

NLWJC - KAGAN

EMAILS RECEIVED

ARMS - BOX 023 - FOLDER -003

[01/16/1998]

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Kevin S. Moran (CN=Kevin S. Moran/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:16-JAN-1998 11:14:10.00

SUBJECT: Daily Talking Points: Leadership at Home and Abroad

TO: Judith A. Winston (CN=Judith A. Winston/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Robert Wexler (CN=Robert Wexler/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Michael Wenger (CN=Michael Wenger/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Brenda Toineeta (CN=Brenda Toineeta/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Chandler G. Spaulding (CN=Chandler G. Spaulding/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Maria E. Soto (CN=Maria E. Soto/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Michael J. Sorrell (CN=Michael J. Sorrell/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Katherine D. Sheckells (CN=Katherine D. Sheckells/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Lydia Sermons (CN=Lydia Sermons/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Scott R. Palmer (CN=Scott R. Palmer/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Evelina Mosby (CN=Evelina Mosby/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Tamara Monosoff (CN=Tamara Monosoff/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Jacinta Ma (CN=Jacinta Ma/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Ana Lopez (CN=Ana Lopez/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Lin Liu (CN=Lin Liu/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Allison J. King (CN=Allison J. King/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Diana Kappner (CN=Diana Kappner/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Audrey M. Hutchinson (CN=Audrey M. Hutchinson/OU=PIR/O=EOP [PIR])

READ:UNKNOWN

TO: Wanda Habash (CN=Wanda Habash/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Linda C. Gray (CN=Linda C. Gray/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Claire Gonzales (CN=Claire Gonzales/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: John M. Goering (CN=John M. Goering/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Danielle B. Glosser (CN=Danielle B. Glosser/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Grace A. Garcia (CN=Grace A. Garcia/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Cedra D. Eaton (CN=Cedra D. Eaton/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Jennifer A. Dolan (CN=Jennifer A. Dolan/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: David K. Chai (CN=David K. Chai/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Michele Cavataio (CN=Michele Cavataio/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Elizabeth A. Castle (CN=Elizabeth A. Castle/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Rhonda Carney (CN=Rhonda Carney/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: David Campt (CN=David Campt/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Lacrechia Cade (CN=Lacrechia Cade/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Alexander L. Boyle (CN=Alexander L. Boyle/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Marjorie A. Black (CN=Marjorie A. Black/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Patrick Aylward (CN=Patrick Aylward/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Randy D. Ayers (CN=Randy D. Ayers/OU=PIR/O=EOP [PIR])
READ:UNKNOWN

TO: Wesley P. Warren (CN=Wesley P. Warren/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Shelley N. Fidler (CN=Shelley N. Fidler/OU=CEQ/O=EOP [CEQ])

READ:UNKNOWN

TO: Sally Ericsson (CN=Sally Ericsson/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Robert S. Kapla (CN=Robert S. Kapla/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Peter G. Umhofer (CN=Peter G. Umhofer/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Michael V. Terrell (CN=Michael V. Terrell/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Lisa Guide (CN=Lisa Guide/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Linda Lance (CN=Linda Lance/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Keith E. Laughlin (CN=Keith E. Laughlin/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Kathleen A. McGinty (CN=Kathleen A. McGinty/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Elliot J. Diringier (CN=Elliot J. Diringier/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Elisabeth A. Blaug (CN=Elisabeth A. Blaug/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Edward R. Clark (CN=Edward R. Clark/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Dinah Bear (CN=Dinah Bear/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: David B Sandalow (CN=David B Sandalow/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Carolyn D. Mosley (CN=Carolyn D. Mosley/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Bradley M. Campbell (CN=Bradley M. Campbell/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Beth A. Viola (CN=Beth A. Viola/OU=CEQ/O=EOP [CEQ])
READ:UNKNOWN

TO: Hector X. Zuniga (CN=Hector X. Zuniga/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ian A. Zakrocki (CN=Ian A. Zakrocki/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Fumihiko Yashiro (CN=Fumihiko Yashiro/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jonathan R. Yarowsky (CN=Jonathan R. Yarowsky/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Lucia A. Wyman (CN=Lucia A. Wyman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Carolyn T. Wu (CN=Carolyn T. Wu/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ronald L. Wright (CN=Ronald L. Wright/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Barbara D. Woolley (CN=Barbara D. Woolley/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dawn V. Woollen (CN=Dawn V. Woollen/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Debra S. Wood (CN=Debra S. Wood/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Vivian C. Wong (CN=Vivian C. Wong/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Woyneab M. Wondwossen (CN=Woyneab M. Wondwossen/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Patricia Wilson (CN=Patricia Wilson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eileen A. Wilson (CN=Eileen A. Wilson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Courtland L. Willman (CN=Courtland L. Willman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sherman A. Williams (CN=Sherman A. Williams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Patricia Williams (CN=Patricia Williams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael W. Williams (CN=Michael W. Williams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lisa M. Williams (CN=Lisa M. Williams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cecily C. Williams (CN=Cecily C. Williams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kim B. Widdess (CN=Kim B. Widdess/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: William H. White Jr. (CN=William H. White Jr./OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Daniel Wexler (CN=Daniel Wexler/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Howard R. Westray (CN=Howard R. Westray/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Maria A. Westfried (CN=Maria A. Westfried/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lowell A. Weiss (CN=Lowell A. Weiss/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Philip L. Weintraub (CN=Philip L. Weintraub/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Robert N. Weiner (CN=Robert N. Weiner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Glen M. Weiner (CN=Glen M. Weiner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dorian V. Weaver (CN=Dorian V. Weaver/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christopher Wayne (CN=Christopher Wayne/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Setti D. Warren (CN=Setti D. Warren/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christopher F. Walker (CN=Christopher F. Walker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ann F. Walker (CN=Ann F. Walker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael Waldman (CN=Michael Waldman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael B. Waitzkin (CN=Michael B. Waitzkin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Janice H. Vranich (CN=Janice H. Vranich/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Miriam H. Vogel (CN=Miriam H. Vogel/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Amandeep S. Virdi (CN=Amandeep S. Virdi/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Thomas J. Vellenga (CN=Thomas J. Vellenga/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ilia V. Velez (CN=Ilia V. Velez/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dag Vega (CN=Dag Vega/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Terry Vasquez (CN=Terry Vasquez/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Suzanna A. Valdez (CN=Suzanna A. Valdez/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Eileen M. Upperman (CN=Eileen M. Upperman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: June G. Turner (CN=June G. Turner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Phyllis J. Tucker (CN=Phyllis J. Tucker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Paul A. Tuchmann (CN=Paul A. Tuchmann/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Clare E. Treanor (CN=Clare E. Treanor/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karen Tramontano (CN=Karen Tramontano/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Gregory T. Trainor (CN=Gregory T. Trainor/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Serena C. Torrey (CN=Serena C. Torrey/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Barry J. Toiv (CN=Barry J. Toiv/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Amy W. Tobe (CN=Amy W. Tobe/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Terri J. Tingen (CN=Terri J. Tingen/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Tracey E. Thornton (CN=Tracey E. Thornton/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Patsy L. Thomasson (CN=Patsy L. Thomasson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Edwin R. Thomas III (CN=Edwin R. Thomas III/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Theresa A. Thibadeau (CN=Theresa A. Thibadeau/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ora Theard (CN=Ora Theard/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: James M. Teague (CN=James M. Teague/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Marjorie Tarmey (CN=Marjorie Tarmey/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Neera Tanden (CN=Neera Tanden/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael J. Sullivan (CN=Michael J. Sullivan/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Alan P. Sullivan (CN=Alan P. Sullivan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Carrie A. Street (CN=Carrie A. Street/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Stephanie S. Streett (CN=Stephanie S. Streett/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dana C. Strand (CN=Dana C. Strand/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Darby E. Stott (CN=Darby E. Stott/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cheri L. Stockham (CN=Cheri L. Stockham/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Annie Stewart (CN=Annie Stewart/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Todd Stern (CN=Todd Stern/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Aviva Steinberg (CN=Aviva Steinberg/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Helen M. Stefanopoulos (CN=Helen M. Stefanopoulos/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Elisabeth Steele (CN=Elisabeth Steele/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christine A. Stanek (CN=Christine A. Stanek/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Samantha T. Speight (CN=Samantha T. Speight/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Stacie Spector (CN=Stacie Spector/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Douglas B. Sosnik (CN=Douglas B. Sosnik/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Patricia Solis-Doyle (CN=Patricia Solis-Doyle/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Samuel B. Sokol (CN=Samuel B. Sokol/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Richard Socarides (CN=Richard Socarides/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jonathan E. Smith (CN=Jonathan E. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dorothea S. Smith (CN=Dorothea S. Smith/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Craig T. Smith (CN=Craig T. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Brigham C. Smith (CN=Brigham C. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Brian E. Smith (CN=Brian E. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Brian D. Smith (CN=Brian D. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Bernice W. Smith (CN=Bernice W. Smith/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dawn L. Smalls (CN=Dawn L. Smalls/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: C. Wayne Skinner (CN=C. Wayne Skinner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karen E. Skelton (CN=Karen E. Skelton/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Tracy F. Sisser (CN=Tracy F. Sisser/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sherry L. Singer (CN=Sherry L. Singer/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Wandra E. Simpson (CN=Wandra E. Simpson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Bryan Simmons (CN=Bryan Simmons/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Stephen B. Silverman (CN=Stephen B. Silverman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Joshua Silverman (CN=Joshua Silverman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael A. Siegel (CN=Michael A. Siegel/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Wendy W. Showers (CN=Wendy W. Showers/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cynthia L. Shourds (CN=Cynthia L. Shourds/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: June Shih (CN=June Shih/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Steve A. Sherman (CN=Steve A. Sherman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Douglas S. Sheorn (CN=Douglas S. Sheorn/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Melanie L. Shender (CN=Melanie L. Shender/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Thomas A. Shea (CN=Thomas A. Shea/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Maureen T. Shea (CN=Maureen T. Shea/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael A. Sharp (CN=Michael A. Sharp/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ruby Shamir (CN=Ruby Shamir/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jennifer C. Self (CN=Jennifer C. Self/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Robert D. Secrest (CN=Robert D. Secrest/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sondra L. Seba (CN=Sondra L. Seba/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Brooks E. Scoville (CN=Brooks E. Scoville/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Judithanne V. Scourfield (CN=Judithanne V. Scourfield/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Marsha Scott (CN=Marsha Scott/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura D. Schwartz (CN=Laura D. Schwartz/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jamie B. Schwartz (CN=Jamie B. Schwartz/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Noah M. Schubert (CN=Noah M. Schubert/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Elisabeth M. Schilling (CN=Elisabeth M. Schilling/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura E. Schiller (CN=Laura E. Schiller/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Debra A. Schiff (CN=Debra A. Schiff/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Susan O. Sawyer (CN=Susan O. Sawyer/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: G. Timothy Saunders (CN=G. Timothy Saunders/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Justin M. Sandberg (CN=Justin M. Sandberg/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Ana Sanchez (CN=Ana Sanchez/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dorinda A. Salcido (CN=Dorinda A. Salcido/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ana Maria Salazar (CN=Ana Maria Salazar/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Evan Ryan (CN=Evan Ryan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Virginia N. Rustique (CN=Virginia N. Rustique/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Peter Rundlet (CN=Peter Rundlet/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Charles F. Ruff (CN=Charles F. Ruff/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Stacey L. Rubin (CN=Stacey L. Rubin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sharolyn A. Rosier (CN=Sharolyn A. Rosier/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Danielle Rose (CN=Danielle Rose/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Robert Rosen (CN=Robert Rosen/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dan K. Rosenthal (CN=Dan K. Rosenthal/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Stuart D. Rosenstein (CN=Stuart D. Rosenstein/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jena V. Roscoe (CN=Jena V. Roscoe/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Steven J. Ronnel (CN=Steven J. Ronnel/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Geronimo M. Rodriguez Jr (CN=Geronimo M. Rodriguez Jr/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Gertrude A. Roddick (CN=Gertrude A. Roddick/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Helen P. Robinson (CN=Helen P. Robinson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: William D. Roberts (CN=William D. Roberts/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Maritza Rivera (CN=Maritza Rivera/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Jonathan Right (CN=Jonathan Right/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Earlene F. Rick (CN=Earlene F. Rick/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Abigail Rezneck (CN=Abigail Rezneck/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Stacy E. Reynolds (CN=Stacy E. Reynolds/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Nelson Reyneri (CN=Nelson Reyneri/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Brian A. Reich (CN=Brian A. Reich/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lauren C. Redmond (CN=Lauren C. Redmond/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Rachel A. Redington (CN=Rachel A. Redington/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: James M. Reagan (CN=James M. Reagan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mary M. Ratliff (CN=Mary M. Ratliff/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Irwin Raij (CN=Irwin Raij/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Victoria Radd (CN=Victoria Radd/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karl A. Racine (CN=Karl A. Racine/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Nicole R. Rabner (CN=Nicole R. Rabner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Alice J. Pushkar (CN=Alice J. Pushkar/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dawn Puestow (CN=Dawn Puestow/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Melissa J. Prober (CN=Melissa J. Prober/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jaycee A. Pribulsky (CN=Jaycee A. Pribulsky/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Tanya L. Prescott (CN=Tanya L. Prescott/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karen A. Popp (CN=Karen A. Popp/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Shawnrick S. Polk (CN=Shawnrick S. Polk/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: John Podesta (CN=John Podesta/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Angelique Pirozzi (CN=Angelique Pirozzi/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Darren D. Peters (CN=Darren D. Peters/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michelle Peterson (CN=Michelle Peterson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karen W. Peterson (CN=Karen W. Peterson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mei Mei Peng (CN=Mei Mei Peng/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Charles J. Payson (CN=Charles J. Payson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Julia M. Payne (CN=Julia M. Payne/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sally P. Paxton (CN=Sally P. Paxton/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Aaron P. Patterson (CN=Aaron P. Patterson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Simeona F. Pasquil (CN=Simeona F. Pasquil/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Carole A. Parmelee (CN=Carole A. Parmelee/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eleanor S. Parker (CN=Eleanor S. Parker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Doris Parker (CN=Doris Parker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jennifer M. Palmieri (CN=Jennifer M. Palmieri/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Tracy Pakulniewicz (CN=Tracy Pakulniewicz/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Catherine R. Pacific (CN=Catherine R. Pacific/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Rosemary B. O'Shea (CN=Rosemary B. O'Shea/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Peter O'Keefe (CN=Peter O'Keefe/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Dimitri J. Nionakis (CN=Dimitri J. Nionakis/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Elizabeth R. Newman (CN=Elizabeth R. Newman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Timothy L. Newell (CN=Timothy L. Newell/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kathleen Neumann (CN=Kathleen Neumann/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: David W. Neslen (CN=David W. Neslen/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mark D. Neschis (CN=Mark D. Neschis/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Robert W. Nelson (CN=Robert W. Nelson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Charles B. Nash (CN=Charles B. Nash/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Bob J. Nash (CN=Bob J. Nash/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Alex G. Nagy (CN=Alex G. Nagy/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sam Myers (CN=Sam Myers/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Reuben L. Musgrave Jr. (CN=Reuben L. Musgrave Jr./OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Alison Muscatine (CN=Alison Muscatine/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Melissa M. Murray (CN=Melissa M. Murray/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Janet Murguia (CN=Janet Murguia/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jonathan Murchinson (CN=Jonathan Murchinson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Scott Mulhauser (CN=Scott Mulhauser/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mary Morrison (CN=Mary Morrison/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kevin S. Moran (CN=Kevin S. Moran/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Minyon Moore (CN=Minyon Moore/OU=WHO/O=EOP [WHO])

