

Management Experience

Harmony Telephone Company was a family owned and operated telecommunications company from 1950 until 2006. In 2006, two area telecommunications cooperatives, Mabel Cooperative Telephone Company and Spring Grove Communications formed the partnership MSG Tel, Inc. to purchase Harmony Telephone Company. In 2018, this partnership was expanded to include MiEnergy Cooperative. As a part of the partnership agreement, a Management and Services Agreement was signed by all parties bringing together the board of directors and management from all three ownership entities to oversee and manage Harmony Telephone Company.

The Management and Services Agreement specifically states Spring Grove Communications shall be the primary provider of management services for Harmony Telephone Company. The Chief Executive Officer for Spring Grove Communications dually serves as the Chief Operating Officer for Harmony Telephone Company. By utilizing resources from our affiliated companies, we can provide economic efficiencies to all parties as well as receiving the significant advantage of an experienced and dedicated management team.

Members of the management team from affiliated companies:

- Brian Krambeer, President/Chief Executive Officer, MiEnergy Cooperative; Board of Directors President for MSG Tel, Inc. and Harmony Telephone Company
- Jill Huffman, Chief Executive Officer, Spring Grove Communications; Chief Operating Officer, Harmony Telephone Company
- Vassil Vutov, Vice President of Information Technology, MiEnergy Cooperative

In addition, Harmony Telephone Company directly employs the following member of the management team:

- Barry Churchill, Central Office, Network Operations Manager

Harmony Telephone Company and all our affiliates are in small rural, primarily agricultural areas. As a part of a small rural community, we are all very familiar with our customers and how our services directly impact their daily lives.

With Brian's eighteen years of experience as a CEO, he is a guiding force for strategic planning, government relations, public relations, and board oversight. Brian is an active Board of Directors President offering professional and consistent input on all projects and initiatives. Part of Brian's contribution is to assist with coordinating these initiatives with all members of the management team and other human resources contributing to projects. A large part of Brian's experience comes from his extensive interaction with MiEnergy Cooperative's various affiliates, his board of director roles with other organizations and previous work in the areas of marketing and business development. While Brian's distinguished accomplishments have come from the electric utility industry, there are many similarities between the projects in both sectors.

Jill Huffman began her career in telecommunications at Harmony Telephone Company in 2004. Her first position was as the accountant, and in 2006 was promoted to Vice-President of Operations. In addition to her operational responsibilities for Harmony Telephone Company, Jill also performed the accounting duties for Spring Grove Communications beginning in 2009. In 2018, Jill accepted the position as Chief Executive Officer for Spring Grove Communications. Within her role for both companies, Jill is responsible for managing all short and long-range planning, which includes financial and operations initiatives. Jill oversees all system operations to ensure compliance with all regulations and supervises all business affairs.

From her prior work experience, Jill has expertise in the areas of management of information technology projects, financial statement preparation, analysis of service offerings for profitability and supervision of accounting employees. Spring Grove Communications is a 100% fiber deployed communications provider offering voice, broadband, and IPTV services via their fiber network. The experience Jill has gained working at both companies prepares her for the future fiber deployment project for Harmony Telephone Company. She has overseen many projects during her tenure with the companies, including software conversions, telephone switch replacement, and central office upgrades.

Before joining MiEnergy Cooperative, Vassil Vutov was a Senior Network Engineer for HBC, Inc. for nineteen years. HBC, Inc. is a telecommunications service provider located in Winona, Minnesota. Services available from HBC, Inc. include voice, broadband, and video. In addition to serving traditional subscribers, HBC, Inc. has been the supplier of Harmony Telephone Company's internet backbone since 2003. As part of this relationship, Vassil assisted in the core network design for Harmony Telephone Company. Part of his responsibilities included support for the Harmony Telephone Company network, strategic planning of routes, equipment purchases, updates, and maintenance.

Vassil is a valuable information technology asset for Harmony Telephone Company. His experience qualifies him for his role in Harmony Telephone Company's technology initiative projects, including strategic planning and oversight of core network design, cybersecurity preparedness, and planning for future capacity needs.

Barry Churchill is the Network Operations Manager for Harmony Telephone Company. Barry began his career at Harmony Telephone Company in 2004. Harmony Telephone Company offers networking services, computer sales, and computer repair services to customers under the brand Bluff Country Computer Works. Barry's first role with Harmony Telephone Company was as the primary technician for Bluff Country Computer Works as well as coordinating DSL internet deployments with company consultants. Since 2004, Barry has grown his knowledge and experience with central office equipment, the company's core network, and outside plant, leading to his current position as manager of these areas.

