

## Demonstrated Experience

***This form requires information about Applicant's demonstrated experience in the provisioning of Broadband across the State of Iowa. Applicant shall include relevant information about their experience that has prepared them to deploy their proposed Project, such as, for example community partnerships and service; number of years in business; number of years' experience provide the types of services sought by this NOFA; if the Applicant is a relatively new provider/market entrant an explanation of the benefits, if any of being a newer provider. Market entrant; or the level of technical experience in providing the types of services sought by this NOFA.***

As stated in the Application Business Information question, South Slope Cooperative Telephone Company (South Slope) has over 60 years of proven history of fiber broadband project success and implementation. South Slope serves 23 communities including The Amana Colonies (Amana, East, Middle, High, South, West, and Homestead), Cosgrove, Ely, Fairfax, Newhall, North Liberty, Norway, Oxford, Solon, Shueyville, Swisher, Tiffin, Watkins, Walford, Western, South Cedar Rapids and parts of Coralville.

South Slope has a continuous goal to provide members and communities with the best technology available. All of South Slope's ILEC communities are served by fiber and South Slope is striving to put fiber in their CLEC communities.

South Slope currently serves 540 square miles serviced by 393 miles of copper; 1,251 miles of fiber facilities; 8,673 access lines; 16,974 High Speed Internet customers; 3,705 Digital video customers. South Slope is self sufficient in that it completes nearly all of its own work, from billing and collections to data construction, mapping, and splicing. South Slope has 80 full time employees.

The resumes of key South Slope team members are included to provide further evidence of South Slope's ability to successfully implement the proposed Rural Tiffin FTTP Project.

South Slope is a financially viable organization with the capability to meet all financial requirements outlined in this project. South Slope has a history of continued business success and meeting financial obligations within the communities they serve.

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## **Executive Profile**

I am a dynamic leader in the telecommunications industry with over 30 years of operations and overall management experience. I have a strong proven record of success growing the businesses where I have been employed. My background is diverse while starting in the telecommunication industry in 3<sup>rd</sup> grade following my father's footsteps. I bring strong operational, financial, analytical, IT, marketing and sales backgrounds to the various companies where I have been employed. I have a strong focus on ROI, integration, execution and operational efficiencies to maximize the growth and health of the company.

Some of my core competencies include:

<b>Operations Management</b>	<b>Product Development</b>	<b>IT Management</b>	<b>Marketing Sales</b>
<b>Management</b>	<b>Finance Systems Integration</b>	<b>Construction Management</b>	
<b>Audit/Compliance</b>			

## **Professional Experience**

### **Chief Executive Officer**

**2017 – Present**

- Chief Executive Officer, South Slope Cooperative Telecommunications, North Liberty, IA
- Report directly to the board of directors.
- Direct reports include a Controller, Director of Operations and 3 Department Managers.
- Overall responsibility is the financial health of the company and the bottom line at years end including 85 employees. Manage the company with over \$91 million dollars in assets and net worth and \$35 million dollars in revenue.

### **Chief Executive Officer**

**July 2009 – 2017**

- Chief Executive Officer, Western Iowa Networks, Breda, IA 51436
- Report directly to the board of directors.
- Direct reports include a CFO and 5 Department Managers.
- Overall responsibility is the financial health of the company and the bottom line at years end including 31 employees. Managing the company with over \$56 million dollars in assets and net worth and \$19 million dollars in revenue.
- Representing WIN at all partnerships with board and management committee responsibilities for 9 partnerships and 4 boards including RSA 1, RSA 7, RSA 8, RSA 9, Alpine Communication, Aureon Board of Directors, SWIN Group, VP of Guthrie Group, President of Carroll County Wireless, MDIA, Iowa

**Chief Executive Officer (cont)****July 2009 – 2017**

- Communications Alliance, Secretary of Carroll Area Development Corporation and President of the Board of Trustees for New Hope Village a local non-profit organization.
- Directed the start of our FTTH over build in our CLEC in September 2009. Followed with 3 additional FTTH over builds in 3 ILEC exchanges.
- Actively involved in: local community events including booster clubs, recreational softball coaching, Carroll Chamber of Commerce, elected to the Carroll Area Development Corporation in October 2009, ICA Legislative Committee Chair 2015-2017, ICA Regulatory Committee, Board Liaison for ICA Video Committee other industry events, committees or focus groups.

**Chief Operating Officer****July 2006 – July 2009**

- Chief Operating Officer, Western Iowa Networks, Breda, IA 51436
- Reported directly to the CEO and Board of Directors
- Direct reports included 2 Managers and 1 IT Administrator.
- Duties included managing all of the operations for WIN including 19 employees.
- Represented WIN as 3 boards and provided back up for our CEO on 8 other boards.
- Directed plant operations for 8 exchanges and up to 19 cable TV communities.
- Provider reports for our board of directors to allow them to approve capital spending budgets varying from \$2.1 to \$4.4 million dollars.
- Provided reports supporting the design, proforma and construction implementation for a \$12 million dollar fiber over build for CLEC.
- Worked closely with CEO and CFO for direction of the company and staff.