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TO: Linda L. Moore (CN=Linda L. Moore/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Megan C. Moloney (CN=Megan C. Moloney/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Deborah B. Mohile (CN=Deborah B. Mohile/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mona G. Mohib (CN=Mona G. Mohib/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Rajiv Y. Mody (CN=Rajiv Y. Mody/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cheryl D. Mills (CN=Cheryl D. Mills/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Elisa Millsap (CN=Elisa Millsap/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Matthew R. Millikin (CN=Matthew R. Millikin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Tanya L. Miller (CN=Tanya L. Miller/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Timothy O. Milbrath (CN=Timothy O. Milbrath/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: R. Scott Michaud (CN=R. Scott Michaud/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Noa A. Meyer (CN=Noa A. Meyer/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Manuel A. Mendoza (CN=Manuel A. Mendoza/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Estela Mendoza (CN=Estela Mendoza/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Susan McNay (CN=Susan McNay/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Nancy E. McNamara (CN=Nancy E. McNamara/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Myron L. McMullen Sr. (CN=Myron L. McMullen Sr./OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Patricia A. McHugh (CN=Patricia A. McHugh/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Anne E. McGuire (CN=Anne E. McGuire/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

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READ:UNKNOWN

TO: Michael D. McCurry (CN=Michael D. McCurry/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ann A. McCoy (CN=Ann A. McCoy/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kelli R. McClure (CN=Kelli R. McClure/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: William W. McCathran (CN=William W. McCathran/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ellen W. McCathran (CN=Ellen W. McCathran/OU=WHO/O=EOP [WHO])
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TO: Stacey S. McArdle (CN=Stacey S. McArdle/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Andrew J. Mayock (CN=Andrew J. Mayock/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Emory L. Mayfield (CN=Emory L. Mayfield/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Douglas Matties (CN=Douglas Matties/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Doris O. Matsui (CN=Doris O. Matsui/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sylvia M. Mathews (CN=Sylvia M. Mathews/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Julie E. Mason (CN=Julie E. Mason/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Nonila Masmela (CN=Nonila Masmela/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Demond T. Martin (CN=Demond T. Martin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: William P. Marshall (CN=William P. Marshall/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Capricia P. Marshall (CN=Capricia P. Marshall/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Thurgood Marshall Jr (CN=Thurgood Marshall Jr/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura S. Marcus (CN=Laura S. Marcus/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christy M. Manso (CN=Christy M. Manso/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Alex D. Mandl (CN=Alex D. Mandl/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Michael D. Malone (CN=Michael D. Malone/OU=WHO/O=EOP [WHO])
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READ:UNKNOWN

TO: Alphonse J. Maldon (CN=Alphonse J. Maldon/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Maria E. Mahfood (CN=Maria E. Mahfood/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kristin J. Madigan (CN=Kristin J. Madigan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christine N. Mácý (CN=Christine N. Macy/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Richard Lum (CN=Richard Lum/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ellen M. Lovell (CN=Ellen M. Lovell/OU=WHO/O=EOP [WHO])
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TO: Tania I. Lopez (CN=Tania I. Lopez/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Russel F. Loisélle (CN=Russel F. Loisélle/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Joseph P. Lockhart (CN=Joseph P. Lockhart/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Gordon Li (CN=Gordon Li/OU=WHO/O=EOP [WHO])
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TO: Bruce R. Lindsey (CN=Bruce R. Lindsey/OU=WHO/O=EOP [WHO])
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TO: David Lieber (CN=David Lieber/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Carole M. Lieber (CN=Carole M. Lieber/OU=WHO/O=EOP [WHO])
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TO: Sharon R. Lewis (CN=Sharon R. Lewis/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ann F. Lewis (CN=Ann F. Lewis/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lisa J. Levin (CN=Lisa J. Levin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Daniel Lesmez (CN=Daniel Lesmez/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Daniel A. Leonardo (CN=Daniel A. Leonardo/OU=WHO/O=EOP [WHO])

