
From: Steven Sinofsky <[REDACTED]>
Sent: Thursday, March 21, 2013 1:03 PM
To: Jeffrey Epstein
Subject: Fwd: Follow-Up

This is also me proposing stuff.

President level is what JK was before last week.

Begin forwarded message:

From: "KC (Sunshine) Kim" <[REDACTED]> >
Date: March 21, 2013, 9:00:08 AM EDT
To: 'Steven Sinofsky' <[REDACTED]> >
Cc: 'Reynold Lewke' <[REDACTED]> >
Subject: Follow-Up

Dear Seung

I really enjoyed our discussion this past Monday. Hope you had a pleasant return trip to Seattle.

I do want to confirm that we want to discuss with you about a role that is described at a high level per below.

Title: Chief Software Officer (President level)

- Formulate SW strategy and lead SW Center (as the manager above JD Choi, Kilsu Eo, etc)
- Lead or find a leader for current SW Center in US (~200 that includes UX Center)
- Advisory role for all divisions' SW organization and MSC (WP Hong's organization)
- After initial soft landing, build new teams to tackle disruptive technology/product/service development

Location: Flexible – Silicon Valley as a main base, but can discuss new outlying location. Will need to travel to Korea frequently (perhaps once every other months).

So, what does this CSO really mean? I think we are open to brain storming.

Here are some thoughts as possible roles.

- Lead a newly created partnership organization that will be the primary point of contact with respect to major partners (i.e. Google, Microsoft, Intel (as in Tizen), Facebook, Twitter, etc.)
- Revisit the mission and strategy of SW Center (some may need to be shifted to the divisions, etc.)
- Re-prioritize resource of SW Center that will create a superior shared-service organization

We could even work creative solutions...

For you to live in Japan while traveling to Korea during week days when there is a need for an extended period of visit. (i.e. more than two weeks).

I think Seattle or Bellevue based development center has been in discussion for a while. This could be added as part of this role.

According to Kevin Won, the top management is open to allowing you to tackle new projects (i.e. new surface, forking Android) and willing to commit resources. Yet, as I mentioned, perhaps there are other areas that may need higher priority. Perhaps SW teams in WP Hong's organization need real boost of leadership in enhancing service delivery and/or service platform.

Kevin is open to a next level of discussion where these ideas could be discussed. So, I would like to propose a brainstorming session between you, Reynold and me in the next coming weeks. How is your calendar looking during the week of April 7TH? We can meet you either in Boston, Silicon Valley, or Seattle.

I would like to put more context on what this CSO could be attractive for you so that I can bring them to Kevin. The next step thereafter would probably require another visit to Korea to gain mutual understanding and possibly a meeting with the likes of GS Choi and JY Lee. (no promises there as of today)

I do appreciate your sensitivity towards conflicting agenda that may arise. In any large corporation, that is somewhat expected. But, this "C" level title will come with major support from those who are currently above JK Shin.

K.C. (Sunshine <<http://sixbluepetals.files.wordpress.com/2009/11/sunshine.jpg>>) Kim

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