officials who are joining us for the first panel:

- Vice President Gore
- Laura Tyson, Director of the National Economic Council
- Alice Rivlin, Director of the Office of Management and Budget
- Secretary of the Treasury Bob Rubin
- and my Counselor, Mack McLarty

Our first panel will discuss issues in the regional economy. Our national economy is, after all, not so much a single national economy as much as a large number of regional and local economies. And even when we focus on a region of the country, we should focus not just on statistics or charts, but on the real source of economic opportunity -- our people.

Of course, no single group can hope to fully capture the richness and variety of the South. -- from farms to factories, from high-tech centers to tourist attractions, from big companies to small ones; from rural, and suburban and urban communities.

This panel, however, captures much of the story of the economy of the South.

Let's start with the Governor of Georgia -- Zell Miller. Governor, you and I have each worked for a long time on issues of the Southern economy. In your own state, you've served as a fierce proponent of improving education as a key element of improving economic competitiveness. You've served as Chairman of the Southern Growth Policies Board and, in that capacity, you issued the 1992 report, "Measure by Measure" charted the course for economic growth in the 1990's. How do you assess the state of the economy in Georgia and in the South generally?

Panel I -- Close

Thank you.

I would like to thank every member of this panel for taking part in this discussion -- for speaking of their experiences.

Our discussion highlights the great -- and historic -- strength of the American economy -- the simple concept of economic opportunity. Your comments have shown how businesses and workers have found success and what we need to do to ensure that success can come in the future.

That's the first theme I've heard from you. That there's a lot to be proud of in the South -- new jobs, new companies, a lot of success.

But there's a second -- more disquieting theme. Side by side with areas of growth and prosperity there still exist pockets of poverty. We need to ensure that people aren't left behind. Sometimes that means working with communities that are falling out of the economic mainstream. But increasingly, it means confronting the problems of families -- families whose hours are longer but whose pay isn't higher. We confront a time when recent economic success has yet to erase continuing economic insecurity. We've come a long way in the last two years; but we haven't come far enough.

These are the kind of issues that we will discuss in the next panel when we confront the strain on working families.

AGENDA

Southern Regional Economic Conference
Atlanta, Georgia
March 29, 1995

- I. Welcoming Remarks: William Chace, President of Emory University and Secretary Ron Brown
- II. Opening Remarks: POTUS (8 min.)
- III. National Economic Overview: Secretary Bob Rubin (7 min.)
- IV. Southern Regional Economic Overview: Donald Ratajczak, Economic Forecasting Center, Emory University (5 min.)
- V. Session One: ISSUES IN THE REGIONAL ECONOMY
 - Presentations (20 min.)
 1. Working Together for Growth: Gov Zell Miller → to, Team, Impact, Partnership
 2. The International Economy: Maria Elena Torano, President of META
 3. Success in Business: Hugh McColl Jr., Chairman, NationsBank
 4. Regional and Rural Challenges in the South: Larry Farmer, Diversified Rural Development Services
 - Discussion (40 min.)
 - Working Together for Growth
 - o Civil Rights and Economic Success
 - o Corporate Responsibility
 - The International Economy
 - o Helping Workers Adapt to the New Economy
 - o Being Competitive In Manufacturing
 - Success in Business
 - o Innovation and Technology
 - Regional and Rural Challenges in the South
 - o Agriculture and the Issues Farmers Face
 - Open Discussion (20 min.)
 - Optional: Questions and Comments from the Floor (time permitting)

PHOTOCOPY
WJC HANDWRITING

4) Regional and Rural Challenges in the South -- Larry Farmer, Diversified Rural Development Services.

