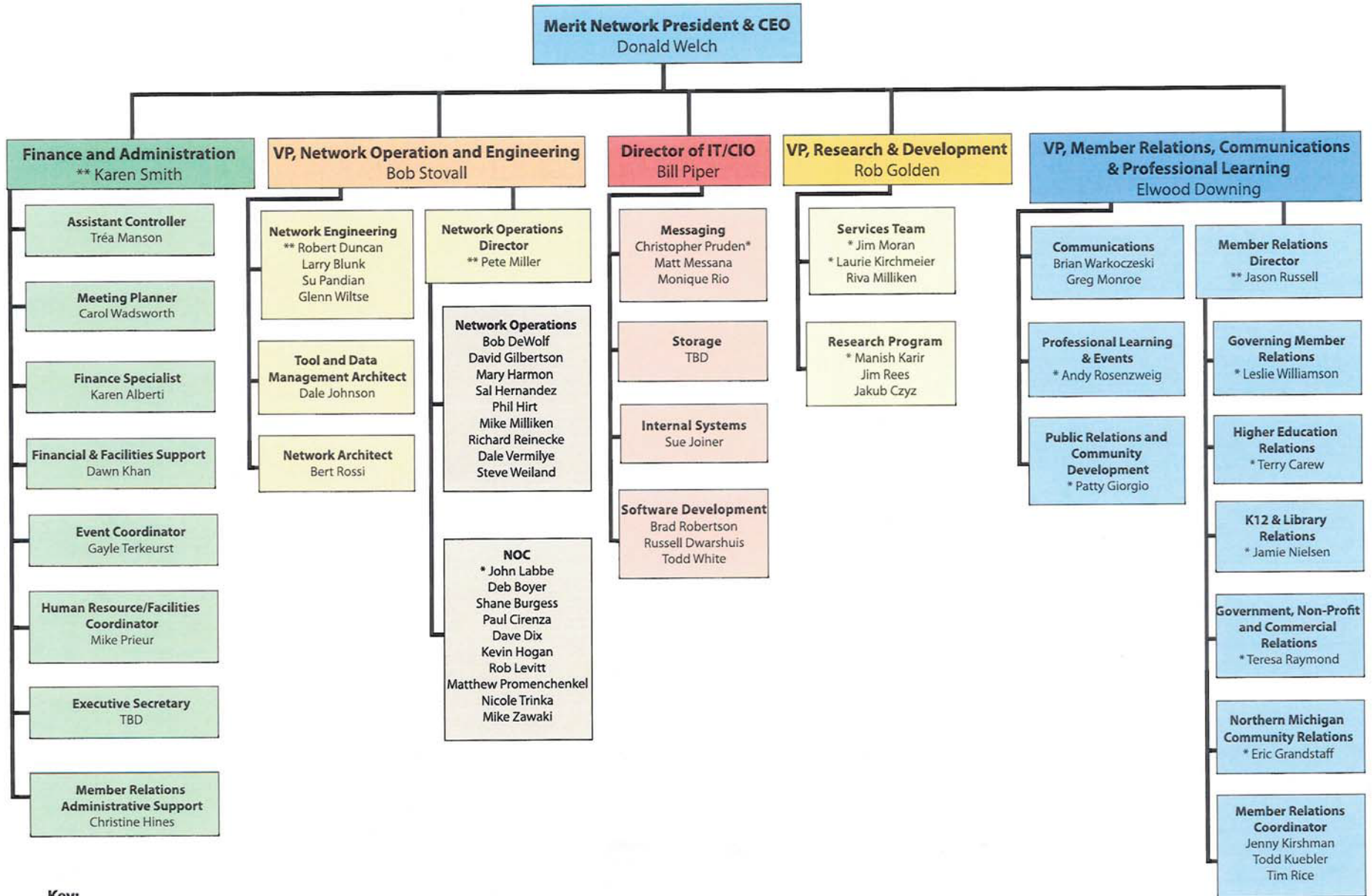




# Merit Network Organizational Chart



**Key:**  
 \*\* Director  
 \* Manager

The management and project team members whose resumes are provided on the following pages comprise an experienced and highly capable group with the skills necessary to accomplish the goals of the project. Together the team has over 75 working years of experience at Merit and over 225 working years of professional experience, most in networking organizations.

Merit's sub-recipient partners' resumes are also provided on the following pages, outlining their experience in the for-profit telecommunications and service provider industries. Together with Merit, they provide a strong statement of business experience and large-scale project implementation for their organizations, and are a key asset to the success of the REACH-3MC II project.

Some recent accomplishments of Merit's management team include:

**Transition to Merit-owned fiber backbone: 2004-present**

- Have recognized significant financial savings and bandwidth increases by continuously replacing leased links with owned fiber
- Currently manage 1600 miles of fiber links

**10G backbone router upgrade: 2008-2009**

- Refreshes backbone equipment on regular upgrade schedule
- Implemented Bidirectional Forwarding Detection (BFD) Protocol throughout backbone to improve fault detection

**Merit Blue Line Fiber build: 2005-2009**

- Over 500 miles on 17-segment fiber backbone
- Owned fiber, operated and managed by Merit
- Connects Merit's governing member institutions in the Lower Peninsula
- Awarded and have since repaid a \$4,204,000 loan by the Michigan Strategic Fund

**Hillsdale and Alpena Fiber Network Projects: 2005-2008**

- Merit management and Member Relations staff worked closely with community organizations to plan and deploy fiber networks in these two regions
- Employed strategies to help organizations collaborate toward shared networks of mutual benefit

**Wireless Link across Canada-U.S. border: 2008**

- Established link across border at Sault Ste. Marie, MI, between Merit and ORION, the optical network in Ontario
- Provided backup path useful to both Merit and ORION

**Fiber-optic link established to Toledo, OH: 2008**

- Fiber link established to OSCnet, Ohio's research and education network
- Provides Merit with second link to Internet2 via connection
- Provides OSCnet with link from Toledo to Chicago



**Upper Peninsula Fiber builds: 2007**

- Cooperative partnership with providers in Upper Peninsula to connect Merit's governing Member universities in the U.P.
- Includes Merit's first fiber link over the Mackinac Bridge, providing both path redundancy and shorter round-trip distances

**ARRA Broadband Stimulus Grant (Round I): 2009-2010**

- Prepared and received award of \$33.3 million to construct 955 miles of fiber in the Lower Peninsula of Michigan
- Lead applicant, and partnered with 4 other for-profit organizations

**Upgraded Fiber-optic Link to Internet2 Backbone: 2010**

- Provides Merit with 2<sup>nd</sup> 10Gbps attachment to Chicago

**Fiber-optic link established to Macomb Community College: 2009**

- Established 50+ mile fiber connection from Oakland University to Macomb Community College, and continuing on to St. Clair, MI
- Established 1G bps network access point for entities at Macomb Community College's University Center to connect back to their main campuses across the state

## **Donald J. Welch, President and CEO, Merit Network**

### **Experience**

Merit Network, Inc; Ann Arbor, MI 2006-Present

- President and Chief Executive Officer 2006-Present
- Director, Michigan Information Technology Center 2006-Present
- Advisory Council Member, Internet2 External Relations Council 2009-Present

H-E-B; San Antonio, TX 2004-2006

- Director, Enterprise Technology (CTO) and Merchandising Applications 2006

U.S. Army; West Point 1998-2004

- Chief Information Officer, Academic Division 2000-2004
- Director, Information Technology Teaching Program 1999-2000
- Director, Computer Support and Software Engineering Professor 1998-1999
- Graduate Fellowship, University of Maryland 1995-1998

U.S. Army; Ft. Bragg 1993-1995

- Chief, Software Engineering, Delta Force

U.S. Army 1979-1991

- Various leadership roles in infantry, human resources, and information technology

Don Welch is the President and CEO of Merit Network, Inc. where he is responsible for strategically leading Merit to serve a large community with advanced network-based services. Under Don's leadership, Merit has completed two major, successful fiber builds: the Blue Line fiber build, a 500-mile link that connects many points in Michigan's Lower Peninsula; and a collaborative project in which Merit partnered with OARNET in Ohio to construct fiber from Michigan to Toledo. He also led Merit through the successful purchase of fiber in the Upper Peninsula. Don will have executive authority for Merit's activities under this project.

Prior to his arrival at Merit, Don was the Director of Enterprise Technology (CTO) and Merchandising Applications at H-E-B. While there, Don was responsible for delivering all merchandising projects (\$7MM per year), mapping the application strategy to the business strategy, and bringing a diverse internal and external team of business analysts, project managers, and technical staff together to deliver quality solutions to H-E-B's merchants.

Before joining H-E-B in 2004, Don served in the Army for 25 years and attained the rank of Colonel. In his last position at West Point, he was the Chief Information Officer for the Academic Division, where he developed and implemented the vision for information technology at West Point. While he was CIO, Don led IT operations, infrastructure, and application development, as well as managing over \$19 million in IT assets. During his career, Don has taught project management and lead major projects for H-E-B, West Point, and Delta Force.



## **Robert E. Stovall, Vice President of Network Operations and Engineering, Merit Network**

### **Experience**

Merit Network, Inc; Ann Arbor, MI 1989-Present

- Vice President of Network Operations and Engineering 2008-Present
- Network Operations and Engineering Manager 2006-2008
- Network Operations and Engineering Supervisor 1996-2006
- Electronic Technician 1989-1996

Bob Stovall, Vice President of Network Operations and Engineering at Merit Network, has been with Merit for over 20 years and has an extensive background in network engineering. Under this project, Bob will have executive responsibility for the design, engineering and operations of the fiber network.

Currently, Bob manages operations and provides strategic leadership for Merit's Operations, Engineering, and Network Operations Center departments. Bob has extensive experience in leading teams; in his position as a Network and Operations Engineering Manager, he was responsible for the leadership, professional development, and direct supervision of 11 network engineers. While serving as Network and Operations Engineering Supervisor, Bob managed the installation of network equipment for a statewide network, coordinated internal and external training for staff throughout the organization, and was responsible for the leadership and organization of 10 network engineers.

Bob has played a vital role in many successful fiber projects throughout his tenure at Merit. In the MiLR project, which involved connecting a fiber ring throughout Michigan and into Illinois, he led a team that was responsible for implementing and installing hardware that was crucial for fiber operation. Bob's team also provided network engineering support for the Blue Line fiber build, which is a 500-mile link that connects many points in Michigan's Lower Peninsula. His team also played a major role in the successful Upper Peninsula fiber project by installing hardware and helping provide connectivity to many locations in the Upper Peninsula. Bob has managed smaller fiber builds as well, with the most recent project being the fiber build from Hillsdale to Jackson.

Bob has a Bachelor's Degree in Business Administration from Cleary University and an Associate's Degree in Electronic Engineering Technology from Jackson Community College.

## **Elwood J. Downing, Vice President, Member Relations, Communications, & Professional Learning, Merit Network**

### **Experience**

- |   |              |
|---|--------------|
| Merit Network, Inc; Ann Arbor, MI   | 1995-Present |
| <ul style="list-style-type: none"><li>• Vice President, Member Relations, Communications, &amp; Professional Learning 2007-Present</li><li>• Manager, Technology Customer Relations (Member Services) 1999-2007</li><li>• Internet Consultant 1996-1999</li><li>• Computer Systems Consultant III 1995-1996</li></ul>         |              |
| Ross Learning, Inc; Southfield, MI  | 1996-2002    |
| <ul style="list-style-type: none"><li>• Adjunct Instructor, Corporate Services Division</li></ul>   |              |
| Meijer, Inc; Grand Rapids, MI   | 1988-1995    |
| <ul style="list-style-type: none"><li>• Service Specialist, including Cash Office 1994-1995</li><li>• Manager, Guest Service, including Cash Office 1993-1994</li><li>• Manager, Service Area, including Cash Office 1992-1993</li><li>• Manager, Information Systems 1989-1992</li><li>• Systems Monitor 1988-1989</li></ul> |              |

Elwood Downing is the Vice President of Member Relations, Communications, and Professional Learning & Events for Merit Network, Inc., Michigan's high-speed research and education network. While at Merit, Elwood has led the company through multiple fiber building and education projects. He assumed a leadership role in the CoNDUIT project, where Merit provided connectivity and educational resources to manufacturing organizations and community colleges around Michigan from 1995-1997. Elwood was also largely responsible for the success of the Alpena Fiber Consortium and Hillsdale Community Fiber Project, both of which added new fiber throughout Michigan. Elwood will have chief responsibility for customer care, marketing, pricing, outreach, and education related to this project.

Beyond his involvement in fiber projects at Merit, Elwood has reorganized the Customer Service Department to provide a customer service-engineering model that is based on a "team job share" concept. This model has improved customer outreach, lowered customer churn, and improved morale. He also has analyzed and implemented an electronic workflow process of Merit's order processing and invoicing system. This new system has streamlined processes that provide Consultant staff with tools to effectively and efficiently support Merit's customers. In addition, the system provides management with real-time earned and billed revenue reporting.

At Meijer, Inc., Elwood opened eleven new stores as Systems Information Manager. He also managed a total of 300 people and coordinated the collaboration of six departments, which included: Information Systems, Cash Office, Gas Station, Service Desk, Cashiers, and Utility Workers.



