Front Lines

U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT DEC. 1997-JAN. 1998

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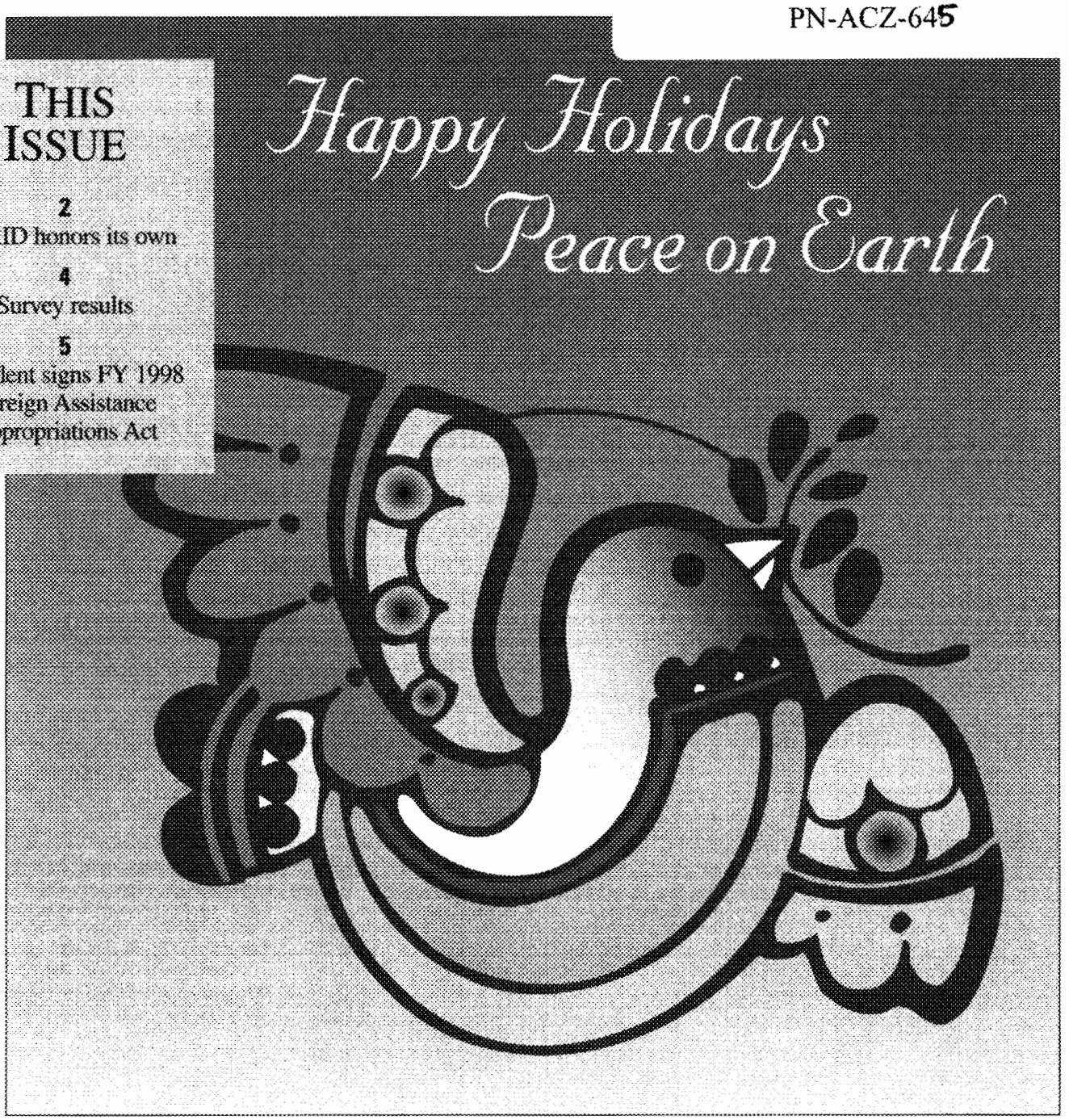

USAID

DEC. 1997 - JAN. 1998

U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT VOLUME 37, NO. 11

Administrator: J. Brian Atwood
Assistant Administrator for Legislative and Public Affairs: Jill Buckley
Chief of Multimedia Communications: Suzanne Chase
Editor: Betty Snead
Staff Assistant: Mary Felder

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USAID celebrates award winners

On Nov. 25, the 1997 Honor Awards Ceremony was held in the Mellon Auditorium of the Commerce Building. On pages two and three of this issue of Front Lines, you will find photos of some of the USAID staff who were honored for their service. This year's Domestic Partnership Award was presented to the National Association of Realtors for its efforts to advance democratic societies overseas through the development of the private sector.

Congratulations to all award recipients.

