PRESIDENT'S COMMISSION ON
EXECUTIVE EXCHANGE
THE WHITE HOUSE
P.O. Box 14179
Washington, DC 20044

OFFICIAL BUSINESS
Penalty for Private Use, $300

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OFFICE OF PERSONNEL MANAGEMENT

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ONNEL MANAGEMENT

Mr. Norman Latker
3515 Woodbine Street
Chevy Chase, MD 20015

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U.S. MAIL

Bud Hall

Mr. Norman Latker
3515 Woodbine Street
Chevy Chase, MD 20015

Information Supplement for the Federal Sector

Relocation Expenses
The sponsoring Government organization pays for and handles arrangements for any relocation expenses incurred by the exchange executive on the same basis and in the same amount as in the case of any Government employee transferred in the interests of Government from one official duty station to another. When the assignment ends, the Federal executive is placed on active duty status as a Government employee at the location of the business employment. The Federal agency then pays for the cost and arranges the move of the executive to the next Government assignment.

Per Diem in Lieu of Moving Expenses
The payment of per diem in lieu of (or in addition to) moving expenses is not allowed according to GAO Ruling B-166943 (August 5, 1974). Should the executive not want to move the family, with the idea of commuting home on week ends, the sponsoring agency cannot pay per diem or any additional expense. Neither will the host organization be responsible for expenses relating to a personal decision of this nature.

Promotional Opportunities
Exchange executives on leave from a Federal agency must be considered for any promotional opportunities for which they would normally be eligible during the period (refer to FPM Chapter 335, 1-4, Requirement 2). In addition, upon conclusion of the exchange assignment, the executive must be placed in a position at least equal in responsibility and grade to the one held immediately prior to participation in the exchange program.

Vacations, Annual Leave and Sick Leave
Exchange executives do not earn Federal annual or sick leave while working in the private sector. Executives should use accrued annual leave in excess of 240 hours before the start of the private sector assignment. Depending on the host organization's policies, executives may qualify for vacation or other leave, but this is determined on an individual basis and should be agreed upon in advance of the assignment. Executives are urged to take vacation leave provided by the host at the end of the exchange year.

Retirement
Credit for service on leave-without-pay status is given for up to six months in any calendar year. Consequently, a year's leave of absence beginning July 1 and ending June 30 the following year is fully credited toward retirement, since the span covers six months in each of two calendar years. However, if the leave-without-pay status begins September 1 and terminates August 31 the following year, only ten months service would be credited.

Executive's Career Planning
The nominee is advised to discuss participation in the President's Executive Exchange Program with the sponsoring supervisor, to determine the type of assignment that would be most beneficial to the Executive Agency. Further, the nominee should explore re-entry opportunities with the supervisor before beginning the exchange assignment, to permit the supervisor to appropriately plan for the executive's return. Potential nominees are also urged to discuss executive development plans with the Executive Resource Board within their agency to insure appropriateness of the President's Executive Exchange Program for their individual career goal. This particularly applies to the nominee who is interested in the Program as the option used to prepare for candidacy to the Senior Executive Service.

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President's Executive Exchange Program 7/79

The President's Commission
on Executive Exchange
The White House
Post Office Box 14179
Washington, D.C. 20044
(202) 632-6834

Nominee's Biographical Form

(Note: Nomination Form is Also Required)

1. Name:	
2. Position Title	
3. Employing Company/Executive Agency	
4. Company/Agency Address	5. Business Phone / /
6. Home Address	7. Home Phone / /

I understand that inherent in the President's Executive Exchange Program is the commitment to return to the sponsoring organization at the completion of the exchange year (365 days). This commitment demands that no offer of permanent employment be considered at any time during the exchange process, from initial interviews to reentry into the sponsoring organization.

Name _____

(Signature)

Privacy Act Notice

This information is provided pursuant to Public Law 93-579 (Privacy Act of 1974) for individuals competing for Executive Exchange assignments.

The information furnished on this form is solicited pursuant to authority contained in Executive Order 12136. The primary purposes of the information solicited are to identify and place qualified individuals in Executive Exchange assignments. The information will be shared with private and public sector organizations, as necessary, who participate in the program by providing Executive Exchange assignments.

Furnishing the requested information is voluntary; however, failure to supply all of the requested information may delay or preclude action on your participation in the program.

8/79

Privacy Act Notice

This information is provided pursuant to Public Law 93-579 (Privacy Act of 1974) for individuals competing for Executive Exchange assignments.

