

Greater Minnesota Broadband Collaborative – Enventis
Easy Grants ID: 4866

Enventis Telecom, Inc. (Enventis) is a wholly-owned subsidiary of HickoryTech Corporation (NASDAQ: HTCO), a Mankato, Minnesota-based integrated communications provider. HickoryTech leverages more than 111 years of experience in providing communication solutions to business and residential customers. HickoryTech has approximately 455 employees with extensive experience in all aspects of telecommunications including engineering, technical support, billing, sales and executive leadership. Many HickoryTech and Enventis employees have cross-functional roles in providing service to multiple parts of the corporation. A team of more than 80 people including all levels of engineering, technical support, sales and executive management will be involved in supporting this initiative and the expanded network and services Enventis is proposing herein. This team will be led by the following individuals:

Greg Flanagan

Director of Business Development and Wholesale Services

Greg Flanagan is the Director of Business Development and Wholesale Services at Enventis. Greg has been with Enventis for ten years. Prior to joining Enventis, Greg held various product development and project management positions over a 13 year period with Electronic Data Systems. Greg holds a Bachelor of Science Degree in Mechanical Engineering from the University of Minnesota and is a graduate of the University of Minnesota Carlson School of Business, Minnesota Executive Program.

Greg will serve as Project Manager for the Greater Minnesota Broadband Collaborative.

Daniel Beddow

Director, Transport Services

Dan Beddow serves as the Director of Transport Services at Enventis. Dan has been with Enventis for 13 years. Prior to this role, he held various positions with Minnesota Power. Dan has over 17 years experience in network and transport services. Dan holds a Bachelor of Arts Degree in Computer Science, Mathematics, with graduate work in Master of Science, Computer Science.

Edward Proetz

Senior Systems Engineer

Ed Proetz has been a Senior Systems Engineer at Enventis for the past 11 years. Prior to joining Enventis, Ed held various positions with Minnesota Power for 21 years, with over 37 years of telecommunications experience. He graduated with a Bachelor of Applied Science Degree, Electronics Engineering Technology from the University of Minnesota.

Justin Grev

Outside Plant Manager

Justin Grev is an Outside Plant Manager with Hickory Tech. Justin has been with Hickory Tech for ten years. He holds a telecommunications degree from Minnesota West Community College.

Scott Walter

Director of Network Services – Consumer and Network Solutions Division

Scott Walter has been the Director of Network Services at Hickory Tech for the past four years. Prior to joining Hickory Tech, Scott served as Director of Engineering at Mediacom. Scott has over 16 year's technical experience.

HickoryTech Corporation's Executive Leadership Team

John Finke

Chief Executive Officer and President

John Finke serves as President and Chief Executive Officer of HickoryTech Corporation, and as a Director on the HickoryTech Board. Prior to this appointment in 2006, John served as Chief Operating Officer and Executive Vice President at HickoryTech. He has more than 20 years of experience in the telecommunications industry, and has been with HickoryTech since 1996. Prior to joining HickoryTech, he held numerous engineering and management positions with GTE Telephone Operations and Contel of Indiana. He holds a Master's Degree in Business Administration from Indiana Wesleyan University and a Bachelor of Science degree in Civil Engineering from the University of Missouri-Rolla.

David Christensen

Senior Vice President and Chief Financial Officer

David Christensen serves as Senior Vice President and Chief Financial Officer for HickoryTech Corporation and as the Secretary and Treasurer of the Company. David has served as CFO since 1989 and has more than 30 years of experience in the telecommunications industry. He began his career in 1975 with Peat, Marwick, Mitchell & Co. as a CPA. He joined HickoryTech in 1979 as its Controller. He has a Bachelor of Science Degree in Accounting from Southwest Minnesota State University and holds his CPA.

Damon Dutz

Corporate Vice President and President of Consumer and Network Solutions

Damon Dutz serves as a Vice President of HickoryTech Corporation and as President of HickoryTech's Consumer and Network Solutions Division. Prior to 2006, Damon served as Director of Operations at HickoryTech and has been with the Company since 2000. Prior to joining HickoryTech, he held numerous management positions with GTE Telephone Operations in Indiana and Illinois. He has more than 35 years of experience in the telecommunications industry.

