The Microsoft Corporate Organization

JULY 2003

Directions on Microsoft

- **Bill Gates**, *Chairman and Chief Software Architect* — Formulates company's overall technical strategy and reviews plans of all software development groups to assess conformance with overall company strategy, merits of architectural design, consistency across platform, impact of cross group dependencies, development schedules, and R&D funding requirements.
- **Steve Ballmer**, *Chief Exec. Officer (CEO)* — Oversees all product, sales, operations, consulting and support, administration, business development, and finance groups within the company.

BUSINESS DIVISIONS

- **Craig Mundie**, *Sr. VP & CTO, Advanced Strategies and Policy* — Tech., business, and policy strat. across product groups for issues including security, privacy, & intellectual property.
  - **Maggie Wilderotter**, *Sr. VP, Business Strategy* — Strategies for competing against non-commercial software alternatives such as Unix.
    - Kenneth Urquhart, Competitive Strategist
    - Lauren Hall, Dir., Technology Policy
  - **Sam Furukawa**, *VP, Advanced Strat. & Policy, Japan* — Promotes Microsoft technology and vision to Japanese companies and government.
  - David Pritchard, Sr. Dir. & Chief of Staff
  - Michele Herman, Sr. Dir., IP Strat.
  - Pierre De Vries, Chief of Incubation
    - George Moore, Dir., Platform Strategy
    - Jeff Erwin, Dir., Community Wireless Net.
    - Pierre-Yves Saintoyant, Dir., European Innovation Ctr.
    - Tandy Trower, GM, Advanced UI Design
  - Scott Charney, Chief Trustworthy Computing Strategist
    - Peter Cullen, Chief Privacy Strategist
    - Susan Koehler, Sr. Trustworthy Computing Strategist
  - Suze Woolf, Dir., Strategic Prototyping
- **David Vaskevitch**, *Sr. VP & CTO, Platform Tech. & Strategy* — Works with Bill Gates to drive Microsoft's overall strategy, technical direction, and architecture.
  - **Norm Judah**, *VP, Business Development* — Incubation, bus. dev., & delivery of Web srvcs. and integration for the .NET platform.
  - Charles Mauzy, Platform Technology & Strategy
  - David Soboski, Technical Advisor
  - Gunnar Mein, GM, Strategic Recruiting
- **Rick Rashid**, *Sr. VP, Microsoft Research* — Oversees staff investigating advanced computing technologies including distributed systems, artificial intelligence, and speech recognition.
  - **Daniel Ling**, *VP, Microsoft Research* — Management of research operations based in Redmond.
  - Andrew Herbert, Mngng. Dir., MS Research Cambridge
  - Doug Leland, Dir., Research Univ. Relations
  - Roy Levin, Dir., Research, Silicon Valley
  - Ya-Qin Zhang, Mngng. Dir., MS Research, Asia

- **David Cole**, *Sr. VP, MSN and Personal Services Division* — MSN sales, marketing, programming, and hosting; MSN Internet Access Service and other fee-based services; core services and tools that form the infrastructure for MSN and .NET.
  - **Blake Irving**, *VP, MSN Comm., Intl., & Merchant Srvcs.* — Hotmail, MSN Messenger, MSN Communities, MSN Calendar, and MSN Intl. Dev.
    - Bill Shaughnessy, GM, Merchant Services Ops.
    - Gerard Zytnicki, GM, MSN Intl. Prod. Grp.
    - John Scarrow, GM, MSN Platform
    - Rick Holzli, GM, Hotmail & Calendar
    - Ryan Hamlin, GM, Anti-Spam Technology
    - Steve Liffick, GM, Messenger & Alerts
  - **Brian Arbogast**, *VP, Identity, Mobile & Partner Srvcs.* — Development of Passport, MSN Mobile Services, and partner management.
    - Daniel Schlappa, GM, Passport
    - Eric Hautala, GM, .NET Core Srvc. Ops.
    - Russ Arun, GM, MSN Mobile Services
  - **Debra Chrapaty**, *VP, MSN Operations* — Operational infrastructure & global network for all MS Web properties and Web sites.
    - Arne Josefsberg, GM, Infrastr. Plat. Srvcs.
    - John Linwood, GM, MSN Intl. Ops.
    - Richard Waddell, GM, MSN Glbl. Network Service
    - Steven Gerri, GM, Redmond Operations
    - Stan Prince, Dir., Business Management
    - Stephen Lovett, GM, Bay Area Operations
  - **Ted Kummert**, *VP, Subscription Software* — Subscr. services & non-entertainment consumers titles; MSN Internet Access network.
    - Ben Pearl, GM, Digital Imaging Grp.
    - Craig Unger, GM, Subscr. Platform Grp.
      - Nancy Gay, GM, MSN Internet Access Partners
    - Curt Smith, GM, MSN Core
    - Erik Jorgensen, GM, Financial Prod. Grp.
    - James Kramer, GM, Content Filtering Team
    - John Nicol, GM, MSN Internet Access & TV Srvcs.
      - John Matheny, GM, TV Services
      - Rob Schoeben, GM, Strategic Planning
      - Thomas Ziola, GM, Bus. Dev. & Sales
    - Mark Lool, GM, MSN IA & TV
  - **Yusuf Mehdi**, *VP, MSN Personal Srvcs. & Business* — Worldwide MSN marketing, sales, business development, and network programming.
    - **Bruce Jaffe**, *VP, MSN Bus. Development* — MSN alliances WW with media, telecom, wireless, cable, and retail companies.
      - David Do, Dir., MSN Bus. Dev.
      - Erik Johnson, Dir., MSN Alliances
      - Karl Beacock, Sr. Dir., Strategic Alliances
      - Kumar Mehta, Dir., MSN Strategic Alliances
      - Sandip Nerkar, Sr. Dir., MSN Strat. Ptrs.
    - **Christopher Payne**, *VP, MSN.com* — Implementation of MSN.com homepage & sites; content mngmnt & publishing systems.
      - Eugene Kuerner, GM, Platform Tech. & Services
      - Hadi Partovi, GM, MSN Entertainment
      - John Krass, PUM, MSN Autos
      - Ken Moss, GM, MSN Search
      - Kirk Koenigsbauer, GM, MSN.com Strat. & Planning
      - Scott Moore, GM, MSN News & Info.
      - Steve Cvengros, GM, Exec. Producer, Channels
    - **Judy Gibbons**, *VP, MSN International* — Runs the MSN business in the EMEA, Asia, Japan, and ICON regions.
      - Christa Davies, Dir., Strategy
      - Jodi Ropert, Sr. Dir. EMEA Subsc. & Mktg.
      - Matthew Price, Sr. Dir., ICON Region
      - Rafael Fernandez MacGregor, Sr. Dir., MSN Latin America
      - Sharon Baylay, Reg. Dir., MSN EMEA
    - **Richard Bray**, *VP, MSN North America* — MSN sales, marketing, and business development in the U.S. and Canada.
      - **Joanne Bradford**, *VP, MSN Media Revenue* — Leads MSN efforts to attract advertisers.
      - Anthony Rodio, Dir., MSN Brand & Comm.
      - Bart Wojciehowski, Dir., MSN Bus. Planning
      - Christophe Daligault, GM, MSN Mktg.
      - Cory Van Arsdale, GM, MSN Bus. Dev.
      - Danielle Tiedt, Dir., Marketing
      - Gerri Sinclair, GM, MSN Canada
      - Jay Pittenger, Dir., Business Planning
      - Leslie Osborn, GM, MSN Network Prog.
    - Celia Wu, Regional GM, MSN Asia
    - Jim Barr, GM, Commerce Services
  - Michael Edwards, GM, MSN Service Quality

