

PERFORMANCE APPRAISAL FOR

STEVEN A. ZECOLA
VICE PRESIDENT
PARTNER MARKETING

JUNE 2, 1989 - JUNE 3, 1990

Steve Zecola has been Vice President of MCI's Partner Marketing organization for the past year reporting to MCI's Executive Vice President of Sales and Marketing. This is a full general management position with responsibility for over 200 individuals; over \$500M in revenue; product development management; relationship management with a wide variety of both external to MCI and internal organizations; and development and implementation of complex, important alternate sales channel strategies for MCI spanning all three of MCI's principal business segments. By any measure, Steve has done an outstanding job. The balance of this section describes Steve's principal tasks/objectives and accomplishments in each area during the past year.

OBJECTIVES:

1. Meeting Revenue Targets: CONSISTENTLY EXCEEDED

- Will deliver \$657M in 1990 revenue which is \$197M and 43% over 1989 results.
- Year end 1990 run rate will be \$730M compared to \$525M in 1989.

2. Manage Costs: CONSISTENTLY EXCEEDED

- Has met or bettered cost targets.
- Excellent cost management with strong individual program based analyses to support incremental investment decisions.

3. Conclude New, Productive Partner Programs: CONSISTENTLY EXCEEDED

- Signed five new partners in past year.
- Signed Citibank management - a particularly significant deal with largest VISA user.
- Making excellent progress in revitalizing Amex relationship.
- Recognized that some programs needed reorientation and took necessary steps.