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TO: Robin Leeds (CN=Robin Leeds/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christopher J. Lavery (CN=Christopher J. Lavery/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sara M. Latham (CN=Sara M. Latham/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Agustin A. Labrador (CN=Agustin A. Labrador/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karin Kullman (CN=Karin Kullman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karen C. Kucik (CN=Karen C. Kucik/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lori K. Krause (CN=Lori K. Krause/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sarah S. Knight (CN=Sarah S. Knight/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Mary J. Kitsos (CN=Mary J. Kitsos/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Catherine T. Kitchen (CN=Catherine T. Kitchen/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Joshua A. King (CN=Joshua A. King/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Amatullah S. King (CN=Amatullah S. King/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Julie E. Kiley (CN=Julie E. Kiley/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jordan D. Kaplan (CN=Jordan D. Kaplan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jody J. Kaplan (CN=Jody J. Kaplan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: David E. Kalbaugh (CN=David E. Kalbaugh/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Cyril Jones (CN=Cyril Jones/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Anna L. Jones (CN=Anna L. Jones/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Rochester M. Johnson (CN=Rochester M. Johnson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Robert B. Johnson (CN=Robert B. Johnson/OU=WHO/O=EOP [WHO])

READ: UNKNOWN

TO: Lee R. Johnson (CN=Lee R. Johnson/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Leanne I. Johnson (CN=Leanne I. Johnson/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Aimee C. Jimenez (CN=Aimee C. Jimenez/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Jon P. Jennings (CN=Jon P. Jennings/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Cynthia M. Jasso-Rotunno (CN=Cynthia M. Jasso-Rotunno/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Thomas D. Janenda (CN=Thomas D. Janenda/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Peter G. Jacoby (CN=Peter G. Jacoby/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Amanda R. Jackson (CN=Amanda R. Jackson/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Marilyn R. Jacanin (CN=Marilyn R. Jacanin/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Alicia C. Insley (CN=Alicia C. Insley/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Michael X. Imbroscio (CN=Michael X. Imbroscio/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Diane Ikemiyashiro (CN=Diane Ikemiyashiro/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Mickey Ibarra (CN=Mickey Ibarra/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Phu D. Huynh (CN=Phu D. Huynh/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Rebecca Hunter (CN=Rebecca Hunter/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Mark Hunker (CN=Mark Hunker/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Edward F. Hughes (CN=Edward F. Hughes/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: David E. Hughes (CN=David E. Hughes/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Julie O. Huffman (CN=Julie O. Huffman/OU=WHO/O=EOP [WHO])
READ: UNKNOWN

TO: Maureen A. Hudson (CN=Maureen A. Hudson/OU=WHO/O=EOP [WHO])

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TO: Carolyn Huber (CN=Carolyn Huber/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Katherine Hubbard (CN=Katherine Hubbard/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Deborah Ho (CN=Deborah Ho/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Robert C. Houser (CN=Robert C. Houser/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Everett D. Houser (CN=Everett D. Houser/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eric P. Hothem (CN=Eric P. Hothem/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Stephen K. Horn (CN=Stephen K. Horn/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Holly H. Holt (CN=Holly H. Holt/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Daniel S. Holt (CN=Daniel S. Holt/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: James C. Hoffman (CN=James C. Hoffman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Marc A. Hoberman (CN=Marc A. Hoberman/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Shannon M. Hinderliter (CN=Shannon M. Hinderliter/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: John L. Hilley (CN=John L. Hilley/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Evelyn Hildebrand (CN=Evelyn Hildebrand/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lisa A. Hertzner (CN=Lisa A. Hertzner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Nancy V. Hernreich (CN=Nancy V. Hernreich/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eunice C. Hendrix (CN=Eunice C. Hendrix/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lori A. Hendricks (CN=Lori A. Hendricks/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura A. Helmke (CN=Laura A. Helmke/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: James T. Heimbach (CN=James T. Heimbach/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Laura A. Heflin (CN=Laura A. Heflin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Susan L. Hazard (CN=Susan L. Hazard/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Audrey T. Haynes (CN=Audrey T. Haynes/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Richard L. Hayes (CN=Richard L. Hayes/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kirk T. Hanlin (CN=Kirk T. Hanlin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Marjorie S. Hankins (CN=Marjorie S. Hankins/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Franklin P. Hall Jr. (CN=Franklin P. Hall Jr./OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sanjay Gupta (CN=Sanjay Gupta/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karyn Grey (CN=Karyn Grey/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Erin E. Green (CN=Erin E. Green/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Roberta W. Greene (CN=Roberta W. Greene/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Peter D. Greenberger (CN=Peter D. Greenberger/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Christian M. Grantham (CN=Christian M. Grantham/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Theresa F. Granger (CN=Theresa F. Granger/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura A. Graham (CN=Laura A. Graham/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Terry W. Good (CN=Terry W. Good/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Donald R. Goodwin (CN=Donald R. Goodwin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: D. Stephen Goodin (CN=D. Stephen Goodin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dario J. Gomez (CN=Dario J. Gomez/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Michael A. Gollust (CN=Michael A. Gollust/OU=WHO/O=EOP [WHO])

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TO: Jeremy S. Gold (CN=Jeremy S. Gold/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Andrew G. Goldenbaum (CN=Andrew G. Goldenbaum/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jason S. Goldberg (CN=Jason S. Goldberg/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Donald Goldberg (CN=Donald Goldberg/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Adam W. Goldberg (CN=Adam W. Goldberg/OU=WHO/O=EOP [WHO])
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TO: Eric N. Gioia (CN=Eric N. Gioia/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jessica L. Gibson (CN=Jessica L. Gibson/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ray P. Gibbs (CN=Ray P. Gibbs/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dianna M. Gerwitz (CN=Dianna M. Gerwitz/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Kara Gerhardt (CN=Kara Gerhardt/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lorrان N. Garrison (CN=Lorrان N. Garrison/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Barbara J. Garner (CN=Barbara J. Garner/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: William L. Garcia (CN=William L. Garcia/OU=WHO/O=EOP [WHO])
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TO: Catherine Garbacz (CN=Catherine Garbacz/OU=WHO/O=EOP [WHO])
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TO: Sky Gallegos (CN=Sky Gallegos/OU=WHO/O=EOP [WHO])
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TO: Karen K. Gaines (CN=Karen K. Gaines/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jeremy M. Gaines (CN=Jeremy M. Gaines/OU=WHO/O=EOP [WHO])
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TO: Andrew Friendly (CN=Andrew Friendly/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ben A. Freeland (CN=Ben A. Freeland/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Carmen B. Fowler (CN=Carmen B. Fowler/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Tom Forgue (CN=Tom Forgue/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jeffrey A. Forbes (CN=Jeffrey A. Forbes/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: James E. Foglesong (CN=James E. Foglesong/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jacqueline P. Flug (CN=Jacqueline P. Flug/OU=WHO/O=EOP [WHO])
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TO: Karen E. Finney (CN=Karen E. Finney/OU=WHO/O=EOP [WHO])
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TO: Carrie L. Fenstermaker (CN=Carrie L. Fenstermaker/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sheelah A. Feinberg (CN=Sheelah A. Feinberg/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Amara S. Faulkner (CN=Amara S. Faulkner/OU=WHO/O=EOP [WHO])
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TO: Jeffrey L. Farrow (CN=Jeffrey L. Farrow/OU=WHO/O=EOP [WHO])
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TO: Sarah Farnsworth (CN=Sarah Farnsworth/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Eric Farnsworth (CN=Eric Farnsworth/OU=WHO/O=EOP [WHO])
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TO: Deborah Falk (CN=Deborah Falk/OU=WHO/O=EOP [WHO])
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TO: Carmella T. Fairbanks (CN=Carmella T. Fairbanks/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Karen C. Fahle (CN=Karen C. Fahle/OU=WHO/O=EOP [WHO])
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TO: Matthew B. Ezzell (CN=Matthew B. Ezzell/OU=WHO/O=EOP [WHO])
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TO: Wanda M. Evans (CN=Wanda M. Evans/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Madalene E. Evans (CN=Madalene E. Evans/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lizette V. Espinosa (CN=Lizette V. Espinosa/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Silvia J. Esparza (CN=Silvia J. Esparza/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Janelle E. Erickson (CN=Janelle E. Erickson/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Paul K. Engskov (CN=Paul K. Engskov/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Rahm I. Emanuel (CN=Rahm I. Emanuel/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Anne M. Edwards (CN=Anne M. Edwards/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Maria Echaveste (CN=Maria Echaveste/OU=WHO/O=EOP [WHO])
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TO: Ruth A. Eaglin (CN=Ruth A. Eaglin/OU=WHO/O=EOP [WHO])
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TO: Fred DuVal (CN=Fred DuVal/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Ana M. Duque (CN=Ana M. Duque/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jason M. Dunn (CN=Jason M. Dunn/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Charles N. Duncan (CN=Charles N. Duncan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Shannon M. Duling (CN=Shannon M. Duling/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Philip C. Droege (CN=Philip C. Droege/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dorothy Drengler (CN=Dorothy Drengler/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Dimitra Doufekias (CN=Dimitra Doufekias/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Raymond E. Donnelly III (CN=Raymond E. Donnelly III/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Marie-Therese Dominguez (CN=Marie-Therese Dominguez/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Jacquelyn Dinwiddie (CN=Jacquelyn Dinwiddie/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lana Dickey (CN=Lana Dickey/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Laura K. Demeo (CN=Laura K. Demeo/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Sarah J. Delaney (CN=Sarah J. Delaney/OU=WHO/O=EOP [WHO])

READ:UNKNOWN

TO: Gino J. Del Sesto (CN=Gino J. Del Sesto/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Suzanne M. De Grace (CN=Suzanne M. De Grace/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lanny J. Davis (CN=Lanny J. Davis/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lisa R. Dass (CN=Lisa R. Dass/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: John Dankowski (CN=John Dankowski/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Suzanne Dale (CN=Suzanne Dale/OU=WHO/O=EOP [WHO])
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TO: Lynn G. Cutler (CN=Lynn G. Cutler/OU=WHO/O=EOP [WHO])
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TO: Anna E. Cushing (CN=Anna E. Cushing/OU=WHO/O=EOP [WHO])
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TO: Nelson W. Cunningham (CN=Nelson W. Cunningham/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Caroline J. Croft (CN=Caroline J. Croft/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

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TO: Charlene C. Cozart (CN=Charlene C. Cozart/OU=WHO/O=EOP [WHO])
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TO: John H. Corcoran III (CN=John H. Corcoran III/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Julianne B. Corbett (CN=Julianne B. Corbett/OU=WHO/O=EOP [WHO])