Mary Jacobs

Corporate Vice President and Vice President of Human Resources

Mary Jacobs is Vice President of HickoryTech Corporation and Vice President of Human Resources. Mary has more than 25 years of experience in human resources and the telecommunications industry. Prior to joining HickoryTech in 1993, Mary served as Director of Human Resources for Pueringer Multifoods, a division of International Multifoods, and Director of Human Resources for Contel Corporation, a telecommunications provider. Ms. Jacobs holds a Master's Degree in Business Administration from the University of St. Thomas and a Bachelor of Science Degree in Business Administration from Lindenwood College.

John Morton

Corporate Vice President and President of Business Solutions

John Morton serves as Vice President of HickoryTech Corporation and as President of HickoryTech's Business Solutions Division. John joined HickoryTech in 2006 with more than 25 years of telecommunications and sales management experience. Previously, he worked as a national telecommunications sales consultant and spent 25 years with Verizon Communications, formerly GTE and Contel, in sales leadership roles including management responsibilities for a 28-state region.

Lane Nordquist

Corporate Vice President and President of Information Solutions

Lane Nordquist serves as a Vice President of HickoryTech Corporation and as President of HickoryTech's Information Solutions Division. Lane has more than 30 years of experience in information technology and finance. Prior to joining HickoryTech in 2000, he was Vice President and Chief Information Officer at Select Comfort Corporation. He also held several information technology and finance positions at Northwest Airlines and Fingerhut Corporation. Lane holds a Master's Degree in Business Administration and a Bachelor of Science Degree from the University of Minnesota.

Walt Prah

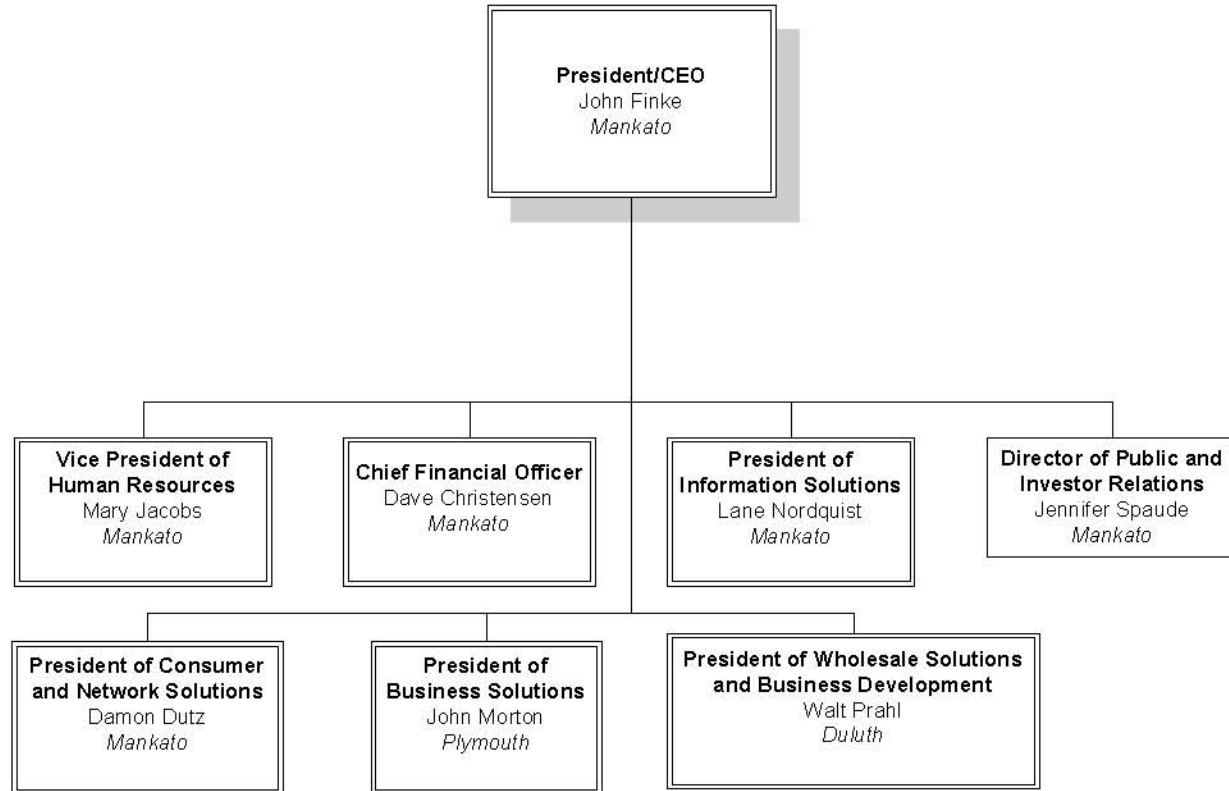
Corporate Vice President and President of Wholesale Solutions and Business Development

