



April 5, 2010

Dear Colleagues and Friends,

Last summer, Tom Kaesemeyer informed the Gates Family Foundation Trustees of his intention to retire this coming July after 13 years of service as Executive Director at the Foundation. In the fall, the trustees initiated a search for his successor, which was concluded early this spring.

The criteria for Tom's successor included requisite personal skills, successful business and management experience, involvement in nonprofits and philanthropy, a record of collaboration and clear stature in the community.

We believe we have found that individual. The board is very pleased to announce that Thomas A. Gougeon has been appointed as President of the Gates Family Foundation, effective August 9, 2010. Tom's experience is broad, encompassing leadership in business, philanthropy, public service and nonprofits. For the last 10 years, he served as Principal and Chief Development Officer for Continuum Partners in Denver, with leadership roles in the Belmar development and the current transformation of Union Station into a multi-model transportation hub.

Previously, he was the Executive Director of the W. M. Berger Foundation, and CEO of the Stapleton Redevelopment Foundation. From 1983 to 1990, he served in the Office of the Mayor of the City and County of Denver with responsibilities in planning, capital construction, transportation and budget.

Tom's current community interests include the Denver Water Board (Commissioner), the Urban Land Conservancy, Stapleton Foundation for Sustainable Urban Communities, A+ Denver, and Denver Civic Ventures. Among his past roles, he served as chair of The Nature Conservancy board, and chair of the Volunteers for Outdoor Colorado board.

Tom earned an MA at Harvard in City and Regional Planning, and a BA in Economics, summa cum laude, at the University of Denver. He is married to Donna Middlebrooks.

In summary, we are delighted that Tom Gougeon has elected to join the Gates Family Foundation and are confident that he will continue the strong leadership tradition that the Foundation has enjoyed during Tom Kaesemeyer's tenure. Although Tom assumes leadership responsibilities in August, he has begun meeting with Tom Kaesemeyer and the foundation staff. We anticipate a smooth transition.

Sincerely,

A handwritten signature in black ink, appearing to read 'Charles G. Cannon', with a stylized flourish at the end.

Charles G. Cannon  
Chair, Gates Family Foundation