

EXHIBIT A

Management Biographies

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Bob Beaty, President and CEO, has 23 years of experience in telecommunications, working the last dozen years in the Denver market. Prior to founding Impact Telecom seven years ago, he served as the Senior Vice President of Sales for ICG Communications managing both wholesale and commercial customers. He helped guide ICG through bankruptcy, while maintaining the top 100 customers. Bob was a valued member of the senior executive team and was responsible for growing and managing the customer base.

At ATT Broadband, Bob focused on telephony over cable and was responsible for business planning and coordination of local operations with local service and long distance organizations. Bob negotiated and managed multiple agendas and initiatives of various organizations in order to accomplish an aggressive implementation schedule. He gained valuable operations experience during this time and was able to apply that knowledge later in his telephony career. He has a BA in Psychology from the University of Kansas and an MBA in Business Administration from Webster University. Bob is a motivated and determined individual with a keen focus on accomplishing goals. He has a proven track record of success enabling clients to achieve their goals.

Chuck Griffin, COO, received his B.S. in Management from University of Colorado with a Multi-Major in Communications. Chuck started his career in retail sporting goods where he successfully built a multi-store specialty sports retail organization while increasing revenues from \$1M to over \$8M annually. He was also instrumental in managing its final acquisition. He went on to @link as the Director of Business Development and was responsible for the sales to fortune 500 companies. It was at @link where he developed invaluable experience in ATM, and VPN technology. Later he became the VP of Business Development for Idigi Communications where he implemented new market development building both indirect and direct channel sales efforts.

He went on to ICG as the Director of Channel Sales and successfully led ICG through a partner channel redevelopment and transformation. He left ICG to form his own Data and VoIP company, IPath Communications, and became a market expert in Voice over IP. When Impact Telecom purchased IPath, Chuck took on the role of VP of Business Development and has been instrumental in the process and product development for the Voice over IP services and data services from T-1's to 10 Meg metro Ethernet.

Jim Hart, VP Engineering is a veteran of the telecommunications industry and has served more than 27 years in various engineering and operational roles. Jim started his telecommunications career in the Seattle area in the education arena. During the 1990's Jim was on the team at Airborne Express and later joined Cisco Systems in the East Coast engineering center. Jim achieved CCIE certification in 1997 while working for Cisco. Jim served as a Consulting Engineer for Cisco Systems in 1998 while working on the design and implementation of worldwide data networks with some of Cisco's' largest customers. Upon leaving Cisco Systems, Jim joined the staff of ICG Communications where he

served as VP of technology and architecture. He was responsible for the design and implementation of the MPLS network which allowed for the deployment of advanced communications.

Jim held a leadership position at ICG during this time for new product development, including the development of one of the first national Voice over IP platforms, VoicePipe. Since Jim's departure from ICG, he has consulted with many VOIP providers, including a leadership position at One IP Voice, a national SIP provider. At One IP Jim was responsible for the deployment of the advanced IP communications platform. Most recently Jim has been working with carriers and government and law enforcement to provide lawful intercept solutions for next generation networks in response to the CALEA regulations.

Jason McKesson, VP of Sales has spent more than 16 years growing and managing telecom and technology sales operations. Jason began his career in the securities industry where he received an assignment to closely analyze a telecommunications company. Seeing opportunity, Jason switched to the telecommunications industry and joined LDDS/WorldCom in 1995. Throughout the WorldCom merger process and beyond, Jason was a consistent performer, developing effective sales strategies. He moved to Global Crossing in 1998 where continued to develop his sales management skills. In both roles he was a regular President's Club member. He then applied his telecom expertise to his entrepreneurial instincts.

In 2001, Jason started an agent business focused on the wholesale carrier space. In this role, he managed both the relationship and the implementation of all the services within the agency. He also dealt with the ever-changing agent/supplier relationship which is what ultimately drove him to start his own carrier. In addition to his telecommunications expertise, Jason has designed sales organization structures and has successfully led sales operations for technology start-up companies. Jason received a B.A. in Advertising from Michigan State University and became a Registered Representative, receiving both his Series 7 and 63 licenses.

Doug Funsch, CFO, has held leadership positions in telecommunications spanning two decades covering both financial and sales positions. His telecommunications career began at GTE (Verizon) in 1987 within the Internal Audit group and quickly progressed through various financial management positions. In 1994, with a transition to Sales, Doug opened the Chicago market for GTE Telecom, rapidly becoming one of their leading Sales performers.

With continuing sales positions in the Wireless industry at GTE TSI (now Syniverse) and onto Nortel Networks as Sales Director, Doug has constantly achieved top sales performance levels while continuing to move upward in varying management positions. In 2001, he joined Xtension Services Inc. (XSI), a Wholesale Termination provider in Tampa, Fl., to lead their Direct and Channel Sales efforts. While at XSI he was integral in launching several strategic initiatives covering Vendor Management cost reduction and

Financial Accountability with a focus on pricing, margin control and overall account profitability.

These initiatives lead to the development and implementation of an in house Billing and Revenue Assurance system. Doug holds a Bachelor of Science in Business Administration with a concentration in Accounting from Bryant University. He is a licensed CPA in New Jersey.