2015-0037-F

Wednesday, January 27, 2016

FOIA Marker

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Records Management, White House Office of

Subject Files - FG006-27 (Office of Senior Advisor - Karl Rove)

Stack:	Row:	Sect.:	Shelf:	Pos.:	FRC ID:	Location or Hollinger ID:	NARA Number:	OA Number:
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Folder Title:

508482 [1] - [2]

Withdrawn/Redacted Material The George W. Bush Library

DOCUMENT NO.	FORM	SUBJECT/TITLE	PAGES	DATE	RESTRICTION(S)
001	Resume	B.G. (Bill) Hartley [page 1]	1	05/23/2002	P6/b6;
002	Email	E-Mail from Karen Hughes - To: Karl Rove, et al From: Krista Ritacco	2	07/26/2002	P5;
003	Email	E-Mail from Karen Hughes - To: Susan Ralston - From: Karl Rove	2	07/26/2002	P5;
004	Spreadsheet	Convention Bid Comparison 2002	1	2002	PRM;
005	Fax Cover Sheet	Letter - To: Karl Rove - From: Eric Bovim, et al.	1	07/15/2002	Р5;
006	Letter	[Letter with attachments] - To: Karl Rove - From: Ken Zangara	6	07/11/2002	PRM;

COLLECTION TITLE:

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Records Management, White House Office of SERIES: Subject Files - FG006-27 (Office of Senior Advisor - Karl Rove) FOLDER TITLE: 508482 [1] FRC ID: 9704 **RESTRICTION CODES** Presidential Records Act - [44 U.S.C. 2204(a)] Freedom of Information Act - [5 U.S.C. 552(b)] P1 National Security Classified Information [(a)(1) of the PRA] b(1) National security classified information [(b)(1) of the FOIA] P2 Relating to the appointment to Federal office [(a)(2) of the PRA]

- P3 Release would violate a Federal statute [(a)(3) of the PRA] P4 Release would disclose trade secrets or confidential commercial or
- financial information [(a)(4) of the PRA] P5 Release would disclose confidential advise between the President
- and his advisors, or between such advisors [a)(5) of the PRA] P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]
- PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

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- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

Records Not Subject to FOIA

Court Sealed - The document is withheld under a court seal and is not subject to the Freedom of Information Act.

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"his document was prepared on Wednesday, February 03, 2016

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DOCUMENT NO.	FORM	SUBJECT/TITLE				PAGES	DATE	RESTRICTION(S)
007	Spreadsheet	President Bush's Veto Threats	· ·			11	07/25/2002	P5;
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Page 2 of 2

This document was prepared on Wednesday, February 03, 2016

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FACSIMILE TRANSMITTAL GAYLORD T. HUGHEY, JR. Attorney at Law 305 Ferrell Place- Tyler, Texas 75702 Telephone 903-597-6192 ~ Facsimile 903-597-9584

Transmission Date:

May 29, 2002

Transmitted To:

Karl Rove - 202-456-0191

CC:

Transmitted By:

Mary Bunch for Gaylord T. Hughey, Jr.

No. of Pages: (including cover sheet) Message:

Hard Copy: D Will follow Ø Will not follow unless requested

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GAYLORD T. HUGHEY, JR. ATTORNEY AT LAW 305 FERRELL PLACE TYLER, TEXAS 75702

BOARD CERTIFIED OIL GAS & MINERAL LAW TEXAB BOARD OF LEGAL SPECIALIZATION TELEPHONE: (903) 597-6192 FACSIMILE: (903) 597-9564

May 29, 2002

Via facsimile (202) 456-0191

Mr. Karl Rove The White House 1600 Pennsylvania Ave. Washington, DC 20501

Dear Karl:

It was great seeing you, Jack and Mel the other day in Houston. You guys are doing a great job and no one can truly appreciate the Herculean efforts that each of you are contributing to our Country.

Last week I was contacted by Lonny Uzzell. He informed me that our friend B.G. "Bill" Hartley, Chairman of the Board of Southside Bank in Tyler is being honored as this year's recipient of the distinguished Citizen Award for the East Texas Council of Boy Scouts. Lonny requested that I contact the White House to see if a short video of the President making appropriate remarks is feasible. The event is August 6, 2002. I have enclosed Lonny's May 23, 2002 letter along with Mr. Hartley's biographical information. If your office can direct me as to who I might talk to concerning a video it would certainly be appreciated. From a technical standpoint, if a video is made, it would be of some assistance if it was in a BETA SP format. I have no idea what that means, but as on many other subjects, that has never stopped me from asking or commenting.

Again, thanks for all you are doing on our behalf.

Best regards.

Gaylord T. Hughey, Jr.

Lonny Uzzell A.W. Riter, Jr. Via facsimile (903) 592-3692 Via facsimile (903) 526-3004



CC!

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May.23. 2002 4:07 PM

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GAYLORD HUGHEY JR

PAGE 03

No 5628

Southside Bancshares, Inc. BANK

P.O. HOX 11179, SOUTH BECKHAM AT EAST LAKE, TYLKR, TEXAS 75710-1079 903/531-7111 Paxi 903/592-3692

LONNY R. UZZELL EXECUTIVE VIDE PRESIDENT

May 23, 2002

Mr, Gaylord Hughey, Jr. 305 Ferrell Place Tyler, TX 75702

Dear Gaylord:

Thank you for agreeing to help in the effort to try and get some remarks from President Bush about B. G. Hartley to be used at the 2002 Boy Scout Distinguished Citizen Award dinner.

