vero™ NETWORKS

Speed You Can Believe In.

An opportunity to upgrade the District's connectivity infrastructure so that every student can take advantage of the promise of the digital learning platform Hastings Public School District provides.

470 # 260011278

January 15, 2026
Prepared for Lawrence Tunks
Director of Technology and Operations
402-461-7500
lawrence.tunks@hpstigers.org

HASTINGS
PUBLIC SCHOOLS

Jan 15, 2026

Lawrence Tunks,
Director of Technology and Operations
Hastings Public School District
1515 W 8th Street
Hastings, NE 68901

Subject: Response to RFP 470 # 260011278

Dear Mr. Tunks,

Hastings Public School District can focus on the use of technology to support student learning by selecting a network provider like Vero Fiber Networks, which specializes in providing school districts with a Dedicated Private Fiber Network.

By selecting Vero, Hastings Public School District will gain access to proven capabilities in creating best-in-class private networks, including:

- An experienced team with the knowledge and hands-on experience from deploying E-Rate compliant fiber networks to more than 160 School Districts in 18 states;
- Competitive pricing with long term cost savings;
- Technically superior solution offering 99.999% reliability and no bandwidth throttling;
- A forever solution with zero-cost upgrades as your bandwidth needs increase;
- Dedicated technical support available 24/7;
- 100% Guaranteed service reliability or it's free;
- Employee owned company that cares about building a long term relationship with the District.

For ease of evaluation, the structure of our proposal precisely mirrors your bid request. If you require any additional information or clarification of any of the elements of our proposal, please call me on (303) 800-8231, or email at jnelson@veronetworks.com.

Sincerely,
Josh Nelson
VP, Network Services

vero NETWORKS

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Executive Summary

Vero offers a secure, no risk, cost-effective solution that will seamlessly provide more bandwidth as your requirements increase at no additional cost.

Our No-Risk, High Reward Solution

Vero offers a solution that is 100% compliant with the District's requirements. Our solution is to construct a new dedicated private fiber network connecting all district sites with dedicated fiber optic cables. We offer unlimited bandwidth starting at 1 to 100 Gbps with 100% service performance guarantee or it's free.

Why Select Vero to Provide your Dedicated Private Fiber Network?

Vero has an excellent history of successfully building and managing similar networks for school districts using E-Rate funding. If you select Vero, we will build a robust, reliable network that will meet your needs for decades to come. Vero builds dozens of similar sized networks each year in support of E-Rate and has extensive K-12 experience. We provide assurance of our capability in our References section, feel free to contact any of them.

The Right Size Company to Perform and Ensure Satisfaction

Vero is an employee owned and managed company with over 500 highly skilled employees focused on operating reliable networks. Our size means we have the capabilities to perform for Hastings Public School District, yet small enough to know and care about our customers.

Key Differentiators of the Vero Solution

The Vero Difference – we offer peace of mind that you have selected the right network and the right network provider with the following guarantees.

Full Price Transparency– Guaranteed	**The real price of a network includes the cost of adding bandwidth to accommodate future growth.** Our Dedicated Private Fiber Network is much more cost effective than a shared network as we do not charge for increased bandwidth and we do not extend your contract for any upgrades
99.999% Network Reliability– Guaranteed	**Our dedicated fiber optic network is so well designed that we offer a 99.999% uptime guarantee**. A Private Fiber Network removes common points of failure–additional switches, routers, connectors and other devices prone to failure, power outages, misconfigurations, and human error. We will credit 100% of the monthly MRC for the impacted link if we do not meet the service

	level agreement at any time.
Secure & Speedy Network– Guaranteed	**A Dedicated Private Fiber Network 100% dedicated to your organization.** Your data is not intermingled with any other network traffic–meaning no bandwidth throttling or added security risks.
A Team with the Experience and Dedication to Exceed Your Expectations– Guaranteed	**Vero's employee owners specialize in building private fiber networks for school districts with E-Rate Category One funding.** Our customer-centric business approach means that you always have access to dedicated representatives who understand your school district, can answer your questions, and resolve any issues quickly.

Benefits of a Vero Dedicated Private Fiber Network

Vero provides Leased Lit Fiber and Leased Dark Fiber solutions using a Private Fiber Network to meet your preferred connectivity requirements. A Private Fiber Network is fairly unique in the industry and provides many advantages over traditional solutions, including reliability, speed, scalability, and security at a much lower cost.

What is a Private Fiber Network?

A Private Fiber Network is a dedicated fiber network that connects your end sites to your hub site. Unlike most solutions from Cable or Phone companies, your network is 100% dedicated to you and is not shared with other customers.

Why is a Private Fiber Network Better?

There are numerous reasons why a Private Fiber Network is superior to a shared and oversubscribed network. **Six key reasons why you should consider Vero's solution**:

1) **Reliability.** ***A Private Fiber Network*** *removes common points of failure.* Our solution eliminates additional switches, routers, connectors and other devices prone to failure, power outages, misconfigurations and human error.

2) **Speed.** ***A Private Fiber Network*** *eliminates bottlenecks. Our solution does not share bandwidth with any other customer.* Most networks support multiple customers, meaning a usage spike from one customer impacts all other customers. Shared networks are engineered to "typical" network traffic and don't easily adapt to shifts in usage.

3) **Scalability.** ***A Private Fiber Network*** *is scalable, usually at no cost.* If your equipment can handle additional bandwidth, a simple upgrade to site optics is all that is necessary. Shared Networks require upgrading/replacing Carrier equipment at your site and usually upgrading equipment throughout their network.

4) **Control.** ***You are in complete control*** *of all network parameters.* If desired, the District can have control access to all equipment providing the service.

5) **Security**. *Dedicated fiber and equipment means your network is never shared or interconnected with other customers.* A separate network is far more secure.

