

RIGHT MANAGEMENT CONSULTANTS

RIGHT ASSOCIATES PEOPLETECH

March 25, 1997

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

Dear Admiral:


It is with the utmost respect and thanks that I wish to convey sincere appreciation to you, on behalf of Right Management Consultants, Inc., those at your luncheon at the Links, my family of Navy enlisted men, and myself. My only regret was that Chuck Wardell was unable to attend. I am certain he would have added some additional "color" to the afternoon!

The comments among those who lingered after your departure included the accolades you are undoubtedly accustomed to, but also appreciation of what you had to say. The message was clear, "full rudder right!" I was a bit astonished that no one probed you on Yeltsin, Lake, or Clinton, but I think most were being appropriately respectful of your time. You are still quite a legend, you know, and legends automatically receive more respect than they may ever have wanted.

I know it sounds a bit foolish, but you should know that my father and remaining living Uncle (who is the '53 Annapolis grad) called me on the evening of your visit to New York and inquired as to whether or not I embarrassed the Thawley name. I told them I embarrassed us plenty, but that you were too much of a class act to take advantage.

Again, thank you so much for your time and for coming to New York to address many in our human resource community. Enclosed is a list of participants and the organizations they represent.

Sincerely,


Philip M. Thawley

Attended Zumwalt Luncheon Tuesday, March 18, 1997:

RMC Staff

Andrea Eisenberg
Dean Ervin
Erik Dithmer
Jim Cantor
Jim Dixon
Jim Shattuck
Karl Gimber
Nancy Geffner
Philip Thawley
Stephen Humphreys

CLIENT	EXECUTIVE
Barney's	Lee Miller
Bionutries, Inc.	Ron Lane
Brown & Wood	John Feldkamp
Colgate-Palmolive	Bob Joy
Elizabeth Arden	Steve Heislip
Ford Foundation	Bruce Stuckey
J.P. Morgan	Bert Hefke
Marsh McClennan	Fran Bonsignore
Mitsubishi	Scott Russell
Moody's	Paul Rumlley
Mutual of New York (MONY)	Tom Conklin
Nabisco	Linda Elkes
Olsten Corporation	Maureen McGurl
Reliance National	Dave Sykes
Strategic Executives	Randy Gulian
Symbol Technologies	Allen Creveling

Invited, wanted to come, but could not attend:

American Express
Bankers Trust
Bantam-Doubleday
Chase
Diawa Securities America
(Private Attorney)
Viacom

"Ursie" Fairbairn
Mark Bieler
Bob Sherwood
John Farrell
Tom Cook
Ed Savage
Bill Roskin