

**EXHIBIT C**

**Impact Telecom, Inc.**

**Management Biographical Data**

---

**Robert M. Beaty**  
**365 Thorn Apple Way**  
**Castle Rock, CO 80108**  
**(303) 662-9226**

---

**SUMMARY of QUALIFICATIONS**

Achievement Orientation. Competent business development / sales leader possessing the well-rounded ability to identify business opportunities develop strategic plans and execute effectively allowing the production of strong results and revenue growth. Proven track record of driving top performing sales organizations and responsibly managing operational and financial success. Fourteen years of success and related progression encompassing the areas of local, long distance, data, and IP services within the telecom industry.

**Professional Experience**

**ICG Communications - Denver, CO                      May 2000 - February 2005**

***Senior Vice President of Sales, October 2004-February 2005***

Led sales organization through the transition from a nationwide public company to a regional private company focused on profitability and growth. We consistently exceeded our revenue plan while rebuilding sales organization.

- Achieved 110% of new sales plan for the nation during the sale of 2 regions and the SS-7 product line.
- Kept organization focused while facing issues of management changes, sale of markets, financial distress and the redefining of the company strategy.
- Redesigned sales compensation program to align sales goals of revenue growth and retention in relation to the company plan.
- Staffed to quota ahead of target timeline while remaining bellow SG&A budget.

***Senior Vice President of Sales - Wholesale, March 2003 - September 2004***

Responsible for revenue growth and full P&L of \$225 Million/year Wholesale organization.

- Achieved 109% of new revenue goal for 2003 with an incremental increase in monthly production of 33%.
- Instrumental in key wins and executive alignment with Level 3, XO, Broadwing, MCI, Wiltel, Qwest
- Developed and implemented key account program to improve account performance and growth with focused strategies and plans.
- Decreased churn within the wholesale business line to below industry average taking it from above 4% to below 1.5%, while increasing overall revenue.

***Senior Vice President of Sales, November 2001 - March 2003***

Nationwide responsibility overseeing all aspects of Retail/Enterprise and Wholesale sales organization.

- Key contributor to the development of the strategic plan for the recovery from bankruptcy. Including key contract renegotiations with MCI, Qwest and MSN which resulted in maintaining their revenue.
- Redesigned the sales organization during restructuring to maximize revenue retention and new sales production while improving service to our customer resulting in maintaining all of our top 100 accounts.
- Designed and implemented motivational programs, sales training programs, and activity management system to increase performance. This resulted in an increase of average revenue per rep of over 55%.
- Established hiring standards to improve new hire performance which reduced new hire failure to bellow 10% during their first 6 months.

### ***Vice President of Corporate Development***

***May 2000 - November 2001***

Established and directed the strategic course of the company in relation to investments with strategic partners. Represented the company during potential merger and acquisition activities including negotiations, due diligence and financing.

- Acted as due diligence interface for bank financing, credit rating review and acquisition activities.
- Refined current business model to more accurately reflect the current and future business growth.
- Participated as one of the lead interfaces for acquisition inquires. Led business plan reviews and pro forma development of the integrated plan.
- Developed Restructuring plan to reduce cost and realign business objectives.
- Projected and managed a 25% company wide reduction in force which resulted in an annual savings of \$4.8 Million dollars.
- Redesignated the sales organization during restructuring to reduce the total personnel an additional 15% within the organization and focus on improving service to our customers.

### ***AT&T, September 1995 - May 2000***

***(Previously as Teleport Communications Group & Kansas City Fibernet)***

#### ***Director of Business Planning, AT&T Broadband - August 1999 - May 2000***

Developed and managed the operational plan for the Cable Telephony Organization including the revenue and expense assumptions within the five-year plan. Identified and provided direction for footprint-related issues like wire centers, rate centers, E911, and ICO territories.

- Redeveloped the five-year plan with finance to include the operationally based assumptions.
- Worked as interface for supplier management and oversight. Reduced the 2000 capital and expense budget by 35% through supplier negotiations and redefining services provided by suppliers.
- Planned and coordinated the NPA-NXX sharing program with Media One.