The information furnished on this form is solicited pursuant to authority contained in Executive Order 12136. The primary purposes of the information solicited are to identify and place qualified individuals in Executive Exchange assignments. The information will be shared with private and public sector organizations, as necessary, who participate in the program by providing Executive Exchange assignments.

Furnishing the requested information is voluntary; however, failure to supply all of the requested information may delay or preclude action on your participation in the program.

8/79

Nominee's Name _____

8. Date and Place of Birth	9. Marital Status	10. If Married, Spouse's Name

11. Colleges/ Universities Attended	Institution	Location	Major	Degree	Year

12. Other Education or Training

13. Awards/Scholarships/Honors

14. Other Activities *(Sports, Hobbies, Skills)*

15. Publications

15. Publications

The President's Executive Exchange Program **2**

Nominee's Name _____

16. Community Involvement

17. Significant Accomplishments during recent positions

a. Managerial

b. Technical

18. Professional Association Memberships

19. Type of Exchange Assignment Desired

The President's Executive Exchange Program 3

Nominee's Name _____

Employment History

Start with present position and work back.

1. Title of Position

2. Employer

3. Address

4. Dates of Employment
   In Position: From: To:

5. For Federal sector employees:
   GS grade: _____
   Salary: _____
   For private sector employees:
   Base salary: _____
   Bonus: _____
   Other: _____
   TOTAL: _____

6. Number of Employees you supervised

7. Immediate Supervisor (Name/Title)

8. Description of Duties:

The President's Executive Exchange Program **4**

Nominee's Name _____

1. Title of Position	
2. Employer	
3. Address	
4. Dates of Employment in Position: From: to:	5. Starting Salary Final
6. Number of Employees Supervised	
7. Immediate Supervisor *(Name/Title)*	
8. Description of Duties	

The President's Executive Exchange Program 5

Nominee's Name _____

1. Title of Position	
2. Employer	
3. Address	
4. Dates of Employment in Position: From: to:	5. Starting Salary Final
6. Number of Employees Supervised	
7. Immediate Supervisor (Name/Title)	
8. Description of Duties:	

The President's Executive Exchange Program 6

Nominee's Name _____

1. Title of Position	
2. Employer	
3. Address	
4. Dates of Employment in Position: From: to:	5. Starting Salary Final
6. Number of Employees Supervised	
7. Immediate Supervisor *(Name/Title)*	
8. Description of Duties	

The President's Executive Exchange Program 7

The President's Commission
on Executive Exchange
The White House
Post Office Box 14179
Washington, D.C. 20044
(202) 632-6834

Nomination of

_____

for participation in
The President's Executive Exchange Program

Signature of Nominating Official*: _____

(Print)

Name of Nominating Official _____

Title of Above: _____

Agency/Company: _____

Date: _____

*This nomination must be made by the Head of the Executive Agency or company Chief Executive

Has the information contained herein been discussed with the nominee?
☐ Yes ☐ No

May the Commission staff discuss the information with the nominee?
☐ Yes ☐ No

Comments:

Note: Nominee's Biographical Form is also required. 8/79

Note: Nominee's Biographical Form is also required. 8/79

Nominee's Name _____

5. What are nominee's strengths?

6. What are nominee's weaknesses?

7. List accomplishments of nominee important to your company/agency

8. Does nominee possess the qualities to become a senior executive in the company/agency?

☐ Yes ☐ No *(Explain)*

8. Does nominee possess the qualities to become a senior executive in the company/agency?

☐ Yes ☐ No *(Explain)*

The President's Executive Exchange Program **3**

Compliance with the laws on

Conflict of Interest

Commission Statements

Exchange Executive's Receipt Form

Department of Justice Summary of
Public Law 87-849

Excerpts from Executive Order 11222,
Prescribing Standards of Ethical Conduct
for Government Officers and Employees
and Applicable to Presidential
Exchange Executives

**The President's Commission
on Executive Exchange**

The White House

Post Office Box 14179
Washington, D.C. 20044

October 1979

**The President's Commission
on Executive Exchange**

The White House

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October 1979

Avoiding Conflicts of Interest

Here is a summary prepared by the Department of Justice of the main conflict of interest provisions of Public Law 87-849:

A regular officer or employee of the Government—that is, one appointed or employed to serve more than 130 days in any period of 365 days—is in general subject to the following major prohibitions (the citations are to the new sections of title 18):