For Harmony Telephone Company's technology advancement initiatives, Barry is the primary project coordinator between company personnel and outside engineering consultants. His extensive experience with Harmony Telephone's advancement of services during his tenure, as well as his understanding of company goals and initiatives are crucial to the success of these projects.

Jill, Vassil, and Barry have all had the opportunity to work on projects together since Jill and Barry joined the Harmony Telephone Company team in 2004. They have vast experience working with one another to make sure all aspects of shared projects are communicated, managed, and maintained. They have worked on several core network upgrades, including changes in the type of service utilized to support the network, core routers, core switches, and the equipment used to serve the end user. The network has been upgraded consistently since 2004 to keep pace with subscriber broadband needs.

With the Management and Services Agreement completed in 2018, Harmony Telephone Company was able again to utilize the experience, and knowledge Vassil brings to our technology initiative projects. In addition, we added Brian to create a well-rounded, diverse management team for Harmony Telephone Company. This management team is prepared to handle all project milestones using their experience in planning, deployment, marketing, financial, and compliance reporting.

This management team is committed to completing our current priority initiative, which is our fiber to the premise deployment in multiple areas. This initiative will be coordinated amongst the team to ensure the customers of Harmony Telephone Company have access to world-class communications services.

Management Resumes



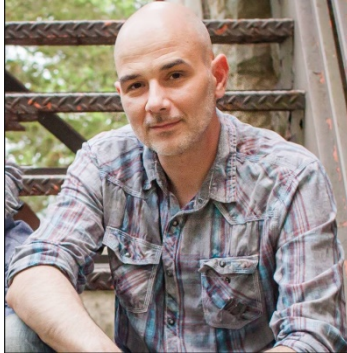
Jill Huffman
General Manager/ CEO, Spring Grove Communications
General Manager / COO, Harmony Telephone

- Education:**
- ♦ Bachelor of Science Business Administration, Major: Accounting from Minnesota State University – Mankato in 1996
- Duties / Responsibilities**
- ♦ Manages all short- and long-range planning, including financial and operations, new services, market status, diversification potential, personnel organization, public relations and controls
 - ♦ Oversees all system operations to ensure compliance with established policy and applicable federal, state and local regulations
 - ♦ Supervises company financial affairs including reporting and monitoring of financial statements such as income statements, balance sheets and cash flow statements.
- Experience:**
- ♦ July 2018 – Present: Chief Operating Officer
 - ♦ June 2006 – June 2018: Vice President of Operations
 - ♦ January 2004 – June 2006: Accountant
 - ♦ Prior experience includes accounting and project management positions with Fox Television Stations, The Parking Spot, and Digital River



Brian Krambeer
Harmony Telephone Company Board President,
MiEnergy President/CEO

- Education:**
- ♦ Bachelor of Science, Major: Mass Communications from Winona State University
- Duties / Responsibilities**
- ♦ Provides vision and organization for strategic planning for Harmony Telephone Company
 - ♦ Government and Public Relations
- Experience:**
- ♦ Became President/CEO 2017
 - ♦ 2009-2016 Shared CEO for Tri-County Electric Cooperative and Hawkeye REC
 - ♦ 2001-2009 President/CEO Tri-County Electric Cooperative
 - ♦ 1997-2001 Coordinator of Marketing & Business Development Tri-County Electric Cooperative
 - ♦ 1987-1997 Member Service Marketing Director, Clay Union Electric Cooperative



Vassil Vutov
Vice President Information Technology, MiEnergy
Cooperative

- Education:
- ◆ B.S./B.A. in Computer Science and Mass Communication from Winona State University in 2000
- Duties / Responsibilities
- ◆ Strategically direct, plan and oversee MiEnergy information technology solutions, ensuring they meet or exceed all security, redundancy and recovery requirements, maintain and ensure delivery of strategically planned system and network upgrades and enhancements that support the cooperative short and long-term goals. Direct departmental staff to maintain a highly functional, customer-focused approach in supporting cooperative members and business partners with all technology solutions.
 - ◆ Provides strategic planning and oversight of the Harmony Telephone Company core network design and implementation including cyber security initiatives and long-term planning for maintaining network capacity. In addition, vital to core network planning, assists with fiber deployment initiative planning to ensure company network upgrades correspond with customer services enhancements initiatives.
- Experience:
- ◆ MiEnergy Cooperative Vice President of Information Technology March 2015 to Present
 - ◆ HBC, Inc Senior Network Engineer September 1996 to March 2015



Barry Churchill
Central Office, Network & Plant Supervisor, Harmony
Telephone Company