## **Karen Ann Smith, Director of Finance and Administration, Merit Network**

### **Experience**

Merit Network, Inc; Ann Arbor, MI 2000-Present

- Director of Finance and Administration /CFO

University of Michigan Information Technology Central Services, Ann Arbor, MI 1996-2000

- Senior Financial Analyst, 1998-2000
- Accountant / Senior Accountant, 1996-1998

Grancare, Inc.-Michigan Service Center, Ann Arbor, MI 1993-1995

- Accounts Payable / Cash Manager

Veterans Administration Medical Center, Ann Arbor, MI 1983-1990

- Technician Supervisor and Procurement Manager

Karen Smith is the Director of Finance and Administration and CFO for Merit Network, Inc. In that role she serves as financial and administration controller, with responsibilities that include financial administration of service product revenue and expense, oversight of grant submissions, and support for research and development financial schedules and analysis. She would play a major role in this project by providing financial oversight, budget administration, project planning, contract administration, and tax reporting.

Her role at Merit includes significant grant administration and project budgeting, comprising \$18M in grant-funded and fee for service revenue. She supervises the financial work of eight administration staff and multiple interns and manages human resource and facilities issues for 70 staff. Karen manages all financial analysis and budgeting; evaluates company risk issues and determine insurance requirements; is responsible for the design, development and implementation of financial tools; and approves final monthly and annual financial statements. She establishes year-end audit methodologies, standardizes audit documentation and approves the final release of statements by audit firm. She implements and monitors internal financial and operational controls through consultation with Merit's audit firm; prepares and submits non-profit IRS documentation and forms 990/990-T; consults with corporate lawyers as required; and serves as a member of Merit Board's budget sub-committee.

Karen had significant input into the Round 1 Stimulus award and had worked on the financial and business case analysis for a number of Merit's fiber projects including the 'Blue Line' 500 mile mid-Michigan build. She has also worked on product service models and risk management case analysis for the company.

Previous professional roles have included significant responsibility for budgeting, financial statements, taxation and cash management. Karen holds a B.B.A. in Accounting from Eastern Michigan University

## **Robert L. Duncan, Director, Backbone Network Engineering, Merit Network**

### **Experience**

Merit Network, Inc; Ann Arbor, MI 2007-Present

- Director, Backbone Network Engineering

Vision IT, Consultant to General Motors Acceptance Corporation 2004-2007

- Global Technology Architect

Nortel Networks; Ann Arbor, MI 1977-2003

- Senior Advisor, Infrastructure Strategy and Architecture 1999-2003
- Senior Manager, Multi-Media Carrier Services 1998-1999
- Senior Manager, Enterprise Strategy and Architecture 1994-1998
- Manager Technical Services, Global Network Computing 1993-1994
- Manager Technical Services, Network Services 1989-1993
- Supervisor Technical Services, Network Services 1986-1989
- Supervisor Technical Services, Operating Systems 1985-1986
- Technical Services Senior Systems Programmer 1980-1985
- R & D Group Leader, Systems Languages 1977-1980

Robert has served for the last three years as a Director at Merit, where he has managed the backbone network engineering group responsible for network architecture, economic analysis, and performance analysis and reporting. In this position, Robert is responsible for managing network evolution with a tactical goal of replacing leased circuits with dark fiber assets. He also develops strategic plans for three to five year backbone network growth, negotiates private and commercial network peering and interconnections with partner networks, and represents Merit in national and international networking forums. Under this project, Robert will have responsibility for the engineering aspects of the fiber builds, integration of new fiber with Merit's existing network assets, negotiation for acquisitions, and mapping and tool development.

While at Vision IT, Robert served as a Global Technology Architect where he developed Infrastructure Architecture to integrate Business Systems applications and Network/Computing resources in a fully outsourced environment. During this time, Robert implemented SSL/IPSEC VPN strategy for Joint Venture, Partner, and Employee remote access, and developed MPLS strategy to replace ATM and Frame Relay backbone network for global deployment. As a Senior Advisor for Infrastructure Strategy and Architecture at Nortel Networks, Robert directed all planning, design, product selection and final development of a Business Continuity Plan for the corporate desktop infrastructure. He also wrote UNIX/LINUX and Network corporate security standards documents.



## **Peter Miller, Director of Network Operations, Merit Network**

### **Experience**

Merit Network, Inc; Ann Arbor, MI 2008-Present

- Director of Network Operations

Ford Motor Company; Dearborn, MI 1996-2008

- Senior Network Engineering Supervisor 2005-2008
- Network Engineer 2002-2005
- Network Planner 2000-2002
- Facilities Analyst 1996-2000

Ameritech; Dearborn, MI 1994-1996

- Network Technician

United States Army 1989-1994

- Military Police Officer

As the Director of Network Operations at Merit Network, Peter Miller is responsible for the operations, upgrades, and maintenance of the Merit network infrastructure. Under this project, Peter will directly manage the team responsible for the build coordination, hardware implementation, and operations of the fiber network.

Peter manages the Network Operations Center at Merit, which provides high-level support for the state research and education network. Beyond his experience in tactical and strategic network planning at Merit, Peter serves as a liaison with the Merit Member community, connecting people, processes, and technology.

While at Ford, Peter managed numerous successful network infrastructure and implementation projects. As a Senior Network Engineering Supervisor, he led a group that was responsible for designing, planning, and managing the implementation of all network infrastructure changes in the Western Hemisphere. Peter also managed a cross-functional engineering team in the implementation of the North American IP Tel and was responsible for the management of IT infrastructure changes to support numerous concurrent New Model Program launches. While he was serving as a Network Engineer, Peter was responsible for the overall design and implementation of converged wireless data & voice networks. He also installed, configured, and supported LAN/WAN technologies utilizing DNS and IP networks, conducted in-house training for global operational support of WLAN infrastructure, and designed and successfully launched a WVoIP telephony pilot on a 802.1 (x) infrastructure.

Aside from his professional accomplishments, Peter has extensive knowledge in S-Ox related issues, contract negotiation, PMBOK, and CMMI. He is certified in Six Sigma and ICND, and studied Post-graduate IT Project Management at George Washington University.

## **John Labbe, Manager, Network Operations Center, Merit Network**

### **Experience**

Merit Network, Inc; Ann Arbor, MI 1991-1992, 2007-Present

- Manager, Network Operations Center

MCI, Verizon 2004-2006

- Postmortem & Contract SLA Compliance Liaison

UUNet, WorldCom, MCI 1997-2004

- Manager, Strategic Accounts Service Center

Advanced Network & Services 1992-1997

- Manager, Network Operations Center

University of Michigan/Merit 1982-1991

- Assistant Manager, Network Operations Center 1989-1991
- Various Customer Service and Operations Positions 1982-1989

John Labbe is a highly skilled network technician and manager with over 25 years of technical networking/Internet experience. As the Manager of the Network Operations Center at Merit, John is responsible for managing the day-to-day operations of the department. John also provides strategic and tactical direction for the group and leads teams to ensure a high level of Member service. Merit's NOC will be instrumental in the operational effectiveness of the services delivered under this project. The NOC will monitor all network devices, troubleshoot issues reported by automated processes and customers, track issues until resolution, and provide monthly status reports. NOC staff will work with operational and engineering teams to develop new tools that will continuously improve workflows and network performance.

While serving as a Postmortem & Contract SLA Compliance Liaison for MCI/Verizon, John analyzed service level agreement and contract compliance for high revenue customers. He also performed postmortem analysis and made recommendations to management for internal procedure changes. John had managerial duties in this position as well; he led weekly operational meetings between a wide variety of support teams to address AOL reported problems and led meetings with Telco vendors to ensure that the service model enabled successful support of AOL.

In his position as a Manager for the Strategic Accounts Service Center at UUNet/WorldCom/MCI, John designed and implemented a high-level support center for strategic customers that had unique service requirements. This support center served large customers, including America Online, Microsoft Network, Reuters, and Standard & Poor's.



## **Pete A Empie Reach 3MC Fiber Infrastructure Manager**

### **Experience:**

Waypoint Fiber Networks: 2001-2010

- Co Founder and Chief Operating Officer

International Cable and Telephone: 1998-2001

- Vice President Telephony Division

TCI Networks Solution: 1997-1998

- Regional Engineer (Wide area Networks Design, and Implementation)

Brooks Fiber Communications: 1995-1997

- National Technical Support (Switching)

Teleport Communication Group: 1994-1995

- Switch/Transmission Engineer

MCI: 1989-1994

- Technical Engineer

United States Army: 1985-1989

- Maintenance Chief Namsan Korea Microwave Communications

Over the past ten years Pete has founded and grown Waypoint Fiber Networks. This included a six hundred mile fiber network serving the mid and lower cities of Michigan. It also included a twelve hundred mile fiber network covering the Midwest from Chicago to St. Louis. In total, the fiber covered over thirty cities. Pete was recently brought on to the Merit team as REACH-3MC Fiber Infrastructure Manager.

## **Greg Monroe, Grants Development Writer and Marketing Coordinator, Merit Network**

### **Experience**

Merit Network, Inc; Ann Arbor, MI 2009-Present

- REACH-3MC II Proposal Project Manager
- REACH-3MC Coordinator, Census and Service Area Lead
- Liaison to Schools, Health and Libraries Broadband Coalition (SHLBC)

### **Education**

University of Michigan 2005-2008

- Alumni Scholarship Recipient
- Student Facilitator English 411

Greg Monroe is Merit Network's lead for high-level written assignments and has demonstrated an aptitude for discerning complex legal and procedural documents in his time at Merit. As Project Manager for Merit's REACH-3MC II proposal, Greg leads a multi-departmental team of Merit staff and coordinates their efforts with seven subrecipient partner organizations to ensure that the requirements of the BTOP CCI Grant Application are met. Greg will also utilize his education and training to contribute written content to the application, edit for clarity and help communicate the necessity of a project of this magnitude for his home state of Michigan.

Greg learned a great deal when he assisted in the coordination of Merit Network's REACH-3MC proposal, which was awarded funding from BTOP under the Broadband Infrastructure category in the first round of ARRA Broadband competitive grants. Greg interpreted the NOFA to provide guidance to the team, contributed written content and edited portions of the application. Greg also led a team that was responsible for verifying the underserved status of Merit Network's proposed service area and obtaining the corresponding census data for all 32 counties.

Acting as liaison to the Schools, Health and Libraries Broadband Coalition, Greg participates on weekly conference calls with members of the education and research community nationwide. He conveys relevant information to Merit Network's executive team and works with Merit staff to support the efforts of SHLBC.

As an undergraduate at the University of Michigan, Greg received an Alumni Scholarship for academic achievement and outstanding service in the social justice community. In his senior year, he was selected by Professor William Alexander as a student facilitator for English 411. In that role, Greg participated in regular coursework and led a discussion group of his fellow students once a week outside of class.

## **Steven E. Weiland, Network Field and Provisioning Engineer, Merit Network**

### **Experience**

Merit Network, Inc; Ann Arbor, MI 1994-Present

- Network Field and Provisioning Engineer

The Newman Holding Company; Dexter, MI 1985-1994

- Senior Technician

Steven Weiland is a highly experienced computer and network hardware engineer who has been a network technician for over 20 years. As a Network Field and Provisioning Engineer at Merit, Steven coordinates complex fiber builds with multiple parties, including contractors, utilities, and customers. He is responsible for testing and certifying fiber, and also maintaining a database with all pre and post-install circuit, site, contact, and equipment information. He will be a key contributor to this project, providing coordination of the fiber builds and certifications.

Before his position with Merit, Steven served as a Senior Technician for The Newman Holding Company, where his duties included testing, troubleshooting, configuring, and repairing all types of DEC printers, terminals, small systems, and personal computers. He worked with a wide range of VAX systems, DEC systems, DEC stations, and some larger 6000 systems. Steven also tested various types of LAN and WAN communication servers, bridges, routers, and repeaters.

Steven earned an Associate's Degree in Digital Equipment Technology from Washtenaw Community College and has received additional training in Cisco technologies and fiber-optic products.



**Antoinette Feldpausch**

Phone: 517-999-3225  
[Feldpaush.toni@acd.net](mailto:Feldpaush.toni@acd.net)

**Summary**

Provisioning manager with eight years telecommunications experience. Focused on accuracy and data integrity. Highly skilled at meeting industry requirements while enjoying the challenges of telecommunications fast-paced and constantly changing environment.

**Experience**

Service Delivery Supervisor      ACD Telecom      2005 – Present

- Responsible for all aspects of order processing, installation and field dispatch for DS3, T1, DSL and POTS services. Manage data updates for all national clearing houses for LNP, 911 and CLASS features. Network provisioning for DS1 and DS3 level circuits. Manage multiple ILEC and IOC interconnections. Work closely with Sales and Customer Support to ensure excellence in installation and maintenance of voice and data services. Coordinate with internal and external vendors on large scale network and customer projects

Provisioner/Customer Service      CoreComm      2001 – 2005

- Telephony customer service specialist handling escalated end-user telephony issues as well as internal customer service questions regarding phone service.. Provisioning of phone and internet service . Subject Matter Expert for relocation orders. Coordination of multiple regional databases

**Education**

1997 – 2000      Lansing Community College Lansing MI  
Associates in General Education

2000 – 2003      Michigan State University East Lansing MI  
School of Elementary Education and Language Arts

## Karen Domanik



### Summary

Experienced Telecommunications professional. Strong background in network and customer installations, including Government and School district fiber builds. Knowledge includes delivery of DS0, T1, DS3, SONET and VoIP circuits. Experience includes managing multiple teams in technical service, merger consolidation including organizations, processes and systems and all aspects of migrating networks from TDM to VoIP.

