

South Central Communications, Inc.

SCC_NOFA008

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.

South Central Communications, Inc. dba SCC Networks (SCC) is a subsidiary of Grand River Mutual Telephone Corporation (GRM Networks) and has a proven reputation of quality and reliable service and is led by experienced key staff that can manage the established organization to successfully implement and operate the project.

GRM Networks has extensive experience in constructing state-of-the-art Fiber-to-the-Premise (FTTP) network deployments. As a subsidiary of GRM Networks, SCC benefits from all the previous fiber experience of the GRM Networks management team. The management team at GRM Networks has been working together in various capacities for many years. They have successfully deployed multiple fiber projects, working closely together to accomplish the Corporation's goals. The hard work of the management team and all the GRM Network's employees has made it possible to build FTTP to more than 90% of their customers to date, and the team has committed to be 100% fiber by the end of 2025.

GRM Networks deployed FTTP in the towns of Princeton and Bethany, Missouri and the entire exchange of Leon, Iowa in 2009-2010. In 2011-2014, GRM Networks was awarded funds and completed fiber construction through the Broadband Infrastructure Program (BIP) for five projects in Missouri and Iowa, including 12 GRM Networks exchanges and the three SCC exchanges. Since the BIP projects, from 2014 to present, GRM Networks has continued to work hard to complete FTTP construction to more exchanges, bringing the GRM Networks company total to 41 exchanges that are completely built out with fiber. In 2019, GRM Networks was the recipient of a USDA/RUS ReConnect award to build fiber to eight exchanges. In 2022, GRM Networks was the recipient of a USDA/RUS ReConnect 3 award to build fiber to the last six exchanges that are still partially or fully served by copper facilities. Construction will soon be complete in the first of the ReConnect 3 exchanges, and GRM Networks has committed to completing construction to all exchanges by then end of 2025. To summarize, GRM Networks has completed the FTTP overbuild in 41 of its 48 exchanges. Of the remaining seven exchanges, two are under construction. GRM Networks is proud to provide the technological infrastructure residents and businesses need to be competitive in the 21st century.

Key employees of GRM Networks who manage the company and the proposed project include: Mitchell Bailey, Chief Executive Officer; Anissa Rockhold, Chief Operating Officer; Machell Rageth, Controller; Dirk Schwartzkopf, Director of Plant Operations; and Jenni Neff, Director of Human Resources and Marketing.

The management of all projects is overseen by CEO Mitchell Bailey. Mitchell has 9 years of experience at

South Central Communications, Inc.

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Grand River Mutual Telephone Corporation. He has worked in the roles of Accounting Supervisor, Assistant Controller and Controller prior to becoming CEO and is uniquely qualified to lead the organization throughout its current and future projects. Mitchell received an Associate of Arts from North Central Missouri College (NCMC), before obtaining a Bachelor of Science degree in business management from Northwest Missouri State University (NWMSU) in Maryville, MO. He also holds a Master of Business Administration at NWMSU.

The day-to-day operations of the company are led by COO, Anissa Rockhold. Anissa provides direction and leadership to the individual departments. She has 15 years of experience at Grand River Mutual Telephone Corporation. She began as an Accounting Associate and worked up to Executive Assistant where she assisted with the high-level operations of the Corporation. She moved on to Assistant Controller, and then Chief Operating Officer. She has attended many conferences and training sessions in the industry.

As Controller, Machelleg Rageth manages all accounting and financial operations for the company with 23 years of experience at Grand River Mutual Telephone Corporation. This includes RUS and FCC reporting. She began as an Accounting Associate and worked up to Assistant Controller, and then Controller. She has in-depth experience and understanding of the complicated telecom industry accounting, and also extensive experience with required reporting.

The Director of Plant Operations, Dirk Schwartzkopf, works with engineers to plan and design the projects, manages GRM construction employees, and secures and manages the relationship with construction contractors. Dirk has 27 years of experience at Grand River Mutual Telephone Corporation. He began as a Combination Technician installing and repairing customer service, including plowing drops and locating buried cable. He then moved into the switching department and advanced from Switching Technician to Network Technician. His next move within the company was to Assistant Outside Plant Supervisor, where he directly oversaw the company's construction crew. He has been the Director of Outside Plant/Director of Plant Operations since 2007, where he has been responsible for the construction, maintenance, and emergency repair of all company fiber and copper cable. He has military experience in the Marine Corps, and an Associate in Science degree in Agriculture.

