DIRECTIONS ON MICROSOFT

The Microsoft Corporate Organization *Fall 2000*

CHAIRMAN OF THE BOARD & CHIEF SOFTWARE ARCHITECT

Steve Ballmer
President & CEO

SALES ORGANIZATION

- **Orlando Ayala** — *Group VP, Worldwide Sales, Marketing and Services Group*. Oversees Microsoft's sales, marketing, and service initiatives; customer and partner programs; and product support and consulting services.
  - **Jean-Philippe Courtois** — *Sr. VP & President of Microsoft Europe, Middle East, Africa (EMEA) Region*. Management of all European, Middle Eastern and African business.
    - **Umberto Paolucci** — *VP, EMEA Subsidiaries*. Oversees Austria, Benelux, Nordic, South Africa, Southern Europe, Switzerland. Also manages Business Solutions Group in EMEA.
    - **Emre Berkin** — *VP, Middle East and North Africa (MENA)*. Oversees operations for 18 subsidiaries serving 51 countries.
    - Jan Muehlfeit — Regional Dir., Eastern Europe
    - Christopher Capossela — Dir., Business Operations EMEA
    - Ulrich Holtz — Dir., Human Resources EMEA
    - **Patrick de Smedt** — *VP, Enterprise Business Development EMEA*. Evangelizes MS strategy, products and services to enterprise customers. Oversees strategic enterprise relationships.
    - **Simon Witts** — *VP, Sales & Marketing EMEA*. Sales, marketing and support strategies in EMEA.
      - **Mats Wennberg** — *VP, MSN (EMEA)*. Responsible for MSN.com and related services within EMEA region. Also runs Network Service Group within EMEA.
      - George Nahon — Sr. Dir., Network Svcs EMEA
      - Greg Levin — Dir., Mktg Services EMEA
      - Laurent Delaporte — Dir., Small Bus & Lic Group EMEA
      - Walter Seemayer — Dir., Dotcom & Dev EMEA
      - Paul Van Haastrecht — Dir., Product Support EMEA
      - **Patrick Buffet** — *VP, Enterprise Partner Group EMEA*. Sales, marketing, and services for enterprise customers in EMEA.
        - Eduardo Mendoza — Dir., Consulting EMEA
        - Henning Sobotta — Dir., Ent Solutions EMEA
          - Gilbert Meldener — Dir., Tech Sales EMEA
  - **Kevin Johnson** — *VP, US Sales and Service*. Manages US field sales force, Microsoft Consulting Services, Premier-level product support, Industries Solutions group.
    - **Richard Kaplan** — *VP, Western Region*. Oversees Rocky Mountain, Pacific Northwest, South West, Northern CA, and Southern CA sales & service regions.
    - **Frank Clegg** — *VP, Central Region*. Oversees Great Lakes, North Central, Mid America, and Midwest sales & service regions.
    - **Robert Vellone** — *VP, East Region*. Oversees New York Metro, New Jersey/Upstate New York, New England, Mid Atlantic, and Greater PA sales & service regions.
    - **Eugenio Beaufrand** — *VP, South Region*. Oversees South Central, Gulf Coast, Gulf States, and Southeast sales & service regions.
    - **Bob Clough** — *VP, US Small Business*. Create and execute small business strategy, manage field sales force efforts targeted at small businesses.
    - **Peter Bolt** — *VP, E-Commerce*. Responsible for the e-commerce business strategy and US sales responsibility for dotcoms, VCs and incubators.
      - Scott Coleman — GM, U.S. B2B Exchange Team
      - Becky Splitt — Dir., E-Comm. Sol. Bus. Desk
      - Frank Murphy — GM, East Region E-Comm. Solutions Group
      - Steve Bauman — GM, West Region E-Comm. Solutions Group
      - Marty Paradise — GM, Central/ South E-Comm. Solutions Group
      - Bret Arsenault — Chief Technology Officer
    - Paul Bazley — GM, US Partner Group
    - Joe Austin — GM, Premier Support
    - **Dianne Gregg** — *VP, Industries Solutions Group*. Manages field-based group focused on industry-specific needs.