Best wishes to everyone for a great new year.

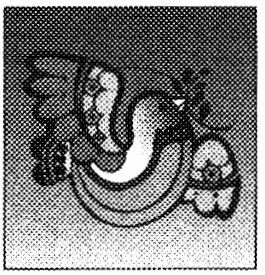

Photo credits: Cover, Gerry Gagne; pages 2 and 3, Betty Snead; page 4, USAID/Manila; page 6, Betty Snead; page 7, Millie Morton.

Cover: Gerry Gagne's cover helps us kick off a new year. For the first time, USAID/Washington employees are headquartered in one building. A new beginning in a new year!

Front Lines is printed on recycled paper.

Front Lines

NEWS & FEATURES

THE FRONT LINES OF A LONG TWILIGHT STRUGGLE FOR FREEDOM — *John F. Kennedy*

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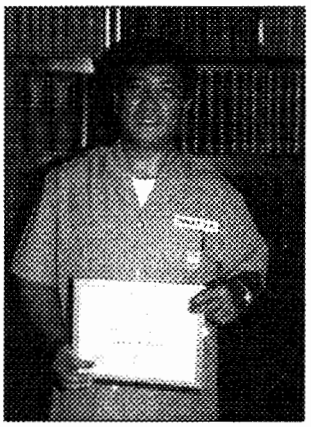

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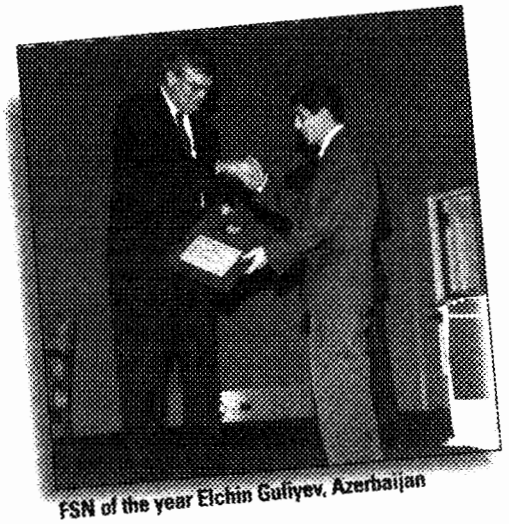
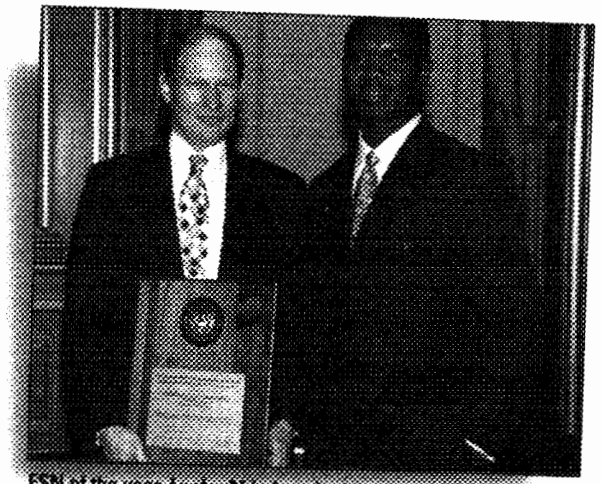
1997 Honor Awards Ceremony
Excellence in development: USAID honors its own

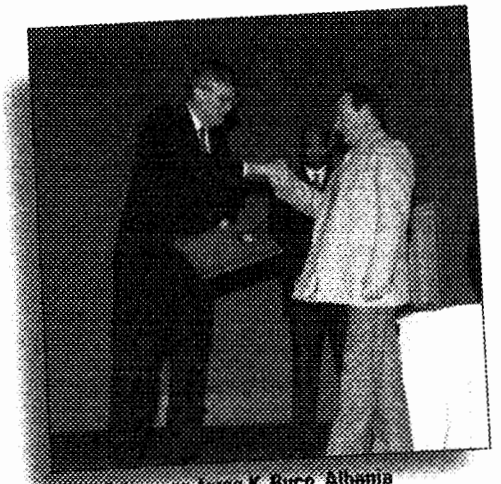


FSN of the year Elchin Guliyev, Azerbaijan

FSNs of the year (left to right) Abdullah Ahmad, Jordan; Nihad Hassan Rageh, Egypt; Beatriz Cobian de Plaza, Peru; Luis Erasmo Soto, Dominican Republic; Nimo Ali, Kenya