The purpose of the event is to raise money for the local East Texas Area Council Boy Scouts. As you probably know, Scouts strive to be loyal, trustworthy, friendly, helpful, courteous, kind, obedient, thrifty, brave, clean, and reverent. I think their choice in Bill Hartley, as this year's recipient of the Distinguished Citizen Award, is very appropriate considering the characteristic traits these young people aspire to.

The dinner will be held in Tyler, August 6, 2002. We plan to present a video with remarks from various local, state and national friends and associates of Mr. Hartley. We would be honored to be able to end the evening with a surprise portion of the video being remarks from President Bush.

If you have any questions, please call me at 903-531-7241 and once again I thank you for your help.

Member FDIC

Sincerely,

Uzzu

Lonny R. Uzzell

LRU:ssm

P. 3

May 23, 2002 4:08PM Southside Bancshares, Inc.

B. G. (BILL) HARTLEY

(b)(6)

Born: Mount Pleasant, Texas - (b)(6)

Married: Billie Boyd, formerly of Chandler, Texas, 1-3-59

Two Children: Jane Hartley Coker, born (b)(6) Patrick Hartley, born 1/20/67 - deceased 5/29/96

Education: Mount Pleasant High School - 1946

Church Affiliation: Marvin United Methodist Church, Tyler, Texas

Military: Texas National Guard - 1948-1956 - M/SGT

Employment: Guaranty Bond State Bank, Mt. Pleasant, TX - 1946-1955 Texas Banking Department, Austin, TX - 1955-1960 Southside Bank, Tyler, Texas - 1960-Present (CEO since bank chartered in February 1960)

PROFESSIONAL ORGANIZATIONS. CIVIC ACTIVITIES, MEMBERSHIPS, AWARDS:

Chairman of the Board & CEO - Southside Bank, Tyler, Texas Chairman of the Board & CEO - Southside Bancshares Inc., Tyler, Texas (One Bank Holding Company) Chairman - National BankPAC Committee/American Bankers Association, Washington, D.C. Texas Banking Department Commissioner's Council/Austin Chairman - Texas Bankers General Agency, Inc., Austin Director, Executive & Claims Committee Member - Underwriting Committee Member - BancInsure, Inc., Oklahoma City Director - Bankers Multistate Insurance, Inc., Oklahoma City Director, Exec. Committee Member & Immediate Past Chairman - Texas Taxpayers & Research Association. Austin (TIARA) Trustee & Executive Committee Member - Texas College, Tyler, Texas (25-plus years) Development Board Member - University of Texas at Tyler Director & Executive Committee Member - University of Texas at Tyler Educational Foundation, Inc. Development Board Member - University of Texas Health Center at Tyler Development Council Member - Tyler Junior College Foundation Director - East Texas Medical Center Foundation, Inc. Director - East Texas Medical Center Regional Healthcare System, Inc. Trustee - R. W. Fair Foundation, Tyler, Texas Trustee & Executive Committee Member - Texas Chest Foundation Director & Past President - Texas Rosc Festival, Tyler, Texas Advisory Council Member - Parent Service Center, Inc. Award - T.B. Butler Award - Tyler's Most Outstanding Citizen/Co-recipient with Mrs. Hartley - 1992 Award - Doctor of Humanities, Texas College, Tyler, Texas - 5/09/92 Award - Doctor of Laws, Texas College, Tyler, Texas - 5/11/96

(CONTINUED)

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May 23. 2002 4:08PM Southside Bancshares, Inc.

B. G. (Bill) Hartley Page Two

FORMER AFFILIATIONS:

Director, Audit Committee Member, Membership Eligibility and Dues Committee Member, Grass Roots Task Force/American Bankers Association, Washington, D.C. State Membership Chairman (1993-1996); National BankPac Committee Mcmber (1985-1988) - American **Bankers** Association Federal Legislative Committee - Independent Bankers Association of America CSBS State Representative - Conference of State Bank Supervisors, Washington Director, Treasurer, Executive Committee Member, Regulators Council Chairman, State Bank Division Chairman, Government Relations Committee Vice Chairman & Long Range Planning Committee Member - Texas Bankers Association Director - Independent Bankers Association of Texas Chairman of the Board, Executive Committee & Loan Committee Member - Texas Independent Bank, Dallas Trustee, Development Committee & Public Affairs Member - The Nature Conservancy of Texas Trustee & Investment Committee Member - Baptist Foundation of Texas, Inc. ('86-'92) Director & Past President - Tyler Area Chamber of Commerce Board Member - Tyler Economic Development Council Director & Executive Committee Member - Tyler Industrial Foundation Trustce - East Texas Baptist College, Marshall Member & Chairman - East Texas Hospital Foundation Director - Tyler Health Facilities Development Corporation Governing Board - Mother Frances Hospital, Tyler, Texas (six years service ended 12/77) Advisory Board - Mother Frances Hospital (six years service ended 12/71) Finance Committee Member - Tyler Museum of Art, Tyler, Texas Director & Executive Committee Member - East Texas Fair Association Director & 1992 Leadership Giving Chairman - United Way of Tyler Long Range Planning Committee Chairman & Finance Committee Chairman - First Baptist Church, Tyler President - Willow Brook County Club Director - Tyler - Smith County Library Foundation, Inc. Director - Smith County Industrial Development Corporation Director - East Texas Symphony Director - University Park Hospital, Tyler, Texas Chairman - Tyler Smith County Child Welfare Board Director - Tyler Chapter American Red Cross Director - East Texas Tuberculosis Association Director - Junior Achievement of Tyler Director - Salvation Army Director - Tyler Petroleum Club Director - Friends of the Library Governing Board Member - Plaza Club, Tyler, Texas Past Noble Grand - I.O.O.F. Lodge, Mt. Pleasant, Texas

