

## **EXHIBIT D**

### Management Biographies

#### **Fritz Hendricks President**

Fritz Hendricks has more than 27 years of experience in the telecommunications industry. Fritz was COO prior to becoming the president of Onvoy, Inc. As COO of Onvoy he was responsible for Engineering, Operations, Information Technology, Product Innovations, Product Management, Market Development and Customer Care.

Fritz started his career working at Cox Communications delivering competitive telecom services using a hybrid fiber coax system. After Cox, he had a 17 year career with US WEST (now Qwest) where he held leadership positions in center and field operations, next generation business and technology planning, engineering, and systems automation culminating as the Vice President of Operations for Qwest Global Services.

Fritz has served as the Chairman of the Minnesota Telecom Alliance Technology and Engineering Board and on the Best Prep Tech Corp Board of Directors, a non-profit organization that supports the advancement of technology education in public schools.

Fritz holds a Bachelor of Science degree from the University of Bellevue and is a graduate of the Carnegie Mellon Information Networking Institute for Advance Telecommunication Innovation.

#### **Teri Asiala Director – Product Management**

Teri rejoined Onvoy in 2008 and runs Product Management and Sales Engineering. She has 20 years of experience in the telecommunications industry starting her telecom career as one of the founding employees of Onvoy (MEANS) in 1992. As Director of IT, Teri led the IT, Customer Care, ISP and Product Development organizations before leaving in 1998 to join Ovation Communications. Ovation was later purchased by McLeodUSA, where Teri became the VP of the IT organization and was a member of the Executive team.

After leaving McLeodUSA, she became an independent management consultant and assisted numerous CLECs and ILECs with all aspects of their business including regulatory and interconnection support, revenue assurance, operational processes and IT support.

#### **Paul Hoff Vice President – Industry Relations**

Paul Hoff is Industry VP at Onvoy where he oversees all initiatives related to local exchange carriers and their CLECs, IXC, Wireless, CATV, and ISP operations. Paul manages sales, industry relations and assists with business development responsibilities as well as regulatory and legislative interaction. Paul has over 40 years of experience as CEO in both regulated and deregulated business in the telecom sector. He was instrumental in founding numerous network companies and is past Board Chair/CEO of the National Exchange Carrier Association as well as President of the Minnesota Telephone Association.

Paul currently serves on the West Central Transport Company Board of Directors for Zayo Group Holdings, Inc.

**Michael Donahue**  
**Chief Financial Officer**

Michael Donahue has more than 23 years of experience in the telecommunications industry and been with Onvoy since 2008. Prior to joining Onvoy Voice Services, Mike was VP of Finance/Treasurer at Eschelon Telecom and was also VP of Accounting/Controller. Mike was one of the original employees at Eschelon and had at various times responsibilities over all aspects of Finance and Accounting including the companies Initial Public Offering and successful sale to Integra Telecom.

Prior to Eschelon, Mike worked at Enhanced TeleManagement and Frontier in various Accounting and Finance management roles.

Mike holds an MBA in Finance and BSB degree in Accounting – both from the Carlson School of Business at the University of Minnesota and is a Certified Public Accountant.

**Scott Sawyer**  
**General Counsel**

Scott joined Onvoy in 2009. He has over 20 years of experience representing telecommunications carriers in legal and regulatory matters. Before joining Onvoy, Mr. Sawyer was engaged in private practice, where he provided legal and regulatory advice to competitive local exchange carriers and network providers.

Before that, Scott served as Vice President of Regulatory Affairs and Counsel for Conversent Communications, where he was responsible for all advocacy before the FCC, Congress, and state public utility commissions; for compliance with laws, rules and regulations; for the negotiation and arbitration of interconnection agreements and other commercial contracts; and for supporting sales, engineering, customer care, and finance.

Scott has a law degree from Northeastern University, a Masters in Public Affairs from the University of Texas and a BA from Bowdoin College.

**Gary Kosin**  
**Director - Engineering**

Gary is a 30 year industry veteran and has been with Onvoy since 1996. He held the Director of Engineering position since 1998 with responsibilities including Engineering Planning and Implementation for the Voice and Transport network infrastructure. Gary was also responsible for service activation and provisioning for all Onvoy services.

In his current role, Gary is responsible for all engineering, provisioning and operational support associated with Voice switching including LD, Operator Services, Directory Services, Database Services and SS7.

Prior to joining Onvoy, Gary held various engineering, process development and project management positions in US WEST(now Qwest)

**John Hanna****Director – Information Technology**

John Hanna has 20 years of experience in the IT field, 17 years of which are in the telecommunications industry.

John started his career at US West as a developer and worked his way up to Distinguished Principle Systems Architect where he designed and led the development of systems core to supporting Frame Relay, ATM, and DSL.

John is on the Steering Committee for the Minnesota Telecom Alliance IT Peering Group.

John holds a Bachelor of Science degree in Computer Science from the University of Minnesota - Twin Cities.

**Melody Varnum****Call Center Manager and Product Manager of Call Center Services**

Melody has 15 year experience in Call Center Services and has been with Onvoy since 1995. She has held several positions within the call centers including Call Center Supervisor, Call Center Manager and has taken on Call Center Product Manager responsibilities since 2008. Melody was also responsible for coordination and implementation of Onvoy's redundant Call Center in 2006.

In her current role, Melody is responsible for Call Center Development, Product Management, and Management of Onvoy's Call Centers providing Operator Services, Directory Assistance, After Hour Repair and Answering Service product lines.

Melody has a degree in Business Administration from MidAmerica Nazarene University.