

**Exhibit 3**

**Director and Officer Managers – Officer Biographies**

**TDS Metrocom, LLC  
Application for CPCN  
Public Service Commission of Utah**

# TDS Metrocom, LLC

## Director Managers:

James W. Butman  
Kevin G. Hess  
Michael A. Pandow  
Vicki L. Villacrez  
David A. Wittwer

525 Junction Road, Madison, WI 53717  
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## Officer Managers:

**President:** David A. Wittwer  
**Vice President:** Larry J. Boehm  
**Vice President:** James W. Butman  
**Vice President:** Michael A. Gasser  
**Vice President:** Vicki L. Villacrez  
**Vice President:** Joel P. Dohmeier  
**Vice President:** Matthew J. Loch  
**Vice President:** Cliff L. Lawson  
**Vice President:** David J. Dudsak  
**Vice President:** Peter L. Sereda  
**Vice President:** Douglas D. Shuma  
**Secretary/Treasurer:** Vicki L. Villacrez  
**Assistant Treasurer:** John R. Erpenbach  
**Assistant Treasurer:** Noel C. Hutton  
**Assistant Treasurer:** David P. Jones  
**Assistant Treasurer:** Sandra L. Gaylor  
**Assistant Secretary:** Irmgard F. Metz  
**Assistant Secretary:** Stephen P. Fitzell

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## Exhibit 3

### **Officer Biographies**

#### **David A. Wittwer – President and CEO**

**Dave Wittwer** joined TDS in 1983. While working his way to the executive level, Dave has held a number of positions at increasing levels of responsibility, including as an internal auditor, division accounting manager, and controller.

During his 27-years with TDS, Dave has also held many leadership positions: executive vice president of Staff Operations and chief financial officer, president of the company's ILEC operations, and chief operating officer. His experience within the company spans many departments and areas; it has served as preparation for his current role as president and CEO, to which he was appointed in 2006.

Dave has many goals as president and CEO, including: providing great service to TDS' customer base, delivering quality products and services, promoting a positive work environment that employees can be proud of, and giving shareholders a good return on their investment.

Dave has a Bachelor of Business Administration degree from the University of Wisconsin–Whitewater and a Master's from the University of Wisconsin–Madison specializing in management and quality. He is a Certified Public Accountant.

Currently, Dave serves on the Greater Madison Chamber of Commerce board of directors and the UW Whitewater Business and Economics Advisory board.

#### **James W. Butman – Group President – Marketing, Sales & Customer Operations**

**Jim Butman** joined TDS in 1985 as a member of the Government and Regulatory Affairs department. He held a variety of managerial and director level positions before joining the Marketing department as director of Product Management.

In 1994, Jim was named president of USLink (TDS Telecom's long distance operation in Minnesota and North Dakota). He served in this leadership role for three years before being appointed president of TDS Metrocom. In 2006, Jim was named the group president of Marketing, Sales, and Customer operations for TDS Telecommunications Corp.

Jim has nearly 30 years experience in the telecom industry, including five years with GTE Midwestern Telephone Operations. He has held leadership roles in all facets of the industry, local exchange, long distance, and competitive local exchange.

He holds a Master of Business Administration in Finance from the University of Wisconsin–Madison and is a Certified Management Accountant. He earned a Bachelor of Business Administration in Finance from the University of Wisconsin–Eau Claire.

Jim currently serves on the board of directors, is a member of the Executive Committee and is Treasurer, for COMPTEL, the national association for the competitive local telecom industry.

### **Kevin G. Hess – Senior Vice President – Government & Regulatory Affairs**

**Kevin Hess** joined TDS in 1984 as the manager of State and Regulatory Affairs. During his tenure with TDS, Kevin has held a variety of leadership positions within the department, including as the vice president of Federal Affairs. In 2006, Kevin was named senior vice president of Government and Regulatory Affairs.

In his current role, Kevin works closely with industry affiliated organizations, meeting frequently with regulatory groups, members of Congress and state legislatures to educate and advance TDS' positions. Kevin oversees the Government and Regulatory Affairs teams which represent the interests of TDS' ILEC and CLEC operations in regulatory, legislative, judicial, industry, carrier relations, and public affairs matters at the state and national levels.

Prior to joining TDS, Kevin spent eight years at a regional accounting and consulting firm specializing in providing local exchange carriers with audit, accounting, tax and regulatory expertise.

Kevin is a certified public accountant. He earned a Bachelor of Business Administration in Accounting from the University of Wisconsin–Madison and a Master of Business Administration from the University of Tennessee.

Kevin currently serves as Treasurer and as a member of the Executive Committee for the Independent Telephone and Telecommunications Alliance.

Kevin currently serves on the board of directors of the Eastern Rural Telecom Association.

### **Vicki L. Villacrez – Vice President – Finance and Chief Financial Officer**

**Vicki Villacrez** represents TDS Telecommunications Corp. as vice president – Finance and Chief Financial Officer.

In 1989, Vicki began her career at Telephone and Data Systems, Inc. (parent company of TDS Telecommunications Corp.) as an internal auditor. She has held multiple leadership positions in finance, including: director of internal audit, director of finance programs, director of budgeting and business planning, and director of financial analysis and strategic planning. In 2010, Vicki was named assistant treasurer-financial planning and analysis with responsibility for the company's

financial analysis and strategic planning processes, including: forecasting, budgeting, strategic decision making and company performance target setting.

In June 2011, Vicki was named the interim VP of Finance and CFO at TDS Telecommunications Corp. In Feb. 2012, her interim assignment ended as she was officially named to the position. She oversees the accounting, internal control, billing, revenue assurance, financial analysis, and strategic planning functions.

Prior to joining Telephone and Data Systems, Vicki held finance positions with Verex Corporation, a subsidiary of The Greyhound Corporation.

A certified public accountant, Vicki received a Bachelor of Science degree in accounting from Upper Iowa University, and a Master of Business Administration from Edgewood College.

### **Cliff Lawson – Vice President - Network Operations**

**Cliff Lawson** represents TDS Telecom as Vice President of Network Operations.

Cliff initially joined TDS Metrocom in 1997 as Director of Network Operations. During his time with our competitive operation, Cliff was responsible for the implementation and development of the network and support systems and teams. He was also a member of the officer team responsible for growing the business into a \$200 million plus contributor. Prior to joining TDS, he served in various capacities with MCI. Areas included MCI Metro, the CLEC arm of MCI, as well as MCI Long Distance beginning in 1984. He held positions that included operations manager and senior staff engineer and was responsible for switching, fiber long haul and data center operations.

Cliff began his career with GTE in 1973 and held positions in central office installation and repair, I&R, Cable and PBX, along with business office, facilities and centralized control center assignments. He worked for the Ohio company based in Medina and held several positions with the Southwest Company located in Texas until June of 1984.

Cliff has over 36 years of experience in the local, long distance and competitive local exchange segments of the telecom industry. He attended David Meyers College and has extensive technical and management course credits and experience.