THE WHITE HOUSE WASHINGTON

FACSIMILE	TRANSMITTAL SHEET
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COMPANY:	DATE: 7/2/2
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THE JAMES J. ROOP COMPANY

508482

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Corporate Communication

letter

May 17, 2002

To Whom It May Concern The White House c/o Communications Department 1600 Pennsylvania Ave., NW Washington, DC 20500

To Whom It May Concern:

I am writing to request just a few minutes of President Bush's time to videotape a congratulatory message to retiring RPM, Inc. Chairman and CEO Thomas C. Sullivan and Vice Chairman James A. Karman. The message will be used in a tribute video to be shown at the company's annual meeting on Friday, October 11, 2002 at Severance Hall, home of the Cleveland Orchestra. More than 2,000 shareholders are expected to attend. I am with RPM's public relations agency and am coordinating the video and annual meeting on the company's behalf.

We would conduct the videotaping in a manner that is most convenient for President Bush. We can send a crew to his office, or schedule time at a nearby studio. As for his comments, we can draft a script or provide a list of bullet points from which he can choose his own words.

RPM's history reads like an idyllic American success story. The company was founded as Republic Powdered Metals in 1947 by Frank C. Sullivan. It had only one product, Alumanation, an aluminum coating still sold today. He built it into an \$11 million business on his philosophy to, "Hire the best people you can find. Create an atmosphere that will keep them. Then, let them do their jobs." Tom took leadership of the business in 1971, following the death of his father and the company's founder. Jim was then chief financial officer. Together they grew RPM into its current form as a global specialty coatings manufacturer with annual sales exceeding \$2 billion, 54 consecutive years of record sales and 7,900 employees (including 700 in Ohio). By remaining true to the founder's philosophy, RPM has become a haven for entrepreneurs and consists of some 40 operating companies with a stable of market-leading brands, including Rust-Oleum, DAP, Zinsser, Day-Glo and Bondo.

Enclosed are detailed bios on Tom and Jim and background materials on RPM (including the 1997 annual report, which features a brief history of the company). I will follow up with you in a few days to confirm President Bush's availability and schedule a videotaping session. If you have questions in the meantime, please contact me at 216-902-3800 or bkostka@jjroop.com.

Sincerely

Brad W. Kostka Senior Account Executive

Enclosures



EXECUTIVE BIOGRAPHY:

Thomas C. Sullivan—Chairman & Chief Executive Officer

Mr. Sullivan is chairman and chief executive officer of RPM, Inc. and is responsible for longterm policies and strategies and corporate relations. He took leadership of the company in 1971, following the death of his father and the company's founder, Frank C. Sullivan. At that time RPM was a single company known as Republic Powdered Metals and sales were about \$11 million. Today, the company consists of some 40 operating companies and has sales of approximately \$2.01 billion.

RPM has a strong long-term track record with investors that includes 54 consecutive years of record sales, increased earnings for 53 of 54 years, 27 consecutive years of dividend increases, 11 stock dividends since 1976 and an annual compounded rate of return of approximately 18 percent since 1975. Much of this growth is due to the company's acquisition program, which is focused on strong brand names in the building maintenance and protection products fields worldwide. The most recent major acquisitions include DAP in 1999 and Tremco in 1997.

RPM is a world leader in specialty coatings serving both industrial and consumer markets. RPM's industrial products include roofing systems, sealants, corrosion control coatings, floor coatings and specialty chemicals. Its consumer products are used by professionals and do-ityourselfers for home, automotive and boat maintenance and by hobbyists. Leading industrial brands include Stonhard, Tremco, Carboline, Day-Glo, Euco and Dryvit. Consumer brands include Zinsser, Rust-Oleum, DAP, Flecto and Bondo. Thomas C. Sullivan Chairman & CEO RPM, Inc.

The company's common shares are traded on the New York Stock Exchange under the symbol RPM, and are owned by some 285 institutional investors and approximately 87,000 individual investors. RPM employs 7,900 people, not including hundreds of independent sales and technical representatives; sells its products in more than 130 countries; and manufactures at 62 locations in 17 countries.

In addition to RPM, Mr. Sullivan serves on the boards of Pioneer-Standard Electronics, National City Bank, Huffy Corporation, and Kaydon Corporation. He is chairman of the National Paint & Coatings Association and also active in Cleveland Tomorrow, City Year Cleveland, and the May Dugan Center.

Mr. Sullivan began his career at RPM in 1961 as a divisional sales manager and held other positions including vice president, executive vice president and president. Prior to joining RPM, he served as a communications officer on a battleship in the U.S. Navy.

A 1959 graduate of Miami (OH) University, Mr. Sullivan earned a bachelor of science degree in business administration. He resides with his wife, Sandra, in Bay Village, OH. They have six children.

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EXECUTIVE BIOGRAPHY: James A. Karman—Vice Chairman

1

Mr. Karman is vice chairman of the board of RPM, Inc. He is responsible for all administrative functions, including finance, legal, risk management and environmental affairs.

Mr. Karman also serves on the boards of Metropolitan Financial Corporation, Shiloh Industries Inc., and A. Schulman Inc. In addition, he is affiliated with the Cleveland Orchestra, the Cleveland Playhouse, Boys and Girls Club, and Boys Hope.

In 1963, Mr. Karman joined RPM as Treasurer and held other positions including vice president, secretary and executive vice president. Before joining RPM he worked for Union Bank & Trust Company and the University of Wisconsin.

Mr. Karman graduated from Miami (OH) University in 1959 with a bachelor of science degree. He lives in Shaker Heights, OH with his wife Carolyn. They have four children.

