



KAISER PERMANENTE®
MEMORANDUM

November 6, 2006

TO: National Leadership Team; Regional Presidents; Executive Medical Directors; KP-IT Senior Leadership Team and Staff; KP HealthConnect National Leadership Team; and KFHP Executives

FROM: George C. Halvorson
Chairman and Chief Executive Officer,
Kaiser Foundation Health Plan/Hospitals, Inc.

RE: Cliff Dodd Resignation

Today, I have accepted the resignation of **Cliff Dodd**, Senior Vice President and Chief Information Officer for Kaiser Foundation Health Plan/Hospitals. Cliff has made numerous contributions to Kaiser Permanente since he joined our Program in January 2002. He was instrumental in putting together a functional IT project governance process, building a team of highly skilled professionals, and executing on hundreds of IT projects across the Program. He and Louise Liang, MD, Senior Vice President Quality and Clinical Systems Support, and Bruce Turkstra, Vice President and Program Director of KP HealthConnect™, and their teams have been responsible for implementing KP Health Connect the largest civilian automated medical record system in the country.

I will begin recruiting for a new Chief Information Officer immediately. I have appointed **Bruce Turkstra** as interim KP-IT CIO. Bruce will have full authority to act in this role while we conduct a search. His prior experience as the Chief Technology Officer for Merrill Lynch and Chief Information Officer of Anderson Worldwide and PricewaterhouseCoopers will serve us well as we continue the critical work in our technology organization. Please give him your full support.

Bruce's current role for KP HealthConnect will be divided in two key areas: the IT and business functions. The KP HealthConnect Business Area Partner role for IT will continue to be led by Robert Goldstein who will report jointly to Dr. Liang and Bruce in his new role. The business leadership role will be defined and a process to identify the appropriate person will be completed in 30 to 45 days.

Our IT agenda is critically important to our future success as a leader in the American health care system. We need our systems capability and infrastructure to perform at levels that will let us compete successfully with health care providers, health care systems and mega health plans that are investing heavily in their own systems capabilities.

To implement our strategy, we must execute our IT projects and operate our IT systems efficiently and with an extraordinary level of reliability. We need to leverage our investments and resources by implementing and operating consistently across regions and functions whenever possible. We need to coordinate, collaborate and share information across functions and across the Program. This collaboration will allow us to implement consistently and effectively and realize the benefits of our investment.

The thousands of individuals in our IT organization have successfully moved us forward towards a leadership position in the use of IT to transform health care. We will depend on our strong and capable systems team to build on our success and help realize the benefits of our investments.

Please join me in thanking Cliff and in supporting Bruce in his new role.