


...APR 01 2005

TO: The Honorable Andrew H. Card, Jr.  
FROM: Donald Rumsfeld   
SUBJECT: Vacancies in the Federal Government

I really do urge you to appoint a small group of people to do something about fixing the fact that during an entire Administration the Executive Branch of the Federal Government functions with about a 15-25% vacancy rate of Senate-confirmed Presidential appointees (PAS).

The system is broken. Everything takes too long. Enormously important opportunities are missed. It is a frustrating, destructive process.

There isn't any reason why, in the 21<sup>st</sup> century, this cannot be fixed. I would be happy to help, but it is going to have to come out of your office.

Regards,

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