



LEADERSHIP

Richard N. Koch, President and Chief Executive Officer

Together with co-founder Joy Tessier, Richard Koch established RKN in 1997. Under this leadership, RNK has grown from a small regional reseller to a full-service telecommunications provider with a global presence and the nationwide technology infrastructure to process billions of usage minutes annually.

Koch's career as an entrepreneur and telecommunications innovator spans more than 25 years and includes a number of central leadership roles in businesses on the cutting edge of phone/computer convergence technologies. On the cusp of the Internet revolution, Koch became president of Boston CitiNet, a pioneering videotext company. During his tenure, the business grew into a national franchise, American CitiNet, with a roster of Fortune 500 clients such as NYNEX, Bell Atlantic, and US West. Subsequently, Koch became president of Untraceable Phone Calls, a telecommunications privacy service, and of Safe Call, a joint venture between Shared Technologies and Cycomm Corporation. Koch then served as president of Cycomm's Privacall division, a developer of cell phone security devices and services, before assuming leadership of RNK Communications.

Koch' entry into telecommunications was preceded by a 10-year career as a science and chemistry teacher in the Boston public school system. He has a B.A. in Chemistry from Boston University, and an M.S. in Education from Boston State College.

Joy Tessier, Executive Vice President

RNK's co-founder and executive vice president, Joy Tessier, leads the company's network and provisioning operations, as well as its Customer Service, Marketing, and Human Resources functions. Tessier also co-manages the company's financial and legal groups with CEO Richard Koch.

Before joining RNK, Tessier held executive positions at several leading telecom providers. After serving as major accounts manager at Cycomm Corporation/Shared Technologies, she became director of operations at Metracom Communications, a Boston-based local and long-distance reseller.

Tessier began her executive career as the assistant director of continuing education at the Presbyterian School of Christian Education after graduating with a B.S. in Business Administration from Bryant College.

In April 2007, Tessier's alma mater recognized her outstanding professional accomplishments with the Distinguished Alumna Achievement Award. Tessier credits the discipline, competitive drive, and leadership skills that have fueled her professional success to her experiences as a high school and college athlete.



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Douglas Denny-Brown, General Counsel/Vice President Regulatory Affairs

Douglas Denny-Brown joined RNK Communications as the company's general counsel and vice president of Regulatory Affairs in 1999. He established RNK's Legal and Regulatory Department and, together with its staff, ensures RNK's products and services comply with all relevant federal and state regulations. In addition to overseeing RNK's day-to-day corporate, commercial, intercarrier, and legal affairs, Denny-Brown advises company executives on policy matters.

Before joining RNK, Denny-Brown spent 9 years at the Massachusetts Department of Telecommunications and Energy, where he served as a senior analyst in the Telecommunications Division, and as a hearing officer in its Legal Division.

Co-chair of the New England Chapter of the Federal Communications Bar Association since January 2003, Denny-Brown organizes and moderates panel discussions between leading experts on emerging trends and issues in telecommunications law.

After receiving his B.A. from Clark University, Denny-Brown continued his legal studies at New England School of Law, where he earned his J.D.

Neal Hart, Vice President Technical Operations

Neal Hart joined RNK Communications in 1998. In his current role as vice president of Technical Operation, Hart manages RNK's internal technical functionality. His responsibilities include overseeing the IT department, as well as RNK's workflow automation, web interface for VoIP customers and wholesale providers, and service hardware selection.

Hart's extensive technical expertise and industry knowledge were acquired over the course of his 40-year career in the telecommunications business. His leadership experience includes managing the initial operations of Teleport St. Petersburg, an \$8 million American-Russian joint venture, as well as serving in a number of senior executive roles at AT&T. As an AT&T project director, Hart streamlined operations and reduced expenses for the Real Estate Management division by consolidating its multi-site technical support services. Before joining At&T, Hart was a district manager in the Methods and Procedures department at Bell System Headquarters. Hart also spent more than 10 years in operations management at Southwestern Bell, where he oversaw all aspects of business/residence installation and maintenance.

Hart has a B.S. in Electrical Engineering from the University of Arkansas.



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Sanford McMurtry, Vice President Strategic Initiatives

Sanford McMurtry has served as RNK's vice president of Strategic Operations since joining the company in 2006. In that role, McMurtry designs, implements, and oversees business activities that promote the company's growth and financial strength and optimize its performance, organizational structure, and long-term operating efficiency. McMurtry's responsibilities also include direct oversight of RNK's Network Planning, Operations and System Administration teams, with a primary objective of expanding RNK's operating territories.

Before coming to RNK, McMurtry was director of Verizon's Telecom Finance organization. Throughout his 21-year career at Verizon, McMurtry consistently excelled as an executive while expanding his knowledge of key business functions by leading a range of departments from Operator Services and Human Resources to Network Services and Wholesale Markets.