      - Marty Thall — GM, Communications Industry
      - Peter Hayes — GM, Government
      - Michael Hard — GM, Financial Services
      - Richard Stern — GM, Consulting
      - Toby Richards — Acting GM, Education
  - **Bill Henningsgaard** — *VP, Worldwide Licensing and Pricing*. Licensing programs including Enterprise Agreements, Select, and Open.
  - **Robert McDowell** — *VP, Enterprise Business Relationships*. Evangelizes Microsoft strategy, products, and services to enterprise customers.
  - **Mauricio Santillan Razo** — *VP, Latin America Region*. Sales and consulting efforts for Latin America.
  - Paul Houghton — Dir., South Pacific Region (Australia/New Zealand)
  - **Thomas Koll** — *VP, Network Solutions Group*. Build relationships and new business with telcos, ISPs, Internet hosting companies, and network equipment manufacturers.
    - Fredrik Winsnes — GM, Engineering
    - Mark Chestnut — GM, Bus Dev (ISP/ASP)
    - Peyton Smith — GM, Network Inf. (Sys Int./ OEMs)
    - Alan Mitchell — GM, Bus Dev (Telcos)
    - Goetz Kauschka — Dir., NSG SPAR
    - Andy Khoo — Dir., NSG Asia
  - **Lori Moore** — *VP, Product Support Services*. Responsible for worldwide technical support services that help customers and partners implement and use Microsoft products.
    - Walid Abu-Hadba — GM, Global Developer Support
    - Jay Vernon — GM, Business Applications and Consumer Support
    - Kevin Shea — GM, Platforms Support
  - **Pieter Knook** — *VP, Asia Region*. Japan, Korea, Taiwan, Hong Kong/ People's Republic of China, Southeast Asia, and the India subcontinent.
    - Michael Rawding — Regional Dir., Greater China
    - Mark Phibbs — GM, Business Development (Asia)
    - David Smith — Reg Mgr, Product Support Services
    - Christophe Aulnette — Regional Dir., South Asia
  - **Michelle Mathews** — *VP, Marketing Division*. US marketing strategy and execution; worldwide marketing and communications strategy; PR, advertising, and brand identity.
    - **Andrew Lees** — *VP, Solutions Marketing Group (SMG)*. Development and execution of integrated marketing campaigns.
    - Mike Delman — GM, Advertising, Packaging & Events
    - Greg Shaw — GM, Public Relations
    - Jeanne Lombardo — GM, Customer and Partner Loyalty
    - Ann Redmond — GM, Strategic Marketing and Research
  - **Charles Stevens** — *VP, Enterprise and Partner Group (EPG)*. Coordinate company's enterprise strategy by industry, market, partner, and customer segment.
    - **Jonathan Murray** — *VP, Global Accounts*. Coordinates the management of designated global customers.
    - Bob Lunn — GM, Sales and Support Systems
    - Doug Haugen — GM, Executive and Technical Sales
    - **Ian Rogoff** — *VP, Enterprise Services and Partner Group*. Responsible for consulting services worldwide, Partner programs & strategies, and global partner management.
      - Bill Anderson — Dir., Web App Services Mkt Dev
      - Kirsten Kolphouse — Dir., Knowledge Mgt ISVs
      - Beverly Kennedy — GM, Enterprise Services Framework
      - Norm Thomas — Worldwide Dir., of MCS Operations
      - Steve Simon — Dir., Partner Investments
      - Scott Garvey — Dir., Data Center & E-Commerce
      - Geoff Nyheim — GM, Global Partners
      - Sureyya Ciliv — GM, Industry Solutions Group
      - Rosa Maria Garcia — GM, Partner Programs
    - **Ralph Young** — *VP, Ent. Solutions Group*. Responsible for WW enterprise sales strategy including the development of the enterprise sales force and the models, processes, tools and training it utilizes.