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TO: Phillip Caplan (CN=Phillip Caplan/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Virginia R. Canter (CN=Virginia R. Canter/OU=WHO/O=EOP [WHO])
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TO: Dominique L. Cano (CN=Dominique L. Cano/OU=WHO/O=EOP [WHO])
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TO: Frances L. Campbell (CN=Frances L. Campbell/OU=WHO/O=EOP [WHO])
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TO: Rebecca A. Cameron (CN=Rebecca A. Cameron/OU=WHO/O=EOP [WHO])

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TO: Sharonda W. Callender (CN=Sharonda W. Callender/OU=WHO/O=EOP [WHO])
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TO: Marjorie Caldwell (CN=Marjorie Caldwell/OU=WHO/O=EOP [WHO])
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TO: Meredith E. Cabe (CN=Meredith E. Cabe/OU=WHO/O=EOP [WHO])
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TO: Daniel W. Burkhardt (CN=Daniel W. Burkhardt/OU=WHO/O=EOP [WHO])
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TO: Jason L. Buckner (CN=Jason L. Buckner/OU=WHO/O=EOP [WHO])
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TO: Elizabeth A. Borod (CN=Elizabeth A. Borod/OU=WHO/O=EOP [WHO])

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READ:UNKNOWN

TO: George H. Bohrer (CN=George H. Bohrer/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Tracy A. Bobowick (CN=Tracy A. Bobowick/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Shenna C. Blunt (CN=Shenna C. Blunt/OU=WHO/O=EOP [WHO])
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TO: Sidney Blumenthal (CN=Sidney Blumenthal/OU=WHO/O=EOP [WHO])
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TO: Ananias Blocker III (CN=Ananias Blocker III/OU=WHO/O=EOP [WHO])
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TO: Kevin H. Blake (CN=Kevin H. Blake/OU=WHO/O=EOP [WHO])
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TO: Carl-Emile P. Bezout (CN=Carl-Emile P. Bezout/OU=WHO/O=EOP [WHO])
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TO: Susan Beveridge (CN=Susan Beveridge/OU=WHO/O=EOP [WHO])
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TO: Kathleen A. Barry (CN=Kathleen A. Barry/OU=WHO/O=EOP [WHO])
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TO: Beverly J. Barnes (CN=Beverly J. Barnes/OU=WHO/O=EOP [WHO])
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TO: Lori L. Anderson (CN=Lori L. Anderson/OU=WHO/O=EOP [WHO])
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TO: One America (CN=One America/OU=WHO/O=EOP [WHO])

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TO: Patricia I. Amador (CN=Patricia I. Amador/OU=WHO/O=EOP [WHO])
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TO: Mildred C. Alston (CN=Mildred C. Alston/OU=WHO/O=EOP [WHO])
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TO: Susan D. Allen (CN=Susan D. Allen/OU=WHO/O=EOP [WHO])
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TO: Jeannetta P. Allen (CN=Jeannetta P. Allen/OU=WHO/O=EOP [WHO])
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READ:UNKNOWN

TO: Jonathan H. Adashek (CN=Jonathan H. Adashek/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Lori E. Abrams (CN=Lori E. Abrams/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Huma M. Abedin (CN=Huma M. Abedin/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TO: Irene Yeh (CN=Irene Yeh/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Peter A. Weissman (CN=Peter A. Weissman/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Paul J. Weinstein Jr. (CN=Paul J. Weinstein Jr./OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Jonathan T. Weber (CN=Jonathan T. Weber/OU=OPD/O=EOP [OPD])
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TO: Essence P. Washington (CN=Essence P. Washington/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Alex Wagner (CN=Alex Wagner/OU=OPD/O=EOP [OPD])
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TO: Sandra Thurman (CN=Sandra Thurman/OU=OPD/O=EOP [OPD])
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TO: Dorothy Robyn (CN=Dorothy Robyn/OU=OPD/O=EOP [OPD])
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TO: Christa Robinson (CN=Christa Robinson/OU=OPD/O=EOP [OPD])
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TO: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])
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TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])
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TO: Emil E. Parker (CN=Emil E. Parker/OU=OPD/O=EOP [OPD])
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TO: Kristen E. Panerali (CN=Kristen E. Panerali/OU=OPD/O=EOP [OPD])
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TO: Sonyia Matthews (CN=Sonyia Matthews/OU=OPD/O=EOP [OPD])
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TO: Charles R. Marr (CN=Charles R. Marr/OU=OPD/O=EOP [OPD])
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TO: Anne H. Lewis (CN=Anne H. Lewis/OU=OPD/O=EOP [OPD])
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TO: Andrea Kane (CN=Andrea Kane/OU=OPD/O=EOP [OPD])
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TO: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP [OPD])
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TO: Paul R. Dimond (CN=Paul R. Dimond/OU=OPD/O=EOP [OPD])
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TO: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP [OPD])
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TO: Pamela Cicetti (CN=Pamela Cicetti/OU=OPD/O=EOP [OPD])
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TO: Jose Cerda III (CN=Jose Cerda III/OU=OPD/O=EOP [OPD])
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TO: Antonio Castaneda (CN=Antonio Castaneda/OU=OPD/O=EOP [OPD])
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TO: Sandra L. Bublick Max (CN=Sandra L. Bublick Max/OU=OPD/O=EOP [OPD])
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TO: Kevin C. Brown (CN=Kevin C. Brown/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Courtney L. Brockman (CN=Courtney L. Brockman/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Sherman G. Boone (CN=Sherman G. Boone/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Sarah A. Bianchi (CN=Sarah A. Bianchi/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Brian A. Barreto (CN=Brian A. Barreto/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Allison Balderston (CN=Allison Balderston/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Brad L. Austin (CN=Brad L. Austin/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: William J. Antholis (CN=William J. Antholis/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: April B. Abdulmalik (CN=April B. Abdulmalik/OU=OPD/O=EOP [OPD])

**PRESIDENT CLINTON:
LEADERSHIP AT HOME AND ABROAD**

January 16, 1998

"We recall the August day in 1989 when hundreds of thousands of people linked hands from Tallinn to Riga to Vilnius -- forming a human chain as strong as the values for which it stood. Today, that Baltic chain extends across the Atlantic Ocean. America's hands and hearts and hopes are joined as one with yours. Working together, we can build a new Europe of democracy, prosperity and peace, where security is the province of every nation and the future belongs to the free."

President Bill Clinton
January 16, 1997

Today, President Clinton meets with the presidents of Estonia, Latvia and Lithuania to deepen our relations with the Baltic States. The centerpiece of the visit will be the signing of a "Charter of Partnership" that articulates common principals and objectives to guide relations among the four governments into the next century.

A SHARED VISION OF PEACE AND PROSPERITY. President Clinton's meeting with Presidents Meri of Estonia, Ulmanis of Latvia, and Brazauskas of Lithuania is an historic step to deepen our relations with the Baltic states and give new dynamism to our common interests in advancing the integration of the Baltic states into the European and Trans-Atlantic communities.

A FRAMEWORK FOR ACHIEVING OUR COMMON GOALS. Today's signing of the "Charter for Partnership" provides the United States and the Baltic States with common principals and objectives to guide our relations into the 21st century. It:

- Affirms our commitment to promoting harmony and human dignity within our societies;
- Stresses our interest in close cooperation among the Baltic states and with all their neighbors;
- Launches new working groups on economic development to spur greater trade, investment and growth;
- Furthers America's commitment to help Estonia, Latvia and Lithuania to deepen their integration and prepare for membership in the European Union and NATO.

A PARTNERSHIP FOR THE FUTURE. America's security is tied to Europe, and Europe will never be fully secure if the Baltics' security is in doubt. In our increasingly interdependent world, America also has a stake in the Baltics' growing democracy and prosperity. Already Estonia, Latvia and Lithuania have made significant strides in the efforts of political and economic reform. Through our SEED (Support for East European Democracy) assistance program, more than 500 Peace Corps volunteers, and in a variety of other ways, America has and will continue to work with the Baltic States to promote democracy, prosperity and peace.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Sondra L. Seba (CN=Sondra L. Seba/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:16-JAN-1998 20:11:26.00

SUBJECT: STATE OF THE UNION WATCH PARTY!

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READ:UNKNOWN

TO: Patricia Solis-Doyle (CN=Patricia Solis-Doyle/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Jennifer N. Devlin (CN=Jennifer N. Devlin/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Cheryl D. Mills (CN=Cheryl D. Mills/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Melinda N. Bates (CN=Melinda N. Bates/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Victoria Radd (CN=Victoria Radd/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Nancy V. Hernreich (CN=Nancy V. Hernreich/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Doris O. Matsui (CN=Doris O. Matsui/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Judith A. Winston (CN=Judith A. Winston/OU=PIR/O=EOP @ EOP [PIR])
READ:UNKNOWN

TO: Katharine Button (CN=Katharine Button/OU=WHO/O=EOP @ EOP [WHO])
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TO: Robin Leeds (CN=Robin Leeds/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Roberta W. Greene (CN=Roberta W. Greene/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Janet Murguia (CN=Janet Murguia/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Karen E. Skelton (CN=Karen E. Skelton/OU=WHO/O=EOP @ EOP [WHO])
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TO: Sylvia M. Mathews (CN=Sylvia M. Mathews/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Minyon Moore (CN=Minyon Moore/OU=WHO/O=EOP @ EOP [WHO])
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TO: Susan M. Liss (CN=Susan M. Liss/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Ellen M. Lovell (CN=Ellen M. Lovell/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Maria A. Westfried (CN=Maria A. Westfried/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Peggy Cusack (CN=Peggy Cusack/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Amy W. Tobe (CN=Amy W. Tobe/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Stephanie S. Streett (CN=Stephanie S. Streett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Ann A. McCoy (CN=Ann A. McCoy/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Capricia P. Marshall (CN=Capricia P. Marshall/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Debra A. Schiff (CN=Debra A. Schiff/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Janice F. Kearney (CN=Janice F. Kearney/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Cheryl M. Carter (CN=Cheryl M. Carter/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Sandra Thurman (CN=Sandra Thurman/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Marjorie Tarmey (CN=Marjorie Tarmey/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Audrey T. Haynes (CN=Audrey T. Haynes/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Marsha Scott (CN=Marsha Scott/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Tracey E. Thornton (CN=Tracey E. Thornton/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Susan A. Brophy (CN=Susan A. Brophy/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Lynn G. Cutler (CN=Lynn G. Cutler/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Lucia F. Gilliland (CN=Lucia F. Gilliland/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Maria Echaveste (CN=Maria Echaveste/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Audrey T. Haynes (CN=Audrey T. Haynes/OU=WHO/O=EOP @ EOP [WHO])

The White House
Office for Women's Initiatives and Outreach
and
The President's Interagency Council on Women
and
The Department of Interior

Invite You to a

STATE OF THE UNION WATCH PARTY!!!!

