



For Internal Use Only

To: Ore Phillips
From: Kathleen McDowell
Subject: Issuer Working Group
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Director – Advisory Payments

This memo is written to document Ore Phillip's participation in managing the Issuer Working Group, which is a working group within the Payments Community of Interest and is responsible for leading business development, thought leadership and research of the payments needs of card issuers.

Ore is responsible for coordination of the activities of each aspect (Pursuits, Operations, Research and Thought Leadership) of the IWG which included the following contributions::

1. Pursuits
 - Redesigned the process and tools for tracking and reporting pursuits
 - Facilitated several pipeline discussions with IWG directors
 - Performed research to support and also facilitated discussions on IWG Pursuits Strategy
2. Operations
 - Facilitated monthly IWG meetings, helping set and drive the agenda and action items.
 - Identified available resources to meet IWG needs (e.g. finding resources to perform development of EMV placemat and discussion deck)
 - Articulated the structure and function of the IWG to leadership during IWG transition
3. Research/Thought Leadership
 - Prepaid Training Delivery: developed structure and content for prepaid training and subsequently delivered training.
 - Contributed Prepaid content to Issuer Hot Topics
 - Developed Prepaid placemat for use in client situations

Ore has consistently demonstrated the ability to lead others at various levels (the IWG pipeline involves working with directors on pursuit updates as well as gathering contributions from the wider group), the ability to drive effective communication between various individuals and teams, and the ability to drive client facing thought leadership content.

Ore is very proactive in his approach and requires little oversight. He usually comes to the table with suggestions on how to achieve the tasks at hand, rather than waiting for specific direction.

Ore has been an integral part of designing and developing the IWG including key suggestions on how to increase engagement of the team members.

Regards,
Kathleen McDowell
Director, Advisory