1. He may not, except in the discharge of his official duties, represent anyone else before a court or Government agency in a matter in which the United States is a party or has an interest. This prohibition applies both to paid and unpaid representation of another (18 U.S.C. 203 and 205).
2. He may not participate in his governmental capacity in any matter in which he, his spouse, minor child, outside business associate, or person with whom he is negotiating for employment has a financial interest (18 U.S.C. 208).
3. He may not, after his Government employment has ended, represent anyone other than the United States in connection with a matter in which the United States is a party or has an interest and in which he participated personally and substantially for the Government (18 U.S.C. 207(a)).
4. He may not, for one year after his Government employment has ended, represent anyone other than the United States in connection with a matter in which the United States is a party or has an interest and which was within the boundaries of his official responsibility during the last year of his Government service (18 U.S.C. 207(b)). This temporary restraint of course, gives way to the permanent restraint described in paragraph 3 if the matter is one in which he participated personally and substantially.
5. He may not receive any salary, or supplementation of his Government salary, from a private source as compensation for his services to the Government (18 U.S.C. 209).

(This summary is taken from the Department of Justice memorandum Analyzing Provisions of Public Law 87-849, etc. It was reproduced as a part of the Committee Print, Senate Judiciary Committee, 88th Congress, 1st Session, March 1, 1963, p. 14. It will also be found in the note following 18 U.S.C. 201).

Standards of Ethical Conduct

EXECUTIVE ORDER 11222

PRESCRIBING STANDARDS OF ETHICAL CONDUCT FOR GOVERNMENT OFFICERS AND EMPLOYEES

By virtue of the authority vested in me by section 301 of title 3 of the United States Code, and as President of the United States, it is hereby ordered as follows:

PART I—POLICY

Section 101. Where government is based on the consent of the governed, every citizen is entitled to have complete confidence in the integrity of his government. Each individual officer, employee, or adviser of government must help to earn and must honor that trust by his own integrity and conduct in all official actions.

PART II—STANDARDS OF CONDUCT

Section 201.(a) Except in accordance with regulations issued pursuant to subsection (b) of this section, no employee shall solicit or accept, directly or indirectly, any gift, gratuity, favor, entertainment, loan, or any other thing of monetary value, from any person, corporation, or group which—

(1) has, or is seeking to obtain, contractual or other business or financial relationships with his agency;

(2) conducts operations or activities which are regulated by his agency; or

(3) has interests which may be substantially affected by the performance or nonperformance of his official duty.

(b) Agency heads are authorized to issue regulations, coordinated and approved by the Civil Service Commission, implementing the provisions of subsection (a) of this section

supplementation of his Government salary, from a private source as compensation for his services to the Government (18 U.S.C. 209).

(This summary is taken from the Department of Justice memorandum Analyzing Provisions of Public Law

(3) has interests which may be substantially affected by the performance or nonperformance of his official duty.

(b) Agency heads are authorized to issue regulations, coordinated and approved by the Civil Service Commission, implementing the provisions of subsection (a) of this section

Acknowledgement of Receipt of Summary of Public Law 87-849 and Excerpts from Executive Order 11222 (Parts I and II)

Date_____ Location _____

To:
Executive Director
President's Commission on Executive Exchange

I have received a copy of the Summary of Public Law 87-849 which deals with conflicts of interest and excerpts from Executive Order No. 11222 which prescribe standards of ethical conduct for Government officers and employees and which are applicable to Exchange Executives.

I understand that during my appointment as an Exchange Executive, I will be subject to this Law and Executive Order. I further understand, that although my appointment as an Exchange Executive will be carefully screened for purposes of insuring compliance with this Law and Executive Order, should I at any time become aware of a possible conflict-of-interest situation or of a situation which gives rise to the appearance of a conflict of interest, I should bring the matter to the attention of the official designated for giving advice and counseling on such matters.

Signature_____

Print Name of Signer_____

Title or Position_____

Company or Agency/Department _____

I have delivered to the Executive whose name appears above a copy of Summary of Public Law 87-849 and excerpts from Executive Order 11222 (referred to above).

Signature_____

Print Name of Signer_____

Title or Position_____

The President's Executive Interchange Program

1900 E St., N.W., Washington, D.C. 20415 (202) 632-6834

The President's Executive Interchange Program: A Program With A Commitment To Equal Opportunity

Throughout its existence, the President's Commission on Personnel Interchange has primarily focused its efforts on securing the proper caliber participants. This commitment to quality has been matched by an equally determined effort to maintain as broad a base of participation as possible by actively seeking to involve members of minority groups. The President's Executive Interchange Program is proud to have had among its participants numerous women and members of the Black Community, as well as Native, Oriental and Spanish-speaking Americans.

Successful though these efforts have been, the Commission wishes to stress its commitment to equal opportunity and to urge participating agencies and private organizations to insure that all properly qualified members of minority groups, including the handicapped, are made aware of this program and given every opportunity for consideration.

