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Date: Tue May 30, 1989 4:29 pm EDT
From: Kevin Sharer / MCIC

TO: Gerald H. Taylor / MCI-MIDATL-PRES
TO: Ronald E. Spears / MCIT Midwest Region
TO: Nathan Kantor / MCI Northeast
TO: Ted Trimmer / MCIT Pacific
TO: Jonathan Crane / MCIT Southeast
TO: Carleton A. Brown / MCIT Southwest Regio
TO: Tom Wynne / MCIT West Region
CC: John H. Zimmerman / MCIC
CC: * Steven A Zecola / MCIT
CC: Bert C Roberts / MCIC
Subject: Steve Zecola

Steve Zecola was recently promoted to Vice President of Partner Marketing. There is usually concern in most organizations of which I have been a member that headquarters staffs are too top heavy, so I decided to share my logic with you about adding another Vice President to my staff.

First, this addition still keeps the number of marketing staff Vice President's to one less than what existed two months ago. More importantly, the job scope and magnitude is clearly consistent with line jobs in the field, e.g. \$300 in revenue, p+l responsibility, revenue growing 50%/yr; complex and varied large account management, complex dealmaking, large number of people to manage in partner marketing operations, divisional interaction, etc. We are assessing where the partner back office operations could best be managed, but the current viewpoint is that partner needs are sufficiently unique that molding this response group into a generic customer service operation would not make sense.

Steve has earned a shot at a significant line job. He has done an excellent job in a variety of important and complex jobs here over the last six years which tested him in every leadership and managerial area with the exception of managing large groups of people with a heavy operations focus. I strongly believe in developing people through challenging assignments, and this one is a good fit with both Steve's capabilities and development goals.

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