RPM is a world leader in specialty coatings serving both industrial and consumer markets. RPM's industrial products include roofing systems, sealants, corrosion control coatings, floor coatings and specialty chemicals. Its consumer products are used by professionals and do-ityourselfers for home, automotive and boat maintenance and by hobbyists. Leading industrial brands include Stonhard, Tremco, Carboline, Day-Glo, Euco and Dryvit. Consumer brands include Zinsser, Rust-Oleum, DAP, Flecto and Bondo. The company's common shares are traded on the New York Stock Exchange under the symbol RPM.

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RPM, Inc. • 2628 Pearl Road • P.O. Box 777 • Medina, OH 44258 Phone: 330-273-5090 • Fax: 330-225-8743 www.rpminc.com

THE WHITE HOUSE WASHINGTON

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COMPANY:	DATE: 7/8/02	
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SCHEDULE PROPOSAL

TODAY'S DATE: 6/13/02

508482 FG006-27

TO:	Bradley A. Blakeman Deputy Assistant to the President For Appointments and Scheduling
FROM:	Karl Rove Assistant to the President and Senior Advisor
REQUEST:	Video Greeting
PURPOSE:	To address the 111 th National Society of the Daughters of the American Revolution Annual Continental Congress.
BACKGROUND:	Daughters of the American Revolution (DAR) membership is open to any woman who is no less than eighteen years of age and can prove lineal, blood line descent from an ancestor who aided in achieving American independence. DAR currently has 170,000 members in nearly 3,000 chapters in all 50 states and internationally.
PREVIOUS PARTICIPATION:	N/A
DATE AND TIME:	July 3, 2002 // 6:00 p.m.
DURATION:	TBD
BRIEFING TIME:	N/A
LOCATION:	Constitution Hall
PARTICIPANTS:	President General Linda Tinker Watkins 3,700 Members of the Daughters of the American Revolution
OUTLINE OF EVENT:	TBD
REMARKS REQUIRED:	Remarks prepared by Kasey Pipes and speechwriting.
MEDIA COVERAGE:	Open
FIRST LADY'S ATTENDANCE:	Will not participate
FUNDING SOURCE:	National Society of the Daughters of the American Revolution
WORKING CONTACT:	Matt Smith x6-7702

ACCEPT	 r	REGRET	PENDING

508482 SEND FC006-27 VIDEO? YY_N

SCHEDULE PROPOSAL

NOTE: Izzy recommends sending a video for this event in Jacksonville, FL.

TODAY'S DATE: May 24, 20001

TO:	Bradley A. Blakeman Deputy Assistant to the President For Appointments and Scheduling
FROM:	Karl Rove Assistant to the President and Senior Advisor
	Margaret Spellings Assistant to the President for Domestic Policy
REQUEST:	Remarks for the National Association of Blacks in Criminal Justice's 29 th Annual Conference.
PURPOSE:	To highlight the importance of the President's Faith-Based and Community Initiative Office to members of the criminal justice system as well as ex-offenders.
BACKGROUND:	The National Association of Blacks in Criminal Justice (NABCJ) is a multiethnic, nonpartisan, nonprofit association of criminal justice professionals and community leaders dedicated to improving the administration of justice.
	The Association was founded as a vehicle for criminal justice professionals to improve the general welfare and increase the influence of African Americans and people of color with respect to the administration of justice. Major areas of focus include law enforcement, prosecution, and defense-related needs and practices, with an emphasis on the courts, corrections, and the prevention of crime.
PREVIOUS	
PARTICIPATION:	The Department of Labor has actively been working with the NABCJ as they develop the "Welcome Home Initiative" (WHI). WHI builds on existing Federal and state transition programs, like DOL's Youth Offender Program and DOJ's Serious Violent Offender Program.
	The goal of this initiative is to develop a network of private sector employers and faith-based community organizations working together to employ and mentor former prisoners. Target cities for the initiative include Jacksonville, FL, Detroit, MI, Chicago-Gary, IL and Washington, D.C.
DATE AND TIME:	July 22, 2002; 8:30 AM-10:00 AM (Opening Session) or July 24, 2002; 7:00 AM - 9:00 AM (Prayer Breakfast)

DURATION:	45 minutes					
BRIEFING TIME:	10 minutes					
LOCATION:	Adams Mark Hotel 225 Coastline Dr. Jacksonville, Florida					
PARTICIPANTS:	 The White House Office of Faith-Based and Contributives U.S. Department of Labor U.S. Department of Justice 1,300 members of the National Association of Incriminal Justice 					
	Prison Fellowship Business Community Faith-Based Community					
OUTLINE OF EVENT:	Photo Op with VIP participants Introduction of the President President Speaks Rope Line					
REMARKS REQUIRED:	Major					
MEDIA COVERAGE:	Open Press					
FIRST LADY'S ATTENDANCE:	Not Requested					
FUNDING SOURCE:	The National Association of Blacks in Crimina U.S. Department of Labor	l Justice				
WORKING CONTACTS:	Angela Sailor x6-6657					
ACCEPT	REGRET	PENDING				

07/26/02 FRI 08:50 FAX



OFFICE OF THE DIRECTOR

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT WASHINGTON, DC 20415-0001

508482 FG 0062

2002

CON 131-64 September 15

July, 26, 2002

The Honorable David E. Bonior U. S. House of Representatives 2207 Rayburn House Office Building Washington, DC 20515

Dear Representative Bonior:

The President has provided mc with the opportunity to respond to your letter objecting to increased flexibility for the proposed Department of Homeland Security. As Americans privileged to serve in the Government, whether in the Executive branch or in Congress, we are united in our belief that Federal employees are patriotic and trusted stewards of our democratic tradition. The President fully understands the vital role Federal employees will play in creating a culture of urgency in the new Department.