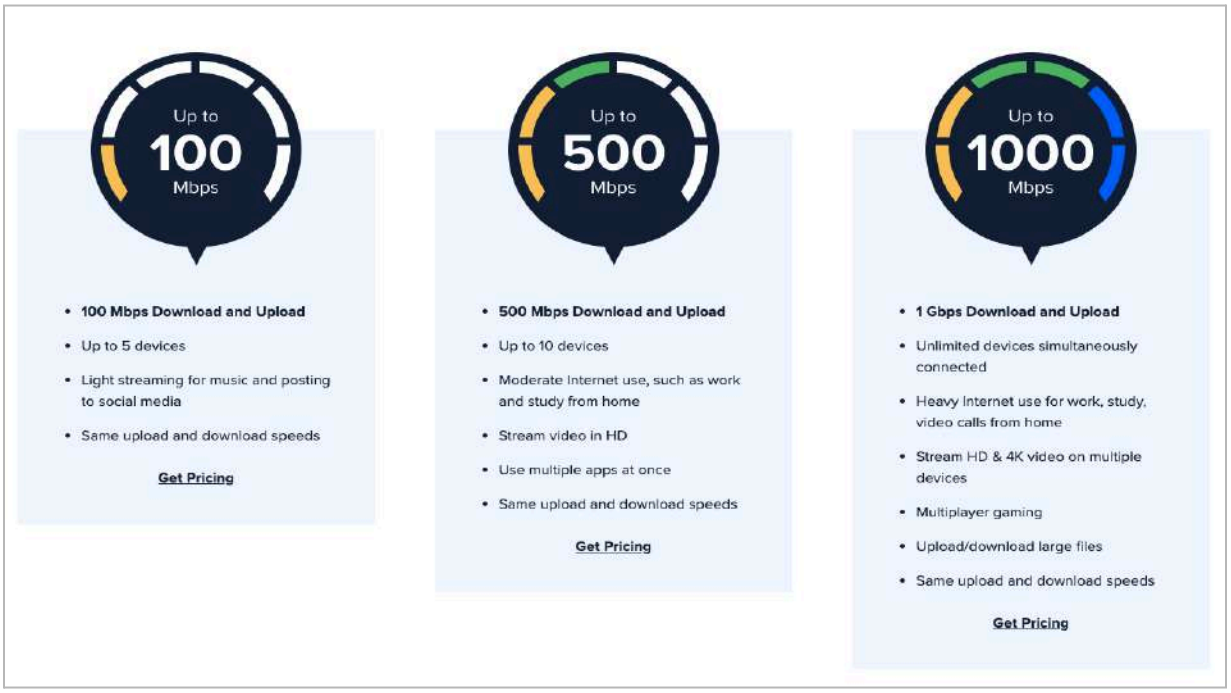
6) **Costs.** *Private Fiber Networks are much more cost effective than a shared network;* especially when considering the 10 to 20 year forecast for increased bandwidth needs and future upgrades.

A New Benefit to the Community

Residential and Business Services & Affordable Connectivity Program

Once established in a community, Vero can offer high speed service to additional customers including residences, small businesses, healthcare, and local government. This service provides reliable and affordable fiber internet access services to communities that have previously been ignored. This leapfrog in technology from cable to fiber provides internet access to homes, enabling increased abilities for online learning, work from home, and collaboration with extended friends and family that may not have been available previously.

An important aspect of Vero's residential internet offering is our participation in the **Affordable Connectivity Program**. This program offers free and discounted internet services to families in the community *who need it most*. As you know, many students depend upon these types of services to be able to do their school work.



Affordable Connectivity Program Options. Vero's giving back to the community includes offering affordable high-speed internet service to communities that may not have had reliable broadband service previously.

Experience and Qualifications

The Vero Networks Story

Vero was launched in 2017 by Matt Erickson, John Real, and Zach Nebergall. After building tens of thousands of miles of new fiber optic networks and with more than 100 years of combined experience, they started Vero Networks to focus on bringing critically needed fiber networks to schools and their students. Vero specializes in building private fiber networks for school districts with E-Rate Category One funding.

A unique part of Vero's story is that the company is owned by its management team and employees. The company has grown to over 560 employees and over $135 million in revenue. If selected by Hastings Public School District, our management team will personally be making a financial investment in the community, unlike our competitors who do so with Wall Street investor money and have no long term incentives to ensure the District's happiness.

Vero is dedicated to helping students benefit from vital technological infrastructure. We aim to do this through *four* key activities:

1. Providing essential bandwidth infrastructure to schools and libraries by connecting district locations with fiber optic cable that provides reliable, scalable, and secure connectivity.
2. Enabling educational organizations to deploy digital educational tools and resources in a very cost-effective manner.
3. Partnering with technologists with a similar mission to foster a more robust community aimed at enhancing the K-12 education experience in the USA.
4. Offer fast and reliable Fiber Internet services to the broader community

Vero has continuously maintained FCC Green Light Status since inception.

Senior Management Team

The Vero team has an extensive background in building and operating fiber network companies. The management team has decades of experience operating internet infrastructure companies for some of the most demanding bandwidth customers.

Matt Erickson - Co-Founder and Chairman. Prior to Vero, Matt was COO and part of the senior executive team that founded Zayo (NYSE: ZAYO). While COO, Matt oversaw most of Zayo's day-to-day business operations, including the integration of 30 businesses and the construction of over 17,000 route miles of new network. Prior to Zayo, Matt was a Vice President at Level 3 Communications. Matt earned a B.S. (Summa Cum Laude with Honors) in Accounting from Colorado State University.

Pam Moore - CEO of Vero Networks. Before joining Vero, Pam was Principal/Owner of a consulting company that advised clients on fiber and data center transactions. Previously, Pam served 8 years at Zayo Group, in leadership roles in the Ethernet, Long Haul Dark Fiber and data center business units. She has held management roles at ICG and Level 3 Communications. Pam has a BSBA in Finance from the University of Denver and an MBA from Regis University.

Greg Friedman - CFO of Vero Networks. Greg was previously EVP at Zayo Group where he managed the datacenter businesses. Prior to that, Greg held various executive and management roles at Zayo, Level 3 Communications, Deloitte, and Capgemini. He received a BS from the University of Pennsylvania and an MBA from the Wharton School.

John Real - Co-founder and EVP of Sales and Marketing. Prior to Vero Networks, John spent over 7 years at Zayo holding various executive roles, charged with leading sales and support for school district networks. Before Zayo, John spent 3 years as CEO of VoicePipe, an internet and telephony provider that was acquired by Zayo in 2007. John started his telecom career at ICG Communications.

Mary White - SVP of E-Rate Vertical. Prior to joining Vero Networks, Mary worked on the Dark Fiber Product Management team at Zayo Group and as the VP of Fiber Infrastructure at Velocity Fiber. She has been involved in building and operating fiber networks in the E-Rate space for over 10 years.

Josh Nelson - VP of Network Services. Josh's career in telecommunications spans over 20 years, touching virtually all facets of the business including network management, design, engineering, construction, and business development. Josh has played a pivotal role in the completion and implementation of 100s of wide area networks across the US.