Walt Prah serves as Vice President of HickoryTech Corporation and as President of HickoryTech's Wholesale Solutions and Business Development Division. Prior to joining HickoryTech in 2005, he served as Chief Operating Officer of Eventis Telecom. Prior to this role, he held various leadership positions with ALLETE and its subsidiary Minnesota Power. Walt has more than 30 years of telecommunications industry experience. He is a graduate of the University of Minnesota Carlson School of Business, Minnesota Executive Program and holds a degree in Electronic Engineering Technology.

Jennifer Spaude

Director of Public and Investor Relations

Jennifer Spaude serves as Director of Public and Investor Relations for HickoryTech Corporation. Prior to 2006, she served as Sr. Product Manager of Broadband Services and has been with HickoryTech since 1998. Before joining HickoryTech, Jennifer held a position in marketing with Taylor Corporation, a worldwide niche market printer. Ms. Spaude has a Bachelor of Science Degree in Mass Communications with a concentration in Public Relations from Minnesota State University, Mankato.



2 Pages

Withheld in their entirety
pursuant to FOIA Exemption 4
(5 U.S.C. § 552 (b)(4))

Daniel J. Beddow

Education

University of Minnesota - Duluth

Bachelor of Arts, Computer Science - May, 1984. Concentration: System Software.

Bachelor of Arts, Mathematics - May, 1984. Concentration: Abstract Algebra, including data security and compression algorithms.

Economics Minor - May, 1984. Concentration: Natural resources.

Graduated with honors (cum laude). GPA 3.65 on 4.0 scale.

Graduate work in Master of Science, Computer Science. All course work has been completed. Emphasis of course work on system and network software including courses in operating systems, network software, data security, compiler design, database management systems, VLSI hardware design, and statistical modeling. GPA 4.0 on 4.0 scale.

Related Work Experience

Director, Transport Services, Enventis Telecom, subsidiary of HickoryTech, July 2007 – Present. Currently manage department that is responsible for the engineering and operations of a regional transport network providing DWDM, SONET/TDM, Carrier Ethernet and IP services. Duties include; strategic and long term planning, technology planning, product development, execution of strategic tactics, and oversee day-to-day operations of optical engineering, data engineering and provisioning staff.

Director, Network Services, Enventis Telecom, subsidiary of Minnesota Power, July 2002 – July 2007. Managed a department that engineered, designed and supported a state wide MPLS network providing private VPN and public IP transit services. Duties include; strategic and long term planning, technology planning, product development, project management, execution of strategic tactics, strategic alliance development, and oversee day-to-day operations of data engineering staff.

Manager, Data Services, MPTelecom, subsidiary of Minnesota Power, November 1997 – July 2002. Duties include; strategic and long term planning, business development, product development, execution of strategic tactics, strategic alliance development, and oversee day-to-day operations of marketing and technical staff.

Supervisor, Networks & System Software, Information Technology & Services, Minnesota Power, June 1993 – July 2000. Duties include; development of long term planning and direction of Information Technology and Services group, act as ITS liaison for operating units, coordinates day-to-day efforts between the systems/network group and other work groups, develops standards for local area networks, hardware platforms, operating systems, and software for micro/mini-computers, and implements standards associated with area of responsibility. Department is responsible for supporting 1000 PC's and UNIX workstations, 30+ UNIX and NT Servers, and 30+ LANs at 20+ sites across northern and central Minnesota. In addition, department is responsible for the installation and maintenance of 60 remote sites across the United States for Minnesota Power's subsidiary, Automotive Finance Corporation.

Engineer Programmer I - III, Real Time Applications, Minnesota Power, May 1984 - June 1993. Duties include; functional leader for Real Time Applications' systems/networks and database staff, systems/network/scada team leader on the Energy Management System Replacement Project, programming and system support of the XEROX 550 Real-Time System, PC and Unix support for Real Time Applications and the Rowe Energy Control Center, responsible for the design, performance, security, and administration of the Rowe Energy Control Center's Networks.

Engineer Aid, Telecommunications, Minnesota Power, May 1983 - May 1984. Duties included the programming, design, and support of engineering based applications and computer systems.