Only by involving Government and industry leaders that fully represent the culture and economic diversity of our country, can the President's Executive Interchange Program continue to reflect the needs and aspirations of the American people.

Call
Barry Grossman
548-4889

office
557-3065
Dan Monnelli
Home 244-1711
off. 331-8700

Home
off. 331-

Home
off. 331-

1900 E St. N.W., Washington, D.C. 20415 (202) 632-6834

Nomination Guide for the Federal Department/Agency

Eligibility

Interchange Executives chosen from the Federal Career Service are nominated by the head of their Federal Department or Agency. Nominations are limited to those Career Civil Servants who:

- are in Grades 13, 14, and 15, and have no significant private sector experience;
- have a proven record of management ability, including significant on-the-job accomplishments;
- have a high intellectual capacity and demonstrated leadership ability;
- have the potential to become a super-grade and/or have the goal to become eligible for the Senior Executive Service via a planned management development program; and
- are willing to relocate.

Sponsoring (Sending) Department/Agency Responsibilities

1. Absolute avoidance of conflict-of-interest or the appearance thereof through:
   - counseling the executive concerning his/her responsibilities and the need for ethical conduct and;
   - strict adherence to PCPI conflict-of-interest procedure (copy attached). Special attention should be paid to Department of Justice Summary and Part II of Standards of Ethical Conduct.
2. Allowance of time to sponsored Executive to attend orientation seminar in Washington prior to start of Interchange assignment.
3. Designation of a liaison officer to work with PCPI and the Interchange Executive from nomination to re-entry into the sponsoring organization.
4. Development and execution of a suitable plan for re-entry into the sponsoring organization to insure proper recognition of the value and potential of the Interchange Executive.

Sponsoring (Sending) Department/Agency Financial Obligations

1. Payment of moving expenses to and from the location of the Interchange assignment. (Note: The President's Commission on Personnel will assume the cost of interview expenses.)
2. Payment of a portion of the cost of the Executive's participation in the education program. The assessed portion is currently $2,000 for each executive placed in the Program.
3. Payment of return visit(s) of the sponsored executive to discuss re-entry assignment.
4. Continuation of fringe benefits normally extended a Federal employee on leave-without-pay.

Nomination Procedure

Completed nomination forms should be returned to the President's Commission on Personnel Interchange by February 1. Nominees will be interviewed by PCPI, and notified by letter of acceptance or rejection.

2. Allowance of time to sponsored Executive to attend orientation seminar in Washington prior to start of Interchange assignment.

sonnel Interchange by February 1. Nominees will be interviewed by PCPI, and notified by letter of acceptance or rejection.

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Operational Considerations

(for the Federal agency/department sponsoring an executive for participation in the Executive Interchange Program)

Pay Status

- An Interchange Executive assigned to the private sector is on leave-without-pay from his/her Federal agency. His/her salary, which is paid by the private sector host, is comparable to that earned prior to the interchange assignment, adjusted for anticipated Federal pay increases, etc.

Moving Expenses

- The Federal executive will be transferred to the location of his/her private sector assignment and then be placed on leave-without-pay when they are on the hosting firm's payroll. Relocation expenses are payable on the same basis and in the same amount as in the case of any government employee transferred in the interests of government from one official duty station to another. When the Federal executive's private sector employment ends, he/she is placed on active duty status as a government employee at the location of his/her private employment. The Federal agency will then pay the cost of moving the executive to his/her next government assignment.
- The payment of per diem in lieu of (or in addition to) moving expenses is not allowable. (GAO Ruling B-166943, August 5, 1974)

Promotional Opportunities

- Interchange Executives on leave from a Federal agency must be considered for any promotional opportunities that they would normally be eligible for during the period.

Re-entry

- Concomitant with sponsorship of a nominee for the President's Executive Interchange Program is the assurance of his/her immediate placement upon conclusion of the Interchange assignment and return to the department/agency. The position given to the Executive must be at least equal in responsibility and grade to the one held prior to the Interchange assignment.

Health and Life Insurance

- If the participant is covered by Federal life insurance and health benefits, his/her coverage will continue for up to 365 days of leave-without-pay, as is the case for any Federal Executive on leave-of-absence status.

Retirement

- Credit for service on leave-without-pay status is given for up to six months in any calendar year. Here are two examples of how this might work in the President's Executive Interchange Program: (1) A year's leave-of-absence beginning July and ending June 30 is fully credited toward retirement, since the span covers six months in each two calendar years; (2) if the leave-without-pay begins October 1 and terminates September 30, the following year, only ten months service would be credited.