      - Davide Vigano — Dir., Gov & Healthcare Industry
      - Jan Hjortshoej — Group Business Manager
      - Rebecca Kaske — Dir., B2B & Supply Chain
      - Edouard Montier — GM, Enterprise Sales
      - Stanislas Julien — Dir., CRM Solutions
      - William Hartnett — Dir., Fin Services Industry
      - Christopher Schuller — Dir., Tech Training
      - Andrew Hoover — Dir., Mfg Ind Mgt
- **Eric Rudder** — *VP, Technical Strategy*. Responsible for technical planning processes at the company. Also technical advisor to Bill Gates.
- **Craig Mundie** — *Sr. VP, Consumer Strategy*. Resp. for developing a comprehensive strategy for offerings to consumers. Also coordinates implementation of MS products and services across all product groups.
  - **Susumu Furukawa** — *VP, Dir., of Consumer Strategy Japan*
- **Joachim Kempin** — *Sr. VP, OEM*. Licensing of desktop operating systems and other Microsoft products to PC hardware vendors.
  - **Bengt Akerlind** — *VP, Embedded Systems Group*. Manages licensing of Windows CE and Windows NT Embedded.
    - Ron Hosogi — Dir., Embedded Systems Group
  - **Richard Fade** — *VP, OEM Multinational Accounts*. Oversees relationship and licensing to large multinational hardware vendors such as Compaq, Hewlett Packard, and Dell.
    - Candace Grisdale — Dir., Multinational OEM
  - Thomas Bauer — Dir., OEM EMEA
  - Carl Gulledge — GM, OEM SPAR
  - Carl Sittig — Dir., OEM Asia
  - Kurt Kolb — Dir., System Builders Group

OPERATIONS

- **Bob Herbold** — *Executive VP, Chief Operating Officer*. Responsible for corporate communications, corporate brand and research, finance, human resources, information technology, manufacturing, distribution, and real estate.
  - **Richard Devenuti** — *VP, Information Technology Group (ITG), CIO*. Responsible for worldwide internal technologies infrastructure, corporate information and key internal systems.
  - **Bill Norman** — *VP, Worldwide Operations*. Oversees all product mfg, distribution, fulfillment, and logistic services.
  - **Deborah Willingham** — *VP, Human Resources*. Recruiting, employee development, leadership development, compensation, diversity, and benefits.
  - **John Connors** — *Sr. VP, Finance & Administration and CFO*. Management of finance, investor relations, treasury, real estate, and corporate services. Also oversees Microsoft mergers and acquisitions.
    - **Amar Nehru** — *VP, Corporate Development*. Analyze emerging market opportunities; negotiate mergers, acquisitions, and joint ventures involving equity investment.
    - **Scott Boggs** — *VP, Corporate Controller*. Corporate accting, financial reporting, and budgeting; also handles administrative IT for some departments.
    - **Mike Boyle** — *VP, Tax and Audit*. Responsible for Microsoft's worldwide tax obligations and internal audit activities.
    - **Brent Callinicos** — *Treasurer*. Management of financial and corporate risk, investment portfolio, cash and liquidity, project finance, and credit.
    - **Jean-Francois Heitz** — *Deputy Chief Financial Officer*. Investments & acquisitions strategy, including how MS maintains relationships with partially owned companies.
    - Carla Lewis — Sr. Dir., Investor Relations
- **Linda Stone** — *VP, Corporate and Industry Initiatives*. Reviews and looks toward improving external relationships; works on issues related to corp. culture.
- **Sanjay Parthasarathy** — *VP, Developer Evangelism & Bus. Dev.* Relationships with key ISVs, dotcoms & venture capitalists; coordinates developer evangelism teams within the business divisions.
  - Mike Kinney — Dir., Bus. Dev.
