

Attachment III

Biographies of Key Management

Jack Dayan

FOUNDER AND CEO

Following the enactment of the Telecom Act of 1996, Jack Dayan saw an opportunity to create a telecommunications business focused on providing quality and affordable service with personalized care for consumers and businesses and founded what is now known as Spectrotel. As CEO for more than 17 years, through a sea of change within the telecommunication industry, including mass consolidation, Mr. Dayan steadily led the company through organic growth to not only survive through one of the most turbulent telecom eras, but to emerge as a multimillion dollar corporation on a significant growth trajectory. In addition, Mr. Dayan is the creative and business force behind several other successful enterprises he founded, including USA Gold Corp (2009) and most recently, SigBop (2012). Mr. Dayan began his career leading the Asian division of a family enterprise in consumer electronics. He earned his Bachelor of Science degree in Finance from New York University's Stern School of Business in 1992.

Ross Artale

PRESIDENT AND COO

Mr. Artale had over 16 years of telecommunications experience when he joined Spectrotel as Vice President of Operations in 2007. He was promoted to Chief Operating Officer in March 2012 and was named President in December 2013. He began his career at Mobile Comm, a Bell South Company, and then later took management positions at two start-up companies, Geotek and Prism Communications. In 2000, Mr. Artale moved into the role of Vice President, Customer Care for InfoHighway Communications, formerly known as Eureka Broadband Corporation, where over the next seven years he was part of the management team that grew the company from a small start up to a \$100 million corporation. At Spectrotel, he is responsible for managing and leading all day to day operations, including, sales, marketing, product management, engineering, provisioning, customer care, quality assurance, and regulatory functions.

David Zahka

CFO

Mr. Zahka joined Spectrotel as CFO in October 2016 with responsibilities for all of financial operations and human resources. He came to Spectrotel with over 25 years' experience in financial management and leadership expertise in various industries including telecommunications and financial services. Prior to joining Spectrotel, he was Founder and Managing Member at Financial Dynamics Group, LLC in Short Hills, New Jersey. He also served as CFO for Guardtrax, LLC and Talk America, LLC. In addition, Mr. Zahka held several senior level positions at UBS Warburg, LLC and Paine Webber Incorporated. Mr. Zahka holds an MBA degree from the Darden School of Business at the University of Virginia and a BA degree from Colgate University.

Mitch Wright

CIO

As Chief Information Officer since 2002, Mr. Wright's responsibilities include corporate infrastructure, application development, billing operations, and revenue assurance. His 19 years of experience in telecommunications and information technology include management positions at Global Crossing, AT&T and Qwest (formerly US West). He was previously the billing committee co-chair of the OBF (Ordering and Billing Forum), a national collective of industry experts who address access and interconnection issues, as well as chair of Telcordia's Technical Review Group, responsible for the development of Carrier Access Billing Specifications (CABS). Mr. Wright is currently a member of the B/OSS Live! Conference and Businessplex advisory board. He has a Bachelor of Science degree in computer science from North Dakota State University.

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Christopher Ricca

EXECUTIVE VICE PRESIDENT

Mr. Ricca joined Spectrotel as Vice President of VoIP in 2005 with over 19 years' experience in the Telecommunications industry. He was later promoted to Executive Vice President. Mr. Ricca began his career with AT&T as a communications technician and was then promoted to a series of positions in AT&T's Network Management Center. He then joined Polar Communications Corp. as a Switch Supervisor and was later appointed to the position of Vice President, Operations. In 1997 Mr. Ricca was Co-founder of Enhanced Telecommunications Solutions LLC (ETS), a domestic and international long-distance service provider. As President of ETS, he oversaw revenue growth from startup to \$12 M annually, and he was responsible for business planning, engineering and implementation of the International Private Network. At Spectrotel, Mr. Ricca is responsible for sales operations, account retention, and provisioning. Mr. Ricca is a graduate of DeVry Institute of Technology.

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Jeffrey Todor

VP SERVICE DELIVERY

Jeffrey Todor joined Spectrotel as VP Service Delivery in 2019, bringing with him 19 years of industry experience. Beginning his career with ATX Communications in 2000, Jeffrey has held various roles including Project Management, Field Dispatch Manager, and Manager of Service Delivery. Prior to joining Spectrotel, Jeffrey was Managing Director of Enterprise Channel Management for Broadview Networks. In this role, Jeffrey lead a division of account managers, project managers, engineers, and billing specialists with the purpose of managing the onboarding and ongoing service experience of Broadview Network's largest business relationships. Under his leadership, Jeffrey's Enterprise team maintained a 90% or higher customer satisfaction rate and a sub one percent level of churn. In his current role as VP Service Delivery, Jeffrey has responsibility for Provisioning and Project Management. Jeffrey is a Six Sigma Green Belt and a graduate of Rowan University.