Vacations, Annual Leave and Sick Leave

- A Federal employee does not earn Federal annual or sick leave while working in the private sector. Interchange Executives will find it to their advantage to take any accrued annual leave in excess of 240 hours before going to the private sector assignment. Interchange Executives may qualify for vacation or other leave from the private sector employer; this must be determined on an individual basis with each private sector employer and should be agreed upon in advance of the assignment.

Promotional Opportunities

- Interchange Executives on leave from a Federal agency must be considered for any promotional opportunities that they would normally be eligible for during the period.

Re-entry

- Concomitant with sponsorship of a nominee for the President's Executive Interchange Program is the assurance of his/her immediate

private sector. Interchange Executives will find it to their advantage to take any accrued annual leave in excess of 240 hours before going to the private sector assignment. Interchange Executives may qualify for vacation or other leave from the private sector employer; this must be determined on an individual basis with each private sector employer and should be agreed upon in advance of the assignment.

The President's Executive Interchange Program
1900 E St., N.W., Washington, D.C. 20415 (202) 632-6834

Responsibilities of the Private Sector Host

(as concerns the employment of a Federal Executive through the Executive Interchange Program)

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1. Absolute avoidance of a conflict-of-interest situation, or the appearance thereof. We require:
   - counseling the executive concerning his/her responsibilities and the need for ethical conduct;
   - strict adherence to Federal and State conflict-of-interest laws and regulations (a summary is attached);
   - your General Counsel's review of the nominee's background against your proposed official position description and any State and local conflict-of-interest laws or regulations. Subsequent written approval of the assignment to the President's Commission on Personnel Interchange; and
   - no reassignment of duties without prior review by PCPI and your General Counsel.
2. Payment of a salary which is comparable to that earned prior to the interchange assignment, adjusted for cost-of-living differences, anticipated Federal pay increases, etc. PCPI will advise on a fair and equitable salary.
3. Provision of a vacation allowance.
4. Introduction of the Interchange Executive to senior company officials for exposure to the structure, policies, and operations of the host organization.
5. Participation in the "Host City Education Program" (if offered in your area). This program will provide a broader business perspective and increase the participant's awareness of the effect of Government policies on industry. It generally involves no more than one day per month.
6. Allowance of time away from the job for mandatory educational activities sponsored by PCPI: 5 days at the start of the assignment for Program Orientation; 10 days for the Mid-Year Study Tour/Seminar; and 3 days for the Year-End Conference.
7. Cooperation with PCPI's request for an appraisal of the Interchange Executive's performance once every six months.
8. In keeping with the concept of the Interchange Program, hosts are reminded that offers to the Interchange Executive of permanent employment are not allowed, either during preliminary interviews or upon completion of the assignment.
9. Allowance to the Interchange Executive of up to 3 days of administrative leave to visit his/her sponsoring agency/department to discuss re-entry.

The President's Executive Interchange Program
1900 E St. N.W., Washington, D.C. 20415 (202) 632-6834

Advice to Potential Nominees from within the Federal Government

1. Take care in completing the biographical form.
   - Pay particular attention to question 19, "Type of Interchange Assignment Desired." Private sector firms read your answer carefully to project whether your needs can be met by their proposed assignment. Do not be too restrictive *or* too general.

2. In consideration of possible participation in the Program and its inherent relocation to the city of your hosting firm, remember:
   - Your sponsoring department/agency obligates to pay moving expenses on the same basis and in the same amount as is the case of any Government employee transferred in the interests of government from one official duty station to another.
   - Should you want not to move your family, with the idea of commuting home on week ends, remember this is your personal decision and expense. The sponsoring agency/department will not pay per diem while on Interchange Assignment. It is not within the law to do so, and the President's Commission on Personnel Interchange will not support you in this request.
   - The President's Commission on Personnel Interchange negotiates salary on your behalf. Though it will insure you do not take a loss (salaries are adjusted to include within grade increases, any anticipated COL increases that may occur while you are on Interchange assignment), the private sector firm is under no obligation to compensate for any additional expenses you may opt to incur, and the Commission will not encourage any firm to do so.

3. Discuss your nomination with your supervisor. In addition to what you know you would like to get from participation, find out what the supervisor feels would be an assignment of benefit to your department or agency. Discuss what you hope to do upon return to the Federal Government.

4. If you are interested in entering the Senior Executive Service at some time in the future, you will know that one prerequisite for eligibility to the Service is completion of a planned management development and training program, in which participation in the Executive Interchange Program is one option. Discuss this with your Director of Personnel/Executive Resource Board Members.