DATE: Tuesday, January 27, 1998
TIME: 8:00 PM EST (Please arrive by 7:30 PM)
PLACE: Department of Interior's Main Auditorium
ADDRESS: 1849 C Street (E Street is wheelchair accessible)

PHOTO IDENTIFICATION REQUIRED
Sign language interpreters will be provided

Please join women leaders from local and national organizations, business and labor; women mayors and elected officials from around the country; and senior Administration representatives for a very special evening!

PLEASE RSVP BY 5:00 PM (EST), THURSDAY, JANUARY 22, 1998,
BY FAXING THE FOLLOWING INFORMATION ON EACH ATTENDEE TO THE
WOMEN'S OFFICE AT (202) 456-7311; INQUIRIES MAY BE MADE TO (202)456-7300:

NAME (Last, First): _____

PROFESSIONAL AFFILIATION: _____

DAY PHONE: _____ **DAY FAX:** _____

DATE OF BIRTH (MMDDYY): _____

SOCIAL SECURITY NUMBER: _____

COUNTRY OF CITIZENSHIP: _____

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Eli G. Attie (CN=Eli G. Attie/O=OVP [UNKNOWN])

CREATION DATE/TIME:16-JAN-1998 17:52:20.00

SUBJECT: Paper and q&a on EEOC

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

Virginia M. Terzano (CN=Virginia M. Terzano/O=OVP [UNKNOWN])
READ:UNKNOWN

TEXT:

Is it possible to send Ginny Terzano the latest versions of press paper and Q&A on Monday's announcement, even today in draft form? She needs to have the latest in case she gets any inquiries, and Tom Freedman said you folks had it...

Many thanks...she's in room 273, or reachable by e-mail...

**THE CLINTON ADMINISTRATION ANNOUNCES
NEW CIVIL RIGHTS ENFORCEMENT INITIATIVES
DRAFT, January 19, 1998**

The Vice President today announced a package of civil rights enforcement initiatives that places new emphasis on prevention and non-litigation remedies for discrimination while simultaneously strengthening civil rights agencies' ability to enforce anti-discrimination law. The plan promotes prevention by providing increased resources for compliance reviews and technical assistance, and offers an alternative to expensive litigation by funding a dramatic expansion of alternate dispute resolution (ADR) mechanisms. The plan also sets specific performance goals for the EEOC to speed processing of complaints and reduce case backlog, and provides for greater coordination across federal agencies and offices. The Clinton Administration's Fiscal Year 1999 Budget contains \$602 million for civil rights enforcement agencies, \$86 million or 14 percent more than enacted in last year's budget.

Equal Employment Opportunity Commission (EEOC)

The centerpiece of the EEOC budget proposal is an expansion of the ADR program that will double the number of complaints eligible for ADR in 1999 to 16,000 cases, or 20 percent of incoming cases. The Administration plan seeks to expand ADR over the next three years with the goal of providing a voluntary option for ADR in all eligible cases for employers and employees who choose it. The Administration's 1999 Budget sets specific performance goals for the EEOC to reduce its backlog. Through a combination of improved information technology, increased use of mediation, and more investigators, the EEOC will reduce the average time it takes to resolve private sector complaints from over 9.4 months to 6 months by the year 2000. The budget also allocates \$10 million for information technology to enhance inter-office communication, eliminate redundant data entry procedures, and provide for greater operational efficiency through the sharing of information. Overall the budget requests \$279 million for the EEOC, or 15 percent more than the enacted 1998 budget.

Department of Housing and Urban Development (HUD)

The Administration's budget proposes an increased emphasis on reducing discrimination and ensuring equal opportunity in housing. The highlight of the HUD budget proposal is a targeted, audit-based enforcement initiative in 20 areas nationwide that would use paired testing, in which otherwise identical applicants of different races approach realtors or landlords, in order to detect and eliminate housing discrimination. The Administration proposal also seeks \$23 million, or an \$8 million increase, for the Fair Housing Assistance Program, to support the creation of additional State and local housing organizations to meet the needs of currently under served populations and to aid joint investigations and enforcement activities.

Department of Justice, Civil Rights Division

The President's 1999 budget contains resources to expand investigation of police misconduct, violations of the Americans with Disabilities Act, and provides special funding to enhance the coordination of Federal civil rights enforcement among all the Federal civil rights

agencies under the direction of the DOJ Civil Rights Division. This coordination will further the overall civil rights agenda of the Administration in promoting consistent rules in enforcing civil rights laws, and expanding the Administration's ability to provide technical assistance by removing duplicative efforts.

Other Civil Rights Agencies and Offices

- **Department of Labor, Office of Federal Contract Compliance Programs (OFCCP).**
The Administration's budget will enable OFCCP to increase by 10 percent the number of compliance reviews conducted. In addition, OFCCP will modernize its computer systems in order to permit the agency to accept electronically submitted reports from contractors.
- **U.S. Department of Agriculture (USDA)**
The President's budget increases emphasis on outreach to under-represented customers, involvement of small and disadvantaged businesses in USDA programs, conflict resolution activities, and processing complaints brought by employees and customers. The proposal increases funding for USDA's civil rights programs from \$15 million to \$19 million.
- **The Department of Labor, Office of Civil Rights**
The President's budget maintains the current funding with the goal of promoting voluntary compliance with existing non-discrimination laws through education and technical assistance and encouraging States to promote the use of alternate dispute resolution.
- **Department of Education, Office for Civil Rights**
The President's budget provides an increase in funds for the Office allowing it, among other activities, to focus on preventing discrimination through building partnerships with States to address statewide compliance with civil rights laws.
- **Department of Health and Human Services (HSS), Office of Civil Rights**
The Administration budget continues a focus on compliance reviews and technical assistance to ensure that persons do not encounter discrimination in HAS programs. These include areas of managed care, inter-ethnic adoption, limited English proficient services, and welfare reform.

- **Department of Transportation, Office of Civil Rights**

The Administration budget increases funds to reduce case back-logs and address new complaints.

- **U.S. Commission on Civil Rights**

The President's budget includes \$11 million for the Commission in order to carry out its mission in conducting investigations, educating the public on civil rights matters, and operating programs that address both local and national civil rights interests and concerns.

January 16, 1997

MEMORANDUM FOR THE PRESIDENT

FROM: Bruce Reed
Elena Kagan

RE: DPC Weekly Report

Immigration -- Skills of Immigrants: The attached U.S. News article discusses the issue of whether we should change our legal immigration system to strengthen preferences for skilled and well-educated prospective immigrants over those that are poorly educated and unskilled. The current immigration system is set up to favor keeping families intact. Thus, the vast number of legal immigrants are brought to this country through family-based visas, which do not take into account education or skill level. The article cites a Rand study proposal to create a point system of immigration which continues to give weight to immediate family reunification but would also give points for education, language skills, and work experience. The final report of the Commission on Immigration Reform also recommends a shift in priority toward higher skilled immigrants. Instead of creating a point system, the Commission recommends revising skill-based admissions (approximately 100,000 visas) to favor highly-skilled and educated immigrants and eliminating altogether the category of unskilled workers. Though we think that these ideas are well worth exploring, it is unlikely that Congress will want to consider an overhaul of legal immigration this year. Efforts to reduce legal immigration levels were defeated during consideration of the 1996 illegal immigration law.

Education -- Single Sex Schools in New York City: DPC has been meeting with the White House Counsel's office, the Education and Justice Departments, to address the OCR response to a complaint against the existence of the all girl's Women's Leadership Academy in New York City. Both you and Secretary Riley are in complete agreement that, as a matter of policy, school districts should be (encouraged??? free???) to establish single sex schools as part of the mix of education options. The Office of Civil Rights has placed its investigation of the complaint on hold, and will take no steps in the foreseeable future to press New York City to change the status of the school. However, civil rights offices in both Education and Justice believe that such schools ultimately may be difficult to justify under Title IX or Article (relevant Constitutional reference), in part because they have discriminatory admissions policies, and partly because separate schools will inevitably become unequal and to the ultimate disadvantage

of females. They believe that the strongest legal case for permitting single sex schools is an argument that they are an appropriate remedy for past discrimination, such as low academic performance of females in co-educational settings. Neither of the cognizant Civil Rights offices want to take formal action on this issue, because they believe they will be forced to oppose single-sex schools.

Late in December, Secretary Riley and Rudy Crew agreed to appoint small teams of educators from the Education Department and the NYC Schools to work collaboratively to develop the strongest case for the Women's Leadership Academy. The teams will begin to plan their work next week. This process may take some time, and during this period the Education Department's Office of Civil Rights will not take any further actions on this case.

Health Care -- Robert Reich's Proposal for Fixed Dollars for Health Care: You asked for an analysis of Robert Reich's proposal to forgo a new increase in the minimum wage and instead require that employers require a certain fixed dollar amount for health care. As you will recall, we did forgo proposing a minimum wage increase when we proposed the Health Security Act because we did not want to load up the costs to employers. The idea of having a defined minimum employer contribution certainly has some merit as it would make a significant contribution to decreasing the number of uninsured. Having said that, there are a number of political and policy issues that have to be seriously considered prior to pursuing such a proposal.

There are numerous political and administrative complications that would have to be worked out before moving forward on such an initiative, such as: (1) whether or not we would be forced to add subsidies for this; (2) whether employers would be accountable if their employees had coverage from their spouse's employers; or (3) whether certain employers would be exempt.

