

October 22, 2008

TO: Senator Obama

FROM: Mike Froman

CC: Federico Pena
John Podesta

RE: Personnel Update and Next Steps

Attached are some materials on personnel:

- The latest, revised list of slates for Cabinet and senior White House positions;
- Lists of the diverse pools of candidates identified thus far for senior positions;
- Short summary biographies for the short-listed candidates for the major White House, national security and economic policy positions. (Where we do not yet have the results of the public vet, we have included a placeholder from basic material pulled off the Internet.)

Update

We have developed a data base with approximately 1000 candidates referred to us by people associated with the campaign, outside advisors, former Cabinet members and leaders in the respective policy areas for senior positions in the Administration.

We have completed or are in the process of completing public vetting reports on approximately 200 of them.

In addition, we have started the private vetting process, involving a deeper dive into candidates' backgrounds, tax returns, areas of potential controversy, etc., with three candidates you have identified as wanting to serve in one senior role or another (i.e., Napolitano, S. Rice, Steinberg).

We have developed a new IT system that will be rolled out after election day and which will take applications via the web from people interested in serving in the Administration. Under an agreement with the Bush White House, the McCain campaign and ourselves, that will become the new system used at Presidential Personnel after the Inauguration.

We are assembling a Transition Personnel organization that will be focused on receiving recommendations from members of Congress, other elected officials and key interest groups/stakeholders, identifying interested Campaign staff, donors and supporters and

casting the net broadly to produce slates of candidates for senior sub-cabinet and junior political positions (i.e., Schedule C) for the Cabinet-designees to consider during the Transition.

We are also assembling teams to manage the process of preparing for and going through confirmation. Our goal remains to have the top 100 positions named during the Transition, 30 confirmed by the end of January and the rest working their way through the confirmation process.

Biden

Of the positions we have been focused on to date, Senator Biden's staff has indicated he would like to be consulted on and/or put forward the names below for the following:

WH Chief of Staff
WH Counsel
NSC: S. Rice, Jones
State: Lugar, Mitchell, Hagel
Defense: Armitage
Justice: Granholm, Holder

Next Steps

Before a Cabinet-level appointee can be announced, they need to undergo the private vetting process. Depending on the complexity of their finances and any controversies that need to be investigated, those vets should take on average two weeks. As you think about when after the election you would like to roll out your senior White House, national security and economic teams, the earlier we can put more people into private vetting (even if you have not yet decided on the position they might ultimately fill), the better. The risk, of course, is that it becomes publicly known that they are being considered.

By the way, you will see that we have included HUD, the SEC and the TARP as appointments you might consider making as part of your early economic team announcements.

We look forward to discussing the slates of candidates for these positions with you at your earliest convenience.