**Operations Manager****October 2002 – July 2006**

- Operations Manager, Red River Telephone Company, Abercrombie, ND.
- Reported directly to the General Manager.
- Direct Reports include 4 Supervisors and 4 technicians.
- Responsible for 19 operations employees.
- Work very closely with the General Manager and Board of Directors to ensure stability, vision, and continued growth at our company.
- Day to day operations and budgets for both inside and outside plant. Current budget is \$2.1 million in plant operating expenses with another \$3-4 million in RUS funding.
- Manage DMS-10 legacy switching platform, nex-gen soft-switching platform, broadband data growth and deployment, 700 MHz wireless spectrum, managing FTTH installations and deployment, VoIP, Wildblue Satellite Broadband, and working on an IP Video Solution to tie into our FTTH Project.
- Work with RUS contracts, State Electrical Codes, Local Codes, Tariffs, NECA Settlements and Rates, and NRTC offerings.

**Operations and Territory Manager****September 2000 – October 2002**

- Operations Manager, US Xchange/Choice One Communications, Milwaukee, WI.
- Day to day operations of switch and field technicians for city of Milwaukee including 28 colocation offices in southeast and central Wisconsin.
- Monthly budget reviews for all operations in my market totaling \$3.8 million.
- Supervision includes Lucent 5ESS Switching, Lucent Transmission including SLC-2000, DDM-2000, and AnyMedia Fast.
- Have installed and oversee operations of ATM, Broadband, and DSLAM equipment.

**Central Office Supervisor****June 1998 – September 2000**

- C.O. Supervisor, US Xchange, Appleton, WI.
- Managed and maintained Lucent 5ESS, DDM-2000, SLC-2000, Octel Voice Messaging, Lucent DACS4, Lucent DACSII, T-Berd 224, Fireberd 500, AnyMedia FAST, and all other peripherals.
- Included training of switch techs and field techs.
- I supervised the 3 offices in our exchange; Appleton, Green Bay and Oshkosh. This does include 7 additional collocations with Ameritech.
- I provided technical support to other US Xchange switch sites.

**Lead CO Technician****November 1994 – June 1998**

- Lead Central Office Technician, Wilton/Hollis Telephone Company, Wilton, N.H.
- Maintain and install SLC-2000 subscriber carrier, DDM-2000 SONET equipment, Stromberg-Carlson DCO, and a Lucent 5ESS.
- Required to do day-to-day telephone operations with customers and business key systems.

**Plant Manager****May 1988 – November 1994**

- Plant Manager, Tonica Telephone Company, Tonica, Illinois
- Day to day operations of maintenance, trouble-shooting, and repair of outside and inside plant.
- Maintained SSC DCO central office.
- Installed and maintained outside plant for CATV system.

**Education:**

Graduated from Southern Illinois University, Carbondale. College of Technical Careers in May 1988.

**Skills:**

- Familiar with all communication operations including finance, sales, ROI, P&L, marketing, buried and aerial plant, installation, construction, maintenance, central office, and supervision.
- Familiar with Fiber-to-the-Premise, analog CATV, IP Video equipment and plant.

- Worked closely with USDA and RUS on government funded projects with respect to loans and grants.

# BRIAN HAMACHER

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## ***PROFESSIONAL SUMMARY***

Director of Operations with extensive experience in operations, IT, financials, sales, marketing and exceptional people skills. Versed in project management and streamlining operations.

## ***SKILLS***

- Operations Management
- IT Management
- IP Network Design and Implementation
- Sales Management
- Systems Integration
- Product Development
- Project Management
- Finance

## ***WORK HISTORY***

### **SOUTH SLOPE COOPERATIVE COMMUNICATIONS**

*Director of Operations / North Liberty, IA / February 2018 – Current*

- I have 5 direct reports, 60 indirect reports; I report to the chief executive officer.
- My responsibilities include managing day to day operations, network and infrastructure planning, and evaluating potential products and services.
- I oversee operations for 10 exchanges.
- Create and manage budgets for IT, CO, OSP & Sales.
- I am also a member of the NTCA Cybersecurity Working Group.

### **WESTERN IOWA NETWORKS**

*Chief Operating Officer / Breda, IA / January 2017 – January 2018*

- I represent WIN on 2 outside investment boards.
- I have 5 direct reports, 8 indirect reports; I report to the chief executive officer and board of directors.

- My responsibilities include managing day to day operations, network and infrastructure planning, and evaluating potential products and services.
- I oversee operations for 7 exchanges and 2 cable TV communities.
- Create and manage budgets for IT, CO & OSP operations.
- Manage and meet revenue requirements for the companies Managed Services.
- Coordinate all aspects of FTTH overbuilds in 3 of our ILEC exchanges.
- Actively involved in the ICA Technical Committee and Cyber-security planning committee.
- I held the chair position for the ICA technical committee in 2014.
- I am also a member of the NTCA Cybersecurity Working Group.