Having said this, if you would like to further pursue this you should be aware that of some of the disadvantages. We will have to use a great deal of capital with the employer community as we move forward on our other current health care policies such as health care quality and the COBRA extension for the "promise breaker" employees who have dropped retiree health care coverage. Adding this proposal to the mix would no doubt create a great deal of public animosity from the employer community. Moreover, in a Republican Congress there is no chance that this would pass and it would likely be characterized as another step to "take over the health care system." Although liberal Democrats would be comfortable with this proposal, our centrist Democrats would not support it, primarily because of the opposition from the small business community.

Health Care -- Medicare HMOs Dropping Benefits: You asked us to respond to recent reports that Medicare HMOs were dropping benefits because of changes in Medicare reimbursement policies. We have asked HHS to review the extent to which this is occurring. However, it is important to note that many independent policy experts believe that payments to HMOs still are, on average, excessive given the fact that they continue to attract disproportionately healthy populations. They believe that any movement towards reducing benefits are more attributable to HMO's desire for adequate profit margins for their investors

rather than adjustments in reimbursement issue. In fact, one corporate executive just informed us that Medicare continues to be their number one most profitable player. Having said that, the fact that the BBA is starting to reduce Medicare reimbursements to HMOs will clearly contribute to lower revenues for these health plans. It is important to note that the added benefits in Medicare HMO plans do help encourage beneficiaries to participate in these plans. The outstanding question is whether or not we want to allow payment rates to exceed what is necessary so as to ensure that these additional benefits are in place. Regardless, any move in this direction would be premature until we have better information about the extent to which HMOs are reducing benefits and the reasons behind such a trend.

Welfare Reform -- New Caseload Numbers: We have new caseload numbers for you to announce, showing that the number of Americans on welfare has fallen below 10 million people for the first time since 1970, a drop of 30 percent, or 4.3 million, since you took office. The new numbers, from September 1997, show 9.8 million people on welfare, down from 14.1 million in January 1993 to 12.2 million in August 1996. With these numbers, we've met -- two years ahead of schedule -- the goal you set in last year's State of the Union to move two million more Americans off of welfare by the year 2000 (in the speech, you noted that rolls were already down 2.25 million under your Administration, numbers which were from October 1996).

Welfare Reform -- Why People Leave the Welfare Rolls: You asked why, as The New York Times reported, only half the people are leaving the rolls for work, and whether that means the time limits are too strict. The New York Times article refers to the few, state-specific studies that exist -- from Massachusetts, Idaho, New Mexico, Tennessee, Maryland, Florida (2 counties), and Minnesota -- all which were conducted before any recipients in these states had reached time limits, so we don't believe time limits are the explanation.

These state studies which find about half of those leaving the welfare rolls for jobs generally parallel historical trends of about one-half leaving the rolls due to earned income, about 15 percent leaving for marriage, and between 5 and 10 percent each leaving because their youngest child turns 18, they move to another state, they join the SSI rolls, or for other reasons. It is worth noting that while the percent of people leaving welfare for work does not appear much higher than in the past, the absolute number of people leaving welfare for work is higher since the total number of people leaving welfare has increased.

Few of these studies provide complete information about the half of those who are not working. Most find that families continue to receive food stamps, Medicaid, and other forms of public support. Generally, families are not relying heavily on community groups, shelters or churches (5-6% in New Mexico and Idaho). In fact, Indiana found that after leaving TANF families were slightly less likely to turn to community social service groups. More typically, people seem to rely on family. To date, there has not been evidence that these families are entering the child welfare system in greater numbers. There is no direct evidence to date that a lack of jobs is preventing people from moving off welfare into work or contributing to the relatively high percentage who have left welfare but are not working.

While none of these studies include families leaving welfare due to time limits, there is evidence that a significant number of cases are being closed because people did not comply with the welfare reform requirements, although some of these cases are later reopened. For example, the new Delaware study, which we described last week, found half of the cases experienced a sanction. In New Mexico, 12 percent said they 'were forced off or had their case closed'.

It is difficult to compare these state-commissioned studies because their methodologies, time frames, and quality vary widely. We will soon begin receiving quarterly TANF data from each state on the reason for case closure, i.e., work, marriage, sanction, time limit (states submitted the first data at the end of 1997 and HHS is currently analyzing them). In addition, states that wish to compete for part of the \$200 million a year high performance bonus will have to submit more extensive data on job entry, retention, and wage earnings of their current and former welfare recipients. Thus, we hope to know more in the coming months.

Welfare -- Wilson and Solow lectures [Note to Elena: I read the James Q. Wilson and Robert Solow lectures, and I don't see anything new to report. Wilson focuses on his long-standing thesis that stable families are the foundation of a stable society. As George Will neatly summarized the lecture in his 12/22 Newsweek column "Wilson's ameliorative ideas for American families include making adoption easier in order to minimize foster care...to require unmarried teenage mothers to live in a home supervised by experienced mothers...[create] 'the religious equivalent of the United Fund' to deliver services to the underclass through the churches...[and] offer the equivalent of the GI Bill for a parent -- usually a mother -- who will postpone a career until children reach school age."

Thus, Wilson's conclusions are interesting, but have already been well reported. On the other hand, there isn't much worth mentioning about Solow's lectures, which Glenn Loury mentioned only in passing in his New Republic piece. Solow's first lecture essentially concludes that requiring work from welfare recipients will give them more self-esteem (since society values work) and will reduce the resentment of taxpayers. His second lecture concludes that welfare reform is likely to depress wages of other workers, although how much is unclear (he doesn't add any new evidence, just economic theory), that most welfare programs have had limited success in putting people to work, and that we may therefore need to recreate the WPA or extend substantial incentives to the private sector.]

Crime -- Prisons and Jails: On Sunday, the Justice Department will release a study showing that as of June 30, 1997, the nation's prisons and jails incarcerated over 1.7 million inmates-- an increase of 96,000 over the prior year's total. The total 1.7 million inmates included: 99,175 federal prisoners; 1.05 million state prisoners; and 567,000 local jail inmates. Between July 1996 and June 1997, the number of federal and state inmates grew by 4.7% (55,198), less than the average annual increase of 7.7% since 1990. Hawaii had the largest percentage increase in prison population since midyear 1996 (21%), followed by North Dakota (15.5%), and Wisconsin (15.4%). The number of local jail inmates rose by 9.4% (48,587),

nearly double the average annual growth of 4.9 % for this population since 1990. Particularly notable within the local jail inmate population are the increasing numbers of women and juveniles. Since 1985, the number of females in local jails has grown by 9.9% annually, and the number of juveniles has increased nearly six-fold (from 1,629 to 9,105).

Women's Issues -- Emergency Contraception: You asked that we examine the recent Judy Mann editorial which focuses on the little-known but effective use of high doses of ordinary birth control pills as emergency contraception. Mann notes that doctors often do not discuss this option with their patients and most women do not know to ask about it. In February of last year, the Food and Drug Administration took an unusually aggressive step to address this issue by publishing a notice in the Federal Registry declaring that this use of oral contraception is safe and effective and requesting that manufacturers submit supplemental new drug applications to the FDA for its approval. The notice includes information about which oral contraceptives can be used and how to use these drugs safely for this purpose. However, no manufacturer has yet sought FDA approval for the drugs to be packaged or labeled for the use of emergency contraception. The FDA believes that because they must regulate these drugs and because manufacturers, despite our prodding, have not chosen to market the drugs for this use, we have gone as far as we can.

The step taken by the FDA last year was significant and builds on your strong record of support for pregnancy prevention measures and family planning services. The advocacy community will be pleased to know that your FY 1999 budget includes a \$15 million increase in Title X funding for family planning services, which, as you know, has been drastically expanded under your leadership. Other accomplishments in this area include: (1) the decline in teen pregnancy for six straight years, with the implementation of your National Strategy to Prevent Teen Pregnancy; (2) the transfer of U.S. patent rights for mifepristone (RU-486) from a French pharmaceutical firm to an American non-profit organization to make it possible for the drug to be submitted to the FDA for marketing approval; and (3) the elimination of the "Gag Rule," which has ensured that all women cared for through Federal family planning programs have access to uncensored information.

Family -- Family and Medical Leave Expansion: Since we submitted the memorandum to you on proposed FMLA expansion, Erskine asked us to examine the costs to the private sector of the options under consideration -- lowering the threshold of covered businesses to employers of 25 workers and extending the time period of covered leave to six months. Unfortunately, there are no good data sources in this area. Given this and political considerations, your advisors have not reached consensus on this issue. We will submit, jointly with the NEC, a formal decision memorandum next week outlining these views.

Education -- Single Sex Schools in New York City: DPC has been working with the White House Counsel's office, the Education Department, and the Justice Department to address the response by the Education Department's Office of Civil Rights (OCR) to a complaint against the Women's Leadership Academy, an all-girls school in New York City. Both you and Secretary

Riley are in complete agreement that, as a matter of policy, single sex schools are an appropriate part of the mix of education options that school districts could provide to parents. However, both OCR and the Civil Rights Division in Justice believe that such schools ultimately may be difficult to justify on under Title IX and on Constitutional grounds, because they have discriminatory admissions policies, and because separate schools may inevitably provide unequal opportunities to females. While it may be possible in principle to argue successfully that single sex schools are an appropriate remedy for past discrimination, it is not clear if the facts in this case would support such an argument.

Past efforts to resolve this matter between OCR and lawyers for NYC have not been fruitful. OCR has placed its investigation of the complaint on hold, and will take no steps in the foreseeable future to press New York City to change the status of the school. Secretary Riley and NYC Chancellor Rudy Crew have recently agreed to appoint a small team of educators from the Education Department and the NYC Schools to work collaboratively to explore all possible ways of resolving this dispute so that the Women's Leadership Academy remains open, and in a fashion that avoids legal action by the Administration if at all possible. Our hope is that direct conversations between the Secretary and the Chancellor will set a more positive context in which a solution can be arrived at.