Experienced Project Team

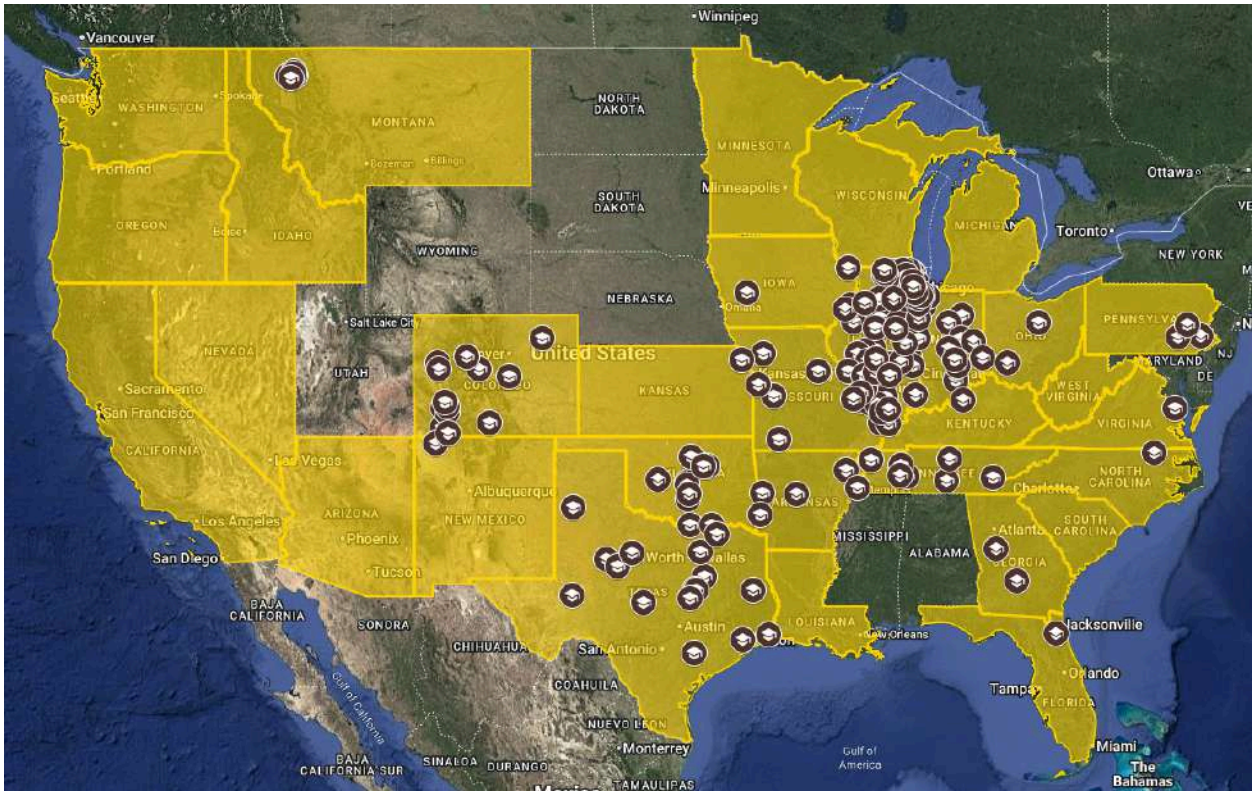
Highly experienced team with the knowledge to deploy your network

At Vero, each new project is assigned a highly qualified and experienced team to ensure a successful project. Here we provide a list of the key project team members who will deliver your network, along with a summary of their qualifications and experience.

Team	Position / Responsibilities	Key Qualifications and Experience
Carla Willits	**Director of Operations** Overall management and operation of E-Rate construction projects	Carla brings extensive expertise in fiber implementation and project management, having successfully deployed over 200 miles of network nationwide in both rural and urban areas. Since joining Vero, she has contributed to its development, maintaining high standards of customer satisfaction while ensuring operational excellence.
Paul Hornick	**Senior Project Manager** Management of project lifecycle including, scope, time and budget	Paul is a project manager with 18+ years in telecom/construction that is experienced in leading cross-functional teams and managing full project lifecycles. He ensures scope, schedule, and budget alignment while delivering superior customer experiences through collaboration and clear communication.
Diane Lipa	**Project Manager** Management of project timeline and budget	Diane has several years of experience in construction management. She is the primary point of contact between the school district and construction teams in the field.
Kevin Milne	**Chief Operating Officer (COO)** Overall supervision of construction, project management, network operations, and fiber engineering functions	Kevin graduated from Penn State with an MBA in Operations Management. His early career at IBM focused on Semiconductor manufacturing, while the last 15 years has been in Telecommunications. He held senior leadership roles at Comcast and Google Fiber, where he led teams of up to 650 people focused on service delivery, network expansion, process optimization, and project excellence.
Neil Bryan	**Director of District Network Services** Network consultation, design, and implementation based on District needs	Neil brings more than 24 years of networking experience to his position, including extensive experience with school district LAN/WAN and Internet Access Circuits. Previously, Neil provided network engineering and support to over 160 school districts as a Director of Technology Solutions and Network Manager.

Customer References and Case Studies

160+ School Districts Use Vero Networks



Arkansas
Cossatot River Sch Dist
Jonesboro School District
Mansfield School District
Marion School District
Perryville School District 7

Colorado
Alamosa School Dist Re 11 J
Brush School District R E 2 J
Durango School District 9-R
Eagle Co School Dist Re 50 J
Eagle Valley Library District
Garfield County Sch Dist 16
Lake County School Dist R 1
Plateau Valley School Dist 50
Ridgway School District R-2
Silverton Public Library
Silverton School District 1
Telluride School District R 1
Woodland Park Sch Dist Re 2

Florida
Clay County District Schools

Georgia
Pike County School District
Wilcox County School Dist

Illinois
Abingdon-Avon CUSD 276
Anna CCSD 37
Annawan CUSD 226
Beecher CUSD 200 U
Bismarck School District 1
Brookwood Sch Dist 167
Bunker Hill USD 8
Calhoun Comm USD 40
Carlinville CUSD Dist
Channahon School District 17
Charleston School District 1
Christopher USD 99
Community CSD 093
Community High SD 117
Community USD 002
De Soto Consol Sch Dist 86
Dolton East Sch District 149
Donovan CUSD 3
Downers Grove Sch Dist 58
East Dubuque Sch Dist 119
Elmhurst CUSD 205
Elverado C U School Dist 196
Evanston Township HSD 202
Franklin Park Sch Dist 84