- **Jeff Raikes**, *Group VP, Productivity and Business Services Group* — Desktop productivity & e-business solutions (e.g., Office, Great Plains), real-time communications & collab., software licensing policies & programs, and sales strategy for small/medium orgs.
  - **Anoop Gupta**, *VP, Real Time Collaboration* — Communications & collaboration platform, apps, & services for info. workers.
    - Amit Mital, GM, Web Conferencing
    - Dana Manciagli, GM, Real-Time Collaboration Sales
    - Dustin Grosse, Sr. Dir., Mktg.
    - Gurdeep Pall, GM, Real Time Messaging
    - Jawaid Ekram, Sr. Dir., Operations
    - Zig Serafin, Sr. Dir., Bus. Dev. & Strategy
  - **Bill Landefeld**, *VP, WW Licensing & Pricing* — Licensing programs including Enterprise Agreements, Select, and Open.
    - Cori Hartje, Dir., Mktg. & Read., WW Lic.
    - Ed Marcheselli, Dir., WW Licensing Programs
    - Kim Carnesale, Dir., WW Product Licensing
    - Kris Mukerjee, GM, WW Licensing Solutions
    - Luc Van Ballaer, Dir., Lic. & Pricing EMEA
    - Tom Crawford, Sr. Dir., Customer Experience
  - **Doug Burgum**, *Sr. VP, Microsoft Business Solutions* — E-business solutions for small & medium-sized organizations; next-generation on-premise & Internet-based bus. solutions.
    - **Dave O'Hara**, *VP, Business Development* — Oversees division's business development activities.
      - Dave Knorr, Dir., MBS Bus. Mngmt. Group
      - Kees Sanders, Reg. Dir., Latin America
      - Richard Johnstone, Dir., Strat. & Bus. Planning
    - **Jodi Uecker-Rust**, *VP, Business Solutions* — MS Bus. Sol. strat. & execution for global ops (e.g., sales, mktg.).
      - **Jeff Young**, *VP, North Am. Sales & Srvc.* — Business solutions sales, marketing, consulting, support, & training.
        - Bill Pollie, VP, US Sales
        - Chris Scherpenseel, GM, FRx
        - Garth Dean, GM, MBS Canada
        - Gary Schaler, GM, Existing Customer Grp.
        - Jeff Riley, GM, Retail Industry Product Mktg.
    - **Satya Nadella**, *VP, MS Business Solutions* — R&D for CRM, Great Plains, Solomon, Axapta, and Navision product lines.
      - Brendan O'Meara, PUM, Retail Product Unit
      - David Thacher, GM, Cust. Relat. Mngmnt. BU
      - Dave Coulombe, GM, Enter. Resource Mngmnt.
      - Flemming Louw-Reimer, PUM, Core Applications
      - James Utzschneider, GM, Product Planning
      - Niels Bo Theilgaard, GM, Supply Chain Mngmnt.
    - **Tami Reller**, *VP, Mktg., Bus. Solutions* — Marketing & strategy for Microsoft Business Solutions.
      - Bonnie Robertson, Dir., Strat. Ptr. Relations
      - Glenn Bray, Dir., Bus. Mngmt. and Vertical Strat.
      - Lynne Stockstad, GM, Product Management
      - Mark Corley, GM, MBS WW Customer Mktg.
      - Michael Olsen, Sr. Dir., Communications
      - Rajat Taneja, GM, Small Bus., Online Apps
      - Scott Anderson, GM, MBS Services
        - Eric Kurjan, GM, Professional Srvcs.
      - Tracy Faleide, Dir., Planning & Research
  - **Joseph Eschbach**, *VP, Info. Worker Prod. Mngmnt.* — Product mngmnt. of Office apps, SharePoint, & new categories such as InfoPath.
    - Gytis Barzdukas, Dir., Office Prod. Mngmnt.
    - John Vail, Dir., IW Categories
    - Ken Myer, Dir., IW Global Bus. Mngmnt
    - Mike Gelon, Dir., IW Server Prod. Mngmnt.
    - Pascal Stolz, Dir., IWPMG Commercial Software Initiative Mktg.
    - Ray Ciliv, GM, Bus. Productivity Sol.
    - Will Golding, Dir., Mktg. Comm.
  - **Orlando Ayala**, *Sr. VP, Small & Mid Market Solutions & Partners* — Responsible for sales channel to small and medium-sized businesses.
    - **Allison Watson**, *VP, WW Part. Sales & Mktg.* — Responsible for WW partner strategy and programs.
      - Don Nelson, GM, Managed Partners
      - Kevin Wuesta, GM, Partner Sales & Mktg.
      - Kimberly Larson, Dir., Online Ptrs.
      - Polly Slater, Dir., Ptr. Training and Readiness
      - Richard Flynn, Dir., Resellers & Sys. Builders
    - **Lindsay Sparks**, *VP, WW Medium Business* — Sales, marketing, and service initiatives targeting medium size businesses worldwide.
      - Luis Salazar, Dir., Medium Bus. Strat.
    - **Steven Guggenheimer**, *VP, Small Business & SMS&P Operations* — Small bus. framework; ops for Small, Midmarket Solutions and Partner (SMSAP) teams.
      - Stan Julien, Dir., SMS&P Infrastructure
    - Rene-Philippe Mantrand, GM, Bus. Strategy
  - **Peter Rinearson**, *VP, Info. Worker New Mkts.* — Builds solutions, incubates new prod. & categories, articulates long-term vision.
    - Bobby Kishore, GM, IW New Markets Incubations
    - Chris Schuller, Dir., Workforce Read. Sol.
    - Mary Lee Kennedy, Dir., Knowledge Networks
    - Parichay Saxena, Dir. and CTO, Development
    - Rob Bernard, Dir., IW Sol. Prog. Mngmnt.
    - Steve Stone, GM, IW New Markets
  - **Steven Sinofsky**, *Sr. VP, Office* — Design and development of Microsoft Office apps, Project, and SharePoint products.
    - **Antoine Leblond**, *VP, Office Shared Services Program Management* — Office System shared features & technologies, usability, and product planning.
    - **Grant George**, *VP, Office Shared Services Test & Ops* — Testing of Office System shared features and technologies.
    - **Kurt DelBene**, *VP, Office Server Group* — SharePoint Portal Server, Windows SharePoint Services, FrontPage, and Project.
      - Chris Capossela, GM, Project BU
      - Jeff Teper, GM, SharePoint Portal Svr.
      - Reed Koch, GM, FrontPage
    - **Peter Pathe**, *VP, Office Authoring Services* — Tools for document authoring, including Word, OneNote, InfoPath, and Publisher.
      - Rajesh Jha, GM, Office InfoPath (Xdocs)
    - **Richard McAniff**, *VP, Office Data & Bus. Intelligence* — Excel, Access, and Data Analyzer.
      - Joseph Krawczak, Dir., Data & Dev. Srvcs.
    - Ralf Harteneck, VP
    - Ted Johnson, VP
    - Akio Fujii, Pres. & GM, MS Prod. Development Japan
    - Don Gagne, Dir., Office Shared Srvcs. Dev.
    - Jeanne Sheldon, GM, Office Mngmnt. & Update Services
    - Jeff Olund, GM, WW Services
    - Richard Wolf, GM, Office Graphics & Presentation Svcs.
    - To-be-hired, GM, Office Comm. Services
  - Marc Chardon, CFO, IW Business
  - Michael Risse, GM, Business Manager
  - **Lewis Levin**, *VP, Bus. Intelligence Grp.* — Business intelligence apps build on Office, SharePoint, and SQL Server.