GREGORY T. FLANAGAN

Work Telephone (218) 740-6153

E-mail: gflanagan@eventis.com

PROFESSIONAL EXPERIENCE

4/00 – Current **Eventis (a HickoryTech Company), Duluth, MN**

4/03 – Current Director of Business Development and Carrier Relations

Responsible for establishment of a new wholesale telecommunications practice to support Minnesota based service providers and national telecommunications providers. Secured over \$100M in services. Duties include:

- Execution of a strategy to establish cross organizational relationships and identification of key decision makers in national accounts
- Research of wholesale market and establishment of wholesale pricing framework
- Oversight of deal formation for consultative sales engagements
- Lead service cost vs. price analysis on all new capital projects
- Service as primary point of contact for Master Service Agreement negotiations

4/00 – 3/03 Business Development / Sales Manager

Responsible for supervising direct sales force in the promotion of telecommunication services including internet bandwidth, T1 to OC48 capacity, fiber construction and asset sales of dark fiber. Duties consisted of assisting in the development of customer relationships, establishment of sales tactics, performing investment assessments for incremental and embedded capital use and contract management.

10/85 – 4/00 **Electronic Data Systems (EDS), Southeastern MI**

10/97 – 4/00 Program Sales Project Manager

Responsible for growth and coordination of information technology & consulting services in support of GM Powertrain's Engine, Transmission and Castings Global Operations. Led a core sales team which developed a strategic marketing & sales plan and marketed two new lines of business, those being Executive Information Systems and Virtual Manufacturing. Secured over \$6.7 M in services. Duties included:

- Tracking automotive industry direction
- Performing client current environment and EDS SWOT analysis
- Researching emerging technologies
- Identifying applicability to client's business plan
- Coordination and development of new service offering and internal delivery capabilities
- Establishing external relationship with partners
- Qualifying specific sales pursuits
- Packaging, negotiating and closing deals
- Client satisfaction

10/96 – 9/97 Senior Business Developer

Supported Client Executives and Sales Managers in the prospecting, packaging, and promotion of engineering services. Provided process discipline to drive strategic value and competitive selling methodologies within the organization. Secured over \$3.5M in new services.

1/94 – 9/96 Account Operations Manager

Led EDS Account Teams supporting several geographically dispersed GM North American Engineering Centers of Expertise. Accountable for account P&L, identifying and selling new business, defining contract terms, managing Statements of Work and associated financials of \$10M in annual revenue, coordinating EDS technical support, and establishing/improving customer relationships.

10/92 – 12/93 Technical Delivery Manager

Led 25-30 technical resources supporting PC's, workstations, LANs, and application development for the GM Engineering Crash Analysis and Test organization.

11/91 – 9/92 Systems Development Manager

Led 20-25 Systems Engineers, established/accounted for project financials and schedules, and ensured adherence to customer requirements for the GM Corporate Emissions Test System and Safety Test Data System application development projects.

3/89 – 10/92 Systems Engineering Supervisor

Defined, sold, staffed, and directed application development in support of the GM Safety Test Lab. This \$7M, multi-year project, referred to as the Safety Test Data System, included a broad spectrum of PC, workstation, and mainframe data processing and management systems.

3/87- 2/89 Project Leader

Performed application development, user training, and project leadership of PC based CAE Variation Simulation Modeling tool.

10/85 – 2/87 Engineering Systems Engineer

Supported study team investigations of CAD system hardware performance improvements, die build process for Stamping Plant Tool Rooms, and programmable logic controller software and hardware compatibility.

3/83 – 9/85 **General Dynamics/Electric Boat Division, Groton, CT**

9/84 – 9/85 Government Liaison Engineer

Provided technical support to the Navy and coordination of vendor organizations, including Lockheed Martin, General Electric and Westinghouse, for design and implementation of engineered systems.

3/83 – 8/84 Mechanical Engineer

Performed structural analysis, design coordination, drawing creation/revisions, and construction scheduling.

EDUCATION

2006 University of Minnesota, Carlson School of Business, Minnesota Executive Program

1996 EDS Manufacturing Enterprise Leadership Program

1987 EDS Engineering Systems Development Program

1982 University of Minnesota, Minneapolis, MN – BS in Mechanical Engineering

Justin M. Grev

• justin.grev@hickorytech.com

OUTSIDE PLANT MANAGER

Outside Plant Manager with 11-years successfully overseeing all aspects of telecommunication engineering, construction, and project budgeting for HickoryTech. Experience includes managing engineering, cable splicers, construction, and contractor crews in telecommunication design, improvements, repairs, and maintenance. Backed by strong credentials and a proven history of on-time, on-budget and high-quality project completions.

