

ATTACHMENT III

INTELLIGENT SWITCH SERVICES, LLC

PROFILES OF KEY PERSONNEL

Intelligent Switch Services, LLC
Profiles of Key Personnel

Donald C. Selmon, Founding Member and CEO

Mr. Selmon is a telecommunications executive with more than thirty years of broad management experience in the telecommunications industry. He was most recently the founding President and CEO of Telecommunications Resource, Inc. (TRI), a prepaid calling card service provider. Mr. Selmon managed TRI for 10 years, until TRI was sold in early 2003.

Prior to his tenure as President and CEO of TRI, Mr. Selmon held a variety of executive positions with telecommunications service and equipment providers for a period of 20 years. Mr. Selmon began his telecommunications career as a Central Office Technician with Southwestern Bell Telephone Company in 1970.

Mr. Selmon holds a degree in Business Administration from the University of Missouri, and is a graduate of Culver-Stockton College in Canton, Missouri.

Steven J. Kaplan, Member and General Counsel

Mr. Kaplan has practiced law for nearly 30 years. Mr. Kaplan served as TRI's General Counsel from 2000-2003. Here, he was responsible for all legal affairs of the company, including licensing, contracts, governmental issues and human resources, and also worked with the CEO on budget and financial issues.

Prior to his role with TRI, Mr. Kaplan held executive positions with several large real estate consultancy firms, beginning in 1979. This management experience is a valuable asset for a start-up company such as ISS.

Mr. Kaplan holds a Bachelor's degree from the University of Illinois in Business Administration, and Jurist Doctorate from Northwestern University, School of Law. Mr. Kaplan is admitted to practice law in Texas, Illinois and Iowa.