Blue Cross Blue Shield of Florida

INTER OFFICE MEMO

TO: All Employees AT: DATE 4/3/92

FROM: W. E. Flaherty AT:

SUBJECT: ORGANIZATION ANNOUNCEMENT

Effective February 1, 1992, Bruce N. Bagni was appointed to the position of Vice President, General Counsel, reporting to Mike Cascone. Bruce will function as a member of Executive Staff, a member of the Public Policy Steering Committee and serve as Corporate Secretary. His primary functional responsibilities include Legal Affairs and Risk Management.

Bruce's training and experience include a combination of legal expertise, management experience and leadership skills which will help the company meet its future goals and challenges. Prior to joining Blue Cross and Blue Shield of Florida, Bruce held the position of Vice President and Chief Counsel for UNUM Life Insurance Company, Portland, Maine (1988 to 1991). In that role, he served as senior legal advisor to UNUM's various domestic and foreign operations. From 1985 to 1988, Bruce served as Vice President and Litigation Counsel.

From 1980 to 1985, he was employed by the United States Department of Justice, Civil Division, in Washington, D.C., and served as Assistant Director and Senior Trial Counsel, Torts Branch. Among his accomplishments was the organization and management of a successful litigation team that handled numerous suits brought against the federal government by the asbestos industry.

Other positions held include Assistant Professor of Law at Louisiana State University (1977-1978); partner in the law firm of Bagni, Giddings & Sherman, Indianapolis, Indiana (1974-1977); public defender for the Marion County Criminal Courts, Indianapolis, Indiana (1975-1976); and law clerk for the Indiana Supreme Court, Indianapolis (1972-1974).

Bruce holds a B.A. degree from the University of Southern California; a J.D. degree from Indiana University School of Law, summa cum laude (and editor of the Law Review), and a Masters of Law degree from Columbia University School of Law.

Bruce, his wife, Pat, and their son, Vince, reside at Sawgrass. His daughter, Amanda, attends Bowdoin College in Maine.

Harvey E. Pies, who has been serving as Acting General Counsel since July 1991, will resume his responsibilities as Vice President and Special Counsel for Managed Care Systems.

Please join me in welcoming Bruce and his family to Blue Cross and Blue Shield of Florida, and in extending your support to him.

WEF/jr -- W. E. Flaherty