Key Skills

- Manage Construction Projects
- Manage Subcontractor Crews
- Site Safety/OSHA Compliance
- Contract Management
- Budgeting & Cost Controls
- Bidding/Estimating/Proposals

Employer Summary

HICKORYTECH (Mankato, MN) — Outside Plant Manager, 1/07 to Present

Manage 5 Engineers, 1 Mapping Admin, 11 Cable Splicers/Construction technicians in a two state region. Oversee all facets of outside plant telecommunication design, build, and maintenance. (Budgets ranging from 1M to 5M)

HICKORYTECH (Mankato, MN) — Installation Repair Supervisor, 1/05 to 1/07

Supervised 11 Business/Residential Installation Repair Technicians, and two Installation Contractors in the areas of PBX/Phone systems, POTs, DSL, and IPTV services. Budgets ranging from 700k -1M.

HICKORYTECH (Mankato, MN) — Construction Supervisor, 7/00 to 1/05

Supervised 14 Cable Splicing/Construction technicians and three construction contractors performing telecommunication work on a variety of new construction and existing facilities. (Budgets ranging from \$800K to \$2M).

Project Highlights

Mankato Overbuild (2007 to Present) • Budget: \$4M

Managing design and construction of a multiple cabinet overlay project. Retired large underground copper cable with fiber fed cabinets, reduced copper loop lengths to residential and commercial customers for deployment of IPTV.

Des Moines Fiber Network (2009 to Present) • Budgets: \$630K

Managing all phases of design and construction on a 10 mile urban fiber optic network expansion project.

Faribault Overbuild Phase II (2003) • Budgets: 500K

Managed construction of a multi-phased, new copper and fiber telecommunications network to offer POT's, DSL and Video.

ISD 77 Schools (2000) • Budget: \$300k

Managed construction and splicing of a 13 school fiber optic network.

Education & Certifications

Greater Mankato Leadership Institute: Nine Month Leadership Program (Mankato, MN) 2008

MINNESOTA WEST COMMUNITY COLLEGE (Jackson, MN) — **AS in Telecommunications**, 1999

Employer Association, Inc. (Minnesota) — **Supervisor I: The Basics**, 2000

Edward H. Proetz

Objective

To secure a position with a progressive organization that will allow me to fully utilize my Engineering and management skills.

Work Experience

Eventis, Duluth, MN

Senior Systems Engineer, January 2008 – Present

- Design, procure, and manage installation of fiber optic systems utilizing DWDM, ADM and other transport network equipment and technology.
- Manage contract review process to ensure company compliance and customers' needs are met.
- Participate in strategic planning and forecasting for Wholesale Services department.
- Maintain financial responsibility for assigned projects; assist internal departments in tracking and regulatory compliance.
- Generate project timelines and documentation for large customer and internal service implementations.
- Develop strategic planning for network design upgrades using newer technologies and equipment including ROADM technology and 10 and 40G wavelength DWDM equipment.

Eventis, Duluth, MN

Manager – New Product Development, December 2006 – January 2008

- Research new products to be developed and implemented in the corporate network.
- Maintain information base of new technologies for executive review and selection for implementation.
- Coordinate with department heads across the Corporation to develop and implement new product designs.
- Developed and coordinated the implementation of a company-wide Mid-Band Ethernet product.

Eventis, Duluth, MN

Senior Systems Engineer January 2001 – December 2006

- Developed network design and implementation of 2.5G DWDM system across network.
- Designed and implemented a distributed Digital Cross Connect system (DACs) for use across network.
- Designed and implemented a distributed SONET based non-blocking STS switching system that reduced the requirement for technician truck rolls and improved delivery of service to our customers.

MP Telecom, Duluth, MN

Systems Engineer January 1999 – January 2001

- Engineer and deploy SONET-based communication equipment in network.
- Worked on team to design and deploy OSS (Operational Support System) to maintain customer service records.