I appreciate your reference to the events of September 11th and the courageous response of our Nation's civil servants. To those of us who truly know Federal workers and their proud heritage, this came as no surprise. Federal employees have worked with courage for decades – they fought and won the Cold War, they advanced the cause of civil rights, and they have ensured peaceful transition of power during changes of Administration and in time of deep sorrow. I believe that their dedication to our country is displayed each and every day as they carry out the vital work of a Nation at war.

The legislation to create the Department of Homeland Security fully addresses your concerns by maintaining core civil service protections while providing flexibilities to enable the Department to fulfill its critical mission. A central feature of the legislative proposal before you is that it provides the Department with the ability to tailor its personnel system to its specific circumstances. This is needed in order to build upon the existing statutory framework – preserving merit system principles and protections, enhancing provisions to promote the mission of the agency, and adjusting elements which inhibit good management. It is simply not true that it strips away basic civil service protections. We expressly preserved civil service protections, including whistleblower rights and veterans' preference, and also provide the assurance that employees in the new Department retain their existing right to bargain collectively.

Providing for flexibilities will not only help the new Secretary but it will benefit hardworking Federal employees as well. Since I began my tenure at the Office of Personnel Management, I have had the opportunity to work with my career staff to conduct a comprehensive study of compensation issues. Through this process I have

The Honorable David E. Bonior

listened to thousands of our Federal employees – union and non-union, management and front-line worker – and have heard their desire for a personnel system that rewards their hard work and recognizes their contributions.

Your letter raises an important question about ensuring workers' security in the workplace. The President and his team have worked diligently with Members of Congress to make certain that specific language regarding their rights is expressly included in the legislation creating the Department. The results of this collaborative effort are embodied in the Quinn amendment.

Under the President's proposal, the laws that now apply to employees who will be transferred to the new Department will continue to apply as they have to date, including union representation. In addition, employees retain all their current benefits. President Bush's proposal also allows the Department – working with the Office of Personnel Management – to create a customized human resources management system: a modern, first-rate system that will attract and retain the staff needed to carry out its critical mission.

From the outset, the President's proposal included language to ensure that the human resources management system of the new Department would be governed by the merit system principles. These principles are set forth in section 2301(b) of title 5:

- 1. Recruit, select, and advance on merit after fair and open competition;
- 2. Treat employees and applicants fairly and equitably;
- 3. Provide equal pay for equal work and reward excellent performance;
- 4. Maintain high standards of integrity, conduct, and concern for the public interest;
- 5. Manage employees efficiently and effectively;
- 6. Retain or separate employees on the basis of their performance;
- 7. Educate and train employees if it will result in better organizational and individual performance;
- 8. Protect employees from improper political influences; and
- Protect employees against reprisal for the lawful disclosure of information in whistleblower situations;

Employees of the Department will also be protected from the prohibited personnel practices set out in section 2302(b) of title 5:

- 1. Illegally discriminate for or against any employee or applicant;
- 2. Solicit or consider improper employment recommendations;
- 3. Coerce an employee's political activity;
- 4. Obstruct a person's right to compete for employment;
- 5. Influence any person to withdraw from competition for a position;
- 6. Give unauthorized preference or improper advantage;
- 7. Employ or promote a relative;
- 8. Retaliate against a whistleblower;
- 9. Retaliate against employees or applicants for filing an appeal;

2

The Honorable David E. Bonior

- 11. Violate any law, rule, or regulation which implements or directly concerns the merit principles; and
- 12. Knowingly violate veterans' preference.

In addition, department employees will continue to be covered by generally applicable employment laws such as the Civil Rights Act and equal opportunity regulations, the Fair Labor Standards Act, the Social Security Act, Government ethics standards, and Hatch Act restrictions on political activities. Also, veterans' preference is a longstanding cornerstone of the civil service, and veterans will still receive employment preference in the Department of Homeland Security.

Fundamentally, we must remember that we have embarked upon the largest transition in the history of the modern civil service and the Federal Government. I would point out that the personnel programs of the employees now slated to staff the 22 components of the new Department are frequently different. Some are different from the standard system and some reflect decentralized programs. It is impossible to envision the successful stand-up of this Department without the flexibilities necessary to create a cohesive human resources management system.

Basic Pay	15 of 22 components are different
Locality-Based Pay	5 of 22 components are different
Premium Pay	8 of 22 components are different
Special Pay	12 of 22 components are different
Bencfits	7 of 22 components are different
Appointment and hiring	10 of 22 components are different
Performance management	19 of 22 components are different

The new Department will have a system that encourages high levels of performance and promotes fairness and adherence to the merit system. This President is fully committed to Federal employees. During his visits across the country, whether at border stations, laboratories, or defense facilities, his admiration for their service has been universal and he makes no distinction between those who are union and non-union. As the Director of the Office of Personnel Management, I assure you of my commitment to this outcome and have pledged that OPM will engage in an inclusive process of consultation with employees, unions, managers, stakeholders, public sector experts and others to forge the Department's human resources management system: We have a special responsibility to design a system that will reward merit and honor the tradition of excellence our Federal employees exemplify.

Sincerely,

Kay Coles James Director

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GREENSBURU SENIUR STAFF

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Congress of the United States Washington, BC 20515

July 24, 2002

The Honorable George W. Bush President The White House Washington, D.C. 20500

Dear Mr. President:

We are writing to express our strong objection to the denial of basic civil service protections for the thousands of federal workers who would be transferred to the proposed department for homeland security.

