

**Please direct all
communications to:**

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January 8, 2020

Dear trustees, directors and GSO and AA Grapevine employees,

As previously announced, Greg T. will leave the position of General Manager effective February 1, 2021. The General Manager search committee continues its process to identify a qualified successor for the role. In the meantime, Stephanie L., Senior Director of Administration and Strategy, will serve as Interim General Manager, effective immediately.

For the past two years, Stephanie has worked closely with the General Manager and colleagues as an organizational leader at the GSO, with managerial oversight of human resources, technology services and operations. She has advised the GM on the strategic realignment of our business and services continuity during the acutely challenging months of the virus pandemic, the shutdown of the office and conversion to telework, the voluntary retirement program and subsequent hiring of new GSO staff, and now preparing us for safe reentry to the office in the new year and beyond.

With the leadership team and all our workers, she has also been integral in the completion of the NetSuite system, supporting office and board communications, and upgrading our member/customer service capacity to serve the Fellowship of Alcoholics Anonymous. We are confident in Stephanie's leadership abilities and experience.

As interim General Manager, Stephanie will have the same management and signing authority as the General Manager, but she will not serve as a member of the AAWS Board or a member of the General Service Conference. We look forward to supporting Stephanie in her interim role as we continue to carry the AA message.

Yours in service,



Beau B. [REDACTED]
Chair of A.A. World Services, Inc. Board of Directors