FSN of the year, Lucky Akhetumele, Nigeria (right), with Neil Woodruff, AFR

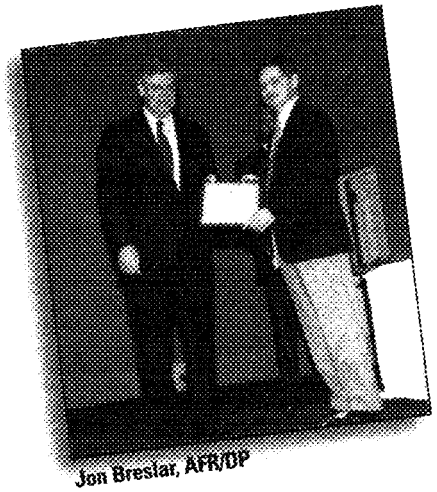


FSN of the year Jorgo K. Ruco, Albania

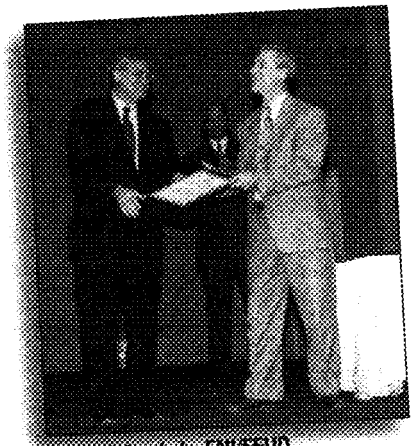
The IG Achievement Award was presented to the Ethics and Administration Division, GC, for "significant accomplishments ...to improve management of the agency."

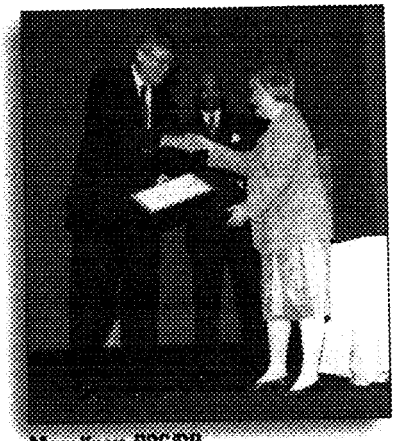
Eric Zallman's family accepts his posthumous award — The Administrator's Distinguished Career Service Award

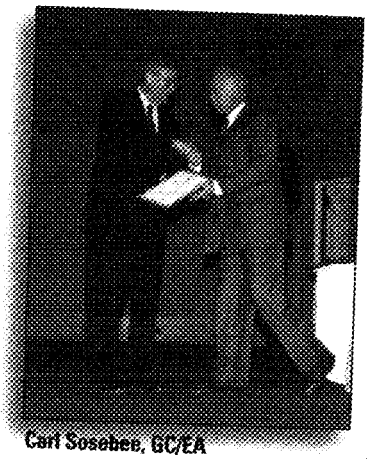
A few Superior Honor winners


Jon Breslar, AFR/DP

Elizabeth Donargo, AFR/DP


Robert Ichord, Jr., ENI/EEUD


Mary Knox, PPC/DP


Carl Sosebee, GC/EA

Jean Lange, ENI/PER

Don Sillers, PPC/ECON

Emmy Simmons, USAID/Russia

Erin Soto, G/DG

Minnie Wright, AFR/WA

Front Lines survey results

Earlier this year, Front Lines conducted a survey to determine readers' interests. Surveys have been conducted in the past, and the results have varied.

In this recent survey, many things remain unchanged. For example, the "Where in the World?" column and news about employees remain the most popular. Readers also prefer personality profiles; news from the missions and bureaus; and photographs of people and activities.

What do readers like least? They would like to see fewer articles about senior employees based in Washington and stories of development successes that are more balanced.

What suggestions did readers offer for changing the publication? There were a number: list vacancies for temporary jobs that are difficult to fill; focus on a mission each month with photos, successful programs; run a monthly column on news from Human Resources; list WWW sites of interest; have an occasional story on how something went wrong; carry articles on projects revisited; provide coverage of problem areas; relate news about retirees; publish electronically; have more news from and about Foreign Service Nationals; provide discussion of issues facing USAID and reports critical of the agency; share lessons learned (like the Albania evacuation article); carry professional development articles by USAID staff; have a column on resources (such as M/HR's training library, CDIE's research service and M/IRM's help desk); add color; carry computer skills articles; provide articles on future directions, trends and projections for the agency; have news about innovative programs; publish biweekly rather than monthly; present contrasting positions on controversial issues; add humorous articles; etc.

Nearly everyone voted for a Letters to the Editor column and liked the layout with a few exceptions.

More retirees responded to the survey than did current employees.

On the whole, Front Lines was received favorably with good suggestions from our readers.

We recognize that in the past more articles, such as personality profiles and mission-of-the-month stories, were always featured. However, in past years, Front Lines had a staff of three to four writers and a photographer. Today, the editor also is the only writer and acts as photographer. This is why Front Lines depends so much on the missions and bureaus to "tell your story to your colleagues."