Ouite frankly, we believe that the current proposal would allow for arbitrary and unfair treatment of federal employees under the guise of increasing "flexibility." We find it hard to understand why federal employees whose responsibilities are the same today as they were on September 11th, when they responded with courage and dedication, could lose civil service protections just because the government's organization chart may change. How can the American public feel that their homeland is secure if the federal employees of the new department do not even feel that their jobs are scoure? Moreover, we would argue that civil service protections are an invaluable resource that allow federal supployees, like the FBI's Coleen Rowley, to bring bureaucratic failures to light. Stripping workers of their collective bargaining rights and whistleblower protections would compromise the very structures that help to ensure we meet the desired goal of reducing our vulnerability to terrorism.

We cannot overstate our adamant support for maintaining civil service protections in the new department. These protections should not be altered or revoked merely because federal employees suddenly find themselves working under the unbrella of a different department. We urge you to guarantee that, as this important piece of legislation makes its way toward your desk. current civil service protections are not limited in any way. This issue is fundamental to our support for the creation of a new department.

Sincerely.

Yed Strickland

andy M. Carthy

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FORM	SUBJECT/TITLE						PAGES	DATE	RESTR	RICTION(S)
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Email	E-Mail from Karer	Hughes -	To: Karl F	Rove, et al.	- From: K	rista Ritacco	2	07/26/2002	P5;	

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COLLECTION: Records Management, White House Office of	
SERIES:	
Subject Files - FG006-27 (Office of Senior Advisor - Karl Rove)	
FOLDER TITLE: 508482 [1]	
FRC ID: 9704	FOIA IDs and Segments:
OA Num.: 10728 NARA Num.: 10786	2015-0037-F
RESTRICT	ION CODES Freedom of Information Act - [5 U.S.C. 552(b)]
 P1 National Security Classified Information [(a)(1) of the PRA] P2 Relating to the appointment to Federal office [(a)(2) of the PRA] P3 Release would violate a Federal statute [(a)(3) of the PRA] P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA] P5 Release would disclose confidential advise between the President and his advisors, or between such advisors [a)(5) of the PRA] P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA] 	 b(1) National security classified information [(b)(1) of the FOIA] b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA] b(3) Release would violate a Federal statute [(b)(3) of the FOIA] b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA] b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA] b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3). Deed of Gift Restrictions	 b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA] b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

A. Closed by Executive Order 13526 governing access to national

B. Closed by statute or by the agency which originated the document. C. Closed in accordance with restrictions contained in donor's deed

security information.

of gift.

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by erl

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FORM	SUBJECT/TITLE		PAGES	DATE	RESTRICTION(S)
Email	E-Mail from Karen Hug	hes - To: Susan Ralston - From: Karl Rove	2	07/26/2002	P5;

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of gift.

by erl



THE WHITE HOUSE WASHINGTON

16. July. 2002

Koland -Corld you call me about this sheet when you have a minute, please? Trances.

GOPY From ORM SOS477

Karl Rome

202/456-2369

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07/15/02 MON 11:53 FAX 202 228 4743

SENATUR BURNS

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MONTANA SENATOR CONRAD BURNS RANKING MEMBER OF INTERIOR APPROPRIATIONS SUBCOMMITTEE RANKING MEMBER OF TELECOMMUNICATIONS SUBCOMMITTEE FOR IMMEDIATE RELEASE CONTACT: ERIC BOVIM JP DONOVAN 202/224-6830 406/252-0550 jp_donovan@burns.senate.gov

July 15, 2002

Burns Targets Corporate Kingpins

Sending letter to DoJ requesting input on proposed legislation

WASHINGTON – U.S. Sen. Conrad Burns (R-Mont.) sent a letter today to Attorney General John Ashcroft requesting input from the Department of Justice on a proposal to apply current forfeiture laws regarding "drug kingpins" to corporate executives of publicly traded companies convicted of crimes.

"I see a major problem with the way some big executives have duped their employees and investors," said Sen. Burns, a member of the Senate Commerce Committee. "We must find a better way to penalize deceit, and I believe corporate kingpins should be forced to forfeit the trappings of a lifestyle they did not legitimately earn."

Sen. Burns proposal would allow the U.S. government to confiscate property, luxury items and other financial assets of managers of traded companies convicted of corporate crimes. Awaiting counsel from DoJ on this proposal, Sen. Burns intends to speak with colleagues to seek their support for the measure.

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Press releases can also be accessed electronically from the World Wide Web at http://www.senate.gov/~burns

07/15/02 MON 11:54 FAX 202 228 4743

CONRAD BURNS

United States Senate

SENATOR BURNS

WASHINGTON, DC 20510-2603 (202) 224-2644 July 15, 2002 APPROPRIATIONS COMMERCE, SCIENCE, AND TRANSPORTATION ENERGY AND NATURAL RESOURCES SMALL BUSINESS SPECIAL COMMITTEE ON AGING

COMMITTEES:

12. 000

The Honorable John Ashcroft United States Attorney General U.S. Department of Justice 950 Pennsylvania Avenue, NW Washington, DC 20530-0001

Dear John:

Currently, the Senate is debating accounting legislation, which arose in the wake of recent corporate scandals. I contemplated proposing an amendment to that legislation; however, after further reflection I determined that I needed careful instruction from your agency on the legality of the issue.

As you know, forfeiture has long been an effective law enforcement tool in cases pertaining to narcotics and controlled substances, yielding hundreds of millions of dollars of revenue for the government from the resale of seized assets.