  - Vivek Gundotra — General Manager
- **Richard Rashid** — *Sr. VP, Microsoft Research Group*. Oversees staff researching advanced operating systems, artificial intelligence, graphics, and speech recognition.
  - **Daniel Ling** — *VP, Microsoft Research*. Management of research operations based in Redmond.
- **William Neukom** — *Sr. VP, Law & Corporate Affairs*. Responsible for all legal, government, industry, and community affairs.

BUSINESS DIVISIONS

- **Jeff Raikes** — *Group VP, Productivity & Business Services Group*. Desktop productivity products, publishing & learning tech., eBooks & table PCs, and the mktg of MS products to knowledge workers.
  - **David Vaskevitch** — *Sr. VP, Business Applications Division*. Internet-hosted services that enhance how businesses interact with one another and with customers.
    - **Norm Judah** — *VP, Business Development*. Vertical frameworks & strategic partnerships with providers of business apps.
    - **Kathleen Hebert** — *VP, Small Business Division*. Web services for small businesses including bCentral and Clearlead.
      - David Thacher — GM, bCentral Front Office
      - Frank Schott — GM, bCentral Intl.
      - **Satya Nadella** — *VP, bCentral*. bCentral mktg, bus. dev., Web site, and infrastructure & commerce services.
    - Bill Reid — GM, Business Applications
  - **Dick Brass** — *VP, Emerging Technologies Division*. Organize & execute MS's efforts in eBook software, eBook devices, & tablet PCs.
    - Alexandra Loeb — GM, Tablet PC
    - Bob McKenzie — GM, Automotive
    - Ira Snyder — PUM, Ink & Handwriting
    - Michael Cooper — Dir., Bus. Dev. & Mktg
    - Steve Stone — GM, Electronic Books
  - **Russell Stockdale** — *VP, Knowledge Worker Solution Group*. Marketing of MS products to knowledge workers; business & strategic planning.
  - **Steven Sinofsky** — *Sr. VP, Office*. Design, implementation, & mktg of MS Office: Word, Excel, PowerPoint, Access, FrontPage, & Outlook.
    - **Grant George** — *VP, Office Test*. Quality assurance testing of Office products and technologies.
    - **Ralf Harteneck** — *VP, Word & PowerPoint*. Word, PowerPoint, & shared Office tech. for text, graphics, & animation.
    - **Richard McAniff** — *VP, Office Data & Analysis*. Excel, Access, Web components and Office designer.
    - Reed Koch — GM, FrontPage & Office Web Svr
    - Aldo Fulli — Dir., Far East Prod. Dev.
    - Antoine Leblond — Dir., Office Dev.
    - Heikki Kanerva — Dir., Program Mngmnt
    - Jeanne Sheldon — Dir., Sustaining Eng.
    - Jeff Olund — Dir., Worldwide Products
    - Kurt DelBene — GM, Outlook
    - Joseph Krawczak — Dir., Office Mktg
  - **Ted Johnson** — *VP, Business Tools Division*. Management of Visio, Project, geography product line, & Clip Gallery component of Microsoft Office.
    - Lori Pearce — GM, Visio
    - Michael Graf — PUM, Geography
    - Morris Beton — GM, Product Mktg
    - Todd Warren — GM, Project
  - Jeff Teper — GM, Publishing, Knowledge Management, & Learning Technologies
- **Jim Allchin** — *Group VP, Platforms Product Group*. Windows OSs, platform infrastructure, server apps, & developer tools; tech. content development & delivery; various mktg efforts.
  - **Brian Valentine** — *Sr. VP, Windows Division*. Development of Windows 2000, Windows ME, & embedded OS product lines.
    - **Bill Veghte** — *VP, Embedded & Appliance Platforms Group*. Windows CE & Windows 2000/NT embedded platforms, tools, and mktg.
      - George Moore — Dir., Platform Strategy
      - Thomas A. Adams — GM, WinCE Platforms Dev.