### Experience

#### ***Planet Access - Southfield MI***

***January 2004 to November 2008***

Michigan based CLEC providing digital voice and data telecommunications services

#### ***Director Network Design and Operations***

Responsible for all network deployment and customer installations. Translations, switching, provisioning, engineering, customer service and billing, 911 and ancillary services, traffic routing and rating, LAN and WAN applications. Manage external vendors including ILECs, IXC's, CLECs and backbone transport providers. Ensure compliance with all industry governing body mandates.

#### ***McLeodUSA - Flint MI***

***1998 – 2002***

Facilities based CLEC providing communications services in 25 states

#### ***Senior Manager Service Delivery 2002***

***Aug 2000 – June***

Manage and lead internal human and physical assets and external vendors. P & L responsibilities to deliver telephone, data, collocated, ISP and Carrier service applications to enterprise customers. Manage total responsibilities for order processing, provisioning, customer installation and field service dispatch

#### ***Network Operations Project Manager***

***July 1998 – 2000***

Manage network and customer builds utilizing analog, digital and SONET technologies.

#### ***MCI Worldcom – Grand Rapids MI***

***1997-1998***

National facilities based communications provider of Local and Long distance services

### Education

- 1986 Regent College, Swindon England – BEC Business Studies
- 1982 Churchfields School, Swindon England
- Professional courses in Human Resource Management, Business Management, Leadership, Project Management and Telecommunications Network Deployment.
- Completed Metaswitch training Alameda CA October 2005





## Rusty Allswede

Tel: 517.999.9999 Email: Allswede.rusty@acd.net

### Resume

2004–Present                      ACD.NET                      Lansing, MI  
Network Operations Lead

- Supported any OS and its connection type. (Dialup, ISDN, DSL, Fibre, Ethernet, Wi-Fi), Responsible for Large scale network deployments IE. Metro Wi-Fi, Metro Fiber, Large Campus Ethernet, Responsible for network reliability across the state of MI, working with all teams to quickly resolve any network problems.

2001–2003                      CoreComm                      East Lansing, MI  
Technical Support Representative

- Supported any OS and its connection type. (Dialup, ISDN, DSL, CABLE). Familiarity with E-mail client programs. (Eudora, Netscape, Outlook etc.). Maintained a low talk-time while providing helpdesk level service and support

1998–1999                      EDS                      Lansing, MI  
Technical Support Specialist

- Helped support the largest network in the world (100,000+ Users), the GM network. Assisted GM users in the windows 3.1, 95, 98, and NT4 OS's and their connective counterparts. (Tivoli + Netware Admin for access issues). Winner of several performance based competitions, (90 % of calls were solved within the first contact + Most calls weekly)

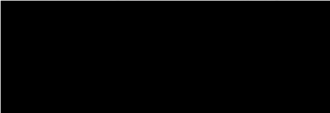
**SKILLS:** Working knowledge of Personal Computers. (DOS, 3.x, 95, 98, NT, ME, 2000, XP, ect.). Good understanding of networking internet/intranet, LAN/WAN environments (TCP/IP) and how to troubleshoot them. Excellent communications skills quickly getting problem/solution information across to others regardless of their skill level. Good documentation skills, typing 60+ wpm. Working knowledge of Cisco IOS across most switching/routing & SONET equipment.

**EDUCATION:** 1995–2000                      Newport Pacific/BoRG Labs                      Pittsburgh, PA

- **A+**, **MCP**, (working knowledge of windows platforms) **BoRG Labs**. Currently studying for my Certified Information Systems Security Professional (**CISSP**) and **Security+**.



Steven E Schoen

  
schoen.steve@acd.net

## PROFESSIONAL EXPERIENCE

- 1990 – Present      Vice President - ACD.net, - Lansing, MI  
Responsible for overseeing:
- Marketing and Advertising
  - Finance
  - Accounting
  - Programming
  - Product development an implementation
  - Purchasing
  - Human resources
  - HVAC/Electrical systems
  - Building maintenance and improvements
  - Tenant leasing and issues

## EDUCATION

- 1992                  Michigan State University, E Lansing MI  
Bachelors Degree – Marketing
- 1989-1991          Western Michigan University, Kalamazoo MI  
Associates Degree - Business
- Microsoft Certified Professional

**Gregory A. Smalley**  
**Tel: 517.999.9999    Email: smalley.greg@acd.net**

**06/09 – Pres.** **ACD.net**    Lansing, MI

Server Operations

- Maintain and monitor ACD.net servers, Implement new services into Radius server, Provide Level 3 support, Conduct security audits, Exim and postfix mail support and configuration, Cpanel support and configuration

**10/01 – 6/09 Intelligen Technology** **Lansing, MI**

Senior Network Engineer: Provide network and computer support services to Michigan businesses, Created custom hosted VoIP solution, Designed custom Firewall Product, Installed and managed multiple VMware ESX servers, Plan and Deploy Active Directory Networks, Designed custom SAN using Openfiler, Configure Cisco routers and switches, Security penetration testing

**9/03 – 1/04. Network Communications Inc.** **Lansing, MI**

IT Instructor / Network Engineer

**12/00 – 10/01 AAA of Michigan** **Detroit, MI**

Senior Network Analyst

**06/00 – 12/00 Sirco Associates** **Troy, MI**

(Contract to Hire)

Advisory Consultant: Upgrade workstation hardware, Trouble-shoot Cisco routers, Install and Configure SQL server, Maintain CLMS database software

**08/99 – 03/00 Cancable Inc.** **East Lansing, MI**

Network Analyst: Provide network support to AT&T broadband cable technicians, Trouble-shoot cable modem installs, Provide computer training to AT&T cable technicians

Certifications:

- Cisco Certified Network Associate
- Microsoft Certified Systems Engineer
- Comptia A+ Certified Hardware Technician
- Comptia Network+ Certified Technician
- Certified NetWare Administrator



Kevin Clark Schoen  
CEO, ACD.net

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## RESUME BRIEF

### **Founder of ACD.net / ACD Telecom, Inc.**

Founded ACD.net at age 15 in 1987. Through the early 90's ACD was a systems integrator and assembler of computers, building approximately 6-10,000 machines a year. These computers were built under specification for IBM, and EDS, for specialized CAD computers used by the auto industry and their suppliers.

ACD became an ISP in 1994, this area of the business grew. In 1999, we became a licensed telephone company. In 2000 we obtained venture funding, and deployed DSL in 7 AT&T central offices, and founded a sister fiber engineering and construction company, Waypoint. The company's core business is now telecommunications and data center operations.

### **About ACD**

ACD provides telecommunications, broadband, and wireless service. Primary Metro Operating Markets are: Lansing, Holt, Eaton Rapids, Haslett, Charlotte, Jackson, Grand Rapids, Ann Arbor, St. Joe/Benton Harbor, Battle Creek and Saginaw. Collocated in 23 Central Offices and direct interconnections with AT&T, Verizon and Level 3. FY2007 Revenue \$5.9 million, expected FY 2008 \$6.7 million. 44+ full time employees.

### **Management Experience:**

Effective manager of personnel. Able to handle large projects, on-time and on-budget. Skilled at day-to-day operations. Skilled in software development project management. Able to handle a large number of tasks and projects simultaneously. During my time we have acquired several other companies and raised venture capital.

### **Technical Experience:**

Experienced in all aspects of telecommunication networks. Fiber optic construction, fiber optic transport (wave division multiplexing, sonet), Digital Subscriber Line, telecommunications networks (IP based, TDM based, SS7 Networks), Phone Switching (Billing, Operational Support Systems, Provisioning). Fully experienced in all aspects of Internet networks from design to implementation and operation. Ethernet, Multi Protocol Label Switching, Border Gateway Protocol, OSPF protocol, web platforms (DNS, mail, webhosting), datacenter operations. Wireless systems, including Wi-Max and metropolitan Wi-Fi.

**Education:** Michigan State University, Comm. Arts, Department of Telecommunications. Also, have conducted telecommunications classes and business start up classes at Lansing Community College.

## RUSSELL ALLSWEDE

### PROFESSIONAL EXPERIENCE

**ACD.net (Employee) Director of Network Services and Outside Plant** **May 2008 - Present**

Currently have 14 direct reports in the Outside Plant, Network Reliability and Field Services departments at ACD.Net. My primary function is Design & Engineering of Fiber Optic Physical plant that connects ACD.net Fiber Network to the ACD.net customers. Work includes but not limited to. Field survey, CAD, construction drawings, permitting and implementation of ACD.net Network fiber Networks. Other duties include Project Management as well as personnel management.

**ACD.net (Contractor)** **March 2008 – May 2008**

Field/Pole Survey & Draft Strand/Fiber map for 1.6 mile fiber optic cable plant. Design and Engineer a WiFi Network for Springfield, MI. Field Survey AP locations, create and publish pole attachment applications. Project Coordinator for Spartan Motors Fiber Installation.

**Challenger Technologies, LLC (Contractor)** **Jan-2008 - March-2008**

Field/Pole Survey & Draft Strand map for 17 mile fiber optic cable plant. Duties included wheel measurement and site survey 17 miles of aerial and underground cable plant for a fiber optic cable system in Livingston County, MI. Type Class 1 & Class 2 pole survey.

**COMMERCIAL LIGHT COMPANY (CLC), INC.** **2006 - 2008**

**Consultant –Chicago Mercantile Exchange, formerly Chicago Board of Trade.**

Provided consultation services exclusively for the Chicago Board of Trade, updated existing diagrams. Created new Trading Floor Plasma Screen diagram. Update Data Center Diagrams.

**CHICAGO BOARD OF TRADE (CBOT)** **2004 - 2006**

**Project Manager**

Responsible for documenting management software and evaluating software packages to assess effectiveness in the CBOT TDP environment and delivered recommendations to the management team. Utilized existing tools to automate the network and system diagrams and to provide interactivity.

**COMMERCIAL LIGHT COMPANY (CLC), INC.** **1993 - 2003**

**Consultant – Chicago Board of Trade**

Provided consultation services exclusively for the Chicago Board of Trade, created diagrams for new network systems during the design and implementation phases. Responsible for reducing implementation costs by catching design issues early in the engineering process.

**UNGERMAN – BASS, INC. (Acquired by Tandem, Inc.)** **1985 - 1993**

**Media Engineer, Network Consulting**

Designed, installed and repaired networks for factory and office installations. Accounts included Procter & Gamble and the Chicago Board of Trade (CBOT).

### PREVIOUS BUSINESS EXPERIENCE

Held increasing levels of responsibility for **CONTINENTAL CABLEVISION** (1976-1985), most recently as **Project Coordinator**. Managed up to 10 crews (50 employees) for CATV Implementation in three New Hampshire communities. Prior to Project Coordinator: Plant engineer, survey and strand map an entire CATV system for make ready. Experienced with pole survey work and problem resolution with the various utility companies and railroads. Created broadband design changes to accommodate the fastest growing community in the nation. I am an expert in coaxial cable splicing and system activation.



**SANJEEV VERMA**



**Objective:** To be part of the team that helps in achieving the organization's success and the organization can capitalize on my current skills and qualifications while offering opportunities for continued career growth.

**Summary:** Twelve years work experience in national and international technical support in multinational corporations. Managed multiple teams and responsible for training and quality control for international technical support.

**Experience:**

***ACD.NET***

***Manager Level II-Support ( 2008 – Present)***

- Provide leadership for planning and implementing new projects for new clients and business ventures.
- Equipment provisioning, implementation and maintaining equipments in a cost effective manner.
- Programming voice switch translations, customer application engineering of advanced voice, data services and MPLS.
- Pre and post-sales technical support.
- Quality Management and Service Delivery Systems and training department.
- Customer application engineering of advanced voice, data services and MPLS.

***Achievements:***

- Implementation of Matrix and quality control.
- Restructuring training.
- Large scale customer deployments including 18 locations with voice, data and MPLS.

***Quattro BPO solutions P Ltd. - Technical Team Lead ( 2006 to 2008)***

- Managing technical support team.
- Responsible for Quality control.
- Creating/content writing/updating training manuals.

***Genpact DMRC (Dell technical support) - Technical Support Analyst (2006 to 2006 )***

- Managing large support team for Dell portable and Desktop.

***HCL Technologies Limited - AT&T support) -Senior Support Officer (2005 to 2006)***

***M/s Pegasus Equipments Pvt. Ltd - Supervisor Customer Support and System Administrator (2003 to 2005)***

***Shubham Communication - Senior Technical Support Engineer (1999 to 2003)***

**Educational Qualification:** Graduate bachelor's degree from Guru Nanak Dev University in June 1996.



**Gary L. John, Jr.**  
**Boardman River Communications**

**President**

**Management Team Member Name:** Gary L. John, Jr.

**Contact Information:** [gary@brconline.net](mailto:gary@brconline.net)  
231-369-2500

**Title:** Member and President of Boardman River Communications  
Mr. John is a U.S. Citizen with a home in Kalkaska, MI

**Education:**

AS in Electrical Engineering, Florida Institute of Technology, FL  
Microsoft Certified Professional, San Diego State University, CA  
Basic Electricity/ Electronics A-School, US Navy, CA  
IT Professional/Linus+ Professional, San Diego State University, CA

**Licenses:**

Microsoft Certified Professional  
Microsoft Certified Trainer  
Network + Certification, Comp TIA, FL  
Master CIW Administrator, CIW Certification Council, FL

**Years of industry experience:** 32 years Computer, Electronics and installation experience

**Duties and Responsibilities related to this project:** President, working with Chief Operating Officer, leading the company to success, sustainability and advancement to benefit the rural communities in northern Michigan

**Relevant Experience:**

Boardman River Communications – 2008 – Present

Owner/operator providing video/cable and high-speed broadband internet to local residents. Responsible for designing system, installing hardware & software, marketing to residents, maintaining system and operations and overall business management

Construction Supervisor – ComputER North, Inc. - 2006-2010

Owner/Contractor managing all related activities associated with complete HFC system rebuild, MDU's line extensions and business extension system sweep, status monitoring, system balance, drafting procedures, make-ready construction, aerial and underground MDU and commercial wiring practices.