Computer Skills

- | | |
|---------------------|------------------------|
| • AutoCAD | • Microsoft PowerPoint |
| • Internet | • Microsoft Project |
| • Microsoft Access | • Microsoft Visio |
| • Microsoft Excel | • Microsoft Word |
| • Microsoft Outlook | |

Education

University of Minnesota – Duluth, MN

Bachelor of Applied Science, Electronics Engineering Technology

February 1995, GPA: 3.65/4.0 – cum laude

Activities

- Peace Church Council Member/Moderator
- Hunting, fishing and camping
- Little League Coach
- Cub Scouts Den Leader

References

References are available upon request.

Scott Walter

507-387-1744 W

Education

Wabasso Public High School
Wabasso, MN 56293

NCTI System Technician Course
February 1991

NCTI Advanced Technician Course
July 1995

Related Work Experience

HickoryTech Corporation, Mankato, MN
Director of Network Services – Consumer and Network Solutions Division
2006 to present

Responsible for the supervision, coordination, direction, and evaluation of activities in the Network Engineering, Network Technical Support, Central Office, Outside Plant and Engineering, Design and Mapping, and Budget Administration work groups. Serving as a resource to department staff by assigning and checking work, providing regular feedback and formal performance reviews, establishing goals, providing necessary training and participating in hiring decisions. Also serving as a resource and providing input for the Corporation's strategic planning process.

Mediacom, Des Moines, IA
Senior Director of Engineering-North Central Division, Sept. 2001-June 2006

Currently manage departments responsible for the deployment and maintenance of HSD, VOD, and Telephone services. Additional responsibilities include all aspects of Technical Operations for the Division, which is comprised of approximately 750,000 customers and 810 employees in the States of Minnesota, Iowa, South Dakota, Wisconsin and Illinois. I also manage a capital budget of approximately \$180M.

Mediacom, 1504 2nd St. SE, Waseca, MN
Director of Engineering- North Central Region, November 1999-September 2001

Responsibilities included all aspects of technical operations for a region comprised of 184,800 subscribers, 157 headends, and 4,600 plant miles throughout the states of Minnesota, Iowa, South Dakota, and Wisconsin. System sizes vary from classic, rural communities to Metropolitan areas in the western and southern suburbs of Minneapolis, MN. This task was accomplished by managing a staff of 227 employees and an annual capital budget of approximately \$43M.

Triax Cablevision, 1504 2nd St. SE, Waseca, MN
Regional Plant Manager, July 1996-November 1999 (Sold to Mediacom)

Responsibilities included all aspects of technical operations for a region comprised of 174,000 subscribers, 149 headends, and 4460 plant miles throughout the states of Minnesota, Iowa, South Dakota, Wisconsin, and Arizona. System sizes vary from rural communities to Metropolitan areas. This task was accomplished by managing a staff of 137 employees and an annual capital budget of approximately \$15M.

InterMedia 510 West Park Road, Redwood Falls, MN
Area Engineer, April 1994-July 1996 (Merged with Triax)

Responsible for technical operations in 41 franchises serving 27,000 subscribers from 26 headends. By managing a staff of 21 employees and an annual capital budget of approximately \$2M, the interconnection of many franchises and elimination of several headends was accomplished. Additional duties included ensuring compliance with all FCC rules and regulations.

InterMedia 510 West Park Road, Redwood Falls, MN
Chief Engineer, July 1992-April 1994 (promotion)

Responsible for the technical operations in 25 communities in Southwest Minnesota with direct supervision of 11 employees. Assisted in budget planning for the entire Redwood Falls area. Maintained inventory control for daily operations and capital projects. Ensured compliance of all FCC rules and regulations including performance testing.

Star Cablevision, 103 East 2nd St, Redwood Falls, MN
Chief Technician, June 1988-July 1992 (sold to InterMedia)

Responsible for the technical operations in 20 communities in Southwest Minnesota with direct supervision of 7 employees. Assisted in budget planning for the entire area, maintained inventory control for daily operations and capital projects, and ensured compliance of all FCC rules and regulations.

North American Cable Systems, 103 East 2nd St, Redwood Falls, MN
Service Technician, July 1986-June 1988 (sold to Star Cablevision)

Responsible for installations, field customer service, and plant maintenance in 8 communities in Southwest Minnesota.

Todd Communications, 103 East 2nd St, Redwood Falls, MN 56283
Installer Technician, July 1984-July 1986 (sold to North American Cable)

Assisted in the construction of cable systems in and around Redwood Falls. Performed installations and customer service in 4 communities.

Other Related Activities

Member SCTE 1987 to 2006

SCTE-Director at Large
North Country Chapter
1998-2000

Finance Council/Trustee – St. Ann Catholic Church – 2000 to 2010

References provided upon request.