    - **Chris Jones** — *VP, Windows Client*. Windows 2000 client product line.
    - **David Thompson** — *VP, Windows Server*. Windows server products, from small business server to W2K Datacenter.
      - Brian Bell — GM, Enterprise Svr Prod.
    - **Robert Short** — *VP, Windows Base Tech.* Developing & testing the core components of Windows OS.
    - **Deborah Black** — *VP, Windows Mngmnt Services*. Windows mngmnt infrastr., SMS, Windows Update, & supportability tech.
      - Bharat Shah — GM, Desktop Mngmnt
    - **Jawad Khaki** — *VP, Network & Comm. Tech. Services*. Windows' networking & communications infrastructure.
    - **James Ewel** — *VP, Server Product Mngmnt*. W2K Server, Adv. Server, DataCenter, SMS, and Terminal Services.
      - David Hamilton — GPM, Management Tech.
      - Doug Miller — GPM, Competitive Strat.
      - Dwight Krossa — Dir., ISP/ASP Hosting
      - Mark Perry — Dir., Win Svr Mktg
      - Pete Conway — Dir., Datacenter and 64-bit
      - Peter Oliodart — GPM, Partners & Evang.
    - **S. Somasegar** — *VP, Windows Eng. Services & India R&D Center*. Cross-group services including system build, testing, and localization.
      - Srinivas Koppolu — GM, India Dev. Center
    - John Frederiksen — GM, PC Experience
    - Carl Stork — GM, Hardware Strategy
  - **Yuval Neeman** — *VP, Developer Tools*. Development tools, such as Visual Studio, and related platform technologies.
    - Craig Symonds — GM, Languages
      - Drew Fletcher — PUM, Visual C++/C#
      - Robert Copeland — PUM, Visual Basic
    - David Treadwell — GM, .NET Framework
      - Brian Harry — PUM, Common Lang. Runtime
      - Mark Anders — PUM, .NET Framework
      - Oshoma Momoh — PUM, .NET Compact Framework
      - Sara Williams — PUM, .NET Framework Integr.
    - Eric Peterson — GM, UE & International
      - Geoffrey Shilling — PUM, Embedded Tools
    - Tom Button — GM, Dev. Tools
      - Michael Halcoussis — Dir., Visual Studio Dev.
      - Patricia Friel — PUM, Office Developer
      - Rick LaPlante — PUM, Frameworks & Tools
  - **Michael Nash** — *VP, Content Development & Delivery*. Microsoft.com, MSDN, TechNet, MS Press, courseware, certification, & training programs.
    - Christine McCaffrey Trostle — Dir., Bus. & Prod. Planning
    - Jack Litewka — GM, Product Web Sites
    - Jim Brown — GM, MS Press
    - Kimberly Saunders — Dir., Relationships
    - Michael Kropp — GM, Solutions Content
    - Robert Stewart — GM, Training & Cert.
    - Tim Sinclair — GM, MS.com Platform
  - **Paul Flessner** — *Sr. VP, .NET Enterprise Server Group*. Server-based products including IIS, MSMQ, AppCenter, Host Integration Svr, BizTalk, and Commerce Svr.
    - **Chris Atkinson** — *VP, .NET Developer Solutions*. Evangelize Web apps & services platform to corps & sys. integrators.
      - Michael Risse — GM, .NET Solutions
    - **Gordon Mangione** — *VP, Exchange Server*. Exchange Server dev., test, program management, & user education.
    - David Reed — GM, XML & Data Tech.
    - Hal Berenson — GM, SQL Server
    - Ron Soukup — GM, SQL Svr Replication
    - Yaron Shamir — GM, Haifa Design Ctr.
    - Bill Baker — GM, SQL Svr Data Warehousing
  - **William Poole** — *VP, Windows Digital Media Division*. Software for viewing, serving, protecting, authoring, & managing digital media content.
    - Amir Majidimehr — GM, Digital Media Plat.