IL COMMENTS (40 min.):

- o **Working Together for Growth:** Possible comments by:
 - o *Civil Rights and Economic Success:* Jesse Hill, Atlanta Life Insurance
 - o *Corporate Responsibility:* Jack Stahl, Coca Cola
- o **The International Economy**
 - o *Developing New Markets* -- Phyllis Jackson, World African Network
 - o *Possible Comments* by Joe Kiker, United Steel Workers.
 - o *Possible comments* by Elizabeth Coleman, Vice-Chair, President's Export Council.
 - o *Being Competitive in Manufacturing* -- Junior Davis, a 20-year employee in Ford's Atlanta auto plant.
- o **Success in Business**
 - o *Possible comments* by Fred Smith, Federal Express.
 - o *Innovation and Technology* -- Katherine Hammer, CEO, Evolutionary Technologies Inc
 - o *Possible comments* by Charles Brown, Technology Park Atlanta.
- o **Regional and Rural Challenges in the South.**
 - o *Agriculture and the Issues Farmers Face:* Gary Newby, Alabama farmer.
 - o *Possible Comments* by Calvin King, Arkansas Land and Farm Development.

III. OPEN DISCUSSION (19 minutes):

- o Additional Comments* by Ernie Green, Lehman Brothers, Crandall Bowles, Springs Industries, and Tony Davidow, Toncee, Inc (small business).

- o Open Questions/Comments from the floor.

IV. POTUS CLOSE (2 minutes)

PHOTOCOPY
WJC HANDWRITING

Panel IV - POTUS Close

Thank you Mr. Vice President.

I convened this economic conference because I wanted to explore a basic question: What's distinctive about the Southern economy and what can we learn from it?

That's why we are holding a series of regional conferences -- to explore the best in every region; to seek the best solutions to the tough problems that working families face.

What's distinctive about the Southern economy? Its impressive growth. More than 40 percent of the new jobs over the past two years have been created in the South. And that growth isn't built on attracting businesses looking for low-wage and low-skill workers. Instead, the South is meeting the challenge of the global economy.

Of course, the South isn't all of the way home yet. The gap between those who are doing well and those that are struggling -- disparity of incomes and opportunities -- is readily apparent. Poverty, in cities and in the rural South, remains a pressing concern.

But what we can learn from the economy of the South is this: That people working together can take advantages of the challenges of the global economy.

Junior Davis, from the Ford Taurus plant in Atlanta, isn't just working by himself. He's working with management and co-workers to create a new kind of workplace -- where cooperation in the factory means quality to the customer.

Irma Flores, who owns a cleaning service in San Antonio, knows that children aren't raised just by their parents. That's why she allows her employees to bring their children to work when they need to. Because being friendly to families really means being friendly to children.

Karen Fooks, who directs financial aid at the University of Florida, knows that the future of her students should not be limited by the past economic success of their families. She knows that Americans, working together, can provide direct student lending -- and create economic opportunity that might not have otherwise existed.

And Jean Griswold, who started a company that offers breast cancer screening, knows that we can work together to combat disease. With the help of an SBA loan, she purchased a mobile coach so that her medical services can reach her customers, particularly elderly and handicapped women. That SBA loan came

from all of us -- and it will help save the lives of woman that we will never meet.

You know, sometimes in Washington we talk about programs. The Earned Income Tax Credit or JTPA or the SBA or technology partnerships. But what we learn from the Southern experience is that these aren't just programs -- they're people. These aren't classifications of bureaucratic initiatives; they're communities at work.

What we saw today is not just "what" communities and governments and workers and businesses are doing. Today, we saw "why" we are working to raise incomes and erase insecurity and strengthen economic opportunity. And we caught of glimpse of "who" that work is going to benefit.

To all of our participants, and to the Administration officials who have joined us, thank you.

● We got together a group of economists, small business owners, educators, corporate executives and working men and women who are struggling to provide for their families, so that they too can achieve the American dream like their parents.

● We talked about a lot of things - but what all the talk amounts to is an issue that is being debated in Washington these days - what the proper role of the national government is in working with the American people to meet our challenges.

Our mission is to keep the American Dream alive for all our people; to grow the middle class and shrink the underclass; to promote the mainstream values of work, family, community and looking out for the future of our children; to reform government to meet the challenges we face.

