

DIRECTIONS ON MICROSOFT
 September 1996

Jeff Raikes
 Group Vice President
 Sales and Marketing
 US and Canadian sales and consulting operations; worldwide enterprise, organization, and end user customer units.

Steve Ballmer
 Executive Vice President
 Sales and Support
 All worldwide sales, support, marketing, consulting, and educational activities.

Joe Vetter
 Vice President
 Western Region
 Oversees sales and consulting efforts in the 13 Western states.

Diane Gregg
 Vice President
 Eastern Region
 Oversees sales and consulting efforts for the Eastern states and federal sector.

Frank Clegg
 Vice President
 Canada and Central Region
 Oversees sales and consulting efforts in Canada and the Central US.

Orlando Ayala
 Vice President
 Intercontinental Region
 Microsoft operations in Latin America, Asia-Pacific, and the Africa-India-Middle East regions.

- **Mauricio Santillan**
Regional Director, Latin America
- **Mauro Muratorio Not**
General Manager, Microsoft Brazil
- **Felipe Sanchez Romero**
Regional Director, Africa, Mediterranean & Middle East Region
- **Sanjay Parthasarathy**
Regional Director, India Region
- **John Lauer**
Director, Southeast Asia Region
- **Chris Keilher**
Managing Director, South Pacific Region

Cameron Myhrvold
 Vice President
 Public Network Sales and Business Development
 Licensing and support of Microsoft commercial Internet services platform ("Normandy") and Internet Explorer to Public Network Operators worldwide.

- **Jeff Lum**
Director, Cable Industry Business
- **Georges Nahon**
Director, Europe
- **Stephen Wu**
Director, Far East and South Pacific
- **Bill Anderson**
Director, Telecommunications Business
- **Mark Sorenson**
Sales Operations Manager

Joachim Kempin
 Sr. Vice President
 OEM Division
 Licensing of desktop operating systems and other Microsoft products to PC hardware vendors.

- **Bengt Akerlind**
Director, Multi-National OEMs
- **John Jenkins**
Director, Far East and ICON
- **Sandy Duncan**
Director, Europe
- **Teresa Ducharme**
Director, North America
- **Cari Gulleddge**
Director, OEM Marketing

Deborah Willingham
 Vice President
 Enterprise Customer Unit
 Worldwide strategies for marketing, selling, and supporting large organizations.

- **Andrew Berman**
Gen. Mgr., Lg. Acct. Resellers & Enterprise Partners Programs
- **Bob Vellone**
Gen. Mgr., Organizational Licensing
- **John Martin**
Director, ECU Internet Publishing
- **Jonathan Murray**
Director, Strategic Enterprise Sales
- **Kevin Johnson**
Gen. Mgr., Enterprise Services
- **Mark Perry**
Gen. Mgr., Enterprise Tech. Support
- **Chris Gibbons**
Gen. Mgr., Enterprise Computing
- **Linda Plonsky**
Director, Enterprise Marketing
- **Brad Claypool**
Director, Customer Systems
- **Pete Hayes**
Director, Enterprise Field Strategy
- **Ian Rogoff**
Group Manager, Enterprise Partnerships

Sam Jadallah
 Vice President
 Organization Customer Unit
 Worldwide strategies for marketing and selling to small and medium size businesses.

- **Paul Bazley**
Director, OCU Call Center
- **Nancy Lewis**
Director, Solution Provider Educ. & Certification Marketing
- **Bill Henningsgaard**
General Manager, Channel Sales
- **Lindsay Sparks**
Director, Field Strategy and Integration
- **Tom Hartocollis**
Director, OCU Communications and Public Relations
- **Mark Wolfram**
Director, Infrastructure & Analysis
- **Tim Bredigan**
Director, Field Marketing Strategy and Support

Bob McDowell
 Vice President
 Enterprise Business Relationships
 Evangelizes Microsoft strategy, products, and services to enterprise customers.

Steve Schiro
 Vice President, End-User Customer Unit
 Strategies and policies for end-user customers and resellers, including direct sales, support policies, and reseller relationships.

- **Ed Belleba**
Director, Retail Services
- **Mike Losh**
Director, End User Mktg.
- **Pam Fleischer**
Director, Field Strategy & Integration
- **Neil Farnsworth**
General Manager, Business Development

- **Lori Moore**
Director, Sales Strategy and Channel Policy
- **Liz Welch King**
General Manager, Education Customer Unit

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Bill Gates
CEO and Chairman of the Board

William Neukom
Senior Vice President
Law and Corporate Affairs
All legal, government, industry, and community affairs.

Paul Maritz
Group Vice President
Platforms Group
Development of current and emerging platforms for home and business use.

Bernard Vergnes
President
Microsoft Europe
Management of all European business.

Charles Stevens
Vice President
Far East
All sales and support activities in Japan, Korea, Taiwan, Hong Kong, and the People's Republic of China.

Jim Allchin
Sr. Vice President
Desktop and Business Systems
Development and marketing Windows 95, Windows NT, and the BackOffice applications (SNA Server, SQL Server, Exchange, Internet Information Server, Systems Management Server).

Craig Mundie
Sr. Vice President
Consumer Platforms
Development of non-PC consumer platforms (handheld, set-top box, etc.), midband and broadband networking, media servers, and multimedia operating system architecture.

Brad Silverberg
Sr. Vice President
Internet Platforms and Tools Division
Browser, shell, and multimedia technology; developer tool technology and marketing; MSN and online commerce services technology; third-party software developer relations.

John Leftwich
General Manager, Microsoft Europe End-User Customer Unit

Rolf Skoglund
Vice President
Europe Enterprise and Organization Customer Units

Marketing and selling to small, medium, and large businesses and government organizations.