NOMINATION OF

Barry L. Grossman

for participation in
The President's Executive Interchange Program

Signature of Nominating Official*: Donald W. Banner

Name of Nominating Official Donald W. Banner
(Print)

Title of Above: Commissioner of Patents and Trademarks

Agency/Company: U. S. Patent and Trademark Office

Date: _____

*This nomination must be made by Federal Department/Agency head or company Chief Executive

PRESIDENT'S COMMISSION
ON PERSONNEL INTERCHANGE
1900 E Street, N.W.
Washington, D.C. 20415

(202) 632-6834

Note: Nominee's Biographical Form (PCPI 4120) is also required.

PCPI 4130 8/77

PRESIDENT'S COMMISSION
ON PERSONNEL INTERCHANGE
1900 E Street, N.W.
Washington, D.C. 20415

(202) 632-6834

Note: Nominee's Biographical Form (PCPI 4120) is also required.

PCPI 4130 8/77

NOMINATION FORM

(To be used to nominate an executive for participation in the President's Executive Interchange Program)

1. Name of Nominee	2. How long has nominee been with your company/agency?
Barry L. Grossman	8 years

3. Describe your professional relationship with nominee

Mr. Grossman is a staff member in the Office of Legislation and International Affairs in the Patent and Trademark Office. This Office reports directly to me. I have had the opportunity to work personally with Mr. Grossman on a number of domestic and international programs, including: development of the Patent and Trademark Office's legislative program; the President's Domestic Policy Review of Industrial Innovation; major rule change proposals; and meetings of the United Nations Conference on Trade and Development (UNCTAD).

In addition to his other responsibilities, Mr. Grossman has been delegated responsibility for the day to day supervision of the Congressional Liaison unit of the Patent and Trademark Office. This unit is responsible for answering all written and telephone inquiries from members of Congress and letters referred by the White House concerning the Office or particular applications pending before the Office. In this capacity, I have contact daily with Mr. Grossman's work.

4. Please state reasons for nominating this individual

Mr. Grossman is a highly-motivated, intelligent, articulate and competent person who has made a significant personal impact in making the Patent and Trademark Office more effective in achieving its mission. Mr. Grossman began his career at the Office, as a patent examiner at a GS-5 level, directly after his undergraduate education. Following law school, which he attended while working for the Office, Mr. Grossman was promoted to a legislative and international specialist. Only 30 years old and currently at a GS-15 level, Mr. Grossman shows promise for a long and successful professional career.

Mr. Grossman has significant responsibilities in the Patent and Trademark Office for matters which affect the invention, development, and commercialization of new and improved technology. Almost all of this work occurs in the private sector. Since Mr. Grossman's entire professional career has been with the federal government, however, he has never had an opportunity to experience the decision-making process of a private company in operation; to become sensitive, and thus more responsive, to the needs and problems of the private sector.

The Executive Interchange program provides an outstanding opportunity for Mr. Grossman to gain a new perspective on the problems and challenges facing private industry in continuing the technological development which is so vital to the progress of our country.

Mr. Grossman has significant responsibilities in the Patent and Trademark Office for matters which affect the invention, development, and commercialization of new and improved technology. Almost all of this work occurs in the private sector. Since Mr. Grossman's entire professional career has been with the federal government, however, he has never had an opportunity to experience the decision-making process of a private company in operation; to become sensitive, and thus more responsive, to the needs and problems of the private sector.

The Executive Interchange program provides an outstanding opportunity for Mr. Grossman to gain a new perspective on the problems and challenges facing private industry in continuing the technological development which is so vital to the progress of our country.

5. What are nominee's strengths?

Mr. Grossman's strengths include: self-motivation; a dedication to excellence and genuine enthusiasm for each project he undertakes; excellent communication skills, both written and oral; an ability to work effectively with everyone, from clerical staff to foreign diplomats; and an ability to master complex problems.

6. What are nominee's weaknesses?

From the perspective of being able to perform his job in the Patent and Trademark Office, the only weakness which I would attribute to Mr. Grossman is a lack of experience in a private sector position which provided him with business experience. Also, Mr. Grossman's management experience is somewhat limited, due to his existing position rather than to any perceived limitation of his abilities.