### **WESTERN IOWA NETWORKS**

*Director of Operations / Breda, IA / October 2016 - January 2017*

- I represented WIN on 1 outside investment board.
- I had 5 direct reports, 5 indirect reports; I reported to the chief executive officer.
- My responsibilities included managing day to day operations of the OSP, Central Office, & IT Departments.
- Worked on operational efficiencies with our OSP Manager.
- Worked with employees to determine training needs and develop a plan to advance the employees and department.
- Worked closely with other departments on product roll out and customer retention.

### **WESTERN IOWA NETWORKS**

*Technology Manager / Breda, IA / June 2012 - August 2016*

- I represented WIN on 1 outside investment board.
- I had 3 direct reports; I reported to the chief executive officer.
- My responsibilities included managing day to day operations of the Central Office and IT Departments.
- Researched and Implemented new products and services.
- Worked with Vendors to obtain best pricing available.
- Worked closely with the CEO and CFO on a business plan to migrate our Internal Server infrastructure from a physical environment to a Virtual Environment.
- Created and managed IT and CO budgets.

### **WESTERN IOWA NETWORKS**

*Network Administrator / Breda, IA / September 2009 - June 2012*

- Redesigned existing Data Networks to prepare for increased bandwidth and new service offerings.
- Troubleshoot DSL, FTTH, IPTV problems and installations.
- Built IPTV network and maintained system upgrades.
- Designed and implemented a 10Gig OSPF/MPLS ringed network.
- Researched IPv6 technologies to advance LAN/WAN infrastructure.

**BIJOU TELEPHONE COOPERATIVE**

*Network Administrator / Byers, CO / June 2003 - September 2009*

- Maintained and administered Wireless, DSL, Dial-up networks.
- Trained and supervised a team of DSL and Wireless installers.
- Engineered and implemented network redesigns.
- Troubleshoot Wireless, DSL, Dial-up problems and provide solutions.
- Performed routine maintenance on DHCP servers, DNS servers, FTP servers, Email servers, routers and switches.
- Provided system/network documentation and IT policies.

**BIJOU TELEPHONE COOPERATIVE**

*Combination Technician / Byers, CO / June 2003 - September 2009*

- Help Desk/End-user support for hardware, software and Windows operating systems.
- Helped maintain and repair POTS lines.
- Assisted with installing and troubleshooting T1 circuits.

**BIJOU TELEPHONE COOPERATIVE**

*Installation Technician / Byers, CO / June 2003 - September 2009*

- Installed and maintained customer premise equipment.
- Provide technical support and troubleshooting assistance to customers.

***Professional Development***

Calix System Specialist  
2014 to Present

Calix Ethernet Specialist  
2013 to Present

Calix C7 Network Specialist  
2014 to Present

Calix C7 Fiber Access Specialist  
2014 to Present

BCNP Certification  
2014 to Present

CCNP Certification  
2009 to 2012

CCNA Certification  
2009 to 2012



## ***EDUCATION***

**Deer Trail High School, Deer Trail, CO**

*High School Diploma*

*Graduated in 2003*

**Morgan Community College, Fort Morgan, CO**

*Associate of Science*

*Graduated in 2004*

**Carla Miner**  
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South Slope Cooperative Telephone Company      North Liberty, IA

**Controller** 2011 – Present

**Accounting Supervisor** 1999 - 2011

**Accounting Assistant** 1992 - 1999

### **JOB PURPOSE/DESCRIPTION**

Planning, directing and coordinating all accounting operational functions including managing the accumulation and consolidation of all financial data necessary for accurate accounting of business results. Report directly to the CEO.

### **ROLE AND RESPONSIBILITIES**

- Plan, direct and coordinate all accounting operational functions
- Oversee 3 departments with 3 direct reports and 12 indirect reports
- Manage the accumulation and consolidation of all financial data necessary for accuracy
- Coordinate and prepare financial statements
- Coordinate activities of external auditors
- Assess current accounting operations, offering recommendation for improvement and implementing new processes
- Evaluate accounting and internal control systems
- Manage banking relationships and investments
- Assist with the budget process & monitoring of the budget
- Track business results and cash flow
- Organize and oversee cross training
- Compile annual reporting for taxes and property insurance
- Process contract invoicing
- Manage loan transactions
- Oversee employee benefit plans
- Assist with monthly board meetings
- Assist with annual meeting
- Authorize new vendors
- Manage the capital credit allocation
- Senior Management Team member

### **SKILLS**

- Accounting •Finance •Cost Analysis •Process Optimization •MS Office •Advanced MS Excel skills  
•Project Management •Analytical •Internal Controls and Compliance •Transaction Processes  
•Company and Industry Knowledge

### **EDUCATION**

**B.A, Accounting and Business Administration**, Mount Mercy University, Cedar Rapids, IA  
Graduated December 1991

**Associate of Business Degree, Accounting**, Kirkwood Community College, Cedar Rapids, IA  
Graduated May 1987