#### ***District Manager of New Markets, AT&T Local Services - August 1998 - August 1999***

Responsible for the development of comprehensive marketing plans of potential local service markets.

- Built the market risk assessment business model for local services in new markets to validate the financial plan.
- Established an LSO database to identify synergy opportunities which resulted in LSO prioritization and increased synergies of \$2.4 M per month in savings.
- Supported special projects for both customer bids and synergy opportunities, i.e. The INOVA Project, WorldNet, Payphones, POP to POP, and the cable records audit.
- Oversaw the due diligence process for corporate development projects for both domestic and international projects.

#### ***Director of Sales and Marketing, Kansas City FiberNet - February 1997 - July 1998***

Developed and implemented marketing and sales strategies for expansion and retention of a \$10 million customer base. Responsible for overseeing all daily operations, which included P&L, product development, pricing, contract negotiations, and the administration of the media plan.

- Negotiated and implemented new Master Service Contracts with AT&T, Frontier Communication's, WorldCom, LCI, and Sprint.
- Developed and implemented the 1997 and 1998 media plan including development of new print advertisements and marketing materials.
- Responsible for the integration of Kansas City FiberNet to AT&T.

#### ***Account Manager, Kansas City Fibernet - September 1995 - February 1997***

Responsibility for the acquisition and maintenance of large commercial accounts with an annual revenue responsibility of \$300,000.

- Performed at a level of 146% of set objectives for 1996.
- Developed the data transmission product platform.
- Developed and implemented the Internet Service Provider master service agreement.
- Standardized the collocation platform and established the pricing structures.

## **Sprint Corporation - Kansas City, MO, June 1991 - September 1995**

### ***Sales Supervisor, December 1993 - September 1995***

Responsible for a top performing nationally ranked sales team composed of twelve representatives with an annual revenue responsibility of \$900,000. Recruited, hired, motivated and developed the sales force.

Interim Manager for a call center of 120 outbound sales representatives.

- Earned Supervisor of the Year in 1994.
- Leader of the Sales Management Process core team responsible for the redesign of the management process.
- Lowest annualized turnover in the Kansas City Sales Center in 1994 and 1995.
- Implemented the outbound National Account acquisition campaign achieving a market penetration of over 65%.
- Audited the new-hire training, which led to the redesign of the training program.
- Developed the computerized daily and monthly reports at the team level to improve consistency and reduce paperwork.

### ***Sr. Sales Representative / Sales Representative June 1991 - November 1993***

Responsible for the acquisition and retention of commercial accounts. I consistently exceeded monthly sales and revenue quotas as a top performer. I was promoted to Sr. Sales Representative within ten months.

- Development and implementation of new procedures such as the daily sales log.
- Responsible for the business process improvement documentation for inside sales. This worked towards reducing the duplication in the sales process.

## **EDUCATION**

**WEBSTER UNIVERSITY**

**Masters in Business Administration, Management, 1993**

**UNIVERSITY OF KANSAS**

**Bachelor of Arts in Psychology May 1991**

**REFERENCES** Professional and personal are available upon request.

## **IMPACT TELECOM, INC.**

### **MANAGEMENT TEAM**

#### **Jim Hart, Vice President, Operations**

Jim Hart is a veteran of the telecommunications industry and has served more than 20 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 – Vice President, Wholesale**

Jason has 13 years of experience in the wholesale telecom space. He received a B.A. in Advertising from Michigan State University and became a Registered Representative, receiving both his Series 7 and 63 licenses. Jason started in telecom with WorldCom in 1995 in their national accounts division in New York City, where he was a Presidents Club member. He moved on to Global Crossing National Accounts in 1998 where he also was a member of the President's Club.

In 2001 Jason started an agent business focused on the wholesale carrier space. He built this business up to a billing of over \$1.5 million dollars per month. He has to manage both the relationship and the implementation of all the services within the agency. He also dealt with the ever changing relationship of the agent to the supplier which is what ultimately caused him to want to start his own carrier. Jason has a proven track record of success and the relations that he has built over the last 13 years are a key to his continued success.

**Chuck Griffin – Vice President, Retail**

Chuck 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.