- **Jim Allchin**, *Group VP, Platforms Group* — Windows client, server, & embedded; server apps; storage, management, & security technologies; dev. tools; tech. content development & delivery; efforts aimed at enterprise customers.
  - **Brian Valentine**, *Sr. VP, Windows Division* — Development of Windows desktop & server product lines, including 'Longhorn', and security products and solutions.
    - **Bill Veghte**, *VP, Windows Server Group* — Development & marketing of Windows servers and associated OS technologies.
      - David Thompson, VP
      - Ben Fathi, Dir., Core File Services
      - Bill Laing, Architect, Windows Server
      - Bob Kelly, GM, Win. Svr. Mktg.
        - James Hebert, GM, Win. Server Mktg.
      - Chuck Chan, GM, Directory Service
        - Bharat Shah, GM, Manageability Infrastr.
      - David Danford, Sr. Dir., Win. Server Bus. Mngmt.
      - Eugene Ho, Dir., Small Bus. Server
      - Kyril Faenov, Dir., Central Program Mgmnt.
      - Martin Taylor, GM, Competitive Strategy
      - Chandra Shekaran, PUM, Win. Terminal Srvcs.
      - Stuart Kwan, PUM, Directory Services
    - **Jawad Khaki**, *VP, Win. Networking & Comm.* — Windows networking and communications infrastructure.
      - Azlar Moazzam, Dir., Engineering Services
      - Bill Vertheln, PUM, Secure Network Srvcs.
      - Jameel Hyder, PUM, Core Networking
      - Mark Ashida, GM, Business Development
      - Mike Shappell, PUM, Peer Networking
      - Pradeep Bahl, PUM, Networking & Comm.
      - Tony Romano, PUM, Net. Experience Team
    - **Mike Nash**, *VP, Security Business Unit* — Security prod. & solutions; education & process portion of Trustworthy Computing initiative.
      - Avi Nathan, GM, Haifa R&D Center
      - David Aucsmith, Security Architect and CTO
      - Craig Fiebig, GM, Product Mktg.
      - Doug Bayer, Dir., Windows Security
      - Deven Waghani, Sr. Dir., Strat. and Bus. Dev.
      - Eric Lockard, GM, Emerging Security Prod.
      - John Manferdelli, GM, Win. Trusted Plat. Tech.
      - Jeff Jones, Sr. Dir., TWC
    - **Robert Short**, *VP, Windows Core Tech.* — Develops kernel and other core components of Windows operating systems.
      - Bob Rinne, Dir., Win. Core Technologies
      - Craig Zhou, Dir., Base OS Testing
      - David D'Souza, Dir., Win. Embedded & Deploy.
      - Eric Traut, Dir., Base OS Virtual Machine
      - Harish Naidu, GM, Win. Device Experience Grp.
      - Vincent Orgovan, Dir., Base OS Kernel
    - **S. Somasegar**, *VP, Win. Engineering Svcs.* — Win. project mngmnt., intl. releases, integration srvcs., India R&D Center.
      - David Greenspoon, GM, Productivity Srvcs.
      - Darren Muir, Dir., Win. Integr. Srvcs.
      - Iain McDonald, Dir., Project Management
      - Jeff Cohen, GM, MS Core Infrastr. Sol.
      - Lori Brownell, GM, Windows Intl.
      - Mak Agashe, Dir., Sustained Engineering
      - Pradyumna Misra, GM, Cust. Connection & Trust
      - Rao Remala, Dir., R&D
      - Srinivas Koppolu, GM, India R&D Center
    - **Will Poole**, *Sr. VP, Windows Client Business* — Development & mktg. of Windows client OSs for desktops, laptops, tablet PCs, and home media centers.
      - **Chris Jones**, *VP, Windows Client Core* — Windows client OSs (including Longhorn, the successor to Windows XP).
        - **Joe Peterson**, *VP, Win. User Exper. Team* — Win. desktop (Shell), IE, Outlook Express, Windows Messenger, and Help & Support; also responsible for overall Longhorn client prod. plan.
        - Amir Majidimehr, GM, Digital Media Division
          - Dave Fester, GM, Product Management
          - Mike Beckerman, GM, Win. Media Plat. Grp.
        - Dean Lester, GM, Win. Graphics & Gaming
        - Michael Wallent, GM, Windows Client Plat.
        - Thomas Nielsen, PUM, Imaging & Printing
      - **Rick Thompson**, *VP, Windows eHome Div.* — Tablet PCs, Windows Media Center, Win. TV tech., core audio/video infrastructure.
        - **Bill Mitchell**, *VP, Tablet PC and SPOT* — Tablet PC and Smart Personal Objects Technology (SPOT) (e.g., intelligent watches).
          - Eric Lang, GM, Development, SPOT
          - Larry Engel, GM, Tablet PC End User Mngmnt.
          - Peter Loforte, GM, Tablet PC Platform
        - Joe Belfiore, GM, Win. eHome Products
        - Kevin Eagan, GM, eHome Business
        - Tom Phillips, GM, Win. Hrdwr. Exper. Grp.
      - **Tom Button**, *VP, Windows Client Prod Mngmt.* — Product management & planning for Windows desktop operating systems.
      - Rogers Weed, VP
      - Alain Peracca, CFO, Windows Client Bus.
      - Brad Brunell, Dir., Strategy & Partnerships
      - Richard Lappenbusch, Dir., Strategic Planning
    - Ann Marie McLeod, GM, Intel Alliance
  - **Eric Rudder**, *Sr. VP, Server and Tools Division* — Developer tools, comm., & evangelism; server apps; storage & mngmnt. products; relationships with top customers.
    - **Bob Muglia**, *Sr. VP, Enterprise Storage & Mngmnt.* — Storage, backup, and storage resource management technologies; system management solutions, including SMS.
      - **Charles Stevens**, *VP, Enterprise Storage Div.* — Sales, marketing, and product management for the storage division.
        - Catharine Morris, GM, Enter. Storage Sales & Srvc.
        - Zane Adam, Dir., Storage Mktg. & Prod. Mngmt.
      - **Kirill Tatarinov**, *VP, Enterprise Management* — Development & marketing of management solutions (e.g., SMS, MOM, App. Cntr.).
        - Brad Anderson, GM, Systems Mngmnt. Svr.
      - **Yuval Neeman**, *VP, Engineering, Storage* — Development of storage & storage resource management systems.
    - **Kai-Fu Lee**, *VP, Natural Interactive Srvcs.* — Tech. for natural interaction between users and PCs, devices, & Web services.
      - Bill Bliss, GM, Natural Lang. UI Plat.
      - Bob Clough, GM, Sales & Mktg.
      - Julia MacLauchlan, GM, Natural Language Grp.
      - Xuedong Huang, GM, .NET Speech Grp.
    - **Paul Flessner**, *Sr. VP, SQL, Exchange, & E-business* — Development of SQL Server, Exchange Server, and e-business server products such as Commerce Server.
      - **Gordon Mangione**, *VP, SQL Server* — Dev. of SQL Svr., which will become the unified storage engine for Win. platform.
        - Bill Baker, GM, SQL Bus. Intelligence
        - James Hamilton, GM, SQL Prog. Model
        - Peter Spiro, DE, SQL Server
      - **Mohsen Al-Ghosein**, *VP, Exchange Server* — Development of the Exchange messaging and collaboration platform.
      - David Kiker, GM, E-Business Servers
    - **Simon Witts**, *VP, Enterprise & Partner Grp. (EPG)* — Oversees business relationships with top customers worldwide.
      - **Jonathan Murray**, *VP, Global Accounts* — Strategy and resources for building long term relationships with Microsoft's Global Account customers.
        - Adrienne Hall, GM, Glol. Accts., North Am.
      - Ben Lee, GM, Enter. Sales Productivity
      - Deborah Gillotti, GM, Exec. Engagement
        - Alayne Reesberg, Dir., Exec. Program Dev., Exec. Engagement
        - Kay Johnston, Dir., Exec. Engagement Briefings
        - Linda Stevens, Dir. Global Exec. Programs
      - Doug Hauger, GM, Competitive & Tech. Sales
        - Stephen Shay, GM, Enter. Tech. Sales
      - Jan Hjortshoej, GM, Enter. Sales & Ptr. Strat.
    - Brad Goldberg, GM, Server Platform Mktg.
    - Craig Symonds, GM, Visual Studio
      - Darren Laybourn, VP, MS Bu Framework
        - Michel Yazbek, GM, .NET Bus. Framework
      - K.D. Hallman, GM, App. Plat. Programmability
    - David Treadwell, GM, .NET Developer Plat.
      - Robert Wahbe, GM, XML Web Services
    - Kavi Singh, PUM, Authoring Tools
    - Marie Huwe, GM, .NET Dev. Prod. Mngmnt.
    - **Richard Kaplan**, *VP, Content Dev. & Delivery* — Microsoft.com, TechNet, MSDN, MS Press, cert. and training, Patterns & Practices guidance.
      - Joe Arcinlega, GM & COO, CDOG
      - John Kahan, GM, Cust. Relationship Mngmnt. Team
      - Lutz Ziob, GM, Training & Certification
      - Michael Kropp, GM, Patterns & Practices
      - Tim Sinclair, GM, Microsoft.com
    - **Sanjay Parthasarathy**, *VP, Plat. Strategy & Evang.* — Relationships with key ISVs, sys. integrators, & VCs; coord. dev. evang. teams.
      - **Dan'l Lewin**, *VP, .NET Business Dev.* — Manage and expand business relationships with venture capital community.
        - William Morgan, GM, Market Development
      - Adam Denning, Dir., Application Architecture
      - Bruce Burns, Dir., Technical Diplomacy
      - Charles Fitzgerald, GM, .NET Platform Strat.
      - Gilbert Meldener, Dir., Field & Bus. Orch.
      - Graham Clark, GM, ISV & Architect
        - Steve Bauman, GM, ISV Partner Ecosystems
      - Jared Wheeler, GM, Glbl. Srvcs. & Tech. Ptr.
        - Candace Grisdale, GM, Mktg., Strat., and Ops.
      - Mark Young, Dir., Bus. Development
      - Nicholas Copping, GM, .NET Platform Strategy
      - Steven Lewis, GM, .NET Mkt. Development
        - Cliff Reeves, GM, .NET Enterprise Strat.
      - Vic Gundotra, GM, Win. & Longhorn Evang.
      - Viktor Grabner, GM, .NET Evangelism
  - **Pieter Knook**, *VP, Mobile & Embedded Devices* — Relationships with network service providers (NSP); development & marketing of mobile & embedded devices.
    - **Dick Brass**, *VP, Automotive & Emerging Tech.* — Automotive computing, electronic newspapers and magazines, and adv. reading.
      - Bill Hill, Dir., Adv. Reading Tech.
      - Bob McKenzie, GM, Automotive Bus. Unit
        - Bryan Mistele, GM, Windows Automotive
      - Ira Snyder, GM, Emerging Technologies
    - **Juha Christensen**, *VP, Mobile Devices Division* — Strat. partnerships, bus. dev., & prod. mktg. for mobility solutions including Pocket PC.
      - Andy Haon, Dir., Prod. Mngmt. & Planning
      - Howard Gefen, Dir., Wireless Carrier Bus. Dev.
      - Mark Spain, Dir., Mobile Device Dev. Srvcs.
      - Scott Gode, Dir., Mobility Mktg.
      - Soeren Rasmussen, Dir., Bus. Mngmt., Mobility Mktg.
      - Vince Mendillo, Dir., Mobility Product Mktg.
    - **Maria Martinez**, *VP, Network Service Provider Solutions* — MS-based solutions for hosting and telco firms.
      - Goetz Kauschka, GM, NSP Partners
      - John Wilcox, Dir., Business Development
      - Michael Graff, GM, MapPoint BU
      - Robin Alfieri, GM, Telecom Line of Bus. Sol.
      - Pascal Martin, GM, Platform & App. Hosting Solution Unit
      - **Martin Thall**, *VP, NSP, Americas* — Sale of solutions and srvcs. for carriers and ASPs in North and South America.
        - Alan Mitchell, GM, Advanced Solutions
        - Harry Patz, GM, NSP, East Region
        - Jay Burrell, GM, West Region, NSP
        - Miguel Dainesi, GM, Latin America, NSP
        - Walt De Petris, GM, NSP
          - Michael Sandoval, GM, MPSC / MCS Practice Mngr.
    - David Rinn, CFO, Mobile & Embedded Devices
    - Jacques Bablon, GM, Bus. Ops., NSP Mobility
    - Ken Wye Saw, GM, NSP, Asia Pacific & Japan
    - Kevin Shields, GM, Mobile Devices
    - Kimberly Daly, GM, NSP, EMEA
    - Todd Warren, GM, Embedded Devices Grp.
      - Thomas A. Adams, GM, Win. CE Plat. Dev.
  - David Cutler, Sr. DE, Win. Base Team
  - Dan Neault, GM, Platforms Bus. Mngmnt.