Communications/Broadband and Network Technician

Groupware International, Inc. in Melbourne FL 2003-2006

Northshore Technologies, Traverse City, MI 1997-2003

Installation, service disconnects, changes, troubleshooting from tap to electronic devices, assure proper signal levels, picture quality, install hardware, aerial & underground MDU and commercial wiring

**Honors and Achievements:**

Membership with the American Cancer Society – 1979 - Present

T: 970.948.9998

F: 425.928.9998

jim@aspennetworks.net

## JIM SELBY

Jim Selby specializes in advanced wireless broadband technologies with a focus on applications, business strategy, systems architecture, product development and service delivery. An industry pioneer, dubbed the "Wireless Guerrilla" by the Wall Street Journal, Selby possesses deep technical skills combined with practical hands-on experience and has lead the deployment of several scalable national networks. His expertise is called on Homeland Security events like the 2004 Presidential Inauguration where he was the first to use licensed exempt frequency in mission critical applications.

MANAGING PARTNER ASPEN WIRELESS TECHNOLOGIES, LLC — 2001 -

- Provide highly specialized, technology-neutral business consulting for the wireless industry

VP OF WIRELESS TECHNOLOGIES AT CENTURYTEL NYSE:CTL— 2005-2007

- Designed, won and implemented the Vail Municipal Wi-Fi Network over AT&T, Qwest, Nortel
- Responsible for 26 state coverage area and \$25M budget

FOUNDER AND MANAGING PARTNER AT DEFACTO WIRELESS — 2003-2005

- Founded a prominent global distributor of advanced wireless broadband technologies

CHIEF TECHNOLOGY OFFICER AT NATIONAL BROADBAND — 2002-2003

- Architected first nationwide broadband wireless network covering 38 states, 422 Markets and over 18,000 route-miles of fiber optics.

FOUNDER AND CEO AT ASPENWAVE — 1999-2001

- Engineered & deployed one of the first national ubiquitous (120 square miles) Muni Wi-Fi networks on a shoe-string budget, pioneering the way for alternative access to the Internet using license exempt technologies, which attracted national attention and inspiration to others.

### EDUCATION

Central Michigan University — BS 1988

### HONORS & AWARDS

Wall Street Journal, National Public Radio, Wired Magazine, Forbes, Tech TV, USA Today, San Jose Mercury, Christian Science Monitor, Denver Post, Denver Rocky Mountain News, Aspen Magazine, Broadband Wireless Magazine and Geek Speak Radio. Featured as a keynote speaker at Broadband Wireless World Forum, The FCC Service Provider Showcase, The Colorado Rural Broadband Initiative, Progress and Freedom Foundation, WISPCON, Telluride Technology Festival and the Wireless Communications Association.

### EXPERTISE AND CERTIFICATIONS

Expertise and/or certifications: Aktino, APC, Apple, Airspan, Aperto, APC, Belair, Atheros, Bridgewave, Cisco, Corinex, Dragonwave, En-genius, Huber+Suhner, IkarusOS, InterMapper, Karlnet, RGNets, MikroTik, Motorola Wi4 (Canopy, Orthogon),PepLink, Ruckus, Senao, ShoreTel, Skypilot, StarOS, Tropos, Ubuiti, Wavion



# BRIAN WEBSTER

## RADIO FREQUENCY ENGINEERING CONSULTANT

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TELECOMMUNICATIONS ASSESSMENTS  
RADIO PROPAGATION MAPPING  
MICROWAVE PATH STUDIES  
RADIO NETWORK DESIGN  
RF INTERMODULATION AND INTERFERENCE STUDIES  
FCC TOWER REGISTRATION  
VISUAL IMPACT STUDY MAPS  
GEOGRAPHIC INFORMATION SERVICES (GIS)  
DEMOGRAPHIC AND MARKET STUDIES  
FAA STUDIES  
MAPPING OF CUSTOMER DATABASES  
WEB BASED MAP SERVERS  
TOWER COMPLIANCE SPECIALIST  
NETWORK WIRELESS DESIGN  
HYBRID NETWORK DESIGN

### ENGINEERING PHILOSOPHY

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Engineering consultancy born in response to the growth in the wireless industry. Experience drawn from over 17 years experience in the industry. The focus is to make available affordable and knowledgeable radio frequency and wireless network design services. Terrain and elevation data used is the latest high definition sources. Mapping data used from multiple sources.

### PREVIOUS PROJECTS

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EARTHLINK INC. ~ SR.RF ENGINEERING MANAGER  
LOCKHEED MARTIN ~DEPARTMENT OF ENERGY  
LOCKHEED MARTIN ~UMATILLA WEAPONS DEPOT (HIGH TERRAIN)  
PROJECT 25 VHF/800 MHZ (HIGH TERRAIN) ~STATE OF WASHINGTON  
PROJECT 25 700 MHZ (HIGH TERRAIN) ~NORFOLK, VIRGINIA  
MULTIPLE WIRELESS INTERNET SERVICE PROVIDERS ~UNITED STATES AND CANADA  
PCS CDMA NETWORK DESIGN ~ILLINOIS PCS (SPRINT PCS)  
COMMUNICATIONS VOIP CONSULTING ~US NAVY; SARATOGA, NEW YORK  
TRAINING OFFICER (RETIRED) ~NAVAL RESERVE MOBILE COMMAND COMMUNICATIONS FIELD UNIT

### PUBLICATIONS

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LEADING EDGE OR BLEEDING EDGE, DETERMINING WHEN A WIRELESS SITE FITS YOUR BUSINESS PLAN  
APPLYING RADIO FREQUENCY (RF) ENGINEERING AS PART OF YOUR BUSINESS PLAN  
BROADBAND MARKET DEMOGRAPHICS

### ADDITIONAL PRODUCTS AVAILABLE

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SINGLE SITE RF COVERAGE MAPS  
MULTIPLE SITE COMBINED PLOTS  
WIRELESS GIS DATA FILES  
VIEW SHED MAPS  
LINE OF SIGHT & MICROWAVE PATH STUDIES  
OVERLAYS FOR AERIAL PHOTOGRAPHY, TOPOGRAPHIC & STREET MAPS  
INTERACTIVE MAP SERVERS  
INTERMODULATION STUDIES

214 Eggleston Hill Rd. Cooperstown, NY 13326  
PHONE: (607) 643-4055 FAX: (208) 692-1898  
[www.wirelessmapping.com](http://www.wirelessmapping.com)



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# FRANK DEL COL [REDACTED]

26 years of experience in escalating leadership roles spanning key operational segments of the Wireless Telecommunication industry – Deployment, Engineering, Operations, Technology, Sales and Business Development.

- Knowledgeable in all aspects of technology partnering, business development, capital planning and acquisition coupled with full P&L and capital budget responsibility
- Demonstrated strong communications skills. Able to integrate well across functional lines and from the top to the bottom of the hierarchy.
- Proven track record of building and running strong organizations responsible for management of services, strategy, and technology direction to include design engineering, deployment, operations and maintenance of voice and data networks - emphasis on developing and maintaining strategic, long-term relationships and revenue streams
- Entrepreneurial and forward thinking with strong, straightforward communications style – able to look at complex technological issues then devise and articulate efficient, cost effective network solutions that reduce OPEX and CAPEX and increase value and quality
- Consistently recruited to run organizations by former superiors - each career move has references
  - ✓ Pioneer of the wireless shared infrastructure business
  - ✓ Responsible for launching new fiber-fed shared wireless technology platforms nationally
  - ✓ Committee Chairman - State of Michigan Cellular 911 Committee
  - ✓ Committee Chairman - New Feature Development Committee - Wireless User Consortium
  - ✓ Committee Member - CTIA Network Evolution Subcommittee

## EDUCATION

Candidate for MBA - Major in Business Management GPA 4.0  
Detroit College of Business, Detroit Michigan

BSEET of Applied Science in Electronics Engineering Degree  
DeVry University, Toronto Canada Graduated 1982 (Now Davenport University)

## PROFESSIONAL EXPERIENCE

Advanced Integrated Services Inc. (Owned and Managed by Sage Holdings, LLC) <i>President AIS/Operating Manager Sage Holdings, LLC</i>	2008 to Present
PACIFIC TELESIS (AIRTOUCH-VERIZON) <i>Senior Manager of Network Operations</i>	1984 - 1991
CENTENNIAL CELLULAR CORP. <i>Regional Director of Engineering</i>	1991 - 1994
UNISITE INC (now American Tower) <i>Senior Vice President Sales and Operations</i>	1994 -1997
NEXTEL COMMUNICATIONS CORP. (now Sprint) <i>Area Vice President Engineering and Operations</i>	1997 - 2000
TRINTEL COMMUNICATIONS CORP. (now Crown Castle) <i>Executive Vice President and COO</i>	2000 - 2002
EXTENET NETWORK CORPORATION <i>VP Technology, Business Development, Strategy</i>	2002 – 2003
Radian Communication Services Corp (now Berliner Communications, Inc.) <i>VP US Operations</i>	2003 – 2005
Fiber Tower Communications Inc. <i>Vice President/General Manager of National Deployment</i>	2005 – 2008

**John Strickling**

**e-mail: [john@brconline.net](mailto:john@brconline.net)**

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- Summary**
- Demonstrated achiever with exceptional knowledge of telecommunications and broadband technology and construction management
  - Taking crews to the field, achieving project success with job completions on time and within budget
  - Skilled at learning new concepts quickly, working well under pressure, and communicating ideas clearly and effectively.
  - Enthusiastic, creating a positive work environment
  - Research best practices to achieve economical solutions with optimal customer satisfaction

**Education**

<b>Build Trades – Jackson Area Career Center, Jackson MI</b>	<b>1984</b>
<b>Electronics Education – Detroit MI</b>	<b>1986</b>
<b>High School Graduate – East Jackson, MI</b>	

**Career History & Accomplishment**

**Construction Manager with Boardman River Communications** *2008-Present*

- Worked directly with President and Director of Business Development and Director of Strategic Planning to build out and maintain broadband system in Kalkaska County.
- Responsible for hardliner construction splicing and activation of devices.
- Responsible for technicians, in the field in installation of services, provided by BRC.
- Responsible for Head end –maintaining good quality service to our customers, responding to the service area in a timely manner to, any troubles call called in. With a 24 hour emergency service.
- Related office procedures

**One Man in A Van** *2001-present*

Owner and Operator

- Contracted projects through Gab Telecom W.O.W Phone, Internet, and cable. Madison Heights Mi.
- Contracted work through Superior Communications
  - Filled stock for techs/distributed equipment and stock
  - Install tech. Internet, phone and cable.
  - First on call, response to needs and picked up all additional work because of high rate of satisfaction



## Chuck Griffith

Voice (248) 797-3190 Fax (248) 486-4513  
cgriffith@aisiinc.com

### Education

*University of Toledo, Toledo, OH*  
*Graduated 6/92 with a Bachelor of Science*  
*Major: Business Management*  
*Minor: Marketing*

### Employment

#### **Advanced Integrated Services, INC– Executive Vice President- Operations 5/2009 to present**

- Responsible for the strategic planning and the day-to-day oversight of the operation of the company. Supervise and /or provide support to all aspects of the company including: new construction, business development, construction management.
- Support AP/AR, along with setting guidelines for collection services, and manage all aspects of our vendor process. This includes setting up new vendors, and managing our vendor relationships with our customer base.
- Manage all new tower development, along with the deployment of those sites.
- Direct responsibility for the P&L including budgeting, cost controls, and profitability.
- Direct responsibility for all HR/employee related issues for our operations throughout the US.
- Total area headcount exceeds 35 employees

#### **American Tower Corporation – Area General Manager 6/2000- 5/2009**

- Total P&L responsibility/accountability for sales and operations activities for facilities spanning 4 states (Ohio, Michigan, Indiana, and Kentucky). Managed an asset portfolio of \$450 million that generated \$72 million in annual recurring revenue. Controlled a 4 million dollar operating budget (for maintaining the sites) along with a 1.1 million capital tower budget. Areas of responsibility ranged from construction to accounting. Direct reports consisted of: Sales Reps, Sales Manager, and Operations Manager. Total headcount exceeded 50 employees.
- Led a sales initiative that generated over 13 million annually in new revenue, and consistently performed at or above budgeted plan. Met, or exceeded the sales budget 17 straight quarters, while maintaining below budget expenses during the same time period.
- Nominated 5 straight years for the All American Award for excellence. My direct sales force consistently placed in the top 10% for sales results year after year, three of which were promoted to positions of more responsibility over a 5 year period.
- Provided leadership and stability to the sales team as the company underwent two major acquisitions, along with two major internal reorganizational changes. Despite these distractions my area consistently hit the budgeted numbers, and other P&L goals.