As Director of Human Resources and Marketing, Jenni Neff ensures appropriate staffing and training for employees to allow successful completion of the projects. Jenni has 21 years of experience at Grand River Mutual Telephone Corporation. She began as Director of Human Resources with responsibilities for recruiting, hiring, policies and procedures, training, collective bargaining, and employment law compliance. She also oversaw much of the reporting for the BIP program. In 2015 she took on Regulatory Compliance and oversaw participation in the A-CAM and CAF II programs, as well as working on new business development. She has Bachelor of Science degrees in Business Administration and Agricultural Economics, and a Master of Business Administration degree. Jenni holds the HRCI Certified Senior Professional in Human Resources certification and the SHRM Senior Certified Professional certification.

GRM Networks is a financially viable organization with the capability to meet all financial requirements outlined in this project. GRM Networks has a history of continued business success and meeting financial obligations within the communities it serves.

Mitchell Bailey
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Similar Projects

Fiber To The Home Construction Including ReConnect – 2014 to present – Accounting Supervisor, Assistant Controller, Controller and Chief Executive Officer – oversaw and managed entire project.

Professional Experience

Grand River Mutual Telephone 2014 to present

Chief Executive Officer **2021 to present**

CEO of Grand River Mutual Telephone Corporation and its subsidiaries of Lathrop Telephone Company, Grand River Communications, Inc. and South Central Communications, Inc. Also serve as director of these subsidiaries and Northwest Missouri Cellular.

Controller **2020 to 2021**

Manage all accounting and financial operations for Grand River Mutual Telephone Corporation, Lathrop Telephone Company, South Central Communications, Inc. and Grand River Communications, Inc. Oversee all general ledger functions. Review income statements and balance sheets and present to the Board of Directors. Understand, apply, and analyze the effects of regulatory changes in the industry, and assure compliance with new procedures required. Prepare annual budgets for income and expenses and cash flows. Accumulate and/or prepare information for data entry to NECA settlements. Prepare or review data for annual cost studies and federal and state income tax returns. Monitor working cash positions, invest cash as needed and monitor maturities and reinvestment. Prepare or review annual reports to RUS and FRS forms to RUS for loan draws.

Assistant Controller **2015 to 2020**

Assisted the Controller in managing all accounting and financial operations. Make and review some journal entries and review ledger accounts. Review financial statements. Respond to numerous data requests from inside and outside the Corporation. Understand and apply regulatory changes and ensure compliance. Assist with the preparation of annual budgets. Prepare information for annual cost studies.

Accounting Supervisor **2014 to 2015**

Direct the day-to-day activities of the accounting department, including directly supervising 8 or more accounting associates. Analyze and balance accounts and ledgers, and prepare journal entries and reports.

Home Exchange Bank 2010 to 2014

Cashier (Chief Financial Officer equivalent) **2010 to 2014**

Oversaw the cash flow and cash management, and conducted the investment of available assets. Proposed annual salary increases and applicable bonuses for all employees to the Board of Directors.

Education

Masters of Business Administration, 2023
Northwest Missouri State University, Maryville, MO

Bachelor of Science – Business Management, 2010
Northwest Missouri State University, Maryville, MO

Associate of Arts – General Studies, 2009
North Central Missouri College, Trenton, MO

Various Industry Leadership and Management Conferences and Seminars

Anissa Rockhold
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 660-953-0622 ♦ arockhold@corp.grm.net

Similar Projects

Fiber To The Home Construction Including ReConnect – 2014 to present – Executive Assistant,
 Assistant Controller and Chief Operating Officer
 ARRA BIP Fiber to the Home – 2011-2014 Accounting Associate and Executive Assistant
 Fiber To The Home – 2009-2010 Accounting Associate

Professional Experience

Grand River Mutual Telephone 2008 to present

Chief Operating Officer 2015 to present

Assist the Chief Executive Officer (CEO) in the day-to-day operation of the Corporation. Provide direction and leadership to the individual departments. Facilitate the flow of information between the CEO and management staff. Assist CEO with long range planning, short term business plans and goals, budgeting, forecasting, and capital expenditures, and hiring and supervising staff.

Assistant Controller 2015 to 2015

Assisted the Controller in managing all accounting and financial operations. Make and review some journal entries and review ledger accounts. Review financial statements. Respond to numerous data requests from inside and outside the Corporation. Understand and apply regulatory changes and ensure compliance. Assist with the preparation of annual budgets. Prepare information for annual cost studies.

Executive Assistant 2013 to 2015

Support the CEO and management team. Performed duties of a highly confidential nature requiring analysis, judgment, and broad knowledge of the company's policies and operations. Create and develop board reports and track monthly operating and access line reports. Research, compile and analyze data for special projects.

Accounting Associate 2008 to 2013

Perform various plant and revenue accounting functions such as general and plant ledger accounts, journal entries, accounts payable, billing, and payroll.

Premium Standard Farms 2002 to 2008

Administrative Assistant and Accounting Clerk II

Various office and accounting duties, increasing in responsibility.