Broadband Technology Opportunities Program



Waiver Request

EGID: 4866

Project Category: BTOP

Applicant Name: Enventis Telecom, Inc.

Date: 3/26/10

Project Title: Greater Minnesota Broadband Collaborative

Contact Name: Greg Flanagan

Email Address: gflanagan@enventis.com

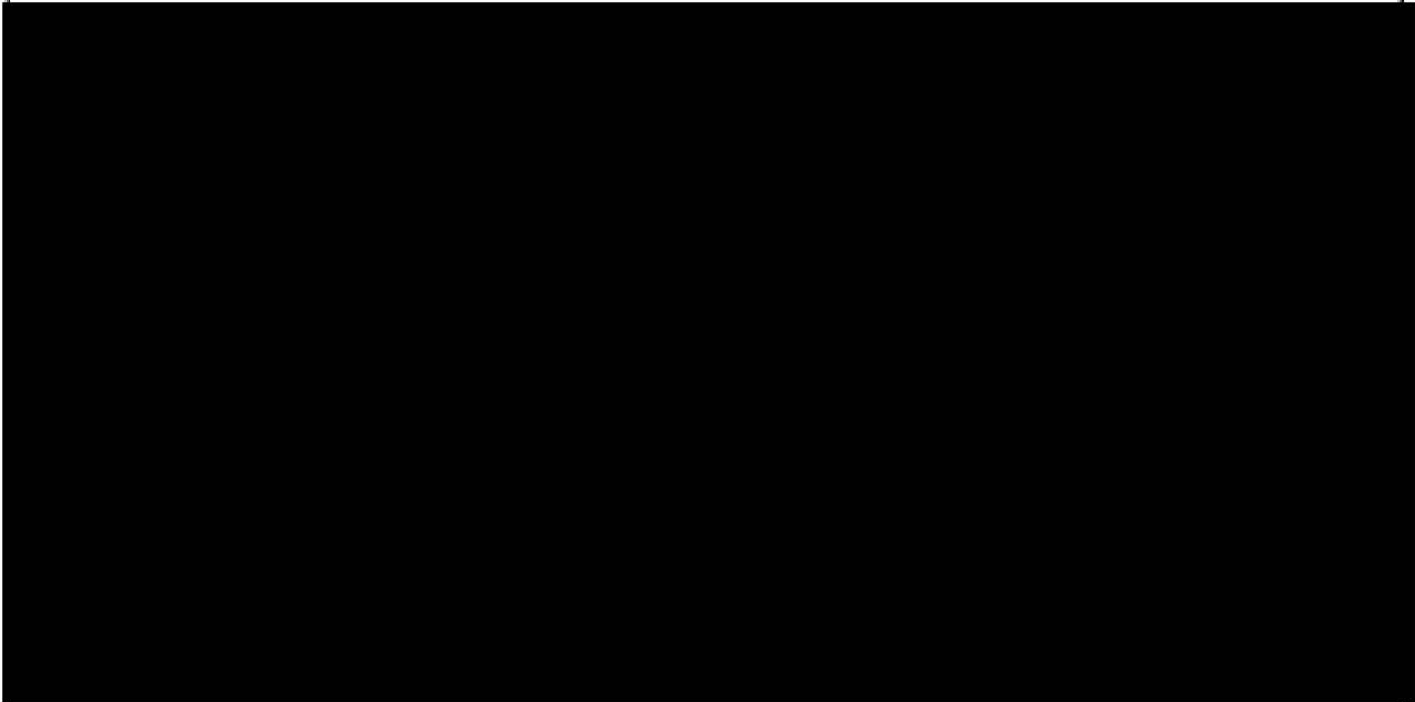
Phone No.: 218-740-6153

Type of Waiver Requested (*check one*):

- Matching (pursuant to NOFA Section V.C.2.)
- Last Mile Coverage (pursuant to NOFA Section V.C.3.c.ii.)
- Sale or Lease of Assets (pursuant to NOFA Section IX.C.2.b)
- Buy American (pursuant to NOFA Section X.Q)
- General Provision (pursuant to NOFA Section X.N)

Summary of Waiver Request

(In the space below please provide a detailed explanation of the waiver request, including all information requested in the corresponding NOFA Section and Grant Guidance.)



Attached Documents

(If applicable, indicate all attached supporting documentation)