#### **Alltel Corporation (formally 360 Communications) 10/1992-6/2000**

##### **Held various positions that included: Customer Service Manager, Sales Manager, and Area Market Manager**

- Managed all local P&L key indicators including: ARPU, CTA, and retention of our customers through direct mailings, and rate plan reviews.
- Was responsible for setting up all finance measures including: vendor agreements, handset purchasing, handset selections, store locations, hiring/firing of headcount, and selection of store locations.
- Responsible for all Direct and In-Direct Sales
- Handled all trade accounts and local advertising, along with working as the local media contact for the company
- Provided leadership during a major merger/acquisition while maintaining productivity in the market
- Managed 10 retail locations in a four state area, along with direct responsibility for all related store responsibilities
- Managed all key components including: cash, inventory, store merchandising, store locations, and staffing.
- Managed all inventory, installation/repair, along with managing 9 full time installers
- Total area headcount exceeded 50 employees



## Pamela S Stuckman, BLA

### Site Acquisition/Zoning Specialist/Grant Writing - public planner background

Degree in Landscape Architecture with expertise in Telecom, Outdoor Advertising & Waste Management

#### Accomplishments

*Problem solving* –extensive experience in solving zoning issues in telecommunications for the location of towers, outdoor advertising for placement of billboards and waste management for location of landfills in Michigan. Example: proposed, planned, coordinated 8 wireless carriers through diligence and creative design for single project where 17 previous proposals failed – Meridian Township, MI. Placed streaming audio & video billboard on side of historic building in Detroit, MI– 7 variances

*OAAA* – Ad Hoc Committee for creation of Best Practices Guide for Vegetation Control in the Outdoor Advertising Industry

*Past Chair* - Board of Regents, North Carolina State University Park Maintenance Management School through Nation Recreation and Park Association and past chair of the Parks Commission, City of Saline, Michigan

Public Meeting Facilitator for City of Ann Arbor, hosting town hall meetings

*Design Award* – Mackinaw Island MI downtown public spaces design challenge, MRPA Innovative Park Award, Historic District Rehabilitation Award

*Grant Writing* – Wrote/administrated grants for community projects and non-profits totaling over \$1,000,500 in funding

#### Skills

*Telecommunications* – Over a decade of site acquisition and zoning experience with Sprint, Nextel, AT&T, Cingular, Alltel, Centennial, Verizon, Clearwire and other wireless systems. Assisted in build-out of 911 system for various jurisdictions in the state of Michigan.

*Outdoor Advertising*– Real Estate development and acquisition, team management, lease renewal, vegetation control, maximizing revenue potential from existing inventory, exploring new media, obtaining state and local permits, NEPA, SHPO, budget management, changing zoning codes, building and fostering relationships with governmental agencies

*Public Sector Practice*- Park planning & management, project management at municipal level with integration of citizen input through park design, budget development and facilitation, historic preservation documentation, mitigation, general plan, grant writing, hiring, RFP's, coordination of consultants, volunteer groups, contractor management through project completion and project dedication and special events with project budgets in excess of \$2.5 million.

*Private Sector Practice* – Landscape design/build and consulting 1976 to present, integrating residential and commercial development, inception through completion providing creative solutions based on problem solving decisions, working within budget for establishing installation.

*Public Speaking, Teaching and Team Leading* – Presentations to Planning Commissions, Boards, ZBA, RDA project approvals, taught classes in Playground Safety Certification Creating Respectful Workplace through Park Maintenance Management School, Facilitating town hall meetings for City of Ann Arbor (125,000 population), chair public meetings and commissions, lead taskforce for research on special projects. Chair of NRPA Park Maintenance Management School.

*Project Management* – Assemble telecom team, research, design, budget and coordinate construction on million dollar projects bringing them in on time, within budget and by the rule.

*Environmental* – MDEQ, CEQA, Phase One Environmental, NEPA, SHPO research, coordination and review, wetland delineations, mitigation, design and installation.

*Zoning* – administer ordinances, ordinance writing specializing in telecommunications, outdoor advertising, noise, environmental water resource management and waste management.

*Grant Writing* – specializing in performing arts, education, parks, active living, and community service grants through governmental agencies and private foundations

*Michigan Real Estate License* – transaction review, lease review and document writing

*California Notary Public* – notarize documents and document review

*Photo Simulations* – extensive work with Photoshop, digital cameras and GIS mapping

#### Experience

- 2007-2010 – Managing Principal of 3 Threads, LLC
- 2007-2009 - Fund Development for Music Hall Center of the Performing Arts – Detroit Michigan
- 2000-2010 – Site Acquisition and zoning for national wireless carrier – Detroit Michigan Market

#### Education:

Bachelors of Landscape Architecture – Michigan State University, graduate 1990

Associate Degree in Business Marketing/Management - Lansing Community College, 1984

Various Training Courses and Seminars in Fund Development, Grant Writing, Training the Trainer and Safety Training



## Biography

### John P. Jamar President and CEO CCI Systems, Inc.

John Jamar, has served as President and CEO of CCI Systems for the past 15 years with over 25 years of engineering, operations, sales and marketing experience at the company. His main responsibilities as President and CEO include corporate strategy, product/service development, growth, and customer satisfaction.

CCI Systems has received numerous honors and awards under Mr. Jamar's direction. Most recently being named a Cisco Partner of the Year in 2008 and the honor of becoming a Cisco Gold Certified Partner.

Previously, Mr. Jamar served as Vice President of Marketing and Construction Coordinator and was responsible for marketing and sales for all operating divisions, including construction, engineering, technology, mapping and material fulfillment, project management, and consulting services.

Mr. Jamar holds a Bachelor of Science degree in Engineering from Michigan Technological University and is an Outstanding Young Alumni Award Recipient.

Mr. Jamar currently is serving on the Board of Directors at the First National Bank of Iron Mountain-Kingsford, YMCA, and The First Presbyterian Church of Kingsford .



Mr. John P. Jamar  
President and CEO





## Biography

### Bryan D. Larson CFO-Secretary-Treasurer

Bryan Larson has served CCI Systems as CFO- Secretary-Treasurer for CCI Systems since May 2007.

During his 19-year tenure, Mr. Larson has served the company as VP of Finance, Assistant Secretary, Director of Administration, Controller, Assistant Controller and Staff Accountant. In his various capacities he has been responsible for financial reporting, cash flow management, banking relationships, forecasting, ESOP and profit sharing plan administration, strategic planning, Human Resource, Benefits, Policies and Procedures, Mergers and Acquisitions and Information Technology.

Mr. Larson holds a Bachelor of Science degree in Accounting from Union College in Lincoln, NE.





## Biography

### **Rick Hurzeler** **Vice President of Engineering Operations**

Rick Hurzeler has served as Vice President of Engineering Operations since May 2007. Mr. Hurzeler's responsibilities include overseeing general department operations including productivity, sales and budget goals/forecasts.

During his 21 year tenure with CCI Systems, his responsibilities have included Director of Engineering, CAD supervisor, Fielding Services Manager, and Engineering Operations Manager.



**Mr. Rick Hurzeler**  
Vice President Engineering Operations



## Biography

### Stuart Lahti, JR Vice President of Access Networks

Stu Lahti, JR has served as the Vice President of Access Networks since June 2009. His duties as Vice President of Access Networks include all broadband construction activities, outside plant technical activities, administration, documentation and estimation for what we have referred to as the broadband construction divisions.

Previously he served as Vice President of Technology since December of 2003 and Director of Technology since May 1999. During his 23-year tenure with the company, Mr. Lahti has served as Regional Engineer, Sweep and Certification Technician and splicer Technician. He has been instrumental in developing and expanding our technological divisions including but not limited to Sweep, Certification, FCC Proof of Performance Testing, System Analysis, Fiber Optic Splicing and Testing, Set-up and Deployment of Networking Systems, Final Documentation.

He holds a degree in Electrical Engineering Technology from Michigan Technological University, as well as professional certification with NCTI and all major industry manufacturers.

Mr. Lahti brings well rounded deep knowledge of the industry, the technology, all facets of our solutions, and our company among many other things. We have all been led and positively impacted by him in our daily interactions, one way or another.



Mr. Stuart Lahti  
Vice President Access Networks



## Biography

### Dana K. Trempe Director of Networks Operations

Dana Trempe, while maintaining responsibility for the Electrical group, will continue in his operating role with the Networks Division as Director of Networks Operations. Dana will be responsible for all integration services.

Dana Trempe has served the company previously as Operations Manager of Integrated Systems since April 1999. Mr. Trempe's responsibilities include managing the overall activities of the LAN/WAN, Headend and Structured Cabling operating groups including exploring diversification of services and cross training personnel.

Prior to joining CCI Systems, Mr. Trempe served 30+ years in the electrical construction industry involved in commercial, institutional, and industrial projects. His responsibilities included Operations Manager, Project Manager, Estimator and General Foreman, during the course of which he has acquired numerous licensures and certifications from IBEW, MICSJ, NCTI, SCTE and the States of Michigan and Wisconsin.



Mr. Dana K. Trempe  
Director of Networks Operations





## Biography

### Jeff Muraro Vice President of Sales

Jeff Muraro is currently the Vice President of Sales.

Jeff started with CCI Systems in 2000 as a Project Coordinator in our Engineering Department. He transferred to the Marketing Department in 2002 as an Account Executive and was promoted to Manager of Networks Sales in 2005 and then to the Director of Sales in 2006.

Jeff has attained the Cisco CSE certification. He has been a board member on SCTE for two-two year terms.



Mr. Jeff Muraro  
Vice President of Sales



## Biography

### Joseph P. Smith Vice President of Marketing and Business Development

Joe Smith, age 37, has served as Vice President of Marketing and Business Development since January 2009. His main job duties include the development and implementation of corporate and departmental marketing plans, research and analysis of market, customer, pricing, and competitive information, branding, messaging, market access channel management, communications, web presence and web based customer interaction, advertising, sales support and lead generation, customer satisfaction and reference programs, strategic analysis, public relations, and other related activities.

Mr. Smith has been with CCI Systems for over 11 years and has previously served as Vice President of Network Operations, Director of Networks Division, Project Administrator (sales) and Operations Administrator (staff development, reporting and billing).

Mr. Smith graduated in 1994 with a Bachelor of Arts degree from Marquette University in Milwaukee, WI from the College of Communication with a Broadcast and Electronic Communications Major.



Mr. Joe Smith  
Vice President of Marketing & Business Development



## Biography

### Jim Chartre Director of Engineering

In 2007 Jim Chartre was named The Director of Engineering at CCI Systems. As Director, Jim's responsibilities include, oversee startup, planning, progress, invoicing, and quality control of all fiber optic and coaxial design projects at a peak rate of over 25,000 miles per year. Mr. Chartre also oversees all applications engineering projects and conducts seminars and technical training for employees, customers, SCTE Chapters, and high schools and universities.

Previously to being named Director of Engineering, Mr. Chartre has held various positions at CCI Systems throughout his 21 years of employment. Those positions include Senior Design Engineer, Project Engineer, Senior Applications Engineer and Manager of System Design. Mr. Chartre has had many career milestones at CCI Systems from designing the first large-scale Addressable Interdiction Systems for Jones Intercable in 1991 to collaborating with SPATI-ALinfo and CreaTa Software on developing next-generation CATV design software in Leipzig, Germany in 2004.

Mr. Chartre graduated from Michigan Technology University with a B.S.E.E. Degree. He has also had articles published in *Communications Technology Magazine* in 1997, 1999 and 2001 and has served on the SCTE Badger State Chapter Board of Directors since 1997.



Mr. Jim Chartre  
Director of Engineering





## Biography

### Joe Esbrook Director of Operations and General Manager, Packerland Broadband

Joe Esbrook, a communications veteran, came to Packerland Broadband in 2009 with 25 years of broadband data, telecommunications and cable TV experience.

His current job duties include overseeing communication with local and county entities to ensure compliance with franchise and operational requirements, maintaining franchise, pole contract, rights of way, and all other agreements required for operation, managing, directing and overseeing staff including System Technicians, Installers, and CSRs. Mr. Esbrook also controls overall efficiency of systems, monitors and maintains vehicle, fleet and other corporate assets, handling damages, and coordination with all affected utilities including locates

Prior to being named Director of Operations and General Manager of Packerland Broadband, Mr. Esbrook served in the communications industry as Vice President of Northern Michigan Operations for Charter Communications where he was responsible for directing and overseeing the development and growth of Charter Communications Upper Peninsula and Northern Lower Michigan regional cable TV, Broadband and Telephone operations.

In 1997, with the help of CCI Systems, Mr. Esbrook lead a team of dedicated employees to be among the first cable TV companies in the nation to launch 2-way High-Speed Cable Modem Broadband service over hybrid-fiber COAX (HFC) and went on to gain one of the highest cable modem penetration rates ever seen in the industry.

Mr. Esbrook, a lifelong resident of the Upper Peninsula, was born and raised in Iron River, MI and attended West Iron County High School. Esbrook attended Northern Michigan University where he studied Business Management.



Mr. Joe Esbrook  
Director of Operations and General Manager,  
Packerland Broadband



## Biography

### Todd J. Gingrass Director of Networks Technology

As Director of Networks Technology, Todd Gingrass is responsible for all training and maintenance of our intellectual base, technical sales support, and solutions development within the Networks Division.

