



# INTER OFFICE MEMO

TO: ALL EMPLOYEES

AT:

DATE 7/14/89

FROM: William E. Flaherty

AT:

SUBJECT: ORGANIZATION ANNOUNCEMENT

I am pleased to announce the appointment of Ronald G. Rice to the position of Senior Vice President, Human Resources, effective July 17, 1989. Ron will report directly to me and is responsible for all aspects of corporate Human Resources management. He will direct, guide and coordinate all functions of Human Resources, including Employment and Employee Relations, Compensation and Benefits, Organization Development and Training and Safety and Security. As a member of Executive Staff, he will also participate in corporate strategic planning, policy and program management.

Ron comes to us from Rockwell International where he served the past seven years as Director, Human Resources for the Electronic Operations of the Missile Systems Division which is located in Atlanta, Georgia. In this position, he was responsible for all functions of Human Resources, serving 2,500 employees of this \$250 million high-tech defense electronics business. Employed by Rockwell for the past thirteen years, previous positions include Director of Organization and Management Resources for the General Industries Operations in Pittsburgh, Pennsylvania, and Director of Human Resources for Rockwell's Corporate Headquarters, also located in Pittsburgh. He began his career with Rockwell in 1976 as Manager of Professional Staffing for its Automotive Operations in Troy, Michigan. Prior to joining Rockwell International, Ron worked with the Manufacturers National Bank in Detroit, Michigan, and with the Southern Railway System in Washington, D.C., as Manager of Employment and Personnel Offices. Ron has a B.A. degree from the University of Michigan. He is married to Roberta, and they have three sons, ages 20, 12 and 8.

Reporting to Ron will be Ed Gannon, Director of Employment and Employee Relations; Kathy Orr, Director of Compensation and Benefits; Mike Legan, Manager of Safety and Security; Al Washington, Vice President of Organization Development and Training; and George Cassady, Vice President of Human Resources Consulting.

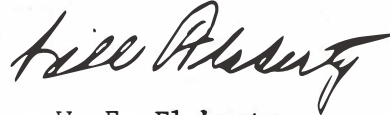
In his new role, George Cassady will continue to support Executive Staff in team development activities, including participation in Executive Staff strategic management work sessions. He will spend the major portion of his time working with individual senior managers on human resource strategies, programs and operating improvements. He will also provide consulting assistance to the Human Resources Division and others in management. This includes supporting executive level recruitment. His initial assignments in his new role will involve supporting Mike Cascone and Tom Albright.

This change in roles and responsibilities is intended to support further the outstanding consultative and development work provided by both George Cassady and Al Washington and to provide knowledgeable and experienced leadership to the Human Resources Division.

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Please join me in welcoming Ron Rice and in extending your full support and cooperation to both Ron and George.

A handwritten signature in cursive script, appearing to read "Bill Flaherty".

-- W. E. Flaherty

WEF/jr

Distribution A - F