Witnessing the damage done to our institutions, investor confidence and of course to everyday Americans by these corporate scandals, I believe the time has come to take aim at the untouchability of wayward executives. Those who would imperil the lifesavings of their employees and send shockwaves through the American economy should not be allowed to maintain a lifestyle that was bought by wealth achieved through deceptive accounting practices. America must never reward deceit.

That is why I propose applying these same forfeiture statutes to corporate fraud cases involving publicly traded companies like Enron and WorldCom. Let us erase the boundary between a "drug kingpin" and a "corporate kingpin". Those who deal deceit at the expense of others should see their lavish and luxurious assets confiscated, and this includes the second homes, expensive yachts, jet skis, or enormous amounts of cash tucked away in offshore accounts.

I write you and the Department of Justice (DoJ) requesting assistance and recommendations for legislation I am developing, which would allow for the forfeiture and seizure of assets accumulated by corporate wrongdoers under illegal circumstances. By utilizing the legal powers cited in 21 U.S.C. § 881, which is cited below, I intend to make corporate criminals accountable for their crimes, which affect employees and shareholders.

GLENDIN

(406) 365-2391

http://burns.sonate.gov

Under 21 U.S.C. § 881, Forfeitures:

Butto

(406) 723-3277

BO2EMAN

(406) 586-4450

(a) Subject property

MISSOU

(406) 329-3526

HELEN

(406) 449-5401

"The following shall be subject to forfeiture to the United States and no property right shall exist in them:

"All moneys, negotiable instruments, securities, or other things of value furnished or intended to be furnished by any person in exchange for a controlled substance or listed chemical in violation of this subchapter, all proceeds traceable to such an exchange, and all moneys, facilitate any violation of this subchapter"

KALISPEL

(406) 257-3360

GREAT FALLS

(406) 452~9585

BILLINGS

(406) 252-0550

TOUL FREE

1-800-344-1513

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1221 V V 4

"All real property, including any right, title, and interest (including any leasehold interest) in the whole of any lot or tract of land and any appurtenances or improvements, which is used, or intended to be used, in any manner or part, to commit, or to facilitate the commission of, a violation of this subchapter punishable by more than one year's imprisonment."

(b) Seizure procedures:

"Any property subject to forfeiture to the United States under this section may be seized by the Attorney General in the manner set forth in section 981 (b) of Title 18."

(c) Custody of Attorney General

"Property taken or detained under this section shall not be repleviable, but shall be deemed to be in the custody of the Attorney General, subject only to the orders and decrees of the court or the official having jurisdiction thereof. Whenever property is seized under any of the provisions of this subchapter, the Attorney General may -

- (1) place the property under seal;
- (2) remove the property to a place designated by him; or
- (3) require that the General Services Administration take custody of the property and remove it, if practicable, to an appropriate location for disposition in accordance with law.

Again, I request clear recommendations from the DoJ on the lawful applicability of the above mentioned forfeiture statutes to corporate executives who defraud publicly traded companies. I request information on any possible legal obstacles and the DoJ's position on this possible change in United States Code. These "corporate kingpins" must be brought to justice and properly punished for their crimes and I believe their personal assets accumulated from fraudulent activities should be part of that punishment.

I thank you for your assistance in advance and I look forward to your timely response.

Sincerely,

Conrad Burns United States Senator

CRB/jdt

07/15/02 MUN 11:54 FAA 202 228 4/43



BC-MT--Burns-Corporate Forfeiture, 210

02:22:12, 15 July 2002

Burns seeks AG's opinion on proposed corporate forfeiture law EDS: PMs abhxx

RELENA (AP) _ In the wake of recent corporate scandals, Set. A start house, Source, is seeking advice from Attorney General John Ashcroft on a proposed bill to apply drug forfeiture laws to corporate executives of publicly traded companies convicted of fraud.

Witnessing the damage done to our institutions, investor confidence and of course to everyday Americans by these corporate scandals, I believe the time has come to take aim at the untouchability of wayward executives,'' Burns wrote in a letter sent to Asheroft on Monday. 'Those who would imperil the life savings of their employees and send shockwaves through the American economy should not be allowed to maintain a lifestyle that was bought by wealth achieved through deceptive accounting practices.'' Burns proposes applying drug forfeiture laws in corporate fraud cases, and is asking the Justice Department if such a change could

legally be made. "Those who deal deceit at the expense of others should see their lavish and luxurious assets confiscated, and this includes the second homes, expensive yachts, jet skis or enormous amounts of cash tucked away in offshore accounts,'' Burns wrote. AP-WS-07-15-02 0222EDT

: SUBJECT : MT

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B NEXT STORY

PREV STORY



DJ don Brons Eyes Using Forfeiture Laws On Corporate Crooks

11:23:53, 15 July 2002

U// 10/ UZ MUN 11.00 FAA 202 220 4140

Dow Jones News Service via Dow Jones

WASHINGTON (Dow Jones) -- Sen: Contrad Buttes, 2 Manal, asked the Justice Department for advice on a proposal he is contemplating to provide for the forfeiture and seizure of assets accumulated by corporate wrongdoers under illegal circumstances.

In a letter Monday to Attorney General John Ashcroft, Burns requested "clear recommendations" from the Justice Department on the application of forfeiture statutes to corporate executives who defraud publicly traded companies.

"Witnessing the damage done to our institutions, investor confidence and of course to everyday Americans by these corporate scandals, I believe the time has come to take aim at the untouchability of wayward executives, " Burns said. He told Ashcroft he wants "careful instructions" from the Justice Department "on the legality of the issue" before pursuing his proposal.

"These 'corporate kingpins' must be brought to justice and properly punished for their crimes, and I believe their personal assets accumulated from fraudulent activities should be part of that punishment, " the senator said.