Education -- National Testing: Bill Goodling has scheduled a Jan. 28 mark-up of a bill that would codify the provisions of the national testing agreement in last year's appropriations bill, and prohibit further development or implementation of the tests beyond FY98 without specific statutory authorization. We believe that if this were voted on, Goodling would carry all Republicans as well as committee Democrats in the Black and Hispanic Caucuses. DPC and Education Department staff met with Mr. Clay's staff to begin to develop a strategy for dealing with the mark-up. Our basic approach is to try to get the mark-up postponed and, if unsuccessful at that, to at least try to hold Democrats together. Secretary Riley will send Goodling a letter on Tuesday requesting that he not proceed with this action, on the grounds that it violates the agreement you and he reached, which called for further Congressional deliberations to be informed by a series of studies by the National Academy of Sciences, none of which will be completed until this Spring. In addition, we will make sure that Caucus members on the committees are fully aware of the investments your budget makes in expanding learning opportunities for low income and minority students, many of which respond directly to concerns they have expressed regarding the tests. We will identify additional steps to take early next week.

Education -- National Testing: The National Assessment Governing Board will meet next week to determine what changes if any are needed in the contract to develop the national tests. The NAGB committee spearheading this work has recommended, on technical grounds, that the contract be modified to make 2001 the target year for the first administration of the tests--2 years later than you originally proposal, and a year later than the path we have been on since the Summer. Along with Secretary Riley and Deputy Secretary Smith, we believe this is delay is

not necessary for sound test development and is otherwise undesirable. We are working behind the scenes with our supporters on NAGB to keep to the faster timetable.

Food Safety -- Budget Increase: The new budget contains a significant new commitment to improving food safety programs in HHS and USDA. The \$101 million increase will fund a variety of programs that are part of the Presidential Food Safety Initiative you announced last year, including: implementing our aggressive fresh produce plan to hire FDA inspectors to improve the safety of our nation's fruits and vegetables, both domestic and imported; increasing the risk assessment on beef, chicken and pork to better determine the source of the greatest risk of contamination; developing better tests for federal inspectors and others to detect food-borne illnesses; improving educational outreach on proper food handling, especially to the elderly and poor; and expanding the new national early warning system for food-borne diseases. This increase comes after an increase of more than \$40 million last year. We are looking into ways to highlight this effort in the State of the Union speech. In addition to mentioning the specific new programs in your speech, you could note that on the day before the speech, USDA's new science-based system for ensuring meat safety took effect. As you may recall, this new preventative approach to enforcing our food safety law was recommended by the Vice-President and came in response to the food borne outbreak that occurred in the Northwest in 1993.

Urban Initiatives Your soon to be announced FY99 budget includes several urban initiatives developed by the DPC-NEC interagency working group on community empowerment. These initiatives complement your Administration's long-term strategy to increase the flow of private investment to America's inner cities. We believe you should make a major speech or a series of announcements focused around three broad themes: 1) Housing Mobility; 2) Homeownership For All Americans; 3) and Spurring Private Investment In Distressed Communities. Some of the initiatives that could be included:

Housing Mobility

- **50,000 Welfare-To-Work Housing Vouchers.** The FY 1999 budget includes \$283 million for 50,000 new vouchers exclusively for people who need housing assistance to make the transition from welfare to employment. .
- **Additional 50,000 New Vouchers For Priority Populations.** The budget also includes 50,000 new housing vouchers largely targeted to especially needy populations, including homeless persons with disabilities and family prevention.

Homeownership For All Americans

- **"Play-by-the-Rules" Homeownership Proposal.** The FY 1999 budget for the Neighborhood Reinvestment Corporation includes \$25 million for a new initiative that would make homeownership more accessible to families who have a good rental history but are currently under served by the housing sales market.

- *Homeownership Zones.* The FY 1999 budget includes \$25 million for Homeownership Zones.
Homeownership/Empowerment Voucher Initiative. Under this proposal Section 8 certificates and vouchers could be used to purchase, rather than only to rent, housing.

Spurring Private Investment In Our Distressed Communities

- **Flexible Funding For Second-round Empowerment Zones.** The Administration's FY 1999 budget provides \$150 million for ten years in mandatory funding for second-round urban EZs.
- **Expansion Of The Economic Development Initiative (EDI).** The Administration's FY 1999 budget requests \$400 million for EDI. HUD plans to use EDI and Section 108 guarantees together to stimulate creation of a secondary market in development loans.
- **CDFI Expansion.** The Administration is requesting a \$45 million increase in CDFI funding. The increased funding also would be used in part to accelerate development of a secondary market for CDFI loans.
- **Higher Cap On The Low-income Housing Tax Credit.** The Administration's budget calls for increasing the cap to \$1.75 per capita and indexing it to inflation thereafter, at a cost of \$1.6 billion over five years.
- **Increased Funding For Brownfields.** HUD is requesting an additional \$50 million for Brownfields redevelopment to complement EPA's program and the new tax incentive.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:16-JAN-1998 13:09:04.00

SUBJECT: Rep. Owens

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

All is going according to plan...

----- Forwarded by Bruce N. Reed/OPD/EOP on 01/16/98

01:08 PM -----

Michael Cohen

01/16/98 12:06:39 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP

cc:

Subject: Rep. Owens

I suspect Major Owens may have done in his conversation with POTUS to undermine the school construction initiative and advance the cause of vouchers than he realized!

----- Forwarded by Michael Cohen/OPD/EOP on 01/16/98

12:09 PM -----

Michael W. Williams

01/16/98 10:55:06 AM

Record Type: Record

To: Michael Cohen/OPD/EOP

cc:

Subject: Rep. Owens

Janet wanted me to forward this information to you about Major Owens conversation with the President. I have forwarded this info to Sylvia Mathews.

Representative Major Owens - Thursday, January 15, 1998

Major Owens engaged the President in conversation about school construction and vouchers. He contends that while he and a majority of the Congressional Black Caucus do not support school vouchers, proponents of the measure have started a grassroots effort in their districts. Representative Owens feels this effort could possibly cause some CBC members to change their view on school vouchers. He told the President that a commitment to school construction funds could alleviate much of the

pressure CBC members are receiving at home. With an increase in school construction money, Members would be able to make an argument for improving existing schools rather than abandoning them.

In subsequent discussions with Mr. Owens, he expressed his appreciation for the Administration's efforts to secure educational funding in the FY98 budget and for the school INTERNET access program. However, he feels more can be done and the upcoming legislative session will be the right time to continue the good work.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:16-JAN-1998 00:46:37.00

SUBJECT: EEOC Reforms to Federal Sector Complaints

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

CC: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

On Thursday, we met with OMB to discuss the changes that the EEOC has proposed to its federal-sector cases. We all agreed with the main parts of the EEOC's proposals, which allow the EEOC rather than the agencies to issue final administrative decisions and permit attorney's fees even during the pre-complaint stage. However, many of the agencies disagree with these changes, and even dispute EEOC's authority to issue final administrative decisions. We are going to meet with the EEOC on Friday, January 16 at 2 p.m.

We did, however, decide to push the EEOC to change a few other items in response to the agency comments. (These are outlined below). Things seem to be fairly on track to send the rule out for public comment by the State of the Union. However, as some of the agencies seem to be greatly opposed to these changes, they may begin to put political pressure on the White House to slow the process down. In fact, Sally Katzen may have spurred the agencies to ratchet up their concerns. In an interagency meeting on Thursday unrelated to these EEOC changes, Sally brought up the topic and suggested that the agencies voice their concerns to their Secretaries. In addition, OMB indicated that if any of the agencies request a formal opinion from OLC as to whether EEOC has the legal authority to issue final decisions, this request could possibly slow down the process of the rule going out for comment. However, at this point, it doesn't seem that any of these things will slow down the process; we just thought you should be aware of these issues.

The following are the items that OMB is going to try to get EEOC to change:

1. Spell out more fully in the preamble its legal authority to issue final administrative decisions.
2. Currently, the EEOC version of the rule removes the ability of the agency to seek reconsideration of a final administrative decision. OMB is going to suggest that EEOC add back this ability. Given that an agency cannot appeal to federal court, a reconsideration request is the agency's last chance to change the decision.
3. Currently, the EEOC version provides that appeal of the EEOC's final decision after hearing will review the AJ's findings of fact under a clearly erroneous standard of review. We are suggesting that the EEOC change this to the substantial evidence standard of review, which is the same standard used for reviewing the Merit Systems Protection Board's findings in federal court.

4. The EEOC has proposed eliminating one basis of dismissal of complaints--dismissal when the agency offers "full relief." The EEOC argues that this type of dismissal prejudices the complainant who often does not know at early stages of the process whether an offer constitutes full relief. OMB suggests retaining this basis of dismissal, but in keeping with some agency comments, that the EEOC be required to certify that an agency offer constitutes full relief so that the complainant will have the benefit of a third-party assessment of the offer before any rights to proceed are barred.

5. Many of the agencies have objected to the availability of attorney's fees during the pre-complaint process. The agencies argue that this discourages settlement, and encourages attorneys to continue with the litigation. OMB is suggesting that the EEOC provide guidance to the AJs to help them determine what are "reasonable" attorney's fees in order to help prevent any abuses by attorneys to simply increase their fees.

These all seem to be reasonable changes, and will probably help to assuage the agency's concerns. If the EEOC agrees to these changes, the agencies will at least believe that the EEOC is paying attention to their concerns before the rule goes out for public comment.

We'll let you know what happens with the EEOC, although I suspect that they will agree to most of these changes. Regards, Mary

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Ann F. Walker (CN=Ann F. Walker/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:16-JAN-1998 12:23:39.00

SUBJECT: EEOC/Bill Lee

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Andrew J. Mayock (CN=Andrew J. Mayock/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

CC: Sylvia M. Mathews (CN=Sylvia M. Mathews/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TEXT:

Bill Lee will be in Detroit on Monday making a speech in celebration of MLK Day. The speech was originally going to be on Hate Crimes but with our discussion this morning we are thinking it best to have him speak on the EEOC announcement and reinforce the VP's remarks. We also thought it would be useful to have Lee in the stories coming out on Monday. To that end, can we set up a time for you to brief Bill on the policy and then could you refer reporters to Bill for comment after you have spoken with them on Sunday? Please call or page me. Thanks

Medicare Fraud and Abuse Update. Next week the first HHS/Justice report on anti-fraud activities, mandated by the Kennedy-Kassebaum law, is expected to be released. The report will document how successful the enforcement agencies have been in targeting and prosecuting fraud activities. It will also report that these activities have resulted in \$1 billion in fines and penalties that have been collected by the Administration and deposited directly into the Medicare Trust Fund. It is available at a fortuitous time because the Senate Governmental Affairs Subcommittee on Investigation is planning will hold a hearing on January 29 documenting how fraud appears to continue to be pervasive in the Medicare program. The hearing will reportedly cite examples of providers and suppliers billing Medicare for services and medical devices that were never provided to any Medicare beneficiary. The Justice/HHS report, which can be discussed with other HHS anti-fraud initiatives that we are asking the Department to expedite, will hopefully mitigate the negative impact of this report.

