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February 27, 1996

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Mr. Arthur Fletcher
516 "G" Street, SW
Washington, DC 20024

Dear Dr. Fletcher:

This is to advise you of your proposed engagement by the following organization:

College or Organization: Cuyahoga Community College

City and State: Cleveland, OH

Location of Program: Cuyahoga Community College - Cleveland, OH


Date and Time of Engagement: Tuesday, July 16, 1996 - noon

Honorarium: Net of \$3000 plus expenses

Additional information pertaining to engagement: N/A

We have sent the contract to the above organization for signature. As soon as it is signed by the organization and returned to us, we will send you your final confirmation in the form of a memorandum of engagement. The memorandum of engagement must also be signed and sent back to us.

Cordially,


Richard Williams
Account Executive

DW

*check
of acceptance*