Previously to being named Director of Networks Technology, Mr. Gingrass held the title of Technical Business Development who was in charge of overall technical solutions from a multi-vendor, tested solution creation basis. He also managed the development of the technical business cases for CCI Systems solutions and creating both technical and business relationships with manufacturers. Mr. Gingrass has had extensive industry experience in IP, Optical Transport (SONET, DWDM), CMTS, IPTV and other Service Provider Technologies.

Mr. Gingrass obtained his Bachelor of Science Degree in Electrical Engineering specializing in Communications, Electromagnetic and Digital Signal Processing from Michigan Technological University in Houghton, MI and has also completed rigorous training and earned certification for CISCO systems equipment design, installation and configuration support in IP, Optical and CMTS areas.



Mr. Todd J. Gingrass  
Director of Networks Technology

Brian D. Taylor

E-MAIL: btaylor@glcom.net

## EXPERIENCE

November 2009 to  
Present

Great Lakes Comnet - Manager Network Development  
Network Planning – Strategic Planning – Business Development

### Major tasks and accomplishments.

- Network Record verification and documentation
- RFQ, RFP, RFI team member
- Project Management
- Vendor Relations
- Collocation Planning and Implementation

My duties consist of managing the new network initiatives, build out and planning. I am responsible for the creation and implementation of the network documentation. I am co- project manager for new soft-switch implementation.

April 2003 to  
November 2009

CenturyTel Long Distance – Engineer III  
Network Planning - Engineering supporting CenturyTel Long Distance

### Major tasks and accomplishments.

- VoIP switch Planning, Engineering, and Implementation.
- Vendor Relations.
- Traffic Management.
- Network Design.
- Process Management.

I am currently Engineer in charge of Network Solution to implement Nortel CS2K in 2004/2005 and Sonus Platform 2009. Current role is to capture all EMBARQ branded Long Distance traffic and route to the CenturyTel existing and new LD Platform. I currently manage the Capital budget for CenturyTel Long Distance.

## EDUCATION

Spring Arbor College, Lansing, Michigan - September 1994 to November 1995.

Major: Management and Organizational Development - Graduated: 1-15-96





# Tracey Anne Booth

## Experience

**11/2009- Present**

**Comlink / Great Lakes Comnet**

Responsible for sales at the carrier, wholesale, and fortune 1000 levels  
Recruiting agents, and vendors to offer our services  
RFP responses and special projects

**3/2004-Present Paetec (formerly McLeodUSA) Grand Rapids, MI  
Major Account Executive**

Responsible for hunting new logos, setting appointments and converting to win

Renewing and maintaining current customers as well as increasing wallet share

Working with referral endorsers to effectively help their customers through major upgrades to improve their network, reduce their spending and streamline their communications

Sold the first MPLS/VPN customer for McLeodUSA. Customer is still with us after five years

Sold the first SIP PRI installed for McLeodUSA

Started entry level in 2004 with no telecommunications background, promoted three times in the first two and half years

## Education

**2002-2005**

**Davenport University**

**Grand Rapids, MI**

B.A., Applied Science and Marketing

Graduated highest honors

**1999-2001**

**Grand Rapids Community**

**Grand Rapids MI**

- Associates Arts and Communication

- Graduated with honor

Sales Training

Professional Selling Skills

Achieve Global

Miller Heiman

Consumer Buying Behavior

# ANDRE COOKS



## SUMMARY OF QUALIFICATIONS

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- Extensive customer relations experience with Fortune 50 companies.
- Excellent communication and people skills.
- Able to multitask constructively and work independently.
- Over 8 years of Project Management experience with International and Domestic communications customers

## EDUCATION

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- 2006: Advanced Ethernet/Sonet Certified (Turin Networks)
- 2006: Dale Carnegie "Training for Mngrs."
- 2004: Advanced Networking (Actel/Lucent)
- 1999: Hill/Data Certification
- 1987-1989: Michigan State University, Lansing, MI
- 1984-1987: Beecher Community High School, Flint MI

## PROFESSIONAL EXPERIENCE

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### **2003-PRESENT: Great Lakes Comnet**

#### *Manager of Applications Engineering*

- Performed provisioning for services such as: Centrex lines, International/Domestic Frame Relay, ATM, SONET, VOIP, Multi-drop, International Private Line (IPL) and Dedicated Internet.
- Proactively interfaced with external vendors to manage customer timelines for installation.
- Trained new provisioners on company process and procedures.
- Handled all middle management escalations.
- Designed circuits and processed Install, Disconnect and Change orders with International and Domestic LECS, CLECS and IXC's.

# RUSSELL LAHTI

RLAHTI@GLCOM.NET  
(517) 679-0290

## Profile:

Dedicated IT professional with over 13 years experience in network administration, architecture, installation, integration, and security for a variety of clients including education, government, manufacturing, healthcare, insurance, and retail.

## Work Experience

### Manager of Technology and Systems

July 2004 – Present

Great Lakes Comnet, Inc., East Lansing, Michigan

Developed and managed the IT infrastructure for this telecommunications company.

Responsibilities include product development, implementation, support, and management of projects that are network or IT related. Also responsible for Network design, planning, and deployment from core network to CPE.

### Network Administrator

October 2000 – July 2004

A.J. Boggs & Company, Okemos, Michigan

Responsible for building, configuring, and maintaining local and client networks consisting of a variety of different operating systems and hardware configurations. Supporting and maintaining interoperability in mixed Linux, BSD, Solaris, and NT environments. Also responsible for planning and implementing network topology, Internet connectivity, firewalls, and VPNs for new and existing clients. Providing security auditing and usage monitoring services to clients.

## Education and Certifications

Michigan State University, East Lansing, Michigan

B.A. Telecommunications

(Information and Telecommunication Management)

Certified Information Systems Security Professional (CISSP)

## Experience:

### Equipment:

- Configuration of a variety of Cisco switches and routers (IOS 12.0-12.4)
- SONET transport equipment including Turin, Alcatel, and Cisco.
- Familiar with a broad range of hardware configurations, with extensive experience in building, upgrading, and repairing computers ranging from workstations to server clusters

### Security:

- Network security auditing for remote and local exploits and vulnerabilities on a variety of different architectures and network configurations
- Forensic analysis of compromised hosts to recover lost data, and track changes
- Extensive honeypot configuration and incident tracking
- Cisco, Bay Networks, WatchGuard and various other product configuration and implementation for transport and tunnel mode IPSec/VPN

**Network Security**  
Penetration testing  
Firewalls  
Antivirus  
Incident response  
Forensic analysis  
VPN/IPSec  
Honeypot  
Analysis

**Programming**  
Perl  
Shell scripting  
HTML/XHTML  
PHP  
CSS  
JavaScript  
AJAX  
SQL  
XML/XSL

**Databases**  
MySQL  
PostgreSQL  
MS SQL  
Oracle

**Operating Systems**  
Windows All  
Versions  
Solaris 2.6 - 10  
FreeBSD  
OpenBSD  
NetBSD  
Redhat  
Fedora  
CentOS  
Debian  
Ubuntu  
Slackware  
SuSE  
Gentoo

**Certifications**  
Certified  
Information  
Systems Security  
Professional  
(CISSP)



William Goodfellow



- Experience: 8-2008 to Present Great Lakes Comnet East Lansing Michigan  
Director Networks
- OSP Operations, construction & engineering
  - ISP Operations, installation & engineering
  - Fiber accusations, sales and deployment
- 2-2002 to 7-2008 US Signal CO Grand Rapids Michigan  
Consultant
- Fiber accusations, sales and deployment
  - Network deployment and strategies
- 12-2000 to 1-2002 C2C Fiber Houston Texas  
General Manager
- OSP Operations, construction & engineering
  - ISP Operations, installation & engineering
  - Fiber accusations, sales and deployment
- 11-1999 to 12-2000 SBC Hoffman Estates IL  
Regional Director Staff
- Create Service Inventory 13 state region
  - Network Presidential team with key stakeholders
  - Business Unit process development
- 5-1997- to 11-1999 Ameritech Hoffman Estates IL  
Director Process Management
- Create service inventory processes
  - Business Unit and functional organizational process improvements.
  - Network and Key service measurements
- 5-1986 to 5-1997 Ameritech Grand Rapids Mi  
Area Planning Manager
- OSP, Transport & switch planning for West Michigan
- 5-1971 to 5-1986 Michigan Bell Grand Rapids MI  
OSP Engineer and Manager
- OSP engineering
  - Administration Manager

## *Management Team Profiles*

### **Gregg S. Rutgers, Co-Owner**

Gregg Rutgers is 1 of 3 principal owners that founded LYNX Network Group in 2003. Gregg oversees customer service and support, employee management, wholesale and retail sales, contract negotiations, while supplemental responsibilities include management of business development.

- **Work History:**
  - Gregg first entered the telecommunication industry in 1995.
  - Prior to founding Lynx, Gregg worked for an Ameritech/SBC 5-Star Distributor in Michigan (1996-2003), where he served as a Wholesale and Retail Account Manager. He was responsible for all facets of sales, customer service and support for Wholesale and Enterprise customers in their top markets.
  - Prior to his employment in the Ameritech/SBC Distributor program, Gregg worked at ARCH Communications (1995-1996), where he served as a Regional Account Manager. In this capacity he was responsible for all facets of sales, customer service and support for ARCH's enterprise customers in their top markets.
- **Outstanding Achievements:**
  - Ameritech / SBC Top 15 Sales Performers 1996-2003 including Chairman's Club, Premier Class, President's Club, Summit Awards, Peak Achiever and Hall of Fame Club until leaving June of 2003.
- **Education:**
  - Mr. Rutgers received his Bachelor of Public Health Education and Health Promotion, from Central Michigan University in 1994.
- **Extracurricular:**
  - Gregg also enjoys coaching youth soccer & softball and participating in Sprint Triathlons & Duathlons.

### **Chris J. Barber, Co-Owner**

Mr. Barber is 1 of the 3 principals that founded LYNX Network Group in 2003. Chris oversees finances, business growth opportunities, acquisitions, manages and directs business development as well as strategic account acquisition and retention.

- **Work History:**
  - Chris first entered the telecommunication industry in 1995.
  - Prior to founding LYNX, Chris worked as a commercial account manager for ATT (1995 To 1998).
  - Following his 4 years with AT&T, Chris worked for an Ameritech/SBC 5-Star Distributor in Michigan (1998 To 2003), serving Enterprise, Government, Education and Medical customers.
- **Outstanding Achievements:**
  - Consecutively earned top honors in the elite president's club until leaving June of 2003.
- **Education:**

- Chris earned a bachelor degree in Business Administration from Central Michigan University where he was an active leader and member of the Lambda Chi Alpha Fraternity.
- **Extracurricular:**
  - Chris is the founding President of Glima Northwest (Connectech), a non-profit technology organization which promotes and fosters technology business development and education under the parent of Automation Alley. Chris also enjoys coaching youth soccer for the AYSO program.

**Gerald J. Philipp, Co-Owner**

Gerald is 1 of 3 principal owners that founded LYNX Network Group in June of 2003. Gerald oversees every aspect of Lynx Network Group's operations and sales, while supplemental responsibilities include sales assistance to employees on key accounts. He also plays a pivotal role in business development, vendor contract negotiations.

- **Work History:**
  - Gerald first entered the telecommunication industry in 1992.
  - Prior to founding Lynx, Gerald worked for an Ameritech/SBC 5-Star Distributor in Michigan (1992 To 1996, 1998-2003).
  - For a period between his employment in the Ameritech/SBC Distributor program, Gerald also worked for Ameritech directly, handling five of the largest accounts in West Michigan (1996 To 1998).
  - Immediately following college Gerald held his first sales job with a Fortune 200 office equipment and shipping system supplier (1990-1992).
  - Prior to his employment in Telecommunications, Gerald worked for a medical instruments company for five years (1984 To 1990).
- **Outstanding Achievements:**
  - During his employment in the Ameritech/SBC Distributor program Gerald was recognized for top sales performance, specifically for being top 15 sales executives in the Ameritech/SBC regions, when not awarded with the top sales achievement in those regions for the five of eleven years.
- **Education:**
  - Gerald earned a Bachelor of Business Administration Degree with a Minor in Marketing from Western Michigan University graduating in 1990. Gerald also has several credits toward a Masters Degree in Telecommunications from Western Michigan University.
- **Extracurricular:**
  - In his personal time Gerald enjoys coaching baseball, basketball, and has passion for outdoor adventure activities such as alpine skiing with his family.

**Scott Windemuller - Director of Operations at Lynx Network Group, LLC**

- 15 years working with business owners and management focusing on the financial management, operations, IT, administrative and personnel components of the businesses.
- Over 12 years experience managing P&L and financial functions of companies with extensive bottom line experience and responsibility for maintaining cash flow and financial results.
- Extensive business knowledge of the Real Estate, Information Technology, Internet and Telecommunications Industries and how each industry can impact or improve the others.



- Installed and implemented numerous accounting, customer data, invoice, accounts receivable and cost analysis programs and tools designed to manage and control financial and administrative components of complex businesses.
- Experienced in company workout activity and Bank negotiations for loan restructure and cash flow support.