Norwood's Consumer Protections Legislation. You recently asked us whether we should work specifically with Congressman Norwood to pass consumer protection legislation. Despite the fact that Congressman Norwood's legislation has over 200 co-sponsors in the House (and more than 95 Republicans), we have hesitated to endorse this legislation because it has a number of controversial components. Specifically, the business and labor community strongly object to the bill's enforcement mechanism, which gives the courts broad authority that could lead to excessive litigation. In addition, there are a number of provisions in the legislation that are designed to protect providers at least as much consumers. For example, the bill comes close to effectively assuring any willing provider protections, which would mean that even the most inefficient, expensive, and poorest quality providers could not be excluded from health plans. These provisions are not only controversial but they could also prove to be quite costly. Cost projections will be used to suggest that more people will become uninsured and could become a powerful countervailing argument for no Federal legislation. There are many in the business and labor community as well as Members of Congress who generally support the notion of consumer protections but are looking for a more moderate bill. However, they are holding out to see if they have an alternative. Our strategy is to keep the pressure on for Federal legislation, while looking for a coalition of moderates to develop a compromise bill.

Children's Health/Medicaid Outreach Update. There are currently four states who are almost ready to receive approval on their Children's Health Insurance Program (CHIP) plan. These four states -- Colorado, Alabama, South Carolina, and Missouri -- would be the first states to provide coverage for uninsured children under the new law you signed into law this summer. We are pushing HHS to expedite final approval and hope to have some or all of these states signed off on in the next few weeks. Other states are moving along on their proposals as well. Some of these states are seeking waivers from the benefits and cost-sharing guidelines laid out by Congress for this new law, which could generate tensions between the children's advocates and the states. We will be sending you a memo early next week to outline policy decisions in this regard. Finally, we have a series of administrative and budget provisions that give states new flexibility and incentives to effectively target the three million children eligible but not enrolled in Medicaid. These initiatives, which will be very well received by both the children's advocacy community and the states, are ready to be rolled out at any time. We are currently looking for possible events to call attention to these initiatives.

Genetic Discrimination in the Workplace. On Tuesday, the Vice President is participating in an event with the Genome Action Coalition in which he is releasing a HHS/Labor Department report on preventing genetic discrimination in the work force. This report, which is similar to the report you announced in July on genetic discrimination in health insurance, outlines the Administration's principles for legislation on this issue. It prevents employers from using genetic information as a condition of employment, or as a way to classify employees, or even obtain it except under specific circumstances. There are a number of bills on this issue on the Hill, including one that is quite similar introduced by Senator Daschle. We believe that this event will be effective in highlighting your commitment to preventing genetic discrimination both in health insurance and in the work force.

Reichauer and the Medicare Buy-In. Today, Chris J. met with Bob Reichauer, E.J. Dionne, David Broder, Henry Aaron, Marilyn Moon, Judy Feder, and a host of policy experts at the Brookings Institution on the Medicare buy-in initiative. After going through the specific policy and the rationale behind it, virtually all participants at the meeting, including Reichauer and Aaron, explicitly stated that this policy is thoughtful (although very modest) and indicated that it merited a positive reception by the Congress. In fact, Reichauer explicitly stated "if I were in the Congress, I certainly would vote for it." He also indicated that he did not mean for his op-ed piece to be excessively critical and actually apologized, although privately, for it being received as such. Chris informed him that it was important for him to be more clear about his sentiments about this policy since it so influences the elite perception of it. DPC/NEC will be sending you a memo next week on our responses to the criticisms raised by Reichauer in his piece.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Eli G. Attie (CN=Eli G. Attie/O=OVP [UNKNOWN])

CREATION DATE/TIME:16-JAN-1998 16:28:50.00

SUBJECT: EEOC announcement

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

FYI -- At some point later today, we will have for Elena a sentence or two that she can share with reporters about what the VP will say in his speech on Monday, in addition to making the EEOC announcement...(to wrap the two together a bit)

FOOD SAFETY IN BUDGET

The new budget contains a significant new commitment to improving food safety programs in HHS and USDA. The \$101 million increase will fund a variety of programs that are part of the Presidential Food Safety Initiative you announced last year, including: implementing our aggressive fresh produce plan to hire FDA inspectors to improve the safety of our nation's fruits and vegetables, both domestic and imported; increasing the risk assessment on beef, chicken and pork to better determine the source of the greatest risk of contamination; developing better tests for federal inspectors and others to detect food-borne illnesses; improving educational outreach on proper food handling, especially to the elderly and poor; and expanding the new national early warning system for food-borne diseases. This increase comes after an increase of more than \$40 million last year. We are looking into ways to highlight this effort in the State of the Union speech. In addition to mentioning the specific new programs in your speech, you could note that on the day before the speech, USDA's new science-based system for ensuring meat safety took effect. As you may recall, this new preventative approach to enforcing our food safety law was recommended by the Vice-President and came in response to the foodborne outbreak that occurred in the Northwest in 1993.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:16-JAN-1998 18:27:20.00

SUBJECT: Weekly

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

Education -- Single Sex Schools in New York City: DPC has been working with the White House Counsel's office, the Education and Justice Departments, to address the response by the Education Department's Office of Civil Rights (OCR) to a complaint against the Women's Leadership Academy, an all-girls school in New York City. Both you and Secretary Riley are in complete agreement that, as a matter of policy, single sex schools are an appropriate part of the mix of education options that school districts could provide to parents. However, both OCR and the Civil Rights Division in Justice believe that such schools ultimately may be difficult to justify on under Title IX and on Constitutional grounds, because they have discriminatory admissions policies, and because separate schools may inevitably provide unequal opportunities to females. While it may be possible in principle to argue successfully that single sex schools are an appropriate remedy for past discrimination, it is not clear if the facts in this case would support such an argument.

Past efforts to resolve this matter between OCR and lawyers for NYC have not been fruitful. OCR has placed its investigation of the compliant on hold, and will take no steps in the foreseeable future to press New York City to change the status of the school. Secretary Riley and NYC Chancellor Rudy Crew have recently agreed to appoint a small team of educators from the Education Department and the NYC Schools to work collaboratively to explore all possible ways of resolving this dispute so that the Women's Leadership Academy remains open, and in a fashion that avoids legal action by the Administration if at all possible. Our hope is that direct conversations between the Secretary and the Chancellor will set a more positive context in which a solution can be arrived at.

Education -- National Testing: Bill Goodling has scheduled a Jan. 28 mark-up of a bill that would codify the provisions of the national testing agreement in last year's appropriations bill, and prohibit further development or implementation of the tests beyond FY98 without specific statutory authorization. We believe that if this were voted on, Goodling would carry all Republicans as well as committee Democrats in the Black and Hispanic Caucuses. DPC and Education Department staff met with Mr. Clay's staff to begin to develop a strategy for dealing with the mark-up. Our basic approach is to try to get the mark-up postponed and, if unsuccessful at that, to at least try to hold Democrats together. Secretary Riley will send Goodling a letter on Tuesday requesting that he not proceed with this action, on the grounds that it violates the agreement you and he reached, which called for further Congressional deliberations to be informed by a series of studies by the National Academy of Sciences, none of which will be completed until this Spring. In addition, we will make sure that Caucus members on the committees are fully aware of the investments your budget makes in expanding learning

opportunities for low income and minority students, many of which respond directly to concerns they have expressed regarding the tests. We will identify additional steps to take early next week.

Education -- National Testing: The National Assessment Governing Board will meet next week to determine what changes if any are needed in the contract to develop the national tests. The NAGB committee spearheading this work has recommended, on technical grounds, that the contract be modified to make 2001 the target year for the first administration of the tests--2 years later than you originally proposal, and a year later than the path we have been on since the Summer. Along with Secretary Riley and Deputy Secretary Smith, we believe this is delay is not necessary for sound test development and is otherwise undesirable. We are working behind the scenes with our supporters on NAGB to keep to the faster timetable.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Jennifer L. Klein (CN=Jennifer L. Klein/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:16-JAN-1998 09:38:44.00

SUBJECT: FMLA

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

We had an FMLA meeting yesterday. Anne Lewis thinks that you and Gene need to hold a principals level meeting to let all of the Departments express their views on this (since the President will probably decide to do something and most of them are against it).. What do you think?

We also learned that there is basically no data on any of the important questions we asked (i.e., burden to small business). Very encouraging!

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Michael Waldman (CN=Michael Waldman/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:16-JAN-1998 13:26:12.00

SUBJECT: juvi bill

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Michelle Crisci (CN=Michelle Crisci/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Rahm I. Emanuel (CN=Rahm I. Emanuel/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Jose Cerda III (CN=Jose Cerda III/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

As I mentioned to Michelle, I desperately need a 2 sentence description of the juvi bill & what we now say about it.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:16-JAN-1998 15:59:00.00

SUBJECT: Race Initiative

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

Paul J. Weinstein Jr. (CN=Paul J. Weinstein Jr./OU=OPD/O=EOP [OPD])

READ:UNKNOWN

TEXT:

I have been thinking of trying to set up a weekly short (20 min.) meeting with those in the office whose work impacts race policy. After each meeting, I could do a short progress report to you. Does that sound like it would be helpful?

Also, have you had a chance to look over my e-mail of last week re: the PIR and the President's report? How would you like for me to proceed?
Thanks.

Julie