



## **ALABAMA FIBER NETWORK, INC. CHIEF EXECUTIVE OFFICER**

The Fiber Utility Network (FUN) now doing business as (dba) Alabama Fiber Network, Inc. (AFN) received a grant from the State of Alabama Department of Economic and Community Affairs (ADECA) to create a middle mile broadband network that will increase the availability of robust, scalable, and affordable broadband service throughout Alabama. The AFN coalition includes local distribution cooperatives Central Alabama Electric Cooperative, Coosa Valley Electric Cooperative, Covington Electric Cooperative, Cullman Electric Cooperative, Joe Wheeler Electric Membership Cooperative, North Alabama Electric Cooperative and Tombigbee Electric Cooperative, along with PowerSouth Energy, a regional generation & transmission (G&T) cooperative, and Alabama Power Company, an investor owned utility. These coalition members provided Indefeasible right of use (IRUs) of their existing fiber infrastructure to AFN to form a large portion of the existing network. New fiber optic cable segments will be constructed starting in 2024. When completed, this will be a 3,300-mile network comprised of both existing and new fiber infrastructure that will form a world class statewide network providing segmented Internet Protocol (IP) services, optical wavelengths, and other protected services from AFN points of presence across the state.

AFN seeks a Chief Executive Officer to oversee the day-to-day operations of the organization as it moves through the start-up phase and guide it through full provisioning and service operations. The CEO reports to an eight member Board of Directors, comprised of representatives of the seven local distribution cooperative members and from PowerSouth G&T.

The CEO is expected to locate in the State of Alabama and will work with the Board to determine the best location to create an AFN office. In addition, the CEO will help hire the right internal talent while continuing to leverage external contractors and consultants. Currently, AFN uses fiber network specialist Mighty River, LLC to help manage the startup of the project. Engineering firm Vantage Point Solutions was engaged in July 2023 to engineer the connections between the partners' existing fiber segments and is targeted to have an active network in 2024, with completion set for 2026. In 2023, AFN also hired a Chief Technology Officer (CTO) as its first internal executive.

### **THE SUCCESSFUL CANDIDATE**

The AFN Board of Directors seeks an experienced and strong leader. Specifically, a leader who has demonstrated the ability to lead a multi-faceted technology services organization through all phases of development and service delivery. The leader should possess the ability to provide leadership and management expertise on issues related to:

- Building of a team of staff and contractors necessary to support AFN operations, AFN business development, and AFN finances.
- Oversight and management of the ADECA Middle Mile Grant.
- Fiscal status of AFN including financial goals for controlling expenses and generating revenue.
- Progress on construction (new build portions).
- Eventual provisioning of AFN services to end customers.
- Effectively communicate the progress, issues, and impediments to progress associated with the construction and operation of AFN. Communicate those issues with an active Board of Directors.

## THE SUCCESSFUL CANDIDATE (continued)

While the AFN Board will be active in its support of AFN, the CEO must be capable of delivering to the Board plans and strategies for their discussion and action. Plans and strategies should be well conceived and vetted through the working groups that have been established to support AFN strategic planning development.

The CEO should possess a proven track record and an entrepreneurial bent, want to have a significant, high-profile role in propelling Alabama's quality of life to an even higher level, and will accomplish this while leveraging AFN to increase educational attainment, access to healthcare, and driving economic opportunity for all Alabama citizens.

### **Targeted Qualifications:**

- Understand Broadband technology and business models.
- Understand technology well enough to decide between trade-offs, create a strategy, drive operational excellence, and explain AFN's solutions to others.
- Demonstrated ability to make good and timely decisions and communicate those decisions.
- 5+ years of progressive experience in leading technical leadership teams in the broadband space.
- 5+ years of demonstrated success leading a complex organization to continuously improve capability and performance.
- 3+ years' experience providing fiscal management for a complex large scale organization including the ability to interpret and comment on various financial reports including Statement of Operations; Balance Sheet; Assets and Liabilities Summary; and Cash flow statements.
- 3+ years' experience in oversight of analysis of sales opportunities including cap expenditures, long term operating expenditures; and long term revenue from specific deals.

- Deep understanding of for profit broadband service provider business models and ability to oversee and implement a sustainable business operation for the Alabama Fiber Network.
- Experience in editing and managing processes around RFPs and agreements for purchases, leases, and sales of dark fiber, lit services, network equipment, property, outside plant materials, and other items.
- Experience in state level government relations including business development.
- Experience in working with enterprise business, educational, healthcare and government customers.
- Bachelor's degree.
- Successful candidates must comply with federal, state, and local law, AFN agreements that require the organization implement specific privacy and security safeguards, including but not limited to ITAR, EAR, HIPAA, and FISMA.

### **ALABAMA FIBER NETWORK, INC.**

In September 2022, Alabama Governor Kay Ivey unveiled a significant development in the state's broadband infrastructure, awarding the Fiber Utility Network (FUN), operating under the brand Alabama Fiber Network (AFN), an \$82.4 million grant from the state, funded through the American Rescue Plan Act (ARPA).

AFN used original grant funds to lease existing fiber from the seven Electric Cooperatives, PowerSouth G&T, and Alabama Power Company. These contributions constitute over 80% of the network, with a fiber presence currently established in 64 of Alabama's 67 counties. AFN has applied for additional State grant funds that will extend the network into other areas of the State. AFN expects to learn in early February 2024 whether these additional requests will be funded.

Financial, long-term success of AFN will depend on AFN winning contracts within the state to provide direct middle mile interconnection service to K-12 schools, universities, libraries, and other governmental entities.

## ALABAMA FIBER NETWORK, INC. (continued)

AFN's foundation rests on collaborative efforts among its partners. This unique approach is characterized by its open access middle mile network, providing services scalable up to 400G and beyond for any last-mile service provider to lower costs and improve backbone broadband capabilities in Alabama, particularly in rural areas. The model departs from the typical private sector publicly traded rate-of-return framework. Instead, AFN's return on capital is centered on prudent accumulation for equipment replacement and upgrades, with reinvestment in the network. The ethos of AFN is deeply rooted in the local customer-focused philosophy of community electric cooperatives, mirroring the values of its owners.

AFN's cooperative members have common or preferred shares in AFN. These members serve on the Board of Directors and set high level strategic goals and provide governance for the organization. There is one vote per participant and the Board currently meets once per month. Alabama Power is a partner who will share in AFN's revenue. More information can be found at: <https://alabamafibernetwork.com/>.

## COMPENSATION, BENEFITS, and RELOCATION

AFN will offer a competitive total compensation and benefits package, commensurate with candidates' qualifications and experience. Relocation assistance will be negotiated.

### TO APPLY

Interested candidates should submit a cover letter and resume to [jgallo@mfpllc.us](mailto:jgallo@mfpllc.us) no later than **February 16, 2024**.

Joyce Gallo  
Mycoff Fry Partners LLC  
PO Box 1310  
Conifer, CO 80433  
(800) 525-9082

AFN is an Equal Opportunity Employer



[AlabamaFiberNetwork.com](http://AlabamaFiberNetwork.com)

### Owners/Last-Mile Broadband Providers



### Fiber Lease Partner/Owner



### Fiber Lease Partner