- **Work History:**

- Vice President of Operations at Terra Firma Management, Inc
- Director of Operations at McKeough Land Company
- Director of Operations at Information Systems Group

- **Education:**

- University of Colorado at Boulder - Leeds School of Business
- Aspen High School
- GH Christian

- **Specialties**

- Financial, IT, HR, and Operations Management
- Management of CRM & Accounting Software Installation
- Creation of Budgeting, Sales Forecasts, & Financial Analysis Tools
- Creation of HR & Operational Policies & Procedures

**David Scott McCartney**

906-226-2010

Education: Masters in Business Administration  
University of Notre Dame, Du Lac  
Emphasis in Finance and Accounting

Professional Certification: Certified Public Accountant – State of Michigan since November  
28, 1983

Current Employer: McCartney & Company, P.C.  
Certified Public Accountants  
2803 U.S. 41 West  
Marquette, Michigan, 49855

McCartney & Company (and its predecessors) has been providing consulting, accounting and auditing services to the communication industry, principally located in the State of Michigan, for over forty years. Mr. McCartney has been an employee of McCartney & Company for almost thirty of those years. As one of the principals of McCartney & Company, Mr. McCartney is knowledgeable in all aspects of the FCC's Part 32 accounting rules and structures and, RUS's and the U.S. Government's single audit and related documentation requirements. Additionally, Mr. McCartney has testified for numerous companies before the Michigan Public Service Commission related to costing - pricing of services, including broadband. He has assisted numerous telephone and CLEC companies in design and deployments of broadband based services to existing and new customers. He is looked on as the "go-to" man in Michigan for telecommunication related regulatory, access and accounting issues.

Responsibilities related to PFN

In his current engagement with PFN, he is the primary contact within McCartney & Company for all accounting, taxes and regulatory services required by PFN. He introduced Hiawatha Communications Inc. and Baraga Telephone Company, the parent organizations of PFN, to the concept of creating a joint middle mile organization with the intention of bringing broadband services to areas outside their historical serving areas. Since the creation of PFN, he has been actively involved with the management of PFN including the creation and development of PFN's broadband service network and offerings. In conjunction with, PFN's management team he has worked collaboratively to bring to market new PFN broadband service offerings that meet the needs and budget requirements of customers of the PFN market area. Many of these customers that are served by PFN provide broadband services themselves directly to end users in unserved and underserved areas in the Upper Peninsula. This involvement has ranged from assisting with issue of day-to-day operations of a modern broadband network to providing strategic direction for PFN and participation in all upper management meetings. He has been an integral part of the PFN growth from a new company in 2006 to a company with anticipated revenues for 2010 of almost \$5,000,000.

## **William C. Tidd**

### **Biography**

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- Graduated from Munising High School in 1976.
- 1976 to 1977: Worked as a line technician.
- 1977 to 1978: Attended Minnesota State Community College for Telecommunications.
- 1979 to 1980: Worked as a technician for Hiawatha Telephone Company.
- 1981 to 1982: Held position as Telecommunications Project Supervisor for Arrow Communications in Phoenix and Los Angeles.
- 1982 to 1984: Owner and Manager of Telecom Contractors in Southern California.
- 1985 to 1995: Held position of Outside Plant Supervisor for Hiawatha Communications, Inc.
- 1995 to 2004: Held position of Network Manager of Hiawatha Communications, Inc.
- 2005 to present: Position of V.P. – C.T.O. of Hiawatha Communications, Inc.
- Elected to Board of Directors of Hiawatha Communications, Inc. in 1996.



J. Thomas Sumbler



PH: 303 883 4156

tsumbler@theironbridgegroup.com

December 2005 – Present – The Iron Bridge Group, President, Founder

Created TIBG to be an outsourced sales and business development consultancy for small telecommunications companies. Since its inception, TIBG has provided revenue and product development services to several network providers including Pacwest, Cavalier Telephone, Zone Telecommunications and Remi Communications. TIBG specializes in product and service delivery into smaller, underserved markets and into carriers operating in rural areas.

Since April of 2008, TIBG has been contracted to Peninsula Fiber Network as the company's primary product development, sales and business development arm. As of August 2009, TIBG has created the product suite for PFN and has produced in excess of \$7,000,000 of contracted revenues with an additional \$3,000,000 of additional contracts forecasted to complete prior to December 2009.

April 2004 – December 2005 - On Fiber Communications, VP Business Development

Responsible for development of two new product sets for OnFiber: Central Office / End Office Access Service and Metro VPLS distribution serving smaller, underserved central offices. Both products were built in conjunction with major customers of OnFiber: Broadwing and Qwest.

April 2003 – March 2004 – PointOne Communications, Senior VP Sales

Developed the sales and support organizations for the company, that sold and managed transport and termination services to the carrier market sector. The organization doubled company revenues within 12 months adding approximately \$15M in new annualized revenues from new accounts including such key accounts as Sprint, Paetec, Broadwing and Bell Canada.

April 2000 – December 2003 – Telseon, VP Business Development

Responsible for structural deals between Telseon and several major corporate partners including Qwest, Dynegy and WilTel. Developed a transaction with Dynegy Corp. that brought \$69,000,000 of new transmission equipment into the company's network. The addition of this capital equipment allowed Telseon to expand critical transmission service offerings into and between previously unserved or underserved collocation facilities, data centers, internet peering sites and larger corporate customers.

August 1996 – March 2000 – ICG Communications Inc, Senior VP, Wholesale Markets Group

Entirely restructured the product suite, sales operation and provisioning unit of a \$165,000,000 business unit of a public company resulting in a \$36,000,000 increase in annual EBITDA.

**JAMES P. BROGAN III (JAY)**

(906) 387-1515 [jbrogan@jamadots.net](mailto:jbrogan@jamadots.net)

**PROFESSIONAL EXPERIENCE**

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2009 (May) – Present Hiawatha Communications Inc. (HCI) Munising MI  
*Member of the Board of Directors*

2006 (April) – Present Hiawatha Communications Inc. (HCI) Munising MI  
*President and Chief Executive Officer*  
*Note: Also President and Director of all HCI subsidiaries – Chippewa County Telephone Company, Hiawatha Telephone Company, Ontonagon County Telephone Company, Midway Telephone Company, Superior Long Distance, Great Lakes Interlink*

2005 – Present Peninsula Fiber Network (PFN) Munising MI  
*Vice President and Secretary*

2002 – 2006 (April) Hiawatha Communications Inc. (HCI) Munising MI  
*Vice President and Chief Operating Officer*

2002 – 2004 Superior Technologies Inc. (STI) Marquette, MI  
*Vice President and Member of the Board of Directors*

1999-2002 Hiawatha Communications Inc. (HCI) Munising, MI  
*Director of Strategic Planning*

1989-1999 Ontonagon County Telephone Company Ontonagon, MI  
*Assistant Operations Manager*

1985-1989 Ontonagon County Telephone Company Ontonagon, MI  
*Combination Man/Laborer (summers and college breaks)*

**EDUCATION**

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1985-1989 Lake Superior State University Sault Ste. Marie, MI  
o Bachelor of Science, Business Administration – Management Concentration

1983-1987 Lake Superior State University Sault Ste. Marie, MI  
o Associate of Arts, Computer Engineering Technology

1983 Ontonagon Area High School Ontonagon, MI  
o High School Diploma – College Prep

**SPECIFIC TRAINING**

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1998 NORTEL Technical Education Raleigh, NC  
o DMS-10 System Overview

1994 United States Telephone Association (USTA) Washington, DC  
o Telephone Cost Separations

Note – Over the past 24 years of work in the communications industry, I have attended and participated in many corporate, trade association, vendor and consultant organized conferences, forums, roundtables, breakouts, and training sessions related to every aspect of the communications industry.

**PROFESSIONAL MEMBERSHIPS**

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**Telecommunications Association of Michigan (TAM):**

- Member of the Board of Directors (2001-Present)
- Chairman of the Board (2006-2007)
- Executive Committee (2006-Present)
- Small Company Committee Chairman (2005-Present)
- Nominating Committee Chairperson (Past)
- TELEPAC Disbursal Committee (Past)
- TAM Ad-Hoc Committee on State Universal Service Chairperson (Past)
- TAM Legislative Committee (Past)
- TAM Events Committee (Past)

**Michigan Exchange Carriers Association (MECA):**

- Member of the Board of Directors (Present)

**United States Telephone Association (USTA):**

- Member of the Small company Caucus (Past)
- Regional USTAPAC Chairperson (Past)

**COMMUNITY ACTIVITIES**

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- Munising Memorial Hospital Board of Trustees (2001-Present, Currently President)
- Munising Memorial Hospital Association Member (Present)
- Munising Rotary Club Member (1999 – Present, Past President)
- Munising Little League Co-Coach (Past)
- Good Shepherd Lutheran Church Elder (Past)
- Good Shepherd Lutheran Church Board of Trustees (Past)
- Ontonagon's Men Association President (Past)
- Ontonagon/White Pine Rotary Club President (Past)
- Ontonagon Pony League Co-Coach (Past)
- Ontonagon PTA (Past)



August 7, 2009

**Paul W. Stark** [REDACTED]  
President, Baraga Telephone Company

**Education & Military Service:**

1966	Graduate from Baraga High School
1970	Graduate from Michigan Technological University BS EE
1970 – 1972	Military service, stationed in Germany. I served in the Army Signal Corps. and I received an Honorable Discharge.
1973 – 1974	Graduate school Mich. Tech University. Masters Degree in Geophysics

**Professional Experience:**

1972 – 1973	I worked for Stromberg Carlson in Rochester, N.Y.
1974 – 1984	I worked for Schlumberger Offshore Services. I started as a Field Engineer in the North Sea. I then moved to Louisiana where I Served as a Field Service Manager with about seven engineers and crews working under my supervision. Later I managed a computing center and became a Senior Log Analyst. Well Logs are down hole measurements of oil wells.
1984 – 2004	Engineer, Baraga Telephone Company, (BTC). In 1986 we purchased the adjoining L'Anse Telephone Exchange from GTE. In 1995 BTC started Dial Up internet service in our associated Telephone Exchanges. In 2001 BTC started High Speed Internet (DSL) service.
2004 – Present	President and General Manager of the Baraga Telephone Company.
1990 – 1998	I was the President of the Village of Baraga. I served four two year terms. Later I served one four year term on our Village Counsel.

Jon-Paul Suchoski Baraga Telephone Company PO Box 9, Baraga, MI 49908

## **Experience**

**Internet / IT Manager**, Baraga Telephone / up.net, Baraga, MI 1998 – Present

Responsibilities include, directly and overseeing, the network design, implementation, installation, administration, security, support, and maintenance of all hardware and software for up.net, a multi-homed regional Internet Service Provider. Dial network covers 11 cities and 9 Points-of-Presence and an areal extent of 16,500 square miles. Broadband services include DSL, Fiber to the Home (FTTH) and wireless.

Install and maintain multiple vendor (Nortel Networks, Paradyne, Redback, Marconi, and Best Data) Digital Subscriber Line Access Multiplexers (Broadband DSL) to provide broadband DSL services to 2200+ customers.

Design and implement ATM Network to interact with existing Gigabit Ethernet Network using Marconi, Redback, Cisco, and Paradyne / Zhone equipment.

Install and administer servers and services including DNS (BIND/Microsoft), DHCP, Web/SSL (IIS/Apache), SQL (mySQL), FTP, SMTP, POP/IMAP, and File/Print Servers.

Responsible for oversight of day to day operations and security of entire network consisting of over 40+ Servers running Windows 2000 & 2003 Server, Solaris, Linux, BSD, Mac OS X, 20+ Cisco Switches, and 18+ Remote Access Servers.

**Internet and Web Marketing**, Tu-Mar Broadcasting, Houghton, MI, 1996 – 1998.

Assist local and regional companies position their products and services by using Internet technologies.

## **Education**

Ph. D Studies in Geology, attended 1994 – 1996, Michigan Technological University, Houghton, MI.

M.S. Geology, awarded 1994, Michigan Technological University, Houghton, MI.

B.S. Geology, awarded 1989, New Mexico Institute of Mining and Technology, Socorro, NM.

## **Equipment**

Cisco routers (7300, 7200, 3600, 2600, etc), Cisco Catalyst and Metro Ethernet switches, Redback (SMS), Marconi ATM Switching, Nortel, Calix, Occam, Sun, Mac (Apple), Intel, Paradyne / Zhone DSLAMs

## **Technologies, Protocols, Services**

ATM, BGP, DHCP, DNS, GIS, HTTP(S), LAN, RAID, SMTP, SQL, TCP/IP, IP subnetting, VLAN, VPN, WAN (T1, DS3, DSL, OC3, etc), VLAN, wireless point-to-point, wireless point-to-multipoint, RF propagation, remote sensing, virtualization via VMWare, HTML, CSS, PHP, Adobe Photoshop, Microsoft Domains, Microsoft Group Policy, DSL Broadband, Fiber to the Home (FTTH).

## **Training**

Supporting Windows NT, 1999; Solaris System Administration, 1999; SUN TCP/IP Network Administration, 1999; Interconnecting Cisco Network Devices, 2000; Advanced Cisco Router Configuration, 2000; Internetworking with TCP/IP, 2001; Nortel CVX Multi-Service Access Switch, 2001; Sendmail and DNS, 2001; Troubleshooting TCP/IP Networks, 2001; Paradyne GrandDSLAM Broadband Multiplexer, 2002; ATM Essentials, 2002; ATM Internetworking, 2002; Cisco Advanced BGP, 2003; Certified Waverider Wireless Professional, 2004; Corning Cable Systems Optimized Design and Deployment Approach for fiber to the home (FTTH) Networks, 2006.