Dun-Lap Manufacturing 2001 to 2002

Data Entry/Customer Service

Various office duties.

Education

Indian Hills Community College – Microcomputer Specialist and Accounting

Centerville, IA

Various Industry Leadership and Management Conferences and Seminars

Machelle Rageth
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Similar Projects

Fiber To The Home Construction Including ReConnect – 2014 to present – Accounting Associate, Assistant Controller and Controller

ARRA BIP Fiber to the Home – 2011-2014 Accounting Associate

Fiber To The Home – 2009-2010 Accounting Associate

Digital Loop Carrier – 2002-2006 Accounting Associate

RUS Loan – 2002 to present – Accounting Associate, Assistant Controller, and Controller – for all projects – provided data for the application, determined advances needed, applied for advances, disbursed funds to contractors, accounted for funds, provided information for audits, and supervised accounting department.

Professional Experience

Grand River Mutual Telephone 2000 to present

Controller 2021 to present

Manage all accounting and financial operations for Grand River Mutual Telephone Corporation, Lathrop Telephone Company, South Central Communications, Inc. and Grand River Communications, Inc. Oversee all general ledger functions. Review income statements and balance sheets and present to the Board of Directors. Understand, apply, and analyze the effects of regulatory changes in the industry, and assure compliance with new procedures required. Prepare annual budgets for income and expenses and cash flows. Accumulate and/or prepare information for data entry to NECA settlements. Prepare or review data for annual cost studies and federal and state income tax returns. Monitor working cash positions, invest cash as needed and monitor maturities and reinvestment. Prepare or review annual reports to RUS and FRS forms to RUS for loan draws.

Assistant Controller 2019 to 2021

Assisted the Controller in managing all accounting and financial operations. Make and review some journal entries and review ledger accounts. Review financial statements. Respond to numerous data requests from inside and outside the Corporation. Understand and apply regulatory changes and ensure compliance. Assist with the preparation of annual budgets. Prepare information for annual cost studies.

Accounting Associate 2000 to 2019

Perform various plant and revenue accounting functions such as general and plant ledger accounts, journal entries, accounts payable, billing, and payroll.

Jamesport Elevator 1986 to 2000

Assistant Manager/Bookkeeper

Administered all management aspects of the office. Conducted training and provided direction to office employees. Performed bookkeeping functions for accounts receivable, accounts payable, general ledger, payroll and tracked inventory. Worked with grain inspectors and auditors. Assisted customers at the front counter. Loaded bagged feed and calculated fertilizer rates. Operated grain scales, weighing

semis and trucks. Probed grain samples out of customer trucks, graded samples for moisture, weight, foreign material and damaged kernels.

Education

Associate of Arts

North Central Missouri College, Trenton, MO

Grain Grading Certificate – Missouri Department of Agriculture

Separations & Access Seminar - JSI

Dirk Schwartzkopf
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 660-748-5466 ♦ dschwartzkopf@corp.grm.net

Similar Projects

Fiber To The Home Construction Including ReConnect – 2014 to present – Director of Plant Operations – worked with engineers to plan and design project, managed construction employees, contractors, and network operations employees.

ARRA BIP Fiber to the Home – 2011-2014 Director of Outside Plant – maintain RUS compliance through engineers, construction employees, and contractors.

Fiber To The Home – 2009-2010 Director of Outside Plant – worked with engineers to plan and design project, managed construction employees and contractors, worked with network operations department on cut-over.

Digital Loop Carrier – 2002-2006

Asst. Outside Plant Supv. – worked with engineer on project design, supervised construction employees and contractors, worked with network operations department on cut-over.

Switching and Network Technician – installed and cut-over to new equipment, handled maintenance and up-keep of system after installation

Education Network – 1996 Combination Technician – installed equipment, handled maintenance and up-keep of school network after installation.

Satellite Switching Office – 1996 Combination Technician – performed cut-over work

RUS Loan – 2007 to present – Certification Administrator – approved contracts and sub-contracts, completed RUS paperwork, worked with other departments and engineering firms to ensure contracts included necessary items

Professional Experience

<u>Grand River Mutual Telephone</u>	1996 to present
Director of Plant Operations	2013 to present
Director of Outside Plant	2007 to 2013

Manage the construction, maintenance, and emergency repair of aerial and buried cable, both copper and fiber facilities, through employees and/or contractors. Administer the RUS certification program for the Corporation and its subsidiaries. Analyze plant operations and identify and research changing technology and construction techniques. Develop and maintain plant records. Work with Director of Network Operations to coordinate fiber cutovers, splices, and to obtain equipment to terminate fiber optic cables. Prepare a cable pair audit each year for all 44 exchanges, including fiber and toll route identification. In 2013 also began supervising the network operations department with 14 additional employees.