- **Robert Bach**, *Sr. VP, Home & Entertainment Division* — Games, Xbox development and mktg., retail channel sales of MS products, non-entertainment cons. software & hrdwr., Mac. apps.
  - **Bryan Lee**, *VP & CFO, Home & Entertainment* — P&L activities including bus. dev., bus. strategy, planning, & financial reporting.
    - Barry Spector, Dir., Business Development
    - Chip Wood, Dir., Business Development
  - **Ed Fries**, *VP, Games Publishing* — Design and development of PC, Xbox, and online games.
    - AJ Redmer, GM, MS Game Studios
    - Phil Spencer, GM, MS Game Studios
    - Shane Kim, GM, MS Game Studios
    - Stuart Moulder, GM, PC Games
  - **J Allard**, *VP, Xbox* — Oversees development and support of the Xbox gaming platform.
    - Cameron Ferroni, GM, Xbox Platform
    - Jon Thomason, GM, Developer & Game Quality
    - Todd Holmdahl, GM, Xbox Hrdwr. & Periph.
  - **Lisa Brummel**, *VP, Home Products & Srvcs.* — Non-entertainment titles, hardware, and apps for the Macintosh.
    - **Deborah Black**, *VP, Kids & Education* — Responsible for Microsoft's Kids and Educational software business.
      - Craig Bartholomew, GM, Learning BU
    - Colene McBeth, Dir., Home & Retail Mktg. EMEA
    - David Kurlander, GM, New Consumer Tech.
    - Fukiko Ogisu, Sr. Dir., Prod. Srvcs. & Loc.
    - Roz Ho, GM, Macintosh Bus. Unit
    - Stan Kaplita, GM, Home & Entertainment Ops. & Tech.
      - Jeff Finan, GM, Hardware Operations
      - Michael Quinn, GM, NAOC and WW Repair & Refurbishment
    - Tom Gibbons, GM, Hardware
  - **Mitch Koch**, *VP, Retail Sales & Mktg.* — Xbox and games marketing; retail sales & marketing for Americas and Asian regions.
    - **Steve Schiro**, *VP, Retail Sales & Mktg.* — Retail sales and mktg. for U.S., Canada, Latin America, Australia, and New Zealand.
      - Darrell West, Dir., Retail Strategy
      - Gerrit Bergsma, Dir., Retail Marketing
      - Heide O'Connell, Sr. Dir., Bus. Mngmt.
    - Alex Kotowitz, Dir., Home Ent. Div. Sales & Mktg., Asia
    - Beth Featherstone, Sr. Dir., Mktg., 1st Party Xbox & PC Games
    - Bill Nielsen, Dir., Xbox Brand Mktg.
    - Charlotte Stuyvenberg, Dir., Home Ent. PR & Events
    - Ed Bland, Sr. Dir., US Xbox Sales & Mktg.
    - Julia Miller, Dir., Xbox Live Mktg.
    - **Peter Moore**, *VP, Retail Sales & Mktg. EMEA & Japan* — Sales strategies, retail channel relationships, and mktg. across Europe & Japan.
      - **Eduardo Rosini**, *VP, EMEA Home, Entertainment* — Home Entertainment Division sales and marketing in the EMEA region.
        - Chris Lewis, Dir., Home & Entertainment Div.
        - Johann G. Stallmeier, Dir., Home and Retail
        - Julie Derry, Dir., Business Management
        - Owen Roberts, Sr. Dir., Sales Management
        - Peter Svanfelt, Reg. Dir., Northern Europe
        - Paminder Singh, GM, Xbox Japan
      - Carla Lewis, GM, Business Management
        - John O'Rourke, Sr. Dir., Consumer Strategy
      - Pat Ohura, GM, Far East Partner Relations, Xbox
  - **Moshe Lichtman**, *VP, TV Division* — Oversees design, development, and marketing of the Microsoft TV platform.
    - **Tim Fritzley**, *VP, WW Sales and Services* — Leads the sales strategy for Microsoft's TV platform, services, and applications.
      - John Walthall, Dir., WW Sales, MSTV
      - Mark Russell, Dir., Global Solutions
      - Michael Cuneo, Dir., TV Plat. Bus. Mngmt.
    - Alan Yates, GM, MS TV Mktg.
    - Frank Halasz, GM, TV Plat. Development
    - Paul Mitchell, PUM, App., Stds. & Dev. Tools
    - Peter Barrett, Chief Technology Officer
    - Richard Craddock, PUM, MSTV Foundation Edition
    - Robert Laws, Grp. Mngr., TV Eng. Srvcs.

