

To: Bour, Alexis [REDACTED]
Cc: Franzen, Fabrice [REDACTED]
From: Massone, Vittorio [/O=BAIN/OU=EXCHGLOBALSERVICES/CN=RECIPIENTS/CN=09VMA]
Sent: Mon 4/13/2015 11:08:05 AM (UTC)
Subject: Re: Update from meeting with Jonas

Thank you Alexis

I think Fabrice would be the best to deliver the presentation

Any news on the procurement side? Was the meeting last friday?

Thank you

V

From: Bour, Alexis
Sent: Monday, April 13, 2015 10:36 AM GMT Standard Time
To: Massone, Vittorio
Subject: FW: Update from meeting with Jonas

FYI Vittorio, I checked our respective availabilities for April 28th presentation:

- You are at WWPM
- Fabrice is on vacation but "will do it if we do not have a choice"
- Neville is available
- I am on vacation in a remote location on the Eastern coast with the whole family that week. I would have to cancel the whole trip.

Thank you,
Alexis

From: Massone, Vittorio
Sent: Thursday, April 09, 2015 5:29 PM
To: Bour, Alexis; Franzen, Fabrice; Eisenberg, Neville
Subject: Re: Update from meeting with Jonas

Excellent, well done Alexis!

Please ask Sharlene to freeze the relevant dates in our diaries

They're also trying to organize a 1-1 with the Commissioner

Thank you

V

From: Bour, Alexis
Sent: Thursday, April 09, 2015 04:22 PM GMT Standard Time
To: Massone, Vittorio; Franzen, Fabrice; Eisenberg, Neville
Subject: Update from meeting with Jonas

Dear all, please find below update from meeting with Jonas:

Procurement process:

- Procurement meeting will only happen next week as several people are out of the country (should happen Mon, Tue, or Wed)
- Jonas does not anticipate any issue. He said "there is one person that is making some noise but he is not even a voting member". They have had legal advice that it is ok to go through without an rfp.
- He said we should be "ready to run" when the decision is made. When I asked about when we should be

prepared to start he wobbled a bit, then said all should be closed before end of April, and possibly by end of next week, so "possible start on April 20th"...

Advisory Board and Minister update :

- The Advisory Committee's first priority is to deal with the rogue unit issue
- In the next meeting on April 28th, Bain should present the diagnostic, operating model principles and plan (Gartner will present as well)
- He is aligned that we should send detailed documents beforehand ("these people like to read") but do a much shorter presentation on June 28th (location of the meeting will be confirmed closer to the date)
- They will ask the Advisory Committee to what extent they want to be involved in the organization structure design (he said they would probably not be involved as they do not know the business and it is more important that they agree on the principles)
- As a next step we will need to prepare a presentation for the Minister

Organisation structure and transition process

- The organization structure should not change but groupings should be considered to reduce number of direct reports to the commissioner. He said that in any case we (specifically you Vittorio) would be part of these discussions.
- Their target is to announce the structure only in August. One of the main reasons is that they believe they can fill only 2-3 CO positions from inside. They are launching an executive search to identify external candidates
- Once the target organisation is announced they want a transition process that is as short as possible (in line with the transition principles that we shared with them)

Best regards,

Alexis

Alexis Bour

Principal

Bain & Company | [REDACTED]

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