McMurtry has a B.A. in Psychology from The College of the Holy Cross, as well as an M.B.A. from Suffolk University.

**Jim Palmisano, Vice President Operations;
Vice President of Customer Support and Network Surveillance**

Jim Palmisano oversees all aspects of RNK's day-to-day operations, including its network operations center (NOC) and customer support. As RNK's customer base has expanded, Palmisano's unwavering focus on individual needs and personalized service has ensured the company continues to provide every RNK customer with a best-in-class experience.

Palmisano's executive career at leading corporations, such as General Electric, Bank of America, and Comcast, includes key positions in operations management and an integral role in major customer support initiatives. His innovations in the customer support field include development of an award-winning eSupport system for Comcast, recognized as the largest ever implemented as well as for dramatically reducing costs.

Palmisano has a Doctorate of Management from the University of Phoenix.

Palmisano's interest in the needs of real people and personal interactions also finds expression in his volunteer efforts at Big Brothers of Massachusetts Bay and in his cross-cultural travel experiences.



John Skinner, Vice President Finance

John Skinner began his career with RNK in 2000, and currently oversees the company's financial operations, including its accounting, billing, treasury, budget, tax, revenue assurance, internal audit, and pricing functions. A nationally recognized expert in revenue assurance and risk management, Skinner has managed financial and accounting operations in wide variety of business environments, ranging from startups to Fortune 100 companies.

Skinner received his BA. from North Carolina State University and his M.B.A. from Western Carolina University.

Leah Williams, Vice President, Product Development

Leah Williams came to RNK Communications as an attorney in the legal department and quickly advanced to a leadership position. One of her first major accomplishments at RNK was the development and direction of SubjectTalk(tm) RNK's breakthrough social networking product. Williams also managed the SubjectTalk team and software and website development, as well as Sales and Business Development, Marketing, and back-end administration efforts. Soon thereafter, Williams was promoted to her current position. She now leads RNK's new product initiatives and manages product development projects and processes. Williams also continues to serve as RNK's Special Counsel.

Before joining RNK, Williams gained extensive experience in business and regulatory law as the in-house counsel for a publicly traded drug testing company.

Williams has a B.S. in Biology from Allegheny College, and a J.D. from Suffolk University Law School.

Scott Campbell, Director of Sales

Scott Campbell joined the company Sales division in October 1999 as a manager responsible for RNK's Prepaid and local access products and services. Since his promotion to director in 2002, Campbell has been in charge of developing and expanding RNK's relationships with broadband providers, carriers, and retail distributors.

Campbell brings more than 15 years of telecommunications and sales experience to the leadership team. Before joining RNK, Campbell was a major account manager for Allegiance Telecom, a Texas-based provider of local, long distance, wireless, Internet, and data services. Campbell's solid background in telecommunications technology and services was acquired during his 20-year career in the U.S. Army. During that time, he served as a radio operator with the 82nd Airborne Division, as a mobile subscriber equipment operator/programmer, and in numerous communications positions requiring high-level security clearance.



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Campbell earned a B.A. in Business from the University of Maryland overseas program in Frankfurt, Germany. He is also a former member of the U.S. Army's parachute team, the Golden Knights.

Erin Herbst, Director of Marketing

Director of Marketing Erin Herbst joined RNK in 2006. She currently oversees all RNK marketing initiatives, including its branding, public relations, advertising, and tradeshow presence. Herbst also manages the marketing communications team.

Herbst moved to RNK following a 5-year career with SeaChange International, where she distinguished herself as a key contributor to the company's marketing strategy, both as the creative director for its Philadelphia consulting division, and as corporate brand manager at its Massachusetts headquarters.

Herbst's marketing and design expertise reflects her experience in a variety of diverse business environments. In addition to jobs in Merck & Co.'s visual communications department and at the design firm Virtual Image Inc., Herbst's career includes a position at Bluestone Consulting, where her work with corporate clients in the pharmaceutical, insurance, building, cable, broadcast, and high-tech industries exposed her to a broad range of business concerns. As an expert on branding, Herbst is frequently invited to speak at industry conferences.

In addition to a B.S. in graphic design from Drexel University, Herbst has a master's degree in design management from Pratt Institute. She is currently pursuing an M.S. in corporate and organizational communications from Northeastern University.

Fred Wemyss, Director of Infrastructure Delivery

Wemyss began his RNK career 2000, as a senior software developer. The combination of technical expertise, business acumen, and creativity he brought to that that department led to his promotion to manager. His significant achievements in that role include creating the systems for delivering the company's custom-branded VoIP services.

As director of infrastructure delivery, Wemyss is responsible for ensuring that RNK's technical infrastructure and core applications consistently meet the highest standards of quality, efficiency, and reliability. In addition to managing the internal software development team, Wemyss oversees development of RNK's wholesale and retail VoIP applications and all aspects of billing operations, and monitors circuit utilization and performance.