OPERATIONS

- **John Connors**, *Sr. VP & CFO, Finance & Admin.* — Finance, Investor Relations, Treasury Tax, Internal Audit, Real Estate, Corporate Srvcs., Global Ops., and IT.
  - **Brent Callinicos**, *VP, Treasurer* — Financial & corp. risk, investment portfolio, cash & liquidity, customer financing & credit.
    - Amar Nehru, GM, Financing Strategies
    - David Kaminski, GM, WW Financial Services
    - George Zinn, Assistant Treasurer
    - Jeanne Mendez, Assistant Treasurer
    - Joe Matz, Assistant Treasurer
    - Jeff Scott, Assistant Treasurer
  - **Mike Boyle**, *VP, Finance* — WW tax policy, tax planning, and compliance as well as internal audit activities.
    - Bill Sample, GM, WW Income Taxes
    - Rod Winters, General Auditor
  - **Rick Devenuti**, *VP & CIO, Glbl. Ops. & Tech.* — WW IT infrastructure, corporate information and key internal systems.
    - **Bill Norman**, *VP, WW Commercial Ops. & Tech.* — Oversees Commercial (Enterprise, SMB, Business Solutions) operations and IT.
      - Lyndon Faulkner, GM, America's Commercial Ops.
        - Andy Charchenko, GM, Latin America Ops. Ctr.
        - Mark Roenigk, GM, Supply Chain Ops.
          - Rodolfo Acevedo, GM, Manufacturing
      - Matt Rossmeissl, GM, European Ops. Ctr.
      - Patrick Lung, GM, Asia Pacific Ops. Ctr.
      - Tim Thiers, GM, Commercial IT
        - Dan Fowler, GM, WW Commercial Ops.
        - Jim Walch, GM, SMB & Ptr. Sys.
    - Charlie McNerney, GM, Corp. Security
      - Dave Gasiewicz, GM, Infrastr. Architecture
      - Greg Wood, GM, Information Security
      - Karen Hurlbut, GM, Anti-Piracy, Trade and Supply Chain Compliance
    - Eileen Johnston, CFO, OTG
    - Frank Holland, GM, OEM Ops. and Tech.
      - Steve Rogozinski, GM, OEM IT
      - Tom Baumbach, GM, MS Licensing Inc.
    - Mike Adams, GM, Enter. App. Srvcs.
      - B.J. Moore, GM, Administrative IT
        - Joel Kneisley, GM, HR/LCA IT
    - Michelle Buswinka, GM, Operations Services
      - Carl Paschke, GM, Organizational Impact
    - Melanie Eberle, GM, Ops. & Tech. Agility
    - Perry Clarke, GM, Tech. Integr. & Planning
    - Ron Markezich, GM, Enterprise Infrastr. Svcs.
      - Dave Walsh, GM, Messaging & Collaboration Srvcs.
  - **Robert Uhlaner**, *VP, Corp. Strat. Planning & Analysis* — Corp. strategy, planning, & review; new initiatives & venture integration.
    - Colette Kress, Sr. Dir., Corp. Forecasting, Reporting and Analysis
    - Lonnie Pacelli, Sr. Dir., Corp. Planning Ops.
    - Mark Wolfram, GM, Venture Integration
    - Salman Ullah, GM, Corp. Strategy
  - **Scott DiValerio**, *VP, Corp. Controller* — Responsible for WW financial planning, analysis, reporting, and accounting.
    - Taylor Hawes, Controller Glbl. Platforms & Ops.
  - Jean-Francois Heitz, Dep. Chief Financial Officer
  - Krishnan Srinivasan, Sr. Dir., Investor Relations
  - Mike Huber, GM, Corp. Srvcs.
    - Don Jones, GM, WW Procurement
    - Jose Oncina, GM, Real Estate