Assistant Outside Plant Supervisor	2004 to 2007
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Directed the day-to-day activities of employees in the construction, maintenance, and emergency repair of aerial and buried cable from copper to fiber facilities. Surveyed job sites to determine needs for workers, equipment, materials, parts, One Call, and safety provisions. Ensured quality customer service by responding to customer complaints and complaints concerning construction projects. Assisted in planning and scheduling projects.

Network Technician I**2003 to 2004**

In addition to duties performed as a Switching Equipment Technician, installed and maintained interconnected transport, switching, and access networks. Aided in the training and development of Switching Equipment Technicians.

Switching Equipment Technician**1998 to 2003**

Installed and maintained switching, transmission, and power equipment. Performed simplex translations on digital switches. Installed and turned-up special circuits. Supported SS7 network. Maintained and installed DLC and analog subscriber carrier.

Combination Technician**1996 to 1998**

Installed and maintained a variety of communication devices on multiple delivery systems. Repaired telephone trouble. Plowed drops and located buried cable. Installed business key systems and installed wiring in homes and businesses.

Education

Numerous Electronic and Radio courses, 1984-1985

United States Marine Corps, 29 Palms, CA

Associate in Science – Agriculture, 1983

Blackhawk College, East Campus, Kewanee, IL

Various Technical and Vendor provided training courses including Nortel DMS-10 Switch, Fiber Equipment, Digital Loop Carrier Equipment, LAN Networks, Test Equipment, Special Data Circuits, and Fiber Splicing and Restoration

Jenni Neff

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Similar Projects

Fiber To The Home Construction Including ReConnect – 2014 to present – Director of HR and Regulatory Affairs/Director of HR and Marketing – ensure appropriate staffing was in place and skill training was provided to employees, ensure labor law compliance, and ensure regulatory compliance.

ARRA BIP Fiber to the Home – 2011-2014 Director of Human Resources – in addition to HR role, also ensured regulatory compliance with BIP requirements regarding Davis Bacon and RUS required reporting

Fiber To The Home – 2009-2010 Director of Human Resources

Digital Loop Carrier – 2002-2006 Director of Human Resources

For both of the above projects – made sure the appropriate staffing was in place and skill training was provided to employees, ensured labor law compliance.

RUS Loan – 2002 to present – Director of Human Resources – ensured labor law compliance.

Professional Experience

Grand River Mutual Telephone 2002 to present

Director of HR and Marketing 2019 to present

Director of HR and Regulatory Affairs 2015 to 2019

Director of Human Resources 2002 to 2015

Manage all human resources activities for the Corporation, including recruiting and hiring, developing personnel policies and procedures, administering the collective bargaining agreement, maintaining personnel records, and ensuring compliance with federal, state, and local employment laws. In 2015 also began oversight of the Corporation's regulatory compliance. Guide the Corporation through new regulatory issues such as evaluating participation in the A-CAM and CAF II programs. Various projects including RUS Community Connect Grant and new business development. In 2019 began oversight of the Corporation's Marketing Department. Developed and executed marketing plans and strategies. Satisfied customer needs and handled elevated customer issues. Promoted effective member and public relations. Researched and assisted with new Corporation projects and services.

Premium Standard Farms 1999 to 2002

Human Resources Manager 2000 to 2002

Enforced HR policies, ensured consistency, and maintained legal compliance. Received and resolved employee complaints in a non-union environment. Advised managers in employee coaching and discipline. Conducted professional level recruiting. Supervised Administrative Assistant and College Recruiter.

Training Specialist 1999 to 2000

Assisted Training Manager in developing materials and facilitating management training sessions. Administered and coordinated all Education Center activities and functions.

Nestle/Trenton Home Foods 1997 to 1999

Human Resources Manager 1998 to 1999

Managed Human Resource function for 480 person manufacturing facility, including administering union labor contract, ensuring EEO compliance, and supervising Safety Manager, Plant Nurse, and 2 Human Resources Clerks.

Human Resources Coordinator**1997 to 1998**

Coordinated plant-wide staffing in accordance with labor contract. Assisted with benefits issues.

Premium Standard Farms**1996 to 1997****Human Resource Specialist**

Conducted new hire orientation weekly. Maintained personnel files, I-9 forms, etc.

Education

Master of Business Administration, 1998

William Woods University, Fulton, MO

Bachelor of Science – double major – Business Administration & Agricultural Economics, 1995

University of Missouri, Columbia, MO

Certified Senior Professional in Human Resources

Human Resources Certification Institute

SHRM Senior Certified Professional

Society for Human Resource Management