Gurnee School District 56
Harlem School District 122
Harvard School District 50
Hillsboro SD 3
Homer School District 33C
Hoover-Schrum MSD 157
Jacksonville School Dist 117
Kirby SD 140
La Moille CUSD 303
Lemont-Bromberek CSD 113a
Libertyville Elem SD 70
Litchfield Comm Unit Dist 12
Lowpoint-Washburn CUD 21
Martinsville CUSD 3 C
Mattoon Sch Dist 2
Mercer County SD 404
Millstadt CSD 160
Morton CUSD 709
N Chicago CUSD 187
North Mac CUSD 34
O'Fallon School District 90
O'Fallon High SD 203
Oak Lawn-Hometown SD 123
Oakland CU School District 5
Pinckneyville School Dist 50
Pleasant Plains CU District 8
Prairie Ctrl Unit Sch Dist 8
Queen Bee School District 16
Rantoul City Schools Dist 137
Red Bud School District 132
Richmond-Burton Nippersink Consortium
Ridgeview CUSD 19
River Trails Sch Dist 26
Rockford School District 205
Rockton Sch Dist 40
Shelbyville CUSD 4
Sherrard CSD 200
South Fork SD 14
South Holland SD 151
Sparta School District 140
St Elmo CUSD 202
Sunnybrook SD 171
Troy SD 30-C
Urbana SD 116
Vienna High School
Wabash CSD 348
Wauconda CUD 118
West Chicago Elem SD 33
West Frankfort CUSD 168
Williamsville School Dist 15
Woodlawn CUSD 209

Indiana
Brownstown Cent CSC
Clark Pleasant CSC
Edinburgh CSC
Elwood CSC
Lake Station CSC
Liberty-Perry School Corp
Logansport CSC
Manchester Comm Schools
Traders Point Christian Schs
Tri-Creek School Corporation
Union County-College Corner Jt Sch Dist
Whiting City School District

Iowa
Audubon Comm SD

Kansas
Atchison Unif Sch Dist 409

Kentucky
Jefferson County Public Sch

Missouri
Cameron R-I School District
Caruthersville School Dist 18
Clinton School District
Crane School District R 3
Dunklin R-5 School District
Mexico School District 59
Raymore-Peculiar SD R2

Montana
Cayuse Prairie Sch Dist 10
Columbia Falls Sch Dist 6
Deer Park School District 2
Fair-Mont-Egan Sch Dist 3
Kalispell School District 5
Stillwater Christian School
West Valley Elem Sch Dist

North Carolina
Weldon City School District

New Mexico
Farmington MSD 5

Ohio
Mansfield City SD
Wilmington City Schools

Oklahoma
Calera Indep School Dist 48
Cushing Public Schools
Drumright ISD 39
Maysville ISD
Moore Public Schools
Perry Indep School District 1
Purcell Public Schools
Santa Fe South Schools, Inc.
Stillwater Indep Sch Dist 16
Turner ISD 5
Weatherford SD 26

Pennsylvania
Boyertown Area Sch District
Palmyra Area School District
Pottsville Area Sch District

Tennessee
Bedford County Sch District
Decatur County Sch District
Huntingdon Special SD
Lebanon Special SD
Lexington City Elem SD
Sweetwater City SD

Texas
Blooming Grove ISD
Bonham ISD
Brady Indep School District
Carrollton-Farmers Br SD
Channelview School District
Connally ISD
Crane Indep School District
Dimmitt ISD
La Vega Indep Sch District
Moody Indep School District
Nacogdoches Indep Sch Dist
Nederland ISD
Snyder Indep School District
Stamford Indep Sch District
Sweetwater ISD
Yoakum Indep School District

Virginia
Richmond County SD

Customer References

Proven Team. The Vero Fiber Networks team has a successful track record of constructing and operating networks for K-12 schools, hospitals, universities as well as federal and other government entities. Vero has built and operates fiber networks that provide service to over 160 School Districts in 18 States.

Proven Technology. We encourage you to talk with the people below about how they have transitioned their networks from shared and complicated systems to a private fiber network. Ask about reliability, cost savings, and how easy it is to work with us.

Reference Name	Quick Statement	Contact
Matt Wilder *Technology Director/Tech Teacher* Audubon Community School District **Audubon, IA**	"The transition to Vero Fiber was so easy. Our network has been completely reliable and incredibly fast. The internet at our bus barn and pressbox has been awesome since it was installed!"	Matt Wilder mwilder@audubon.k12.ia.us 402-681-4672
Monroe Pointer or Michael Summers Jonesboro School District **Jonesboro, AR**	"I want to say how much I appreciate you and your team. You've shown us great support and efforts to ensure Jonesboro Schools are taken care of. And for that we are grateful!"	Michael Summers michael.summers@jonesboroschools.net Monroe Pointer monroe.pointer@jonesboroschools.net
Wayne Smith *IT Director* Caruthersville School District 18 **Caruthersville, MO**	"Vero has been instrumental in helping us develop an incredibly fast network that will solve our needs for decades to come"	Wayne Smith wsmith@cps18.org 573-333-6100 x1008
Brian Crittenden Santa Fe South Schools **Oklahoma City, OK**	"This new dedicated network will change how we do things significantly. All schools now have the potential for unlimited bandwidth when we need it."	Brian Crittenden bcrittenden@santafesouth.org 405-601-2639
Anthony Montelongo *District IT Director* Dimmitt ISD **Dimmitt, TX**	"We've had a noticeably faster and more reliable network since switching to Vero. This allows us to focus on our mission, not our connectivity."	Anthony Montelongo anthony.montelongo@dimmittisd.net 806.647.3101 ext. 7100

Recent Successful Deployments

More than 160 school districts across the country have selected Vero to upgrade and implement private fiber networks since 2017.

Decades of Experience. Vero's leadership team has been building and operating Wide Area Networks for decades. We have been helping school systems like yours upgrade and implement private fiber networks since 2017. Vero has built and currently operates fiber networks for more than 160 school districts in 18 states. (See the map on page 8 for all our school districts.)

Success Stories on Similar Projects. We provide a brief description of similar projects here, including network size, sites, and speed.

School District	Network Details
Stillwater Independent School District Stillwater, OK	**Network Sites:** 16 sites **Network Size:** 22.1 miles **Speed:** 10 Gbps Ring Network
Mansfield City School District Mansfield, OH	**Network Sites:** 11 sites **Network Size:** 10.83 miles **Speed:** 11 Gbps Network
Raymore Peculiar School District Peculiar, MO	**Network Sites:** 10 sites **Network Size:** 26.5 miles **Speed:** 10 Gbps Ring Network
Cushing Public Schools Cushing, OK	**Network Sites:** 4 sites **Network Size:** 3.75 miles **Speed:** 25 Gbps Network

Technical Solution

Our solution brings reliable and dependable network access that is 100% dedicated to your organization–meaning no bandwidth throttling or security risks.