- **Brad Smith**, *Sr. VP, General Counsel & Secretary* — Oversees all legal, government, industry, and community affairs.
  - **Mary Snapp**, *VP & Dep. Gen. Counsel, Platforms* — Oversees legal support for the Platforms, OEM, and NSP groups.
  - **Marshall Phelps**, *VP & Deputy General Counsel* — Manages intellectual property practice (patent, copyright, and trademark).
  - **Tom Burt**, *VP & Dep. Gen. Counsel, Litigation* — All domestic antitrust, commercial/general, and intellectual property litigation.
    - David Heiner, Assoc. Gen. Counsel, Antitrust
  - Erich Andersen, Dep. Gen. Counsel, Productivity & Bus. Svcs. Grp.
  - Gregg Eskenazi, Associate General Counsel
  - John Frank, Assoc. Gen. Counsel
  - John Seethoff, Dep. Gen. Counsel, Fin. & Ops.
  - Kevin Harrang, Dep. Gen. Counsel, Law & Corp. Affairs
  - Nancy Anderson, Dep. Gen. Counsel, WW Sales
  - Pamela Passman, Dep. Gen. Counsel, Glbl. Corp. Affairs
- **Hank Vigil**, *VP, Cons. Strat. & Partnerships* — Partnerships with broadband providers and media & cons. electronics firms.
- **Ken DiPietro**, *VP, Human Resources* — Employee & leadership dev., recruiting, compensation, diversity, & benefits.
  - **Tanya Clemons**, *VP, People & Org. Development* — Management & leadership development and organizational design.
  - Claudette Whiting, Sr. Dir., Diversity
  - Denise White, GM, Human Resources
  - Gwen Weld, GM, Staffing
  - John Molloy, Sr. Dir., Comp. & Benefits
  - Maria Mellies, Sr. Dir., Human Resources
  - Uli Holtz, Dir., Human Resources EMEA
- **Richard Emerson**, *Sr. VP, Corp. Development* — Leads corporate development activities, including mergers, acquisitions, divestitures, investments, & partnerships.
  - Brian Roberts, Mngng. Dir., Corp. Dev.
  - Cindy Bates, Mngng. Dir., Corp. Dev.
  - Ken Lustig, Sr. Dir., Corp. Development
  - Rick Liotta, Mngng. Dir., Corp. Dev.
  - Sanjay Chheda, Mngng. Dir., Corp. Dev.
- **Mich Mathews**, *VP Corp. Mktg. Group* — Provides mktg. expertise to prod. groups & subs; oversees corp. positioning & image building efforts.
  - Jim Minervino, GM, Integrated Mktg.
    - David Webster, GM, Branding Group
  - Larry Cohen, Dir., Corp. Communications
    - Noury Bernard-Hasan, Dir., Analyst Relations
    - Tom Pilla, Dir., PR
    - Wendy Barokas, Dir., WW PR Strategy
  - Mike Delman, GM, Adv., Pkging., & Events
  - Mark Murray, Dir., Corporate PR
  - Steve Pellitpas, Dir., Mktg Planning & Dev.
  - Vivek Varma, Dir., Corporate Comm.

