

MARISCAL AND COMPANY



MANAGEMENT CONSULTANTS

MEMORANDUM

TO: Manuel Aragon  
FROM: Malcolm Barnes  
DATE: 7/14/79  
RE: Resignation

Due to the company's general lack of concern and commitment to the well fare of their employees, and the long unresolved problem of timely repayment of traveling expenses in particular, I am forced to tender my resignation as project manager/associate, and hereby serve you notice that as of August 1, 1979 my services will no longer be available to Mariscal and Company on a full-time basis.

Needless to say, the decision was a difficult one to make, especially in light of the company's current difficulties. The two years and two months that I have spent at Mariscal have been a rewarding and interesting experience, both in terms of career advancement and personal growth. I would feel disappointed, by leaving on less than favorable terms.

Although the overall pool of company talent has been weakened by recent layoffs and staff reductions, I feel that a number of individuals within the current staff, namely Jeff Davidson and Ric Zavala, are capable of doing a more than adequate job of managing the CSA contract, given the proper incentive, support and guidance from management.

However, based on feedback I have gotten from certain key CSA program administrators, Mariscal's capacity to adequately manage future CSA Technical Assistance Contracts will be seriously questioned unless a strong replacement is found as project manager.

The timing of this resignation is not intended to weaken the company's contract negotiating position or jeopardize any future contract opportunities. However, the personal financial bind I currently find myself in, caused directly by the unreasonable non-payment of long-overdue travel expenses, coupled with the breakdown of internal policies and procedures and general lack of assurances or commitment to the needs of the only real asset the company has, its employees, has forced me to make this untimely decision.

Hopefully some reasonable arrangements can be worked out before the 1st of next month to allow for a smooth transition of responsibilities on the project and a favorable separation.

Sincerely Yours,

A handwritten signature in cursive script that reads "Malcolm S. Barnes". The signature is written in dark ink and is positioned below the typed name.

Malcolm Barnes