Network Overview

Details of a Dedicated Private Fiber Network. A Dedicated Private Fiber Network is a network that is only used by one customer and no other customers use the same fibers or equipment. This network design brings the reliability and dependability of a private network to Hastings Public School District that had only been available to large companies in the past. It provides an alternative to using shared Ethernet networks for traffic between the District's locations, and is ***perfect for organizations who want to protect their data from hackers.***

Circuits Proposed. Vero is proposing a leased lit fiber solution in either a cost effective hub and spoke configuration or a resilient ring solution as illustrated in the network diagram on the next page. The hub and spoke solution consists of 8 individual circuits from the end sites back to the hub site at Hastings Middle School. The ring solution consists of 16 individual circuits with each end site connecting back to the hub site from 2 diverse routes. Each circuit has a capacity of 1 Gbps up to 100 Gbps, depending upon the District's equipment. For the hub and spoke solution, the total available bandwidth at 10 Gbps per circuit is 80 Gbps at the hub site. For a ring solution, the total available bandwidth at the hub site is 160 Gbps.

Most providers offer circuits that are oversubscribed, meaning that the handoff at the hub site does not equal the sum of all of the individual circuits. Our proposed network supports either a **layer 2 switched** configuration or a **layer 3 routed** topology. The Vero network engineering team has extensive experience in designing networks and will work with the District's team to engineer and implement a solution that best fits the District's needs.

100% Dedicated Network. Unlike other providers—including the District's current provider—that use a shared network to deliver bandwidth to its customers, Vero will deploy a network over fiber-optic cable and equipment that is 100% dedicated to Hastings Public School District. Vero will construct, own, operate, and maintain this robust network for use by the District throughout the life of the network (>20 Years). The District will be able to bypass shared and congested networks and will not ever be affected by other customers' network traffic.

Site Specifications. At each site, Vero will construct a **12-count single mode fiber cable** into the building to the District's desired location. Vero uses single mode fiber optic cable (SMF-28e) with fusion splices to connect fiber cable creating one continuous fiber connection from the end site to the hub site. In the telecommunications room of each site, fibers are terminated with a fusion splice to a Fiber Termination Panel that can be either wall or rack mounted. The fiber is then connected to the District's equipment using a fiber optic patch cable. If the District selects a Leased Lit Solution, Vero will provide the optronics (SFP pluggables or similar) compatible with the District's equipment. In addition to the equipment needed to turn up the service, Vero provides on-site spares to aid in a quick repair in the event of an equipment failure.

Network Design Compatibility. Our network design is compatible with all current manufacturers of network equipment including Cisco, HP, Aruba, Juniper, Extreme Networks, Ruckus, Fortinet, Ciena, and others. Given the network is 100% dedicated fiber it will also be able to support new future technologies that may be developed.

Free Speed Upgrades. Free speed upgrades are included with Vero's proposal at any time during the contract. Within 48-hours' notice, Vero will ship new optical interfaces to upgrade the District's network at any time during the contract at ***no additional cost or contract extension***.

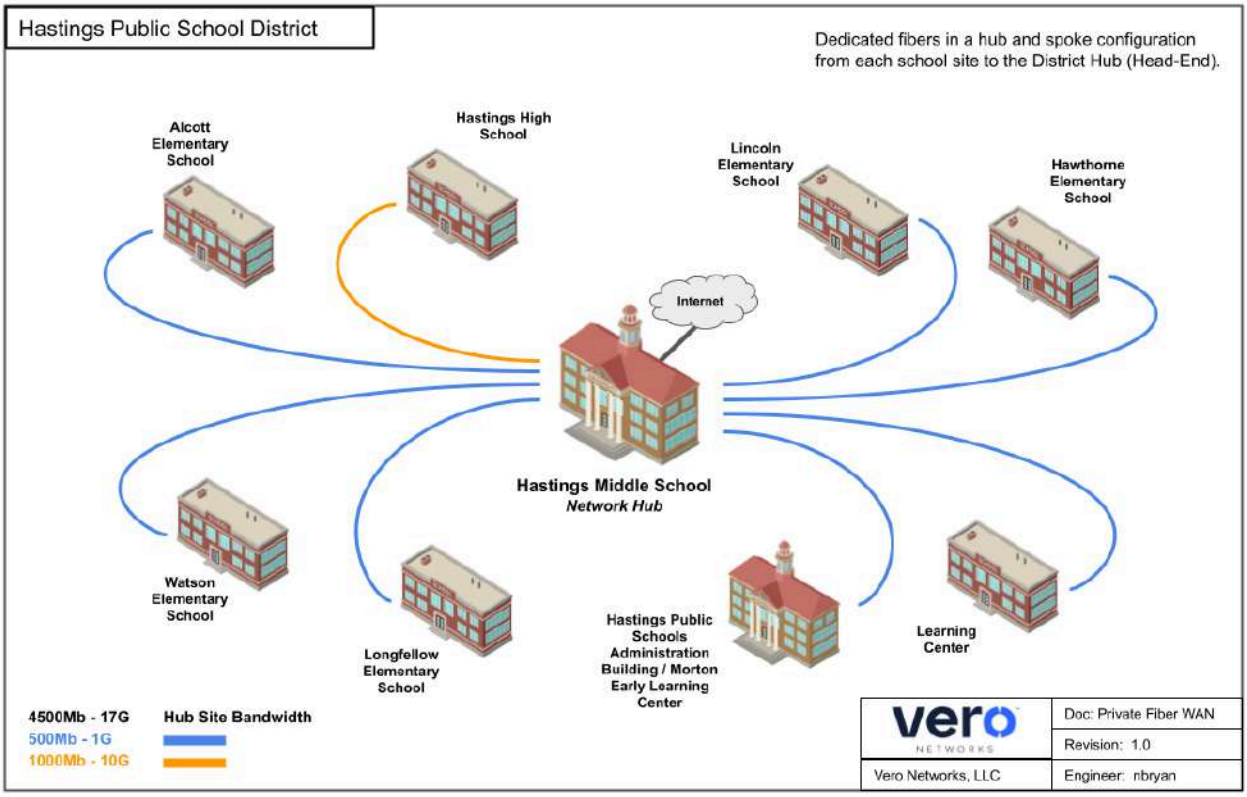
Full Control. Through Vero's private fiber solution, the District has complete control of L2 / L3 functionality and is not limited by traditional "Ethernet Network" policies.

Examples of L2 functions are Encapsulation, Frame synchronization, Logical link control (Error & Flow control), Media access control (MAC, LAN switching, Physical addressing, QaS, VLANs).

Examples of L3 functions are Packet forwarding, Routing, and managing QoS.

Hub and Spoke Network Design

Our design offers the most scalable and reliable network in the market today.

