

RIGHT ASSOCIATES®
CAREER MANAGEMENT CONSULTANTS

Nancy N. Geffner
Executive Vice President
Greater New York Group

April 1, 1997

640 Fifth Avenue, 14th Floor
New York, NY 10019-6199

Phone: 212.333.2050

Fax: 212.956.4131

Email: nancyg@newyork.right.com

Admiral E.R. Zumwalt, Jr., USN (Ret.)
1000 Wilson Boulevard, Suite 3105
Arlington, VA 22209-3901

Dear Admiral Zumwalt:

On behalf of all of us at Right Management Consultants, I'd like to thank you for taking the time to speak with our clients and staff on a topic that is both timely and critical. I know we all learned a lot.

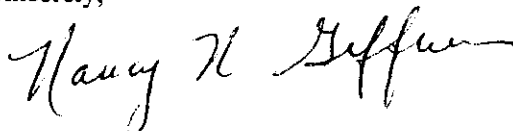
On a personal note, I'd also like to express my thanks for the kind gift of a personalized copy of your book, *On Watch*. I look forward to reading it and appreciate your thoughtfulness.

The entire Right New York office staff is interested in hearing about the kinds of consulting work you are doing. Any written materials you might send us would be appreciated.

Hopefully we will meet again soon.

(Enclosed is a note from one of the attendees at our luncheon.)

Sincerely,



file. Wardell
Lunch in NY
3/18/97



E. R. ZUMWALT, JR.
ADMIRAL, U.S. NAVY (RET.)

April 8, 1997

Ms. Nancy N. Geffner
Executive Vice President
Right Associates
640 Fifth Avenue, 14th Floor
New York, NY 10019-6199

Dear Nancy:

Many thanks for your letter of April 1.

With regard to my consulting work, I attach a copy of my bio which begins with a description of my company.

Basically, I've taken on those things that seem to me to be interesting enough to be worth my time and to which I can add value. When needed, I put together the necessary supporting areas of expertise.

Sincerely,

E. R. Zumwalt, Jr.
Admiral, USN (Ret.)

1000 Wilson Boulevard, Suite 3105
Arlington, VA 22209-3901

Tel: (703) 527-5380
Fax: (703) 528-5795

Enclosure