-By John Connor, Dow Jones Newswires; 202-862-9273; John Connor@dowjones.com

(END) DOW JONES NEWS 07-15-02

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**** EMBARGO UNTIL MIDNIGHT SUNDAY ****

July 15, 2002

Burns Targets Corporate Kingpins

Sending letter to DoJ requesting input on proposed legislation

WASHINGTON - U.S. Sen. Conrad Burns (R-Mont.) sent a letter today to Attorney General John Ashcroft requesting input from the Department of Justice on a proposal to apply current forfeiture laws regarding "drug kingpins" to corporate executives of publicly traded companies convicted of crimes.

"I see a major problem with the way some big executives have duped their employees and investors," said Sen. Burns, a member of the Senate Commerce Committee. "We must find a better way to penalize deceit, and I believe corporate kingpins should be forced to forfeit the trappings of a lifestyle they did not legitimately earn."

Sen. Burns proposal would allow the U.S. government to confiscate property, luxury items and other financial assets of managers of traded companies convicted of corporate crimes. Awaiting counsel from DoJ on this proposal, Sen. Burns intends to speak with colleagues to seek their support for the measure.

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Press releases can also be accessed electronically from the World Wide Web at http://www.senate.gov/~burns



THE FINANCIAL SERVICES ROUNDTABLE

Edward B. Rust, Jr. Chairman of the Board of The Financial Services Roundtable and

Chairman, President and Chief Executive Officer, State Farm Insurance Companies

Cordially invites

The Honorable Karl Rove and Guest

to the

2002 Financial Services Leadership Dinner

Thursday, September 12th Reception at 6:00 p.m. ~ Ballroom Foyer Dinner at 6:30 p.m. ~ Ballroom The Park Hyatt Hotel 24th & M Streets, NW, Washington, DC

> R.S.V.P. Christine Phelps (202) 289-4322 by September 6th

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TO: Mr. Kaul Rove Attention: Susan Ral	ылия (Lally) Gra	aham Weymouth
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RE:	YOUR REFERENCE NUMBER;	

THE FUTURE OF NEW YORK: A SPECIAL NEWSWEEK EVENT

URGENT SOR REVIEW DPLEASE COMMENT DPLEASE REPLY D PLEASE RECYCLE

NOTES/COMMENTS:

Mrs. Weymouth wanted you to see this invitation as soon as possible to enable you to make your plans. You should receive a hard copy of this invitation within the next few days.

Please respond to the rsvp line: (212) 445-5704 or you may contact Mrs. Weymouth's office at (212) 445-5550 if you have any questions regarding this event.

Newsweek

DONALD GRAHAM CHAIRMAN & CEO The Washington Post Company

RICHARD M. SMPTH CHAIRMAN & EDITOR-IN-CHIEF

MARK WHITAKER EDITOR

LALLY WEYMOUTH SENIOR EDITOR & SPECIAL DIPLOMATIC CORRESPONDENT

INVITE YOU TO LUNCH

ON MONDAY, SEPTEMBER 9, 2002

12:00 TO 2:00 PM

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THE FOUR SEASONS RESTAURANT

TO COMMEMORATE SEPTEMBER 11, 2001 AND LOOK AHEAD TO THE FUTURE OF NEW YORK





07/25/2002 09:18:16 AM

Record Type: Record

Susan B. Ralston/WHO/EOP@EOP, Jay P. Lefkowitz/OPD/EOP@EOP, Matthew A. To: Schlapp/WHO/EOP@EOP

CC:

Subject: Daily Update - July 24, 2002

Colleagues:

fyi

warmly

tsg

CITIZENLINK July 24, 2002

CARMONA CONFIRMED AS SURGEON GENERAL: But pro-family advocates are watching to see how he addresses the HIV/AIDS issue. (See news brief below)

Carmona Confirmed as Surgeon General

The Senate on Tuesday approved Dr. Richard Carmona on Tuesday by a vote 98-0.

Previous surgeons general have used the office as a "bully pulpit," and according to Carmona, he intends to do the same thing. During his confirmation hearing, Carmona said he wanted to concentrate on fighting smoking, obesity and diabetes. He also plans to fight the spread of infectious diseases, especially HIV/AIDS. The question remains, however, how he will go about addressing HIV/AIDS. Pro-family advocates are watching to see whether he will promote Bush's abstinence policy or will he be another proponent of continued condom use.

Carmona is expected to be sworn in within the next seven to 10 days.

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SERIES: Subject Files - FG006-27 (Office of Senior Advisor - Karl Rove)	
FOLDER TITLE: 508482 [1]	
FRC ID: 9704	FOIA IDs and Segments:
OA Num.: 10728	2015-0037-F
NARA Num.: 10786	
DESTDIC	TION CODES
Presidential Records Act - [44 U.S.C. 2204(a)]	Freedom of Information Act - [5 U.S.C. 552(b)]
 P1 National Security Classified Information [(a)(1) of the PRA] P2 Relating to the appointment to Federal office [(a)(2) of the PRA] P3 Release would violate a Federal statute [(a)(3) of the PRA] P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA] P5 Release would disclose confidential advise between the President and his advisors, or between such advisors [a)(5) of the PRA] P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA] PRM. Personal record misfile defined in accordance with 44 U.S.C. 	 b(1) National security classified information [(b)(1) of the FOIA] b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA] b(3) Release would violate a Federal statute [(b)(3) of the FOIA] b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA] b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA] b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA] b(8) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).	b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA] b(0) Palance would disclose geolegical or geophysical information
Deed of Gift Restrictions	b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]
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