We would like to request that assistant administrators and mission directors ask staff to provide good coverage of their programs and people for Front Lines.

Please keep in mind that LPA also produces a quarterly publication, "USAID Developments," that is distributed to the general public. Articles and photographs used in Front Lines may also be appropriate for that publication.

Front Lines will be making changes in the future, incorporating your ideas as best we can. Some ideas have already been incorporated, such as news about retirees and publishing electronically on the Intranet.

We encourage you to help make Front Lines a better and more useful publication for all employees and retirees.

Many thanks! ■

A profile in courage

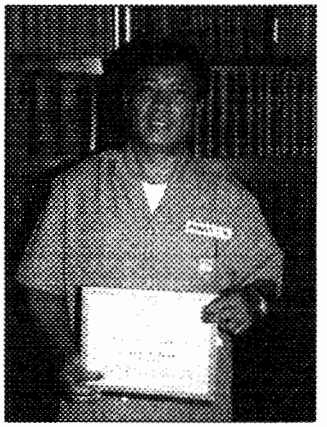
Congratulations to Venancio Mangilit, a chauffeur with USAID/Manila, who was named Foreign Service National of the Month for September by the American Embassy.

He was cited for displaying courage while driving home some American staff from the airport one night. A white passenger vehicle came to a stop, and three armed men jumped out and began waving their guns and shouting directly in front of the USAID vehicle. It could not be determined if the USAID personnel were the target of this attack but Mangilit did not wait to find out.

Demonstrating a quick assessment of the dangerous situation and expert driving skills, Mangilit immediately maneuvered his vehicle to the right of the attackers' vehicle and sped away from the scene and potentially lethal harm. Had he hesitated for even two seconds, the USAID vehicle would have been fully blocked by oncoming traffic from behind and to the right.

Mangilit was highly commended for his quick action and application of the advanced security training he had received.

USAID/Manila is very proud of Mangilit's performance and considers him a valuable asset to the safety and work of the mission. ■



Venancio Mangilit, USAID/Manila, was cited for his quick action in averting a possible disaster.

By Marianne O'Sullivan

President signs FY 1998 Foreign Assistance Appropriations Act

On Nov. 26, President Clinton signed into law the FY 1998 Foreign Assistance Appropriations Act (P.L. 105-118). The House of Representatives had passed the conference report on the bill on Nov. 13 by a vote of 333 to 76, while the Senate had passed it by voice vote on the same day.

The act provides funds through FY 1998 for virtually all USAID programs, except P.L. 480, as well as for operating expenses and other administrative costs. The act also funds multilateral economic assistance programs, military assistance for U.S. allies and export assistance for U.S. businesses.

The act provides $12.8 billion in discretionary funding for ongoing foreign assistance programs and operations — a reduction of $527 million from the president's FY 1998 request but an increase of $530 million above the FY 1997 enacted level for these programs.

Final action on the conference report had been stalled by the difficulty in reaching agreement on population planning policy language. The language that cleared the way for the foreign assistance conference report to be signed into law did not contain the Mexico City population policy language. Instead, it limits FY 1998 bilateral population planning assistance to $385 million (the request had been $435 million), and apportions these funds at a monthly rate of 8.34 percent. There is no delay, however, in when the initial tranche of funds can become available, as was the case in recent years.

The act provides funding for USAID's development assistance programs at a level slightly above the president's request. The accounts are configured somewhat differently than the request, with separate accounts for Development Assistance and for a Child Survival and Disease Programs Fund. Funding for Development Assistance is provided $1.21 billion and these funds remain available until Sept. 30, 1999.

The Child Survival and Disease Programs Fund was appropriated $650 million and these funds remain available until expended. The conferees indicated that they had increased this fund by $50 million this year to provide for a new communicable diseases initiative.

The Development Fund for Africa was not appropriated funds as a separate account. However, the conferees indicated they expected that Africa would receive at least the request level ($700 million) in total development assistance from the Development Assistance and Child Survival and Disease Programs Fund accounts. The conferees also recommended that Development Assistance funding for Latin America be increased by $20 million over the FY 1997 level.

For International Disaster Assistance, the act provides the request level of $190 million. Funds for this program, which will remain available until expended, can be used for relief, rehabilitation and reconstruction assistance.

For the new Development Credit Authority (DCA), the act allows up to $7.5 million of Development Assistance, Economic Support Funds, NIS, and Eastern Europe assistance funds, to remain available until expended, to be used for the cost of direct loans and loan guarantees. Up to $500,000 of USAID's operating expenses may be used to administer these credit programs. These DCA funds are subject to Congressional notification.