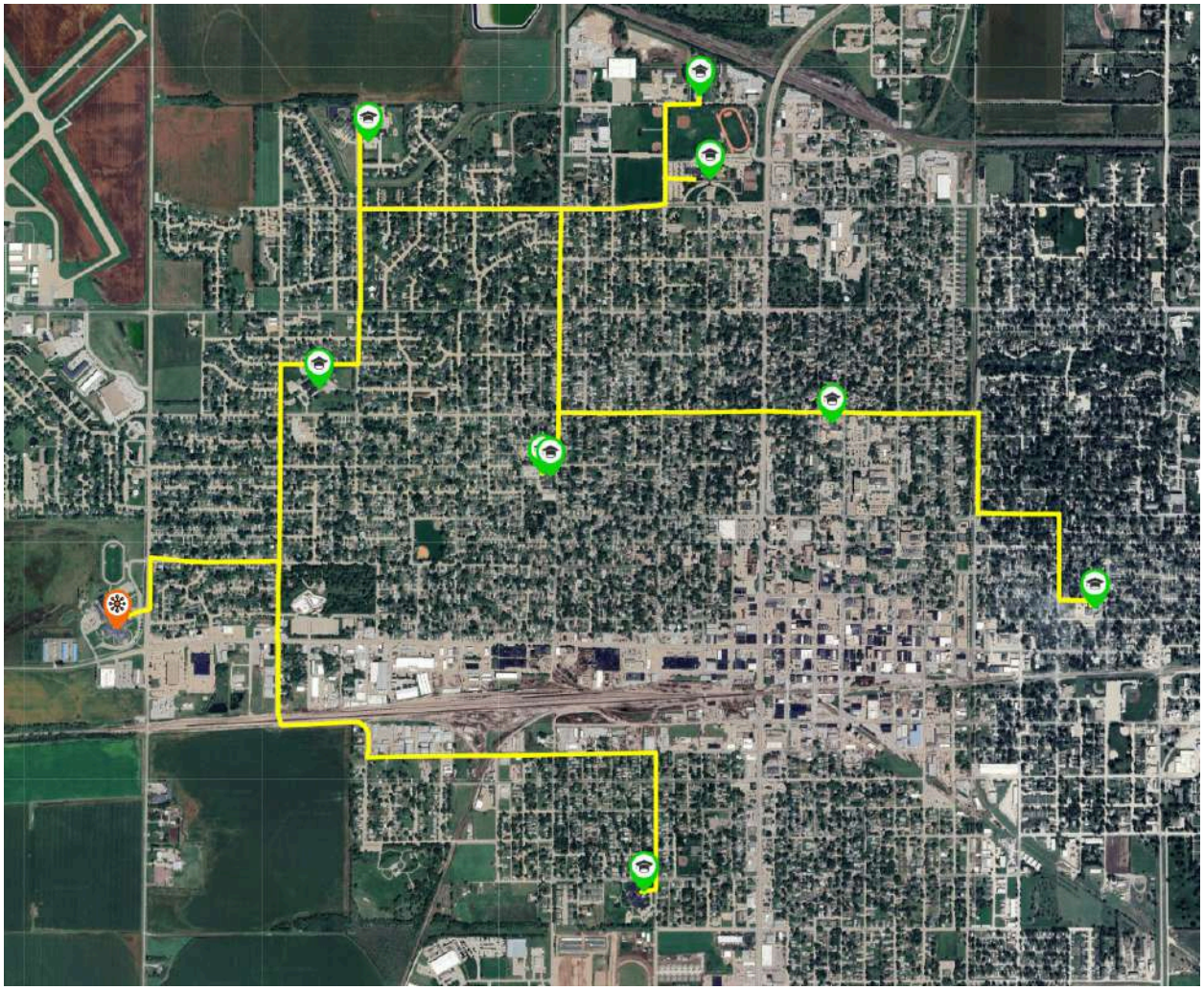


- Dedicated fibers in a hub and spoke configuration from each school site to the District Hub (Head-End)
- Maximum Total Bandwidth at Hub Site: 17 Gbps
- Maximum Bandwidth at each Site: 1 Gbps to 10 Gbps

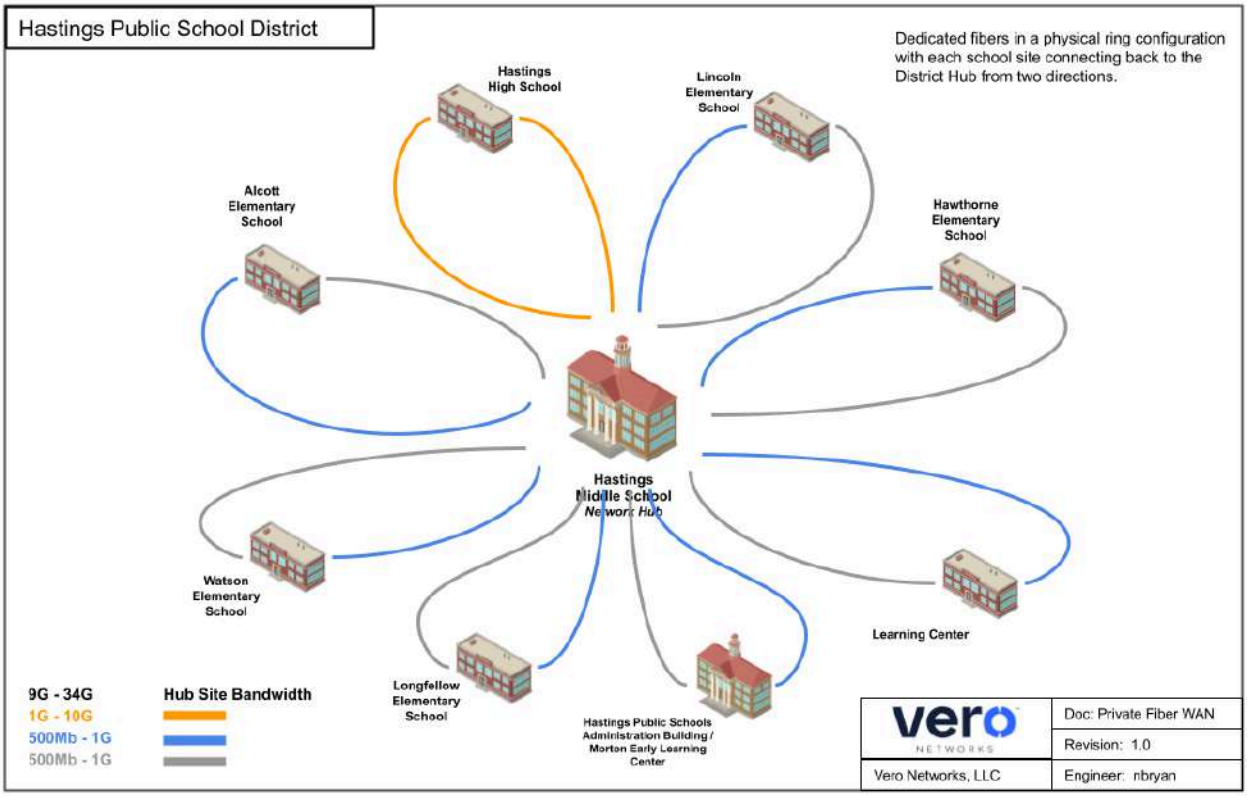
Additional HUB Sites

Vero offers the option for the District to add an additional hub site with another internet connection to their network. Having multiple internet connections protects the District from outages from the Internet Access provider, equipment failure and facility outages such as power failures. This optional configuration can be added at any time during the contract term.