7. List accomplishments of nominee important to your company /agency

Mr. Grossman's more significant accomplishments include:

- coordinating and participating in a government/private sector study of patents and licensing in Eastern Europe, which resulted in the publication of a basic handbook in this area;
- serving as a patent advisor to the Government of Saudi Arabia;
- advocating effectively in international, congressional and interagency fora on behalf of the Patent and Trademark Office. Mr. Grossman was honored by President Ford for his legislative drafting skills;
- recognition by the Assistant Secretary for Science and Technology and the General Counsel of the Department of Commerce of his substantive expertise and negotiating skills. As such, Mr. Grossman was asked to represent the Department of Commerce on complex interagency negotiations concerning trade secret protection and government regulation of the toxic chemicals industry. In further recognition of his abilities, Mr. Grossman was also asked by the General Counsel of the Department of Commerce to prepare omnibus trade secret legislation to solve the many problems in this area throughout the government;
- assisting in the development of a unique rule change proposal designed to improve the certainty and reliability of issued patents;
- providing general managerial assistance on a wide variety of technical and administrative matters.

8. Does nominee possess the qualities to become a senior executive in the company/agency? ☒ Yes ☐ No *(Explain)*

Mr. Grossman's high initiative and intellectual ability, his dedication to purpose, and his ability to manage people and programs are the specific qualities which indicate his potential to become a senior official of the Patent and Trademark Office.

8. Does nominee possess the qualities to become a senior executive in the company/agency? ☒ Yes ☐ No *(Explain)*

Mr. Grossman's high initiative and intellectual ability, his dedication to purpose, and his ability to manage people and programs are the specific qualities which indicate his potential to become a senior official of the Patent and Trademark Office.

9. What type of Executive Interchange assignment would be most valuable to the nominee in terms of his professional and personal development?

Mr. Grossman's professional and personal development would be most enhanced by an assignment with a private company engaged in a technology-intensive enterprise. The position should permit Mr. Grossman to have close contact with research and development managers and with marketing and licensing personnel. The assignment should provide Mr. Grossman with an opportunity to appreciate the factors on which new R&D programs are evaluated, and the importance of each factor to a business organization. Participation in negotiations on the sale or licensing of technology would be very beneficial.

10. What type of Executive Interchange assignment *(e.g. functional specialty)* would be most valuable to the company/agency?

An assignment which placed Mr. Grossman in a marketing, R&D or new business development, international relations, or policy planning position of a high-technology company would be of most benefit to the Patent and Trademark Office. Any position which involved the domestic and international development and commercialization of technology would give Mr. Grossman experience which would be very helpful to the Patent and Trademark Office.

11. What position will nominee hold upon completion of the Interchange assignment?
Describe plans for reentry of executive into company/agency

Since the completion of Mr. Grossman's exchange assignment is almost two years away, it is, of course, difficult to predict what new positions will be available or to know exactly how the agency will be structured on his return. I would hope to place Mr. Grossman in a responsible management or policy position dealing with the economic, political, and social issues of the continued technological progress of the United States.

12. Liaison designated to work with nominee and Commission

Name

Title

Address Phone No.

12. Liaison designated to work with nominee and Commission

Name

Title

Address Phone No.

MEMORANDUM

TO: President's Commission on Personnel Interchange

FROM: Donald W. Banner, Commissioner of Patents & Trademarks
(Nominating Official)

SUBJECT: Re-Entry of Mr./Ms. Barry L. Grossman
to the Department/Agency

This is to advise that concomitant with my sponsorship of Mr./Ms. Barry L. Grossman as a nominee for the President's Executive Interchange Program is the assurance of his/her immediate placement upon conclusion of the Interchange assignment and return to this department/agency.

I am cognizant that the Executive Interchange Program is a management development tool. The position given to Mr./Ms. Barry L. Grossman upon return to the Patent & Trademark Office will be at least equal in responsibility and grade to his/her present position.

PRESIDENT'S COMMISSION
ON PERSONNEL INTERCHANGE
1900 E Street, N.W.
Washington, D.C. 20415
(202) 632-6834

8/77

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NOMINEE'S BIOGRAPHICAL FORM

(Note: Nomination Form (PCPI 4130) is Also Required)

1. Name: Barry L. Grossman

2. Position Title: Legislative and International Specialist

3. Employing Company/Dept./Agency: U. S. Patent and Trademark Office

4. Business/Dept./Agency Address: Washington, D. C. 20231

5. Phone: 557-3065 A.C. Number: 703

6. Home Address: 211-1/2 S. Fayette St.
Alexandria, Virginia 22314

7. Phone 548-4889 A.C. Number 703

8. Date and Place of Birth: April 8, 1948 Newark, New Jersey

9. Marital Status: Married

10. If Married, Spouse's Name: Carole Rogin

11. Colleges/Universities Attended

Institution	Location	Major	Degree	Year
American University	Washington, DC	Law	J.D.	1974
Univ. of Virginia	Charlottesville, VA	Aero. Eng.	B.S.	1970

12. Other Education or Training

Numerous continuing legal education programs sponsored by national and local bar associations.