Economic Support Funds (ESF) were appropriated $2.4 billion, to remain available until Sept. 30, 1999. Within this account, $1.2 billion was earmarked for Israel, $815 million for Egypt, and $150 million for Jordan. The act also provides the requested $19.6 million for the International Fund for Ireland.

Assistance for NIS was provided $770 million, of which $225 million was earmarked for Ukraine. The act earmarks $250 million for the Southern Caucasus region within the NIS account, and sub-earmarks $92.5 million for Armenia and $87.5 million for Georgia.

Assistance for Eastern Europe was appropriated $485 million. Funding for both the NIS and Eastern Europe programs can remain available until Sept. 30, 1999.

Congress also approved funding for the Food for Peace program as part of the FY 1998 Agriculture Appropriations bill, which the president signed into law on Nov. 18 (P.L. 105-86). Grant food aid under Title II of P.L. 480 was appropriated $837 million, while $30 million was provided for Title III's bilateral grant program.

This year's Congress, the first session of the 105th Congress, adjourned on Nov. 13. The second session of the 105th Congress will convene on Jan. 27. Since this will be the same Congress, any pending legislation that was not enacted this year — including U.S. funding for U.N. arrearages, legislation reorganizing the State Department and other foreign affairs agencies, and funding for the New Arrangements to Borrow for the International Monetary Fund — will still be pending before the second session of the 105th Congress when it returns in January 1998. ■

—**O'Sullivan** is deputy assistant administrator for LPA.

By John Champagne

Forging public/private partnerships to support USAID's global mission

USAID's Office of Business Development is creating valuable ties with state trade organizations (see box) and the private sector to support USAID's global mission.

Fostered by the successful efforts of USAID and other donors in laying the foundation for economic growth over recent decades, a growing number of developing countries now rank among today's fastest-growing economies. This, in turn, has opened new markets for U.S. products and services and created new jobs for American workers.

"The clearest evidence that U.S. foreign assistance is good for U.S. business," according to Henry Merrill, director of the Office of Business Development, "is the fact that U.S. exports to developing countries have more than doubled between 1974 [$91 billion] and 1995 [$242 billion] and continue to grow."

Within the Office of Business Development, the Global Technology Network (GTN) helps facilitate transfer of U.S. technology and expertise to USAID-assisted countries by matching developing country trade leads with U.S. firms in GTN's extensive database. GTN, through its Center for Trade & Investment Services (CTIS), also provides counseling services and market information to U.S. firms. Since 1992, CTIS has provided market information and business counseling to more than 11,000 companies. Together, these two programs are helping U.S. small and medium-size enterprises access both USAID and other international procurement opportunities.

The GTN-based Environmental Technology Network for Asia, for example, matches U.S. firms with Asian environmental trade leads under USAID's U.S.-Asia Environmental Partnership program. With more than 2,000 environmental businesses registered in GTN, it represents one of the most comprehensive sector databases available.

As a measure of GTN's effectiveness, approximately $30 million to $50 million in new business for U.S. environmental firms resulted from the program over three years — while at the same time transferring much-needed technologies to help developing countries improve their public services and industrial growth regarding water/wastewater, solid waste and air pollution.

With its success in the environmental field, GTN is expanding into other sectors where U.S. private enterprise can transfer technology and expand U.S. markets in agribusiness, health, population, and communications and information technology. ■

—**Champagne** is senior marketing adviser, in G/EG/BD.

AA/LPA Jill Buckley, acting for Administrator Brian Atwood in his absence, and Morgan Smith, director of the Colorado International Trade Office, sign a joint Memorandum of Understanding to promote business development in emerging markets. Standing (from left): John Champagne, Joe Duncan and Henry Merrill, G/EG/BD.

Domestic business outreach offices

In 1992, USAID's Office of Business Development established its first domestic business outreach office in California to increase participation of U.S. companies, academic institutions, state agencies and local economic development organizations in USAID's international development process. Since then, a second field office has opened in Illinois, and a third is due to open soon in Florida. The latter will be closely linked with Programa Bolivar, an international trade and investment promotion organization with offices throughout Latin America.

To further expand USAID's collaboration with the U.S. business community, the Office of Business Development is seeking to formalize partnerships with various state trade promotion organizations. Modeled after a 1996 Memorandum of Understanding with the state of Maine, steps are being taken to establish similar arrangements with other states. States already participating include Alaska, California, Colorado, Delaware, Iowa, Maine, Missouri, Montana, North Carolina, South Dakota, Tennessee, Utah, Virginia, Washington and the District of Columbia.

Under these partnership agreements, USAID provides state trade offices with access to market and trade lead information, business and professional linkages with USAID-assisted countries, technical support for in-state trade promotion conferences and workshops, and partnership networks to increase trade-related opportunities for local businesses.