Hub and Spoke Network Physical Routes

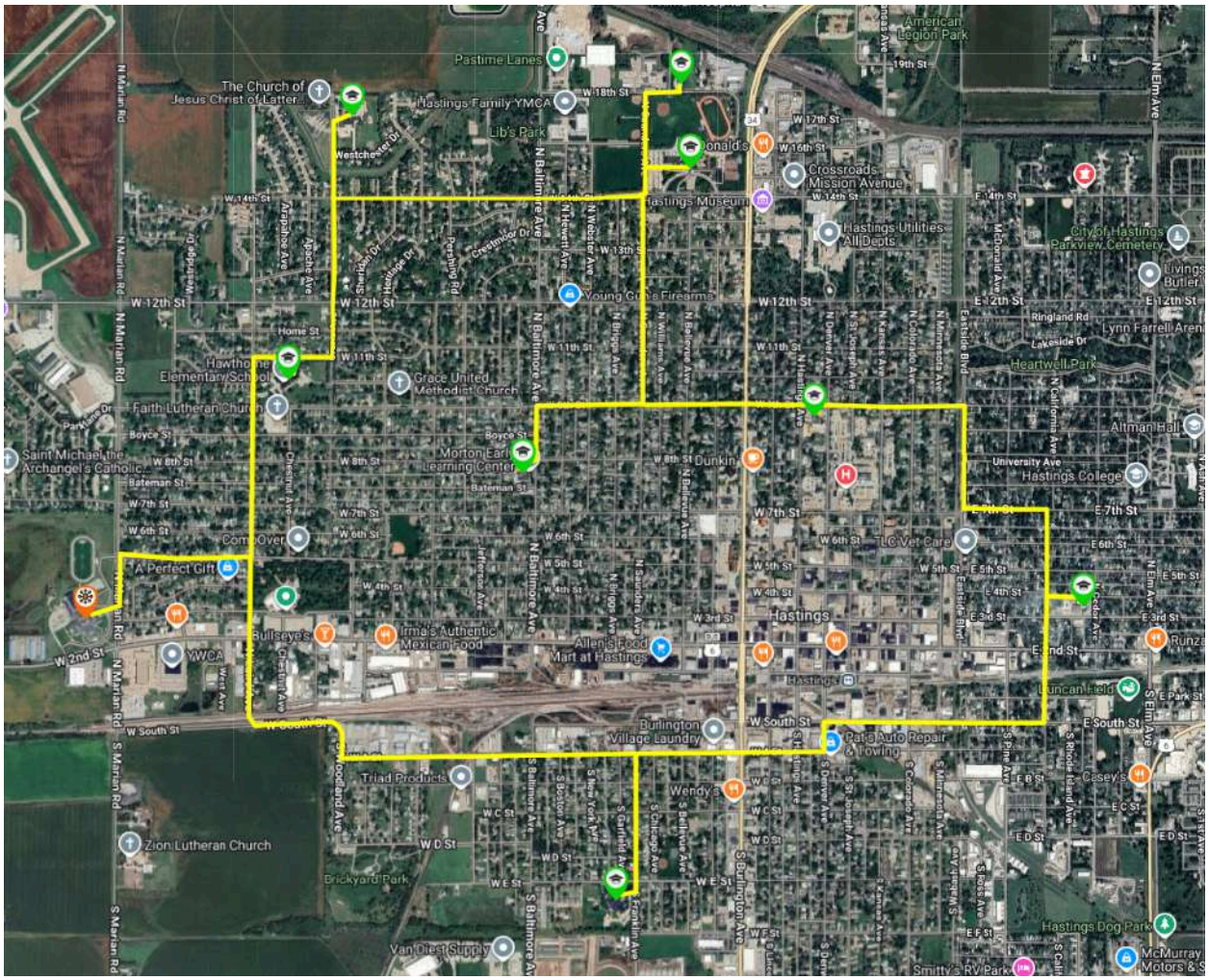


Ring Network Design



- Dedicated fibers in a physical ring configuration with each school site connecting back to the District Hub from two directions.
- Maximum Total Bandwidth at Hub Site: 34 Gbps
- Maximum Bandwidth at each Site: 2 Gbps to 20 Gbps

Ring Network Physical Routes



Circuit Specifications

Site	Hub Site	Suggested Speed	Maximum Speed*	Fiber Count
Alcott Elementary School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Hastings High School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Hastings Public Schools Administration Building / Morton Early Learning Center	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Hawthorne Elementary School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Learning Center	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Lincoln Elementary School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Longfellow Elementary School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
Watson Elementary School	Hastings Middle School	10 Gbps	100 Gbps	12 Fibers
	Total	**80 Gbps**	**800 Gbps**	

- Upgrades up to 100 Gbps at no additional charge. 100 Gbps is used for illustrative purposes given limitations of most WAN equipment today.

100% Service Performance Guarantee

Our network is so well designed that we offer a 99.999% uptime guarantee.

