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**From:** Oliver Esslinger [REDACTED]  
**Sent:** 1/22/2013 3:46:35 PM  
**To:** Benjamin Pace [REDACTED]; Haig Ariyan [REDACTED]; Chip Packard [REDACTED]  
**CC:** Philipp Hecker [REDACTED]  
**Subject:** KCP - Americas desk staffing [C]  
**Attachments:** KCP headcount\_template Americas.xlsx; pic18799.gif; pic29442.gif

Classification: Confidential

Ben/Chip/Haig:

As discussed please find revised spreadsheet for your review and approval. Upon approval I'd like to ask Ben to submit to Dario for global input including view on BMCD positioning (currently listed as optional).

(See attached file: KCP headcount\_template Americas.xlsx)

PS: Chip, Haig please also opine on any need to replace potential candidates Tazia, Luis and Joe in MCG/Cap Mkts areas (column H)

Kind regards

Oliver

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