For their part, the state trade promotion offices assist local firms in competing for USAID procurement and other opportunities, disseminate information to their business constituents on USAID programs and serve as a business outreach facility in support of USAID's international development efforts. Both USAID and the states gain from this effective win-win collaboration.

For additional information, contact Henry Merrill, USAID, G/EG/BD, Washington, D.C. 20523.

By Millie Morton

Commercial opportunities bring change in Madagascar

Last year, a senior official in the National Bank for Commerce in Madagascar sent a directive to two regional offices giving a vote of confidence to the USAID Commercial Agribusiness Promotion (CAP) project and the companies the project assists. The directive asked that careful consideration be given to credit applications from CAP-assisted companies.

Since 1994, CAP has been working with high potential agribusiness firms in two regions, Mahajanga and Fianarantsoa. "We give advice, not money," explained H. Schar, the Fianarantsoa regional director who works for RIL, a subcontractor to Chemonics Inc., the prime contractor. "We help with financial management, business plans and credit applications. Credit is often very difficult to obtain in Madagascar. Now the banks are beginning to realize that companies working with us have their act together."

CRIF, the primary rice buyer and miller in Fianarantsoa, doubled its gross revenue to more than $2 million annually after only two years of CAP assistance. AFAFI, one of the first companies in Fianarantsoa to receive assistance, doubled its sales in two years to achieve gross revenues of almost half a million dollars a year.

"USAID helped us a lot," explained Raymond Rakafiarison, a veterinarian and manager at AFAFI. "We are using more rational management and introducing a computerized accounting and inventory system. We want to export oils and spices. CAP is helping us get information on potential markets and the quality needed."

One product being promoted is geranium oil. USAID provided specialized training for Malagasy agronomy graduates, and 20 are now working in private companies to expand geranium production. Already, production of essential oils has increased, creating more than 1,300 new agricultural jobs in 1996.

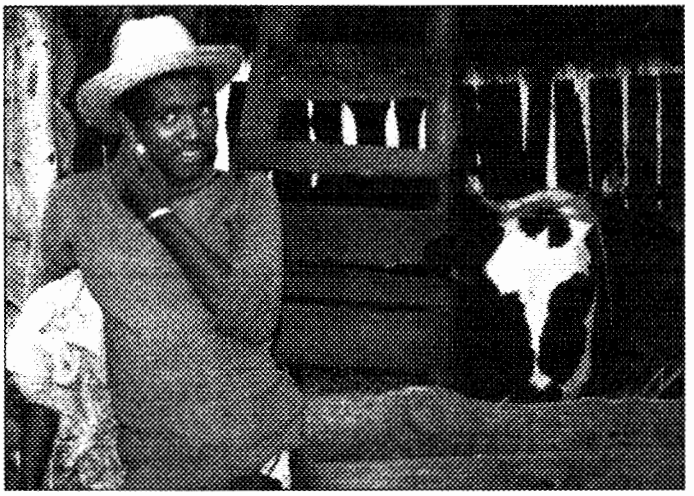
To provide direct contacts with international buyers, USAID sponsored four in-country workshops with more than 200 Malagasy companies participating. Geranium oil exports have since increased 100 percent.

"The transparency required to work with CAP is difficult for many companies," noted Schar. "In previous years, when Madagascar's economy was strictly controlled, companies had to hide financial information in order to survive. Now they are learning to open their books to CAP staff and to work with us."

After three years of operation, CAP has worked directly with 145 agribusiness clients and has provided information to 50 others. Of these firms, 32 are women-owned and 80 percent of the firms are small or medium-size businesses.

With project support, 32 college graduates have helped companies implement expansion plans. CAP provides the apprentice's salary for one year. Increased sales or improved efficiency provide resources so the company can hire the apprentice the following year based upon the apprentice's performance.

Two agribusiness apprentices provided extension to help a group of farmers increase their income by introducing a new variety of onions and intercropping these with traditional crops. In just one year, the farmers sold 250 tons to a private company. Another apprentice completed a marketing assessment that located new sources of produce for her company; she now works on the implementation of the business expansion she helped create. A third is working with AFAFI to implement its computerized management information system.



A worker at a dairy farm in Fianarantsoa. USAID's CAP project helped the farm's owner obtain a $6,000 bank loan to buy a truck and expand his business.

CAP also helps companies obtain the equipment needed to expand. As part of the project, USAID has an $8.5 million fund in hard currency for importing agricultural and agribusiness equipment from U.S. companies. Private businesses in Madagascar pay for the equipment in local currency, saving precious foreign exchange. Imports to date include John Deere tractors, Chevrolet pick-up trucks and Caterpillar machinery and spare parts.