    - Dave Fester — GM, Mktg
    - Harish Naidu — GM, Audio & Video
    - Mike Beckerman — GM, Digital Media Plat.
  - David Cutler — Sr. Distinguished Eng.
- **Rick Belluzzo** — *Group VP, Personal Services and Devices Group*. .NET platform components, Internet services for consumers, consumer software & hardware products, mobile services & infrastructure.
  - **Robert Bach** — *Sr. VP, Home & Retail Division*. Games, learning titles, hardware peripherals, software for the Macintosh, and X-box development.
    - **Ed Fries** — *VP, Games Publishing*. Development of PC, Xbox, & online games.
      - Stuart Moulder — GM, Action & Strat. Games
    - **Lisa Brummel** — *VP, Home Products Division*. Hardware & non-entertainment consumer software & assoc. online services.
      - Craig Bartholomew — GM, Learning Bus. Unit
      - Kevin Browne — GM, Mac Office
      - Phil Spencer — GM, Home Imaging & Pub.
      - Randolph Ringer — GM, Hardware Div.
    - **Stephen Schiro** — *VP, S. Pac. & Am. Retail Sales*. Retail distribution for US, Canada, Latin America, & Australia.
      - John Traynor — GM, US Retail Sales
    - Eduardo Rosini — GM, Bus. Management
    - J Allard — GM, X-Box Platform & Tech.
    - John O'Rourke — Dir., Games Mktg
    - Sandy Duncan — Sr. Dir., Home & Retail
    - Todd Holmdahl — GM, X-box Hardware
    - Bryan Lee — GM, Bus. Dev.
  - **Jon DeVaan** — *Sr. VP, TV Service & Platform Division*. Design & development of Web TV, Microsoft TV Platform, & home automation efforts.
    - **Bruce Leak** — *President, WebTV*. Responsible for the WebTV service and parts of the Microsoft TV Platform.
    - **Frank Halasz** — *VP, Product Dev.*
    - **Phil Goldman** — *VP, Advanced TV Services*. Building new business around enhanced services for digital TV.
    - Alan Yates — Dir., TV Platforms Mktg
    - Kevin Eagan — GM, Connected Home
    - Michael Cuneo — Dir., MSTV Bus. Dev.
    - Ofir Paz — GM, MSTV Plat., Israel
    - Thomas Firmen — Dir., MSTV Plat. Deploymt
  - **Bob Muglia** — *Group VP, .NET Services Group*. Responsible for the services platform for .NET and MSN, and for the development of new subscription services.
    - **Brian MacDonald** — *Sr. VP, Subscription Service Division*. Communications-centric subscription services, such as collaboration involving shared calendars & documents.
      - **Brian Arbogast** — *VP, Collab. & Communication*. Real-time collaboration & communication features in subscription services.
      - Craig Unger — GM, Hosting Platform
        - Charles McNerney — GM, KWB Bus. Ops.
      - Donald Gagne — GM, Client Platform
      - Jonathan Perera — Dir., Marketing
    - David Malcolm — Dir., Bus. Dev.
    - **David Cole** — *Sr. VP, Personal Services Platform*. Back-end services that form the infrastructure for MSN & .NET, including Hotmail instant messaging, Passport, and chat.
      - **Blake Irving** — *VP, Communications.NET Services*. MSN Messenger, Hotmail, chat, communities, and personal calendar.
        - Don Bradford — GM, Hotmail Dev.
      - **Lewis Levin** — *VP, Payment & ID Tech.* Dev. & mktg of payment and identification/authentication technologies.
        - Hal Howard — PUM, Passport
        - Ruthann Lorentzen — General Manager
      - **Rex Smith** — *VP, MSN Operations*. MSN datacenters worldwide, including the Hotmail datacenter in CA.
        - Stephen Lovell — GM, Bay Area Ops
      - **Ted Kummert** — *VP, MSN Internet Access*. Network services, portal, & client tech., including Internet appliance.