- Education:
- ◆ Associates Degree in Information & Networking Technology from Brown College 2004
- Duties / Responsibilities
- ◆ Oversee central office functions including planning, support, training, and maintenance while ensuring compliance with all regulations
 - ◆ Plans overall network design including core network and internal information technology network and workstations
 - ◆ Administrator of core network and internal company information technology network
 - ◆ Works with engineers to plan and construct outside plant improvements and repairs as well as oversees outside plant maintenance and support
 - ◆ Supervises personnel responsible for outside plant, customer installation and repair, cyber security and customer network and peripheral device support
- Experience:
- ◆ Central Office, Network and Plant Supervisor July 2018 to present
 - ◆ 2004-2018 Central Office & Network Administrator

Board Members



Brian Krambeer

President

Board of Directors

- **MSG Director/President since 2018**
- **MiBroadband Director/Governor since 2018**
- **CEO of MiEnergy since 2017**
- **Shared CEO of Tri-County Electric Cooperative and Hawkeye REC from 2009-2016**
- **CEO of Tri-County Electric Cooperative 2001-2009**

Past and Present Misc. Boards:

F & M Bank Board, previously served on Rushford Lutheran Church Council, Eastwood/Fortress Bank Board, Board member of Community Economic Development Authority, Chair of Fillmore County Economic Development Authority Steering Committee



Dean Nierling

Vice President

Board of Directors

- **MSG Director since 2006**
- **MiEnergy Director since 2017**
- **Hawkeye REC Director 1985-2016**
- **MiBroadband Director since 2018**
- **Director at Mabel Telephone Board and Current President**
- **Farm Owner and Operator**

Past and Present Misc. Boards:

North Winneshiek School Board, Winneshiek County Dairy Board, St Agnes Church Board



Bruce Hegge

Secretary- Treasurer
Board of Directors

- **MSG Board of Directors since 2017**
- **MiBroadband Board of Directors since 2018**
- **Spring Grove Communications director since 2000**
- **Spring Grove Communications interim manager 2017-2018**
- **Owner Spring Grove Insurance Agency**

Past and Present Misc. Boards:

**Past president of Spring Grove Syttende Mai Celebration,
Trinity Lutheran Church Endowment Commission and
Employee Team**



Dennis Ptacek

Board of Directors

- **MSG Board since 2018**
- **MiEnergy Director since 2017**
- **Hawkeye REC Board 1996 to 2016**
- **MiBroadband Board since 2018**
- **Farm Owner and Operator**

Past and Present Misc. Boards:

Lourdes Activity Committee, Our Lady of Lourdes Church



Ron Stevens

Board of Directors

- **MSG Board Since 2018**
- **MiBroadband Board Since 2018**
- **Tri-County Electric Board 2007 to 2016**
- **MiEnergy director since 2017**
- **Minnesota Rural Electric Association Board**
- **Assessor**

Past and Present Misc. Boards:

Preston Township Board, Fillmore County Township Association, Greenfield Lutheran Church Council, Harmony and Fillmore Central School Board, Dairyland Power Cooperative Alternate Director



Julie Kolka

Board of Directors

- **MSG Director since 2015**
- **MiBroadband Board Since 2018**
- **General Manager of Mabel Telephone since 2018**
- **Interim Manager of Mabel Telephone from March 2015 to April 2018**
- **Employment at Mabel Telephone began in 1979**

Past and Present Misc. Boards:

CNS Board Member, Hyland Church Council Member, Treasurer, WELCA Secretary and Circle Treasurer



Dave Sacquitne

Board of Directors

- **MSG Director since 2006**
- **Director at Mabel Telephone since 1989 serving as Vice-President 9 years**
- **Owner of Kirkeby Welding & Machine Shop**

Past and Present Misc. Boards:

Church Council 9 years, serving as President and Head Usher, Two Years as Mabel Business Association Chairman, Hesper Mabel Steam Engine Days Tractor Pull Chairman and Toot and Whistle Club, 4H Leader



Mark Dokken

Board of Directors

- **MSG Board of Directors since 2013**
- **MiBroadband Board of Directors since 2018**
- **MSG Board since 2012**
- **MiBroadband Board 2018**
- **Spring Grove Communications Director and Vice President since 2007**
- **Auctioneer, Real Estate Broker and Certified Appraiser since 2007**
- **Executive Banking experience spanning 23 years**

Past and Present Misc. Boards:

Council Member and President of Trinity Lutheran Church, A member of the Spring Gove Lions Club for nearly 30 years



Jill Huffman

Board of Directors

- **MSG Board since 2018**
- **MiBroadband Board since 2018**
- **Cooperative Network Services Board since 2018**
- **Accountant Harmony Telephone 2004 -2006**
- **General Manager/CEO of Spring Grove Communications since 2018**
- **Vice President of Operations 2006-20018**
- **Prior experience spanning startups, technology, media, and an Internet Service Provider**

Past and Present Misc. Boards:

Vice President of The Harmony Area Chamber of Commerce since 2017