Once companies using the USAID import fund receive their equipment, they pay in Malagasy francs. This local currency is then transferred by the commercial banks to a special CAP project account from which the government of Madagascar pays for farm-to-market road rehabilitation in the two project regions.

"Road rehabilitation is critical to getting agriculture moving," explained Helen Gunther, USAID natural resources officer. "Some farming areas have been isolated for years because the roads that link them to markets are a virtually impassable sea of mud in the rainy season and a river of ruts in the dry season."

"In banks, in companies and in communities, people are making decisions to change," said USAID Mission Director Karen Poe. "It's exciting to see such local ownership and to be a partner contributing to such positive changes." ■

—**Morton** is a sociologist and USDA consultant to the Africa Bureau.

WHERE

Moved On

Abreu, Ruben
Gweshe, Mathias
Majette, Ricky
Morris, John Wilson
Obasiolu, Emmanuel
Olds, Sarah
Rodriguez, Gladys
Smith, Susanne

Promoted

Adamczyk, Christine
Addleton, Jonathan
Arogbokun, Adebola
Atwood, David
Awantang, Felix
Bakken, Jeffrey
Balakrishnan, P.E.
Becker, Carol
Bednar, James
Bell, Jeffery
Bennett, Carlton
Blair, Courtney Brooke
Brems, Susan
Breslar, Jon
Burgess, Kimberly
Burkhart, Robbin
Carlisle, Lisa
Caropreso, Frank
Carrino, C. A.
Cheema, Jatinder
Collins, Marilyn
Condon, Douglas
Cornick, Tully Robinson
Crane, Charles
Crumbly, Angelique
Curtin, Leslie
Cypser, Beth
Dailey, Carrie
Davis-Tooley, Regina
De La Rosa, Osvaldo
Delaney, Kim
Dobberstein, Scott
Donargo, Elizabeth
Dooley-Jones, Celestina
Dorsey, Joseph
Dubel, Timothy
Edwards, Christopher
Edwards, Richard
Elderbaum, William
Fanale, Rosalie
Foster, Mary Pamela
Freeman, Kay
Frej, William
Gast, Earl
Gohary, William
Greene, Richard
Grieser, Deborah
Gunther, Helen
Hand, Thomas
Hooff, Nancy
Hughes, Carolyn
Hunter, Mark
Isham, Brooke Andrea
Jasper, Nyka
Jenks, Nicholas
Johnson, Wilhelmina
Johnston, Matthew
Jones, Carole
Jones, Vivian
Jordan, Patricia
Kainth, Yashwant
Kaiser, Michael
Kerst, Erna
Khan, Kamran
Kolstrom, Karin Anne
Lark, Evelyn
Laurent, Marie
Lieberman, David
Lizwelicha, Kamau
Lord, Angela
Mahoney, Roberta
Malnak, Peter
Martin, Richard
May, John
McFowler, Elizabeth
McKenna, Allan
Minkley, Paule-Audrey
Moloney Kitts, Michele
Moody-Briscoe, Yoma
Moore, Lagretta
Moore, Shirley
Myers, Bobbie
North, Charles
O'Connor, Patricia
Outterbridge, Gwendolyn
Paige, Beth
Pumfrey, William
Purifoy, Stephanie
Radmann, Michael
Reddy, Ray
Reichle, Susan
Render, Gerald
Rice, Lawaune
Riedler, Tim
Russell, Donella
Scott, Frederic
Sharma, Dennis
Smathers, Kristine
Staal, Thomas
Stauffer, Donna
Stein, James
Stevens, Pamela Beth
Sullivan, Peter
Tresch, Phillip
Vigil, Frederick Rudolph
Wade, Cynthia
Weisenfeld, Paul
Wiegand, Kenneth Bruce
Williams, Melissa
Wilson, Edith
Wines, Sarah
Yaeger, William
Yates, Andrea Jane

Reassigned

Brown, Keith, REDSO/ESA/OD, regional director, to mission director, Ethiopia

Chaplin, Patricia Ann, COMP/FSLT, project development officer, to O/S LANG TRNG

Ching, Wayne, ENI/PER/ERP, private enterprise officer, to COMP/FS/REASSGN

Clopton, Charles, GC/EA, attorney adviser general, to M/HR/LERPM/LER

Collins, Marilyn, Niger, supervisory executive officer, to executive officer, Albania

Coronado, Louis, COMP/FSLT, supervisory general development officer, to REDSO/WCA/HPHR

Cusumano, Vincent, PPC/PC, program officer, to supervisory general development officer, LAC/SPM

Darkins, William, AFR/SA/PA, supervisory project development officer, to COMP/FS/REASSGN

De La Rosa, Osvaldo, El Salvador, supervisory executive officer, to executive officer, Namibia

