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TO: All Management AT: DATE 4/4/83

FROM: Albert D. Celio AT: Legal Affairs

SUBJECT: Legal Affairs Department

Since April, 1982, Howard Solomon, has been performing in the capacity of Acting Director, Legal Affairs, while I have been managing the activities of the Task Force on Mutualization. Although the tasks of becoming a mutual company will be an on-going process throughout 1983, the various areas of the Plan are now taking over the operational requirements of proxy solicitations and other activities. During the coming months the Task Force on Mutualization will become a monitoring and resource group to those areas which will be carrying out the various project plans related to mutualization.

Along with this change in the level of Task Force activities, I will re-assume my responsibilities as Director and Howard Solomon will return to his responsibilities as Associate House Counsel.

On behalf of Howard and the entire Legal Affairs team, I would like to acknowledge our appreciation for the high level of support and cooperation we received from each of your areas during Howard's acting directorship. We look forward to providing you with continued, superior in-house legal support throughout the upcoming, challenging year.

Thank you.

ADC:ee