## Zayo Resumes - Senior Leadership & Other Key Personnel

### **Dan Caruso**

#### **President and CEO, Zayo Group**

dan.caruso@bearequity.com

An industry veteran, Dan Caruso has 22 years of experience in the telecommunications and Internet industries. Dan is currently CEO of Zayo Group, a regional provider of telecom services comprised of three complimentary business units. Zayo Bandwidth is focused on providing highly reliable fiberbased bandwidth solutions to targeted customers. Onvoy Voice Services delivers wholesale voice services to carriers and LEC's, and Zayo Managed Services focuses on providing converged IP services to small and medium enterprises. Under Dan's direction, each business unit concentrates specifically in its area of excellence and tailors offerings to fit customers' needs.

Prior to Zayo, Dan was President and CEO of ICG Communications, a major provider of telecommunications and Internet service. In a buyout led by Dan in 2004, ICG was purchased by Columbia Capital and M/C Venture Partners. Dan and his team propelled ICG to become a profitable and positive cash flow company while realizing double-digit revenue growth. Level 3 Communications purchased ICG in 2006, marking the culmination of one of the more successful telecom investment stories in the post-bubble era. Dan was also a founding executive member and officer of Level 3, where he was group vice president of Lines of Business and Marketing and group vice president of Network Services. Previously, Dan was a senior vice president at WorldCom and MFS Communications, where he had various responsibilities in business development, network planning, and operations. Dan began his career at Ameritech (now part of AT&T) in an executive management program. Dan is active in telecom and related industries, serving as chairman of Envysion, a venture backed company providing Internet-based video surveillance services and sits on the board of NGT Communications, a leading provider of wholesale VoIP services. Dan is active in local philanthropy and since 2003 has been on the board of Colorado Uplift, a charity focused on supporting Denver inner-city youth. Dan holds a MBA from the University of Chicago and a B.S. in Mechanical Engineering from the University of Illinois in Champaign-Urbana. Dan maintains an interesting and informative blog at [www.BearOnBusiness.com](http://www.BearOnBusiness.com).

### **John Scarano**

#### **COO & Co-founder of Zayo Group, President of Zayo Bandwidth**

jscarano@zayo.com

John Scarano has 20 years of experience in the wireline and wireless communications industries. John co-founded and is currently COO of Zayo Group, focusing most of his efforts in support of Zayo Bandwidth. Zayo Bandwidth leverages its network footprint to support the high-capacity bandwidth needs of its customers. Previously, John was EVP of Corp Development and Operations of ICG responsible for business development, acquisitions and divestitures and various other sales and marketing operations. ICG was one of the many telecom entities that had developed a robust network infrastructure across a US footprint, but not a sustainable business. John's efforts in M&A and operations oversight helped turn ICG into a cash-flow positive, customer focused entity. ICG was sold to Level 3 Communications in 2006. With Level 3 Communications since its inception in 1997, John was initially responsible for the development and build-out of Level 3's North American intercity backbone



network, local networks and facilities--which were completed ahead of schedule within 33 months for \$6.2B. John then founded and led the company's Global Business Development group, closing more than 30 transactions valued at approximately \$1.6B.

John held various executive and staff positions in global operations, regulatory, marketing, product and business development at MFS Communications (acquired by WorldCom) and at AT&T. While at AT&T, John was responsible for the commercial delivery of the first digital air-to-ground communications system. John was an elected Town Board member in Orange County, NY for 7 years, holding the elected offices of Councilman and Deputy Supervisor. John earned a combined degree in Business Administration and Computer Science from the State University of NY at Albany in 1987.

### **Ken desGarenes**

#### **CFO, Zayo Group**

kdesgarenes@zayo.com

Ken desGarenes has 13 years of experience in technology and communications, most recently as the CFO of Wire One Communications. Wire One, the largest international provider of videoconferencing solutions in the market, was created through the acquisition and integration of three videoconferencing properties. In addition to leading the acquisition and integration efforts, Ken was responsible for raising debt and building a world class finance organization. Prior to joining Wire One, Ken was a Senior Director at the Gores Group, a technology focused private equity firm. While at the Gores Group, Ken led the financial due diligence and negotiations on numerous acquisitions in both the telecom and technology market. Ken started his career as a commercial banking officer with First Union Bank before moving to Accenture where he worked for 6 years in a corporate development role. Ken received his BS in finance from the University of Maryland in College Park.

### **Scott Beer**

#### **General Counsel, Zayo Group**

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Scott Beer has 17 years of experience in the legal field, with an emphasis on telecommunications. He most recently worked for Level 3 Communications as VP of Carrier Relations, responsible for vendor relations covering \$1.8 billion in network expenses. Prior to Level 3's acquisition of ICG Communications, Scott was VP and General Counsel of ICG, overseeing all legal and regulatory matters for the company. Scott started with ICG as Director of Government Affairs handling all state and federal regulatory matters and providing legal support to new product development.

Before starting with ICG, Scott was in house counsel at MCI WorldCom supporting the Mass Markets Finance Department for three years. He began his legal career as an associate attorney for a Denver law firm, where he was a commercial litigator and represented several large communication companies. Scott holds a Juris Doctorate from Detroit College of Law at Michigan State University. He earned his B.A. from Michigan State in Communications and Prelaw.

### **Marty Snella**

#### **Senior Vice President, Operations, Zayo Bandwidth, Inc.**

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Marty Snella has 27 years of experience in the telecom, information technology, and cable TV industries. At Zayo Marty oversees service Operations, Engineering, Outside Plant and Information Technology. Marty served as Executive Vice President of Operations at ICG Communications, where he led Field Operations, Engineering and Information Technologies. He was also a member of the senior

management team that acquired ICG as a turn around opportunity. Marty held various executive and staff positions with Expanets, Qwest Cyber Solutions, Level 3 and AT&T Broadband (TCI). Marty began his career in telecommunications in 1981, as a Telecommunications Specialist in the United States Air Force.

### **Brad Cheedle**

#### **Senior Vice President, Sales, Zayo Bandwidth, Inc.**

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Brad Cheedle has 15 years experience in the telecommunications industry in a variety of senior roles. Most recently Brad was an Officer at OnFiber Communications. There he oversaw Sales, Marketing and Product Management. OnFiber Communications was sold to Qwest Communications in September 2006. Brad had responsibility for aiding in the sale of the company to Qwest, and leading the integration effort of company post close. Prior to Brad's position at OnFiber, he worked for Level 3 Communications as a Regional Vice President responsible for Alternate Channels Globally, and several direct and overlay sales organizations. Brad began his career in telecommunications at MCI, where he held a variety of leadership positions including sales, product management, program management and was a founding member of MCI Metro. At MCI Metro, he help lead MCI's entrance into the Local Telecommunications market. Brad has a Bachelor of Science Degree in Business Administration in Marketing from the University of Northern Colorado.

### **Matt Erickson**

#### **Vice President, Zayo Group**

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Matt Erickson is head of Product Management, Marketing and Strategy for Zayo Bandwidth. In his current role, Matt is responsible for P&L management, product management and marketing for all of Zayo Bandwidth's products. Matt also has responsibility for off-net circuit management. Matt plays an active role in Zayo Group's M&A team and was part of the day one executive team at Zayo Group. Prior to Zayo, Matt was at ICG Communications where he was Vice President of Marketing & Product Management. Matt was a member of the senior team that successfully sold ICG to Level 3 Communications. Prior to ICG, Matt was at Level 3 Communications where he held various roles including Internet, transport and infrastructure product management and corporate strategy/development roles. Matt began his career at Price Waterhouse in the audit and financial advisory services groups. Matt received his B.S. (Summa Cum Laude with Honors) in Accounting from Colorado State University.

### **Christopher P. Yost**

#### **General Counsel, Zayo Bandwidth, Inc.**

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Christopher Yost has more than 18 years of professional legal experience, with over 8 years focused in the telecommunications industry. Prior to joining Zayo Bandwidth, Chris held several senior positions at Level 3 Communications, including Group Vice President of Human Resources and Vice President of Litigation and Employment. In his roles at Level 3, Chris was responsible for managing all aspects of Human Resources, including employee relations, compensation and benefits, employee development, recruiting and leadership programs. Chris also handled corporate security and facilities while managing the interests of the Company and its various subsidiaries in all litigation, claims and risk management. Chris previously served as a Director of Labor Relations for Albertson's, Inc., the Boise-based grocery store chain. Before that, he was an associate at the law firm of Akin, Gump, Strauss, Hauer & Feld in



Washington, D.C. where he specialized in labor and employment law and litigation since September 1990. Chris has a law degree from Catholic University of America in Washington, D.C., and a Bachelor of Science degree from Western Michigan University.

### **Greg Hadlock**

#### **Vice President, Network Control Center**

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Greg Hadlock has over 15 years of experience in the architecture, engineering, and operations of telecommunications networks. Greg's recent experience includes the roles of Senior Director, Network Operations and Vice President, Network Architecture & Technology for Level 3 Communications based in Denver, Colorado. Prior to Level 3, Greg held a number of leadership roles with Progress Telecom, LLC and EPIK Communications, Inc with responsibilities for all aspects of engineering, operations and IT. Greg's diverse background includes the design and construction of startup networks, integration of multiple networks through mergers and acquisitions, and the operation of large, international network with over 35,000 network elements. Greg's educational background includes a degree in Electrical Engineering acquired from Mercer University in Macon, Georgia with a secondary major in Computer Science. Greg recently joined Zayo as the Vice President of the Network Control Center. In this capacity, Greg's responsibilities include the provisioning, maintenance and 24 x7 surveillance and repair of the Zayo Bandwidth network.

### **Matt Davis**

#### **Vice President, Service Delivery**

mdavis@zayo.com

Matt Davis has over 13 years of experience turning up telecom services and supporting customers. Matt's recently joined Zayo coming from Level 3 Communications where he held many different roles over a 10 year period. Matt's responsibilities included the role of Director of Service Delivery where he ran the Escalations Desk for critical care customers. Prior to Level 3, Matt was responsible for network design at McLeodUSA in the R&D Department. Matt's educational background includes a degree in Business Management acquired from Luther College in Decorah, Iowa with a secondary focus in Management Information Systems. Matt recently joined Zayo as the Vice President of Service Delivery. In this capacity, Matt's responsibilities include customer care, design and project management for the Zayo Bandwidth network.

### **Chris Morley**

#### **CFO of Zayo Bandwidth**

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Chris Morley has 13 years of technology and communications experience. Most recently he was an independent consultant performing specific assignments on behalf of Altman Vilandrie & Co., a boutique strategy consulting firm specializing in the media and communications industries, advising operating companies and private equity investors on strategy, M&A diligence and execution, and operational improvement. Previously, Chris was the Chief Integrations Officer for One Communications. During that time he lead integration efforts combining three competitive telecom providers creating one of the largest privately held CLECs in the country with \$800M in revenues, \$175M in EBITDA and \$115M in unlevered FCF (annualized figures). Prior to its sale to One Communications, Chris served as Senior Vice President of Operations and Engineering for Conversent Communications with operations in the northeastern US. Chris started his career at AT&T as a financial analyst supporting business forecasting,



measurement and analysis for the Global Markets Division. Chris received his BSBA in Finance from the University of Denver

### **Eric Hall**

#### **Custom Solutions Engineer, Zayo Bandwidth, Inc.**

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Eric Hall has over 11 years of Engineering and Sales Engineering experience in the telecom industry. In his current role Eric is responsible for processing Custom Solutions on the Zayo Bandwidth Network. Prior to joining Zayo Bandwidth, Eric was a Network Engineer for OnFiber Communications and held Planning Engineering positions at WorldCom and McLeod. While at OnFiber Communications Eric was responsible for engineering the San Jose, San Francisco, Sacramento networks, which accounted for 60% of the overall revenue. Eric received a Bachelor of Science degree in Electrical Engineering from The University of Tulsa.

### **Craig Brown**

#### **OSP Manager, Midwest**

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Craig Brown has over 16 years experience in the Telecommunications industry. He is currently the Outside Plant Manager for Indiana, Michigan and Illinois. In this role he is responsible for maintaining cable networks throughout these regions as well as building new infrastructure. Prior to joining Zayo Bandwidth, Craig was a Facilities Manager for Indiana Fiber Works. While working for Indiana Fiber Works he was responsible for building new regen locations, maintaining splicing documentation and coordinating maintenance on regens, cable routes and splices. Craig starting in the Telecom industry while serving in the US Army, where he learned how to deploy, maintain and design Mobile Subscriber Equipment networks.

### **Joe Samsel**

#### **Director, Facilities/ISP**

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Joe Samsel has over 15 years of diverse experience in the telecommunications industry. Joe's responsibilities at Zayo include facility real estate, construction, maintenance and ISP engineering. Before starting work a year ago for Zayo, Joe worked for Level 3 Communications from its inception in 1997 leading efforts including custom network solutions and implementation as part of Professional Services, IP planning, deployment and engineering, facilities design and construction, including work in Europe where he built over 1 mil square feet of technical data center and colocation space. Joe additionally held roles in product marketing developing Level 3's colocation products. Prior to Level 3 Joe worked at MFS and Commonwealth Communications performing transport and ISP engineering. Educational background includes structural, mechanical and electrical engineering apprenticeship programs in the petroleum industry where he held a project engineering role designing ASME pressure vessels and piping systems prior to telecommunications.