SALES ORGANIZATION

- **Kevin Johnson**, *Group VP, Worldwide Sales, Mktg., and Services* — Manages Microsoft's world-wide sales, marketing, and service initiatives, product support, and consulting services.
  - **Andrew Lees**, *VP, US Mktg., Sales & Part. Grp.* — Dev. and execution of integrated mktg. programs & campaigns within the US.
    - **David Hemler**, *VP, Small & Mid-Market Solutions & Partners* — Sales & marketing to small and midmarket businesses in the central United States.
    - **Margo Day**, *VP, US Partner Grp.* — Programs aimed at managed partners and broad partner channels within the US.
      - Dan English, Dir., US Reseller Sales
      - Pip Marlow, Dir., Breadth Channel
    - **Matt Pease**, *VP, Small & Mid-Market Solutions & Partners* — Sales & marketing to small and midmarket businesses in the western United States.
      - Jane Dickson, GM, Small / Mid-Market Solutions & Partners, Pac. NW
    - **Robert Deshaies**, *VP, Small & Mid-Market Solutions & Partners* — Sales & marketing to small and midmarket businesses in the eastern United States.
      - Alejandra Calatayud, GM, Small / Mid-Market Solutions & Partners, NY/NJ
      - Pam Salzer, GM, SMS&P, Southeast Area
    - Greg Levin, Dir., Global Mktg.
    - Jon Roskill, Business Mktg. Officer, US
    - Nigel Burton, GM, Small / Mid-Market Sol. & Partners Mktg. & Telesales
      - Ken Ryals, GM, Medium Bus. Mktg.
    - Pat Hayes, Sr. Dir., Seminar Sales Team
    - Rachel Clark, Dir. Business Operations
  - **Eugenio Beaufrand**, *VP, Latin America* — Oversees sales, marketing, and partner programs in the Latin America region.
    - Alfonso Luna Gutierrez, Reg. Dir., Andean Region
      - Alvaro Celis, GM, Venezuela
      - Juan Alberto Gonzalez Esparza, GM, Colombia
      - Lieneke Schol, GM, Microsoft Peru
      - Ruben Illoldi Garcia-Cerda, GM, Ecuador
    - Axel Steinman, Reg. Dir., South CONE Latin Am.
      - Fabian Crivaro, GM, Uruguay, Bolivia & Paraguay
      - Rodrigo Alonso, GM, Chile
    - Emilio Umeoka, GM, Brazil
    - Felipe Sanchez Romero, GM, Mexico
    - Heman Rincon, Reg. Dir., Enterprise Group
    - Jorge Sales, Reg. Dir., .NET / Development
    - Jose Luis Rodriguez, Reg. Dir., Small / Mid-Market Sol. & Partners, Latin Am.
      - Juan Mertins, Lead Enterprise & Partners Group, Caribbean / Central America
        - Ambrose Ramsahai, GM, Caribbean
        - Mauricio Interiano, GM, Central America North
        - Rene van Hoorde, GM, Panama
        - Rick Marcel, GM, West Indies
        - Rodrigo Ayala, GM, Costa Rica
    - Kathia Quiros-Sanchez, Reg. Dir., Caribbean & Central Am.
      - Luis Carlos Stoute, GM, Public Sector, Caribbean & Central Am.
  - **Michael Rawding**, *VP, Japan Region* — Responsible for business activities in Japan.
    - Adam Taylor, Business & Mktg. Officer
    - Eugene Saburi, Dir., Business Operations
    - Kazunori Suzuki, GM, Enterprise Services
    - Yasutoshi Magara, GM, Small, Medium Solutions & Partners
    - Yasufumi Hirai, GM, Enterprise Partner Grp.
  - **Gerri Elliott**, *VP, Industry Solutions Grp.* — Field sales & consulting personnel focused on US/Canada enterprise customers.
    - **Erik Renaud**, *VP, Enterprise Sector* — Overall responsibility for the district-based enterprise sales force within the US.
      - **Brian Boruff**, *VP, Enterprise Sector, East* — NY/NJ, New England, Mid Atlantic, and Greater Pennsylvania sales & service regions.
        - Michael Ferreri, GM, Greater Pennsylvania (PA, DE & Southern New Jersey)
        - Michael Kosek, GM, New England (VT, NH, ME, MA, CT, RI)
        - Michael Robinson, GM, Mid Atlantic District
        - Philip Moyer, GM, Global Cust.
        - Susan Hauser, GM, NY, NJ, & Southern CT.
      - **Geoff Nyheim**, *VP, Enterprise Sector, Central* — Great Lakes, North Central, Mid America, and Midwest sales & service districts.
        - Mary Freeman, GM, Mid America (MO, KS, TN)
        - Peter Fox, GM, North Central District
        - Scott Carlton, GM, Great Lakes (MI, OH, KY)
      - **Paul Houghton**, *VP, Enterprise Sector, South* — Southeast, Gulf States, S. Central, and Gulf Coast sales & service regions.
        - Chris Weber, GM, South Central (North TX, OK, AR)
        - Claudia Johnson, GM, Gulf Coast
        - Kirsten Kliphouse, GM, Southeast (GA, NC, SC)
        - Scott Clark, GM, Gulf States (FL, AL, MS)
      - **Ralph Young**, *VP, Enterprise Sector, West* — Rocky Mt., Pacific NW, Southwest, and California sales & service regions.
        - Diana Beckman, GM, Northern CA (includes Reno, NV)
        - Jack Braman, GM, Southwest District (AZ, NM & Las Vegas, NV)
        - Patricia Ryan, GM, Pacific Northwest
        - Sandi Thomas, GM, Southern CA (includes HI)
        - Scott Johnson, GM, Rocky Mountain (MT, WY, UT, CO)
    - **Peter Boit**, *VP, Commercial Sector* — Field-based personnel focused on vertical industries (fin. srvcs., gov't, retail, etc.).
      - Brian J. Scott, GM, Retail & Hospitality
        - Jan De Jong, WW Retail Industry Exec.
      - Charles Johnson, Mngng. Dir., Mfg. Sol. Group
      - David Lubinski, GM, ISG Healthcare
      - Michael Hard, GM, Financial Services
        - Bill Hartnett, GM, Fin. Srvcs. Strat. & Solut.
      - Todd Weatherby, Dir., Business Development
    - **To-be-hired**, *VP, Public Sector* — U.S. Public Sector (gov't & education) sales, marketing and services efforts.
      - Frank Glebutowski, GM, State & Local Gov't Sales
      - Mitra Azizirad, GM, State & Local Gov't Sales
      - Sherri Bealkowski, GM, Education Sol. Grp.
    - Frank Clegg, President, Canada
    - Marty Paradise, GM, WW Industry Strategy
    - Phil Sorgen, GM, US Enterprise Sales Ops.
      - Nancy Lewis, GM, U.S. HQ Sales
    - To-be-hired, GM, Technology Sales
  - **Jean-Philippe Courtois**, *Sr. VP & CEO of Microsoft Europe, Middle East, Africa (EMEA)* — Management of all European, Middle Eastern, and African (EMEA) business.
    - **Chris Aulnette**, *VP, EMEA & GM France* — Responsible for the day to day running, strategy, and vision for the France subsidiary.
      - Eric Boustouller, Deputy GM, Enterprise Ptrs.
      - François Barraud, Dir., Srvcs. Div., France
      - Olivier Ezratty, Dir., Dev. and Platform Evang.
      - Vincent Tricot, Dir., Ptr. Solutions Sales
    - **Emre Berkin**, *VP, Middle East & Africa* — Oversees ops. for subsidiaries serving 79 countries in the Middle East & Africa.
      - Ali Faramawy, Reg. GM, Middle East & Africa
      - Ali Hoballah, GM, West, East & Central Africa
      - Arie Scope, GM, Israel
      - Aysin Argüden, HR Director, MEA
      - Gordon Frazer, GM, South Africa
      - Haluk Maga, GM, Turkey
      - Karim Bennoussi, GM, North Africa
      - Mohammed Kaleeb, Reg. Dir., Middle East
        - Abdullatif Al Mulla, GM, South Gulf
        - Ali Dalloul, GM, North Gulf
        - Bilal Sununu, GM, Saudi Arabia
        - Charbel Fakhoury, GM, Eastern Mediterranean
        - Karim Ramadan, GM, Egypt
    - **Neil Holloway**, *VP, EMEA & Managing Dir. UK* — Responsible EMEA region sales, mktg., and services; oversees UK subsidiary.
      - **Kevin Dillon**, *VP, Customer Advocacy & Programs* — Leads customer and partner experience initiatives within the EMEA region.