Dreyer, Vicky, BHR/OFDA/DRD, special projects officer, to COMP/SEPARATION

Jaruzelski, Janina, GC/ENI, legal officer, to Egypt

Khan, Kamran, India, housing/urban development officer, to G/ENV/UP

Larcom, Joan, REDSO/WCA/HPHR, supervisory general development officer, to human resources development officer, Haiti

Merkel, Albert, Honduras, agricultural development officer, to RCSA

Mulligan, Paul, COMP/FSLT, program economics officer, to O/S LANG TRNG

Omara, Mary Helen, IG/I/ENI/CB, inspector, to RIG/Budapest

Otterbein, Julie, ENI/EEU/NR, supervisory natural resources officer, to COMP/SEPARATION

Paulson, Lawrence, COMP/FSLT, agricultural development officer, to O/S LANG TRNG

Philpott, Vandean, COMP/FSLT, executive officer, to O/S LANG TRNG

Plitt, Andrew, Rwanda, controller, to financial management officer financial analyst, M/FM/FS

Plunkett, Hugh, M/ROR, agricultural development officer, to COMP/FSLT

Ponasik, Diane, Egypt, supervisory general development officer, to Haiti

Schaeffer, James, COMP/FSLT, financial management officer budget/analyst, to O/S LANG TRNG

Sullivan, John, Nicaragua, general development officer, to program officer, LAC/CEN

Vermillion, James, Haiti, deputy mission director, to democracy officer, PPC/DEM

Walker, Dwight, ENI/EEU/NR, natural resources officer, to COMP/FS/REASSGN

Walter, Dean, Nicaragua, supervisory financial mangement officer financial analyst, to financial management officer financial analyst, M/FM/LM

Ward, Mark, Russia, legal officer, to deputy mission director

Yates, Andrea Jane, COMP/FSLT, supervisory general development officer, to O/S LANG TRNG

Retired

Bliss, Sidney
Bonner, Cameron
Bonner, Margaret
Dickherber, Harold
Fallon, Thomas
Feldstein, Michael
Hong, Howard
Kraczkiewicz, Thomas
Meadowcroft, Jean
Pulaski, Stephen

Obituaries

David Bronheim, 65, died Oct. 19 in a car crash in Tbilisi, Georgia. Bronheim began his career with USAID in 1960 and helped develop economic assistance programs for Latin America. He held several positions at USAID before being named in 1966 as the deputy U.S. coordinator for the Alliance for Progress, an effort to improve relations with Latin America. A year later he left USAID to attend Harvard University's John F. Kennedy School of Government as a fellow of the Institute of Politics. In 1980, during the Carter Administration, Bronheim returned to USAID as an assistant administrator. At the time of his death, he was a senior consultant at USAID.

Phil Buechler, 60, died suddenly Dec. 10 after being struck by a car while jogging in Nevada City, Calif. He joined USAID in 1965 and served in Laos, Botswana, Ivory Coast, Bangladesh and Rwanda. Buechler retired from USAID in 1995.

R.C. Pennington, 77, died Sept. 27 after a long illness at Lovelace Medical Center in Albuquerque, N.M. Pennington joined USAID's predecessor agency in the early 1950s as an engineering equipment adviser and served in Thailand, Sri Lanka, Egypt, Vietnam, Laos and the Philippines. Pennington retired after 24 years with USAID.

Marschal Diaz Rothe, Jr., died July 24 at his home in Panama City, Fla. Rothe joined USAID in 1967 and worked as a population communications adviser in India, Pakistan and Egypt and, in Jordan, as deputy director for communications. Before retiring from USAID in 1984, he worked in Washington in the Office of Population.

Carl Frederick van Haeften, 74, died Oct. 19 of lung cancer at Inova Fairfax Hospital in Fairfax, Va. Van Haeften began his career with USAID's predecessor agencies as an agricultural training specialist in Paris and later with the Foreign Operations Administration. From 1956 to 1960, he was chief of USAID's Economic Assistance for Food and Agriculture in Spain, chief of the Food and Agriculture Division in Cambodia and Morocco, and assistant director of the USAID mission in Vietnam in the late 1960s. He retired in 1975 as chief of the Rural Development Office in the Bureau for Latin America and the Caribbean.

Front Lines also regrets to report the death of two persons who contributed so much to the successful retirement seminars that many USAID employees have taken:

Earl Ambre, 68, died of cancer Nov. 12 at his home in Phoenix. He retired in 1995 from the State Department where he served as the manager of the retirement planning and career transition programs. Before joining the State Department in 1979, Ambre was a Peace Corps volunteer in Jamaica and later a country director in Africa.

Stephen Guest, 55, died Nov. 6 of a heart ailment at Inova Fairfax Hospital. Guest, a tax and financial consultant, was a popular lecturer at the retirement seminars.

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