

From: CEO Communique
Sent: Tuesday, April 03, 2007 4:15 PM
To: CEO Communique
Subject: Xerox Names Ursula Burns President

Communiqué

4/3/07

#3

To Xerox People:

Earlier this morning the Xerox Board of Directors met to approve several organizational changes - - changes that are important to the future direction of our company. I wanted you to hear the news immediately and directly.

Effective today, Ursula Burns is appointed President of Xerox and a member of the Board of Directors. At the same time, the Board elected Larry Zimmerman and Jim Firestone to Executive Vice Presidents in recognition of their enormous contributions to the Xerox turnaround and their critical roles going forward in the execution of our growth strategy.

We are also announcing several other organizational changes. You can read all about them in a [Today At Xerox](#) that will be posted on the WebBoard.

I'm thrilled with the changes and particularly pleased that Ursula has assumed the Presidency of Xerox. Hollywood couldn't have written a better script. As many of you know, she joined Xerox as a mechanical engineering summer intern in 1980. The attraction between Xerox and Ursula was immediate and long lasting.

During her 27 year career, she has held positions in product development and planning, manufacturing and supply chain operations. She has led numerous business teams including the office color and fax business and office network copying business. She has championed Lean Six Sigma and done a stint in the Office of the Chairman.

Ursula has arrived at her new role the old-fashioned way - - she has earned it. I've had the great privilege of witnessing her contributions to the Xerox turnaround up close and personal over the past several years. She has demonstrated inspirational leadership, tough-minded tenacity, admirable loyalty to Xerox and an unswerving commitment to our values.

Today we offer the broadest portfolio of document management systems and software in our industry. That progress happened on Ursula's watch. She drove a technology strategy that launched more than 100 products in the past three

years. At the same time, she led activities that strengthened our business model, boosted productivity and helped make us more efficient, competitive and profitable.

Assuming the role of President is the logical next step for Ursula and Xerox. She brings a wealth of deep knowledge and experience to the role of President, where she will work closely with me and our leadership team to accelerate our growth strategy.

I know you will join me in congratulating Ursula on this important milestone and that you will give her the same level of support and commitment you gave me when I was appointed President back in 2000.

I look forward to working with Ursula and the leadership team in the future. I am not signaling my near-term retirement -- on the contrary, this new structure will enable me to focus more and more attention on customer engagement and revenue growth.

I'm privileged to lead an extraordinary team of talented and motivated people. It's a leadership team that is battle-tested and ready to take on our remaining challenge - - revenue growth. There is no place on earth I would rather be than at the helm of Xerox. I plan to end my business career where I began it - - at this great company leading a wonderful team of people. Thanks for giving me that privilege and thanks for the support and commitment I know you will give to Ursula.

Sincerely,

Anne M. Mulcahy

Chairman & CEO