

Senator SIMON. Thank you.  
Ms. King.

#### STATEMENT OF WILLIE KING

Ms. KING. Thank you, Mr. Chairman, for giving me this opportunity.

I am Willie King, financial manager of the U.S. Equal Employment Opportunity Commission. I have been working in civil rights for approximately 30 years. My career in civil rights began at the Southern Christian Leadership Conference in February of 1962 in Atlanta, GA.

I won't speak to my activities in civil rights. I have three letters signed by the Rev. Dr. Martin Luther King, Jr., that I think will fully explain my civil rights activities. I have worked for EEOC for almost 26 years. I am one of the first employees to be hired by the Commission.

I am happy to say that I know Judge Thomas and that I have worked with him at the Equal Employment Opportunity Commission during his tenure as chairman. When Judge Thomas became chairman of the EEOC, there was an uneasy feeling in the finance and accounting office. Clearly, we had reason to be apprehensive because the General Accounting Office [GAO] had just issued a report criticizing every aspect of the agency's financial operation, from paying of the bills, accounting for travel advances, issuing travel checks, and issuing accounting reports.

The staff was sure that someone would be pointed out to Mr. Thomas and blamed. To our surprise, he tolerated neither blame nor finger-pointing. Rather, he wanted to know what it would take to clean up the financial operation and how long. He promised his full support and expressed his confidence in the employees working in finance.

Judge Thomas kept his word. He gave us clear expectations, moral support, and provided us with the necessary equipment to do our jobs. As a result, in May 1984, approximately 2 years after he became chairman, the GAO approved our accounting system. This was accomplished in record time because of the support and leadership provided by Judge Thomas.

Judge Thomas regularly stopped by the finance office to thank employees personally for doing a good job. Occasionally he would bring some young protege to my office, show them the operation, and ask me to explain to them the civil rights movement. Judge Thomas saw the agency and its mission as a direct result of the civil rights struggle.

The clerical and support staff at EEOC had a special relationship with Judge Thomas. He connected with employees at all levels. He established a rapport and received genuine and positive feedback because he cared about the people. The morale at EEOC was at an all-time high during his administration. The secretarial and resources star board that was started under his administration is still a viable and integral part of the day-to-day secretarial staff at EEOC.

Judge Thomas is a very compassionate man. He took interest in the less fortunate and the little people. He showed concerns for the

plight of working women and minorities. During his tenure as Chairman of EEOC, many women and minorities were recruited for and promoted to high level positions. Some were office directors, senior executive service, and high level secretaries.

In one service area alone, four black females were promoted to director at the same time. Only one of those women had a college degree. He took a chance on them because they had demonstrated the ability to do their jobs in an outstanding manner, and he remembers where he came from.

Judge Thomas also had an interest in people such as the handyman and single mothers. He was concerned about families, and he gave encouraging words when there were problems. He encouraged college students to do their best, telling them that B grades were not acceptable, to strive for A's.

Judge Thomas made older workers feel at ease by regularly stopping by and greeting them. One employee in the financial management division followed him out of the office crying when he left. The employees even dedicated the headquarters office building to Judge Thomas in appreciation for his outstanding contribution to EEOC and its mission. He was there for people in need.

In addition to the financial management improvements made under Judge Thomas, EEOC made monumental improvements in the areas of budget execution and formulation, administrative services such as personnel management. We have received thousands of dollars in rebates on our telecommunications area. We have made improvements in space management and automation. Just this past July, EEOC received the prestigious Outstanding Property Managers of the Year Award.

Senator SIMON. If you could conclude your statement now.

Ms. KING. All right. To conclude my statement, Mr. Chairman, I have two letters from employees at the Equal Employment Opportunity Commission expressing their support for Judge Thomas. One is from a group of women and one is from the EEOC employees at headquarters in general. I would like to make these two letters a part of the record.

Senator SIMON. They will be included in the record.

Ms. KING. Thank you very, very much.

[The aforementioned was not available at press time.]

Senator SIMON. Commissioner Clyburn.

#### STATEMENT OF JAMES CLYBURN

Mr. CLYBURN. Thank you, Mr. Chairman.

It is a pleasure for me to be here today to present testimony in favor of my good friend, Clarence Thomas. I have known Clarence for 10 years, and I consider him to be a personal and professional friend, in spite of the fact that he shares a conservative Republican philosophy and I am considered a more moderate to liberal Democrat. We have argued and debated many topics during our relationship. On some occasions we have agreed and at other times we have disagreed. But through it all, I have always found him to be zealous in his pursuit of the facts and intellectually honest and objective.