On one side of the debate in Washington is the old view that big, one-size-fits-all government can fix all of our problems. On the other is the view that government is the source of all problems.

In the real world that's a false choice.

My view is different from both of these. I ran for president because I still believe government does have a role to play as a partner in meeting the challenges of the future with all of the American people. I believe the role of government is to increase opportunity as we shrink bureaucracy, to empower people to make the most of their own lives, and to enhance our security at home and abroad.

The key to our future is our ability to create more opportunity and, at the same time, the willingness of our citizens to assume more responsibility. That's what I call The New Covenant.

I agree that we have to cut outmoded government, and our administration has led the way. There are already more than 100,000 fewer people working for the national government than there were on the day I became President.

We're on our way to the smallest federal establishment since President Kennedy was in office. We cut more than 300 domestic programs in our first two budgets; we want to eliminate or consolidate 400 more.

But we have to go beyond cutting, and even beyond restructuring to literally reevaluate what we're doing.

Are we doing it well? Should we be doing it at all?

Should somebody else be doing it? Are we being as

innovative and flexible as the most creative private

organizations in this country?

We should never be less creative or less entrepreneurial simply because we have a public mission.

There is a right way to reform government and a wrong way. We need not cut college loans for millions, if we take some profits away from banking middlemen who made the system less efficient. We need not stop making our children's schools stronger, if we trim government overhead.

I also believe that this government should invest in your future and in your capacity to contribute and to live up to the fullest of your abilities. The fight for education is the fight for the American Dream. It is the fight for America's middle class. It is the fight for the 21st century.

You understand what I'm talking about. I know there was a rally today to protest cuts in student loans.

All of you here realize that student loans are an essential investment in your future -- and I applaud your efforts to stand up and fight for them. All of you know - and I know that education is the key to the success of our nation.

That is why I support more investments in education and technology and training, and empowering people to make the most of their own lives. And that's why we worked so hard to make last year the best year for education reform in 30 years.

With Goals 2000, we worked as a partner with parents, communities and educators to set world class standards for our schools, and gave teachers and parents the power to decide how to meet these standards. We expanded Head Start. We made college loans more affordable for millions of people -- loaning directly to students at lower costs and on better repayment terms. At the same time, we've insisted on more responsibility:

Stricter enforcement has cut taxpayers' cost of delinquent loans from \$2.8 billion a year to \$1 billion a year since 1991.

Something else that I've done that I'm very proud of is our national service program, Americorps. It already has 20,000 Americans taking responsibility for improving their country at the grass roots level and earning some money to go to school.

Americans like the 89 Americorps members in Texas who immunized 104,000 infants in Texas two summers ago. Members in St. Petersburg, Florida who are helping neighborhoods set up crime watches to fight crime. And the Americorps members who are working in Americus with Emory's most distinguished professor [former President Jimmy Carter] and Habitat for Humanity to build houses for the homeless.

Right here in Atlanta, too, you can already see Americorps in action.

65 Americorps members -- several of them Emory graduates -- are helping to keep elementary school students from falling behind. They're working side by side with teachers and parents, providing the one-on-one attention these children desperately need.

And if you're wondering whether or not they're making a difference, one of the school principals says he's never seen anything work quite so well in his 24 years of experience in the Atlanta public school system.

Service is something students here at Emory know a lot about. I understand that Volunteer Emory has over 1200 students serving more than 200 agencies and that all freshman are required to do community service. So I know that you have seen how much the community appreciates you giving back to them.

Education is the key to our future. It ought not to be a partisan issue. If there is one thing in the whole world that ought to unite us on the way to the next century, it should be our common commitment to the potential of our people.

Many of you showed your commitment by attending that rally earlier today and this one now. Our conversations at the economic conference continued an ongoing dialogue we've been having about how best to prepare for the future. But this is only a start.

We have to remain dedicated to our goals. And by working together, we will accomplish them.

###

[In the case of a "Dooley" appearance at the event, the most appropriate response would be:

"Presidents may come, and Presidents may go, but Dooley lives on forever"]