



Executive Biographies

Harold Zeitz

Chief Executive Officer

Harold Zeitz serves as CEO of ZiPLY Fiber. His lifelong passion for technology and innovation has been the cornerstone of his 30-year career spent delivering amazing experiences to customers in the broadband, telecom, wireless, financial services, gaming and web services industries. Prior to joining ZiPLY Fiber, Harold served as President and COO of Wave Broadband, one of the most successful broadband data companies in the country. He also served in executive and leadership roles at Classmates, IGT, RealNetworks, Sharebuilder, AT&T Wireless and McCaw Cellular. Harold, who holds a BA in Economics from Northwestern University and an MBA from the Stanford Graduate School of Business, is a Board Trustee at Horizon House and Board Member of Vast Communications. A native northwesterner, Harold spends his free time at Marymoor Park with his family and faithful dog (and ZiPLY Fiber mascot!), Zoe.

Brian Stading

Chief Operating Officer

Brian Stading is COO of ZiPLY Fiber. A longtime northwesterner with more than 30 years in the telecommunications industry, Brian was CenturyLink's West Regional President prior to joining ZiPLY Fiber. For nearly nine years there, he oversaw CenturyLink's operations across eight western states. He also held various leadership roles at Qwest beginning in 2003 and up through its acquisition by CenturyLink. Brian is very active in the Seattle community, serving as a member of the Washington Roundtable and the Seattle Sports Commission. He previously served on the fundraising committee for United Way of King County and the Seattle Public Library as well as a former board member for the Economic Development Council of Seattle and ArtsFund.

Bambang "Bam" Liem

Chief Technology Officer

Bambang "Bam" Liem serves as CTO of ZiPLY Fiber. Formerly EVP of Central Technology, Operations & Systems at Wave Broadband, where he oversaw deployment and management of Wave's Fiber & IP network technology, Bam is a telecommunications industry veteran with 35 years of experience in engineering, operations and system development for mobile, cable and telephone companies around the world. He has worked in various leadership roles at Charter Communications, Bell Canada, Allied Telecom, Amdocs, Accenture and more here in the Northwest, as well as in Canada, Indonesia, Taiwan, Ireland, Denmark and the Netherlands. Bam, who is working on his proficiency in a third language (Dutch, in addition to English and Indonesian), and his wife recently celebrated their 30th wedding anniversary.

Wayne Schattenkerk
Chief Financial Officer

Wayne Schattenkerk serves as the CFO for Ziplly Fiber. Schattenkerk has more than 20 years of experience in the broadband services and technology field. Prior to Ziplly Fiber, Schattenkerk served as the CFO of Wave Broadband, alongside his other Ziplly Fiber counterparts, where he led efforts to raise over \$2 billion in debt and equity funding to facilitate Wave's growth. During this time Wayne also championed customer choice and needs as Chairman of the NCTC (National Cable Television Cooperative). A native of Seattle, in his free time, Schattenkerk enjoys scuba diving and wake surfing. With a BBA from Notre Dame, and an MBA from the University of Washington, Schattenkerk's ideal Saturday is enjoying a good rivalry game during football season.

Byron Springer
Chief Legal Officer

Byron Springer is the Chief Legal Officer for Ziplly Fiber. Springer has more than 25 years handling legal affairs for technology businesses. Prior to joining Ziplly Fiber, Springer was the Executive Vice President - Legal Affairs at Wave Broadband where he was responsible for a broad range of legal and regulatory matters relating to the broadband, cable and telecommunications industry. He also was the Chief Counsel of Acquisitions for Intellectual Ventures, the General Counsel of cable set-top-box maker Digeo Inc. and a Vice President in Redmond, Wash.'s division of AT&T Wireless. He has his JD from UCLA School of Law and his A.B. from Stanford University. Byron also serves on the Board of Directors for Copper Canyon Press, one of the nation's leading poetry publishers. Byron has spent 35 years in the Seattle area and has learned to love golf in the Pacific Northwest.

Steve Weed
Executive Chairman

Steve Weed is Executive Chairman of the Board of Directors for Ziplly Fiber. As an industry leader focused on broadband services and technology for more than 25 years. Steve's passion and experience is second to none. Prior to Ziplly Fiber, Steve was founder and CEO of Wave Broadband, which he led from 2002 through its sale in 2018. He has served as head of Summit Communications, president of Millenium Digital Media, chairman of Xplornet Communications, and as a board member of both Metronet and Hargray Communications. Steve is a 2002 inductee of the Cable TV Pioneers and has served as chairman of the American Cable Association. Having grown up in the Northwest, Steve has also spent more than 25 years exploring the Puget Sound, San Juan and Canadian islands. An experienced boater, he and his family love boating and hiking among this area's 100s of islands – one of the most beautiful places in the world.

###