13. Awards/Scholarships/Honors

N.J. State Scholarship, 1966-1970; Presidential Citation, 1975; Quality Step Award, Certificate of Recognition, 1978; Outstanding Performance Award, 1975; Special Achievement Award, 1974

14. Other Activities *(Sports, Hobbies, Skills)*

Tennis, jogging, reading

15. Publications Contributor, United States/Eastern Europe, Technology and Patents -- Sale and/or Licensing, T. White, ed., 1977; Grossman, Wamsley, and Dann, "The U.S. Patent and Trademark Office", Encyclopedia of Library and Information Science, Vol. 21, 1977; Grossman and Kirk, "International Activities of the U.S. Patent and Trademark Office", Encyclopedia of Library and Information Science, Vol. 21, 1977.

N.J. State Scholarship, 1966-1970; Presidential Citation, 1975; Quality Step Award, Certificate of Recognition, 1978; Outstanding Performance Award, 1975; Special Achievement Award, 1974

14. Other Activities *(Sports, Hobbies, Skills)*

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PCPI 4120 8/77

16. Community Involvement

I take an active interest in historic preservation of the Old Port section of Alexandria, Virginia, a historic seaport community first settled in the late 1700's.

17. Significant Accomplishments during recent positions

a. Managerial

Provided management coordination for a joint government/private industry study of patents and licensing in Eastern Europe.

b. Technical

As patent advisor to the Government of Saudi Arabia, I drafted for them a patent law compatible with their legal system, current level of development, and industrialization goals. Assisted in the drafting and the congressional consideration of the patent policy section of the Federal Nonnuclear Energy Research and Development Act of 1974. Assisted in the successful congressional negotiations which led to passage of the Federal Pesticide Act of 1978. Represented the United States at a Diplomatic Conference which resulted in the Geneva Treaty for the International Recordation of Scientific Discoveries.

18. Professional Association Memberships

Va. State Bar; American Bar Association; American Patent Law Association

19. Type of Interchange Assignment Desired

A position which allowed me to participate in management decisions concerning the development and commercialization of new and improved technology would be most helpful to my professional growth and development. The ideal assignment would permit me to appreciate the business problems and needs in taking a new idea from the laboratory through development and commercialization; to learn, from a businessperson's perspective, the perceived institutional and governmental constraints on new technological ventures.

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EMPLOYMENT HISTORY

Start with present position and work back.

1. Title of Position
Legislative and International Specialist

2. Employer
Patent and Trademark Office

3. Address
Washington, D. C. 20231

4. Dates of Employment in Position: From 12/73 To Present

5. For Federal sector employees:
GS grade: 15/3
Salary: $40,700
For private sector employees:
Base salary:
Bonus:
Other:
TOTAL:

6. Number of Employees Supervised
3 -- 1 para-legal GS-11
2 clerical GS-6

7. Immediate Supervisor *(Name/Title)*
Michael K. Kirk, Director, Office of Legislation & International Affairs

8. Description of Duties

Illustrative of the varied duties of my position are the following:

- aid in the development of the overall policy of the Patent and Trademark Office in the fields of legislation and international relations.
- prepare legislative proposals for the Patent and Trademark office, review proposals of others, and comment upon pending legislation insofar as it affects the long range programs of the Patent and Trademark Office.
- assist domestic and international intergovernmental organizations as an expert advisor on matters relating to legal, technical and administrative questions concerning patents and technology development and transfer.
- negotiate on behalf of the United States with foreign officials on matters involving the development and transfer of technology.
- prepare statements for use by Patent and Trademark officials or other officials of the Department in their presentations before the United States Congress.
- conduct full in-depth studies of domestic and international technology-related problems of a political and economic nature to determine specific projects which should be recommended as a course of action on behalf of the Patent and Trademark Office.

related problems of a political and economic nature to determine
specific projects which should be recommended as a course of action
on behalf of the Patent and Trademark Office.

1. Title of Position
Patent Examiner

2. Employer
Patent and Trademark Office

3. Address
Washington, D. C. 20231

4. Dates of Employment in Position: From: 6/70 to: 12/73

5. Starting Salary 8,500 Final 15,160

6. Number of Employees you supervised
None

7. Immediate Supervisor (Name/Title)
Martin Schwadron, Supervisory Examiner

8. Description of Duties:

As a patent examiner, I examined the merits of inventions submitted for patent protection to determine if they met the legal and technological requirements of patentability. I planned and conducted independently the research necessary to make a decision, and reached independent judgments on whether or not a patent should be granted.