



Blue Cross
Blue Shield

INTER OFFICE MEMO

WILLIAM G PEAKS
MGR SPEC CUST
0439 FC2 FLOOR 04

TO:

DATE 4/7/92

FROM:

Mike Cascone *MC*

AT:

Private Business Operations

SUBJECT:

PRIVATE BUSINESS OPERATIONS - INTERIM ORGANIZATION

In order to focus more of my time on responding to the OIG Investigation of the Medicare "B" computer conversion, there is a need to delegate more PBO responsibilities to others as we did during the MDC lawsuit in 1990. For at least, the next sixty days, I am asking Dave Dingfield and Larry Payne to assume additional responsibilities for managing the day-to-day business in the PBO Group.

Larry Payne will have approval authority where my approval is normally required in addition to Tom Dunn, Tony Hubbard or Don Van Dyke, except for those where he is the first level signature (e.g. performance reviews for his direct reports). Dave Dingfield will have approval authority for similar transactions in addition to Larry Payne, Mike Jones and Steve Davis.

I have also asked Dave and Larry to become more personally involved in the day-to-day operations, and pay close attention to performance results and our ongoing human organization needs and changes. I believe their experience and knowledge in these areas will be of support and help to each of the operations. This will also help position them to evaluate requests for financial and human resources, and to prioritize competing resource requirements. Since the senior management team has agreed that we share leadership for all operations, most of this cross-unit review and group problem solving will be an ongoing expectation.

I appreciate your continued support during this interim period. Should you have any questions regarding this announcement, please discuss them with your manager, Dave, Larry or myself.

MC:jk

Distribution: Executive Staff
Private Business Operations Management