Michel Lacombe
Vice President
Europe

Day-to-day supervision of Microsoft's European sales operations.

Robert Clough
Regional Director, Eastern Europe

Umberto Paolucci
Regional Director, Southern Europe

Christian Wedell
General Manager, Germany

Mats Wennberg
General Manager, Nordic Region

Patrick de Smedt
General Manager, Benelux

Jean-Philippe Courtois
General Manager, France

Peter Blum
General Manager, Austria and Switzerland

David Svendsen
Managing Director, United Kingdom

Makoto Naruke
President, Microsoft Japan

Bryan Nelson
Regional Director, Greater China

Sam Yu
General Manager, Korea

Linda Glenicki
General Manager
AnswerPoint Support

Support for end users, developers, and non-enterprise organizations.

Janet Moore
General Manager, Support Delivery

Mike Dobias
General Manager, Support Technology and Operations

Moshe Dunie
Vice President
Engineering General Management

Internationalization engineering, testing, performance analysis, documentation, and product development.

Richard Tong
Vice President
Marketing and Training

Oversees all product marketing and training activities.

Jonathan Roberts
Director,
Desktop Marketing

David Vaskovitch
Vice President
Database and Transaction Products

Development of database, transaction, and application server products.

Dave Cutler
Director,
Windows NT Development

Steve Madigan
Director,
Program Management

Brian Valentine
General Manager,
Exchange Group

Robert Kruger
General Manager,
SMS and SNA Server Group

Cari Stork
Director,
Windows PC Platforms Group

Daniel Langlois
Senior Director,
Montreal R&D (SoftImage)

Moshe Lichtman
General Manager,
SoftImage

David Cole
Vice President
Consumer Platforms

Development of consumer appliances and technology to meet the needs of public network operators.

Harel Kodesh
General Manager,
Non-PC Devices

John Ludwig
Vice President
Internet Platforms & Tools

Development of Internet client platform components for all Microsoft products.

Bob Muglia
Vice President
Developer Tools

Development of Microsoft Access, Internet Studio, Visual C++, Visual FoxPro, and Visual Basic.

Tod Nielsen
General Manager,
Internet Tools and Databases

Brad Chase
Vice President
Developer Relations and Marketing

Oversees Internet marketing strategy; manages Microsoft's relationship with third party developers.

Anthony Bay
General Manager,
Internet Services

Hank Vigil
General Manager,
Electronic Commerce and Security

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Nathan Myhrvold and Pete Higgins
Group Vice Presidents
Applications and Content Group
 Productivity and consumer applications, online services, and advanced research.

Bob Herbold
Executive Vice President
Chief Operating Officer
 Finance, manufacturing, distribution, logistics, information technology, corporate marketing and advertising, real estate, and human resources.

Richard Rashid
 Vice President
 Research Division
 Research in areas such as artificial intelligence, graphics, and speech recognition.

Daniel Ling
 Director, Research

Richard Thompson
 Vice President
 Input Devices Group
 Development and marketing of the Microsoft Mouse, Natural Keyboard, Sidewinder joystick, and other hardware input devices.

Lewis Levin
 Vice President
 Desktop Finance Division
 Development and marketing of Microsoft Money, Microsoft Investor, and other financial services geared toward to Internet.

Richard Fade
 Vice President
 Desktop App. Division
 Development, testing and marketing of all Office applications for Windows and the Macintosh. Also responsible for Microsoft's small business and home office market products.

Jon De Vaan
 Vice President
 Office
 Design and development of core components shared across Microsoft Office applications.

Chris Peters
 Vice President
 Vermeer Technologies
 Design and development of Web components for Microsoft Office applications.

Robert Bach
 Vice President
 Marketing
 Oversees all division marketing activities.

- Peter Pathe**
General Manager, Word
- Vijay Vashee**
General Manager, PowerPoint
- Kathleen Schoenfelder**
General Manager, Project
- Jonathan Reingold**
General Manager, Excel
- Dawn Trudeau**
General Manager, Consumer Productivity (Publisher and Works)

Patty Stonesifer
 Sr. Vice President
 Interactive Media Division
 Online and CD-ROM-based versions of consumers software, including games, entertainment, and education titles. Oversees MSN and MSNBC.

John Neilson
 Vice President
 Information Products Group
 Oversees development of Encarta, Bookshelf, Autormap, Cinemania, Expedia, and Cityscape.

Peter Neupert
 Vice President
 Strategic Relationships
 Develops business & marketing relationships for MSN, MSNBC, Slate, and other strategic online ventures.

Michael Winsley
 Managing Editor, SLATE

Laura Jennings
 Vice President
 The Microsoft Network (MSN)
 Oversees the marketing and development of the Microsoft Network.

- Ruthann Lorentzen**
Director of Marketing, Consumer Software
- Ed Fries**
Product Unit Manager, Games & Entertainment
- Lisa Brummel**
Product Unit Manager, Kids Products

Mike Murray
 Vice President
 Human Resources & Administration
 All recruiting, employee development, compensation, policy and benefits administration, administrative services, real estate, and Microsoft Press.

Richard Devenuti
 Vice President
 Worldwide Operations
 Management of all product manufacturing, distribution, fulfillment, and logistic services.

Mike Brown
 Chief Financial Officer
 Management of all finance, treasury, and tax activities.

John Connors
 Chief Information Officer (CIO), Information Technology Group
 Management of Microsoft's worldwide computing and communications network and all business systems.

Greg Maffel
 Vice President
 Corporate Development and Treasurer

Greg Perlot
 Director, Advertising and Market Research

Ben Evans
 Director, Creative Services

September 1996
Microsoft
Corporate
Organization
Chart

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