      - **Laurent Delaporte**, *VP, Small & Mid Market Solutions & Partners* — Europe, Middle East, and Africa region sales & mktg targeting small/medium orgs.
      - **Pete Hayes**, *VP, EMEA Public Sector* — Gov't and education sales & services efforts for Europe, Middle East and Africa region.
        - Willie Williamson, Mngng. Dir., Gov't Vertical Sol. Unit
        - Scott Suhy, Dir., Gov't Bus. Dev.
      - Alistair Baker, Grp. Dir., Small & Mid-Market Sol.
      - Christine Betts, GM, Cust. Service & Support
      - Gordon Smillie, Grp. Dir., Enterprise and Ptrs
      - Guenter Weimer, GM, Enter. & Part. Grp. EMEA
      - John Mangelaars, GM, Information Worker
      - Mark Greatorex, Dir., Dev. & Platform Evang
      - Michael Hartmann, Dir., Win. Client Bus. Group
      - Natalie Ayres, Sr. Dir., Competitive Engagements, EMEA
      - Nick Barley, Dir., Bus. Mktg. Officer
      - Stephen Harvey, Dir., People & Culture
    - **Jan Muehlfeit**, *VP, Eastern Europe* — Oversees Microsoft business in 28 Eastern European countries.
      - Chris Tsangos, GM, Greece
      - Francis McCosker, GM, Sales, Mktg & Services
      - Goran Radman, GM, Adriatics
        - Jaka Stele, GM, Slovenia
      - Jiri Devat, GM, Czech Republic & Slovakia
        - Robert Simoncic, GM, Slovakia
      - Olga Dergunova, GM, Russia
      - Peter Vityi, GM, Hungary
      - Silviu Hotaran, GM, Romania
        - Teodor Milev, GM, Bulgaria
      - Tomasz Bochenek, GM, Poland
      - Torben Andersen, GM, Baltic
    - **Jens Moberg**, *VP, Central & Southern Europe* — Regional responsibility for subsidiaries in Central and Southern Europe.
      - Alex Stueger, GM, Switzerland
      - Andreas Ebert, GM, Austria
      - Bruno Segers, GM, Belgium & Luxembourg
      - Joao Paulo Girbal, GM, Portugal
      - Mauro Meanti, GM, Italy
      - Michel Van der Bel, GM, Netherlands
      - Rosa Maria Garcia, GM, Spain
    - **Jürgen Gallmann**, *VP, EMEA & GM Germany* — Day to day running, strategy, and vision for the German subsidiary.
      - Carsten Wreth, Dir., Srvcs. Delivery
      - Walter Seemayer, Dir., Dev. Platform Evangelism
      - Wolfgang Ebermann, Dir., SMS&P, Germany
    - **Klaus Andersen**, *VP, Northern Europe* — Oversees subsidiaries in Denmark, Sweden, Norway, Finland, and Ireland.
      - Birger Steen, GM, Norway
      - Joe Macri, GM, Ireland
      - Martti Mehtala, GM, Finland
      - Niels Soelberg, Reg. Dir., Services
      - Simon Brown, GM, Sweden
    - **Patrick de Smedt**, *Chairman Microsoft EMEA* — Engages supranational organizations & gov'ts in Europe, Middle East and Africa (EMEA).
    - **Umberto Paolucci**, *VP & Sr. Chairman EMEA* — Engages high-level corporate & gov't leaders Europe, Middle East, and Africa (EMEA).
    - Philippe Dumont, GM, Bus. Ops. EMEA
    - Wilfried Grommen, GM, EMEA Bus. Strategy
  - **Sanjay Mirchandani**, *Reg. VP, APAC Region* — Australia & NZ, Korea, India, Malaysia, Philippines, Singapore, Thailand, Indonesia, and Vietnam
    - **Chris Atkinson**, *VP, Sales & Mktg* — All sales & mktg. functions within the Asia Pacific & Greater China regions.
      - Colin Png, Dir., Dev. & Platform Evang
      - Natasha Kwan, GM, Cust. Ptr. Experience
      - Oliver Roll, GM, Mktg., Asia Pacific & Greater China
      - Peter Moore, CTO & GM of Technical Sales
      - Tit Meng Ang, Reg. Dir., Enterprise & Partner Grp.
      - Vahe Torossian, GM, Small, Mid Markets Solutions & Partners
    - Ahmed Chami, Reg. Dir., South-East Asia
      - Andrew McBean, GM, Thailand
      - Andy Zupsic, GM, Singapore
      - Kevin Hou, GM, Philippines
      - Ngo Phuc Cuong, GM, Vietnam
      - Tony Chen, GM, Indonesia
      - Wai Choon Butt, Mngng. Dir., Malaysia
    - Rajiv Kaul, GM, India
    - Steven Vamos, Reg. Dir., Australia & NZ
      - Ross Peat, GM, New Zealand
    - To-be-hired, GM, Korea
  - John Cairns, GM, Worldwide Sales Ops
    - Jeff Pratt, GM, Sales Incentives Mngmnt.
    - Joanne Harrell, GM, Comm., Ind. Relat., & M&A
      - Glenda Roberts, Dir., Acquisitions, Mergers & Joint Ventures
    - Kim Saunders, GM, WW Learning & Read
  - Mark Hill, GM, Business Strategy
  - **Mike Sinneck**, *VP, Worldwide Services* — Responsible for all professional services worldwide.
    - **John Wilkerson**, *VP, US Services* — Strategy and ops of U.S. field services including MS Consulting Services, Premier, and Alliance Support Services
      - Al Horowitz, GM, Public Sector Srvcs.
      - Bill Forsyth, GM of Srvcs., U.S. Fin. Srvcs
      - Brian Donaldson, GM, Business Execution
      - Gregg Harmon, GM, Business Ops
      - James Pinckney, GM, Services, South Reg
      - Kevin Allison, GM, U.S. Services
      - Matt Collins, GM, U.S. Field Support Svcs
      - Robert Lescano, GM, Srvcs - Central Region
      - Sharon Boland, GM, Srvcs. - West Region
      - Stephen Provost, GM, Services, East Region
      - Tom Jochim, GM, National Practices
    - **Lori Moore**, *VP, Glbl Prod. Sup. & Srvcs* — WW technical support services for all customers and partners
      - Denise Rundle, GM, Global Cons. Sup. PSS
      - Ed Benack, GM, Global Support Cntr.
      - Guido Haering, GM, Global Tech. Sup. Ctr., EMEA
      - Jennifer Ciolfi, Dir., Cust. Srvc & Sol Group
      - Kurt Samuelson, Dir., Global Srvc. Automation
      - Mike Adams, Dir., Performance Excellence
      - Mike Simms, GM, CSS Global Outsourcing
      - Neil Leslie, GM, Americas GTSC
        - Marlena Werder, GM, Plat. & Bus. App Tech. Sup
      - Walid Abu-Hadba, GM, Americas Gbl. Tech. Ctr.
    - **Ramon Demelbauer**, *VP, Services EMEA* — Responsible for consulting & support services for Europe, Middle East, and Africa.
      - Paul Van Haastrecht, GM, Services, EMEA
    - Amit Alok, GM, Services, Asia-Pacific and Greater China Region
    - Deepak Bharadwaj, GM, WW Srvcs. Knowledge Mngmnt.
    - Joe Austin, Chief Operating Officer
      - Todd Parsons, GM, Services IT
    - Jim Sargent, GM, Global Partner Ops.
    - Kim Foster, Business Dir. & Chief of Staff
    - Nick Lucasi, GM, Services, Latin Am.
    - Sanjay Advani, Dir., Global Learning Srvc
    - Shahla Aly, GM, WW Srvcs. Strat. & Planning
  - **Rodrigo Costa**, *VP, OEM* — Licensing of desktop OSs and other products to PC and device manufacturers
    - **Philip Swain**, *VP, Device Solution Sales* — Sales and business development targeting OEMs and device manufacturers.
      - Eddie Wu, Sr. Dir., Embedded Systems
      - Fran Dougherty, Dir., Strategic Partnerships
      - James DeBragga, Dir., WW Breadth Ecosystem & Sales
    - Carl Sittig, GM, OEM Americas
    - Diane D'Arcangelo, GM, OEM Policy & Programs
    - Joe Williams, GM, OEM Asia
    - John Kalkman, Dir., Embedded WW Eng
    - Kurt Kolb, GM., Bus. Strategy & Mngmnt.
    - Mark Chestnut, GM, OEM Mktg
    - Mike Oldham, GM, Multinational OEMs
    - Rick Wong, GM, Multinational OEMs
    - Thomas Bauer, GM, OEM EMEA
  - Alain Crozier, CFO, SMSG
  - Alex Huang, Reg. Dir., Greater China
    - Eunice Chiou, GM, Taiwan
    - Jun Tang, GM, People's Republic of China
    - Mark Phibbs, GM, Hong Kong
      - Robbie Wright, Bus. Mktg. Officer, Hong Kong

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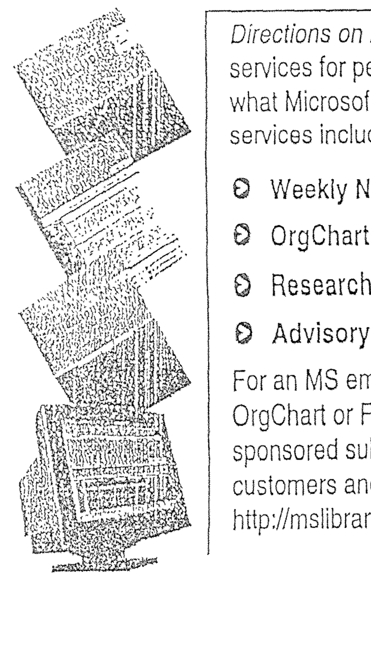

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