
Executive Summary

Accomplished executive, business, and technology leader with 30 years of progressive leadership experience in telecommunications, ISP, Datacenter & business leadership managing large multidisciplinary teams including engineering, construction, technology, security, sales, operations, and finance. A visionary leader recognized for delivering results, a determination & passion to economically grow, empower teams to deliver on exceptional customer experience.

Career Highlights

- Board experience.
- Experience in all facets of ISP strategy, management and operations including Finance, Operations, Technology and Customer Experience.
- Responsible for \$50M+ budgets to plan, deploy, upgrade & acquire hundreds of wireless LTE/WiMAX tower sites along with wireless or fibre backhaul and manage the team & contractors to get it done. On time, On budget.
- Founder / Executive experience in building a company from nothing. Created the vision, funding, growing and sale of a high-tech company used by many leading technology companies including IBM, Juniper, Sun, HP, and Symantec. Grew to over \$5M in annual sales and over 20 team members.
- Manage & motivate multidisciplinary teams including software developers, network/RF engineers, program managers, project managers & construction managers.
- Skilled in vendor relations and negotiations; saving millions of dollars in equipment & deployment costs.

Leadership Experience

Westman Communications Group

Chief Technology Officer

1/2021-Present

Responsible for operations and technology groups at Westman Communications Group. including the ISP network (Core, transport, customer access networks, Corp IT network, field engineering & design, field maintenance & construction, and Project management departments. Duties include technology strategy, daily operations, business process optimization, improving inter-departmental processes & efficiencies, project management, budgeting/financial planning; all while maintaining a focus on customer experience.

- *Financial budgeting & Fiscal responsibility for all Technology and Operations*
- *Re-organization; moved Fleet, Property/Real estate, Warehouse & Supply Chain under Operations. (Spring '21)*
- *Core, Optical Transport & Field network design, vendor selection and deployment strategy*
- *Customer Access Network – including FTTH, Docsis plant, HFC, RPHY & MACPhy oversight.*
- *Corporate services & offerings – review and grow corporate business offerings*
- *Business process documentation, implementation & automation. All Dept.*
- *Project Management review and revision of current tools, requirements, & fiscal responsibility.*
- *Business Continuity, Disaster recovery & security process & planning*
- *Implementing Business process improvements through all departments.*
- *Work in collaboration with entire EO team to improve customer experience, provide a safe and rewarding environment for staff, and meet or exceed Board reporting & fiduciary requirements.*

Westman Communications Group

Director, Operations

9/2020-1/2021

Responsible for the day-to-day management of the planning, design, maintenance & construction departments. This includes daily operations, business process optimization, improving inter-departmental processes & efficiencies, all project management, & resource planning all while maintaining a focus on customer experience.

- *Docsis plant - including upgrades and overdue maintenance.*
- *Node splits, Node swaps, driving Fibre deeper into the Plant for higher plans & Packages*
- *Evaluate cable plant monitoring (PNM) tools.*
- *Implementing new management tools for P&D, Project Tracking, and M&C administrative functions*
- *General process improvement and process management for all administrative functions*
- *Project Management review and revision of current tools, requirements, and methodologies.*

Xplornet Communications, Markham ON

Director, Fixed Wireless Network, Western Canada

02/2017-08/2019

- Responsible for all Western Canadian construction projects to upgrade &/or build 300+ LTE telecom towers over 2.5 years.
- Responsible for oversight & completion on the above on an approved budget of approx. \$50M
- Responsible for all build staff including Project Managers, Construction Managers & Contractors in Western Canada.

Netset Communications

Chief Technology Officer, Co-Founder

9/2008-1/2017

Executive team member providing strategy, direction and vision to grow & operate wireless ISP from approx. 2k subs to over 20k subscribers with WiMAX & LTE, while increasing corporate revenues and profits exponentially. Managed multiple departments including engineering & design, finance/billing systems, development, field network (towers and fibre access) as well as all upstream networks, transit, peering & wholesale circuits, the NOC, monitoring. Managed Capital and Operating budgets more than \$15M/year.

- RAN Design & Deployment of leading 802.16e WiMAX & TD-LTE Networks - 200+ Sites
- Design and Deployment of a fully routed, licensed microwave & fibre network (200+ Links & 20+ Fibre sites)
- Design Core Systems (Cisco UCS, NetApp, VMware, Backup, Security, ACS-TR069, DNS, DHCP)
- Design Core Networks for WiMAX/LTE including OSS/BSS, Billing, ASN, EPC, AAA, HSS, DPI, MPLS, IPv4/v6, IPAM, etc.
- Design Monitoring & Security systems including SNMP, Firewalls, PCI, Syslog, TACACS+, etc.
- Manage Datacenter design including peering/transit from multiple datacenters in North America
- Managed all government relationships, including budgeting, applications and reporting
- Managed vendor selection and negotiation for entire build resulting in saving millions of dollars.
- Managed multiple program budgets for operations and deployments valued in excess of \$30M+
- Managed Corp Sales Team – growing business service offerings and services to >\$1M/month.
- Major contributor to multiple successful IC/ISED government broadband funding submissions.
- Gov/Regulatory - CRTC, ARIN, CSE/CSIS, IC Spectrum, Industry Canada DC150.
- Work very closely with corporate lawyers on many legal Agreements
- Strategist. Convey Industry opportunities, partnerships, corporate vision to CEO and Investors.
- Defined & implemented our first dealer program ensuring fast customer loading & ROI at build completion
- M&A - Evaluating and acquiring smaller ISPs.
- Carrier & Government Relations - Manage all carrier & government relationships
- Speaker at LTE Conferences including LTE North America, & Mobile World, Barcelona.

Hatsize Corporation, Calgary AB.

Company Founder, Visionary & Architect for Hatsize TrueLab; a SaaS based software solution envisioned, designed and built to provide remote access to dynamically provisioned equipment such as routers, switches and physical & virtual servers technologies for the purpose of remote sales and training services. Managed team of 20+ staff, as well as F&F/venture capital in excess of \$2M and grew sales to \$6M annually.

- Architected Large scale SaaS based remote lab solution for Fortune 1000 clients including Siemens, Verity, VERITAS, Motorola, Juniper Networks, Borland, Symantec, Accenture, Avaya, Network Appliance, SonicWALL, Informatica, BMC, Measure Up and New Horizons Worldwide.
- Managed Design, business development, and the in-house software development team
- Datacenter Management (40+ Racks.) in multiple Datacenters worldwide
- Evangelist & speaker at conferences throughout North America.
- Oversaw corporate functions including Legal, HR & Finance.

Education

Electronics Technology, 1987 - 1989

ACC College, Brandon, MB.

- MBA (In Progress)
- Villanova University 2012, Six Sigma Green Belt, IT. Business Process improvement designation
- Microsoft Education, Redmond WA 1995-1998 –Microsoft Certified Network Systems Engineer (MSCE)
- Novell Education, Provo UT. 1992-1995 Certified Network Engineer (CNE)

Community Leadership

- Industry - GTI - Global TDD LTE Telecom group dedicated to the promotion of TDD LTE worldwide
- Security clearance (Secret) from Canadian Federal Government
- Volunteer - Heart & Stroke Foundation
- Sport - Passion for Golf and Running
- Family - I have three amazing kids. Two in post-secondary and one in High School.
- I built hundreds of electronic projects, including a working Satellite Dish (C-Band) from DIY plans from a 1980 issue of Radio Electronics magazine, all by age 16.