        - Cem Miralay — GM, MSN Support
      - **Kai-Fu Lee** — *VP, User Interface Technologies*. Development of the .NET user interface, which incorporates natural language & speech technologies.
        - K.D. Hallman — GM, Natural Lang.
        - Xuedong Huang — GM, SpeechNet
      - Gerard Zytnicki — GM, MSN Intl
      - Joe Peterson — GM, MSN Explorer
      - John Linwood — GM, MSN Online
  - **Brad Chase** — *Sr. VP, MSN.com*. MSN programming, core technology and operations, and vertical properties & services such as MoneyCentral.
    - **Lindsay Sparks** — *VP, Marketplaces & Content Bus. Dev.* eShop, Carpoint, HomeAdvisor; bus. dev. for MSN content and services.
      - Cory Van Arsdale — GM, MSN.com Bus. Dev.
      - David Rinn — GM & CFO, HomeAdvisor
      - Jeff Camp — GM, MSN Music Service
      - Jeff Dossett — GM, CarPoint
      - Jim Barr — GM, Commerce Services
      - Peter Alkins — GM, MarketPlace Dev.
    - **Yusuf Mehdi** — *VP, Mktg and Network Promo.* Mktg strategy & execution for MSN and MS's consumer business.
      - Christophe Daligault — GM, Marketing
      - Bill Messing — Dir., Retention Marketing
      - Jay Goldstein — Dir., Marketing
      - Jigish Avalani — Grp. Mngr., PassPort Mktg
      - Kumar Mehta — Dir., Mktg Research
      - Lora Shiner — GM, PR, Ads, and Prod. Mktg
    - Michael Kinsley — Editor, Slate
    - Mitch Goldman — Dir., Ad Technology
    - Richard Bray — GM, Financial Products
    - Bill Bliss — GM, MSN Search
    - Gideon Zalic — GM, MSN Platforms
    - Heide O'Connell — Dir., MSN Sales Mktg
    - Jed Savage — National Dir., MSN Sales
    - Jeff Sanderson — GM, Strategic Busines Dev.
    - John Nicol — GM, MSNBC
    - Leslie Osborn — GM, MSN.com Programming
  - **Paul Gross** — *Sr. VP, Wireless & Mobility Group*. Development of handheld wireless devices and accompanying server-based infrastructure, as well as management of sales force to call on telecos.
    - **Ben Waldman** — *VP, Mobile Devices Division*. Dev. & mktg of mobile device software; client portion of wireless strategy.
      - Rogers Weed — GM, Mktg & Bus. Dev.
        - Phil Holden — Dir., Mktg, Mobile Devices
    - **Juha Christensen** — *VP, Mobility Mktg & Sales*. Mktg & sales of MS's Mobile Internet brands, tech., products, & services.
      - Edouard Mercier — Regional Sales Mngr
      - Hjalmar Winbladh — GM, EMEA Mobility Sol. Cntr.
      - Michel Yazbek — GM, SPAR Mobility Sol. Cntr.
      - Pat Fox — Dir., Mobile Internet Mktg
      - Soon Kon Kim — Dir., Solution Dev.
    - Mark Ledsome — GM, Mobile Internet
    - Philipp Goetschel — Dir., Smart Cards
    - Rick Fant — Dir., Wireless Apps & Services
    - Rodney Yiera — PUM, MSN Mobile
    - Vincent Mendillo — Dir., Business Planning
    - Bryan Mistele — GM, Mobile Services
    - David Kurlander — PUM, Adaptive UI
  - **Henry Vigil** — *VP, Consumer Strat. & Partnerships*. Partnerships to exploit emerging consumer platforms & consumer services.
  - **Moshe Lichtman** — *VP, Consumer Group Intl*. Oversees international business for the Personal Services and Devices Group.
  - Steven Guggenheimer — Sr. Dir., PSDG Strategy

VP = Vice President
GM = General Manager
Dir = Director
PUM = Product Unit Manager

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