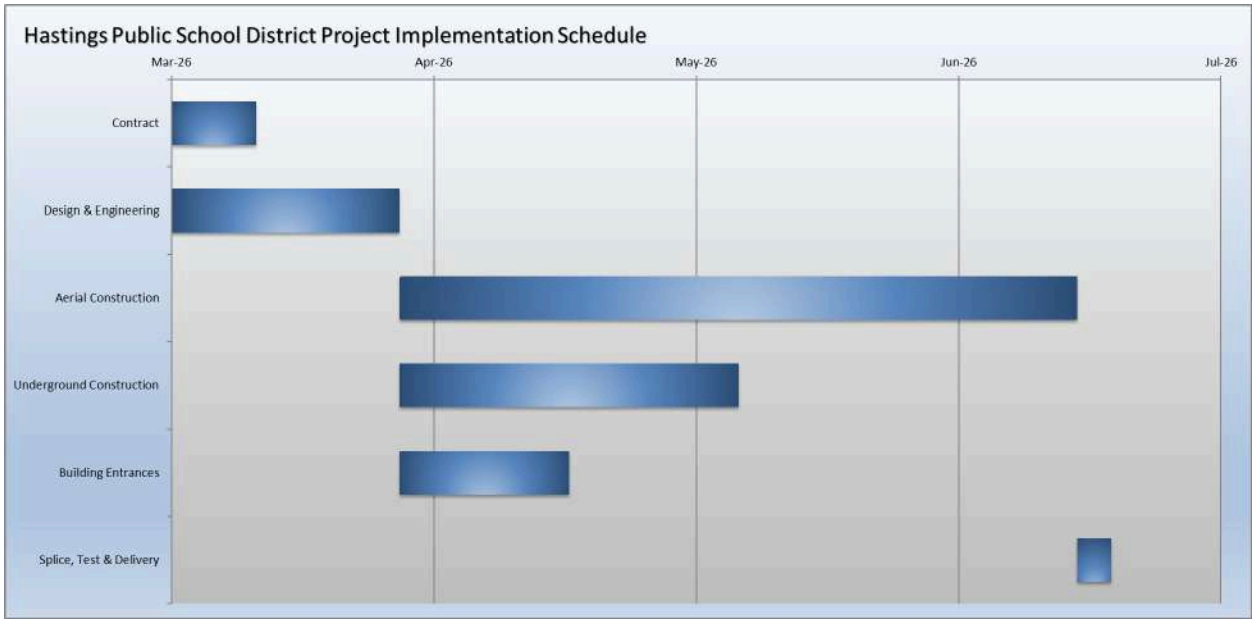
Network Statistic	VERO Fiber Networks Service Performance Guarantee
Availability	**99.999% Uptime** Vero proposes a custom built network that is designed for maximum uptime and performance. Vero's design is hyper efficient both in terms of network path as well as points of failure.
Latency	**<2 ms per link** Amazingly fast because the Vero solution doesn't add unnecessary physical network distance or equipment; latency is only limited by the speed of light through fiber.
Packet Loss	**Virtually Zero (<0.25%)** Packet loss is most often experienced in congested networks (content is arriving at a greater rate than it can be sent by a router). Vero provides home run circuits from the head-end location to each end site location so there are no areas that are subject to bottleneck situations.
Jitter	**Virtually Zero (<1ms)** Jitter is caused when some packets are queued or delayed in the network while others are not. The Vero solution provides the full channel bandwidth and no queuing will ever be introduced as the District gets its own dedicated fiber paths.
Throughput	**Full Rate** Because there are no shared or common elements in the Vero solution, the District gets the full bandwidth it has ordered. 10G ordered = 10G delivered at all times.
SLA Remedies	**100% Guaranteed** Failure to meet relevant SLAs above will result in a credit equal to 100% of the month's MRC associated with the impacted link.

Implementation Plan

This section provides an overarching vision of our approach to Fiber Network Construction and the District's involvement.

Timeline

Vero will be constructing a new fiber optic network for Hastings Public School District and we expect the project will be complete by July 1, 2026.



Implementation Detail

You might be thinking that a construction project is complicated, time consuming, and full of challenges. We want to assure you that Vero specializes in constructing and operating new Private Fiber Networks and we are up for the challenge. A project of this nature might surprise you how quickly it can be completed and how long the District will be able to benefit from this work.

Project Ownership. Vero will completely own the entire project from start to finish with no involvement needed from the District other than when we are constructing facilities on the District's property.

Frequent Status Updates. We will provide a weekly report detailing the project progress and ask for meetings when we need the District's engagement. Of course, we welcome the opportunity to keep you informed via progress meetings as desired. We recommend weekly meetings as we approach the end of the project to coordinate activation with the District.

Four Phases of Deployment

- **Network Design**
  - Field study to inform engineering
  - Meeting with municipalities about upcoming projects
  - Engineering and filing for permits
  - Obtaining special permits and Rights of Way (DOT, railroads, bridges)
- **Construction**
  - Underground construction
  - Building entries
  - Aerial construction
  - Special crossings (railroads, bridges, interstates)
- **Fiber Installation**
  - Fiber placement
  - Fiber splicing
  - Testing/turn-up
- **Launch**
  - Equipment installation and testing
  - System activation

Project Phases Detail

Phase 1 - Network Design

Engineering. During this phase, we will survey the entire route and optimize the route design for latency and speed of deployment. From this survey, the team will determine routing and complete aerial and underground engineering in preparation for the application/permit submittal process and construction. We will also conduct site visits to each school location to confirm building entrances and internal requirements. At this stage, we also identify all long lead time segments such as DOT, water, and railroad crossings and prioritize those segments in the process.

Permitting. As a public utility provider, we will submit permits to all of the necessary Right of Way (ROW) authorities such as cities, counties and highway departments. In addition, we will apply for any long lead time permits early in the process, such as Railroads and Water crossings.

Phase 2 - Construction

Underground. Vero's preference is to build as much of the network as possible underground. Vero will obtain all necessary ROW agreements, traffic control, and other

special permits for completing underground construction. We will commence placement of conduit and fiber in the approved ROW as soon as permits are secured.

Building Entrances. Vero Fiber Networks will complete construction of building entrances on the District's private property at a time that best suits the operational needs of the District, typically after hours, on weekends, and during school breaks. When available Vero will use existing telecommunications entrances to the building to minimize disruption to school property.

Aerial. Where underground construction is not permissible or feasible, Vero will obtain necessary pole attachment agreements that include "make ready" requirements for attaching fiber optic cables to the poles. In some cases, a secondary pole attachment agreement with a local phone service provider or Cable TV company may be required. During the make ready phase, we will complete any pole load/reinforcement modifications and coordinate with existing pole tenants as to timing of fiber placement. Once the make ready is complete in accordance with the pole attachment agreement(s), we will place fiber on the designated running lines.

Phase 3 - Fiber Installation
Fiber Placement and Splicing. After the conduit is placed, fiber is pulled through the conduit using mule tape. Fiber is then fusion spliced at intersection points and enclosed in a splice case. At the end of fiber cables connections are also made using fusion splices and splice enclosures.

Testing. Upon completion of the fiber placement, all fiber connections will be spliced and each segment will be fully tested (bi-directional OTDR testing), i.e., the endpoint user equipment at the end locations will be installed and tested back to the head-end site and vice versa to ensure the integrity and ability of the completed fiber link to deliver the intended services.

Phase 4 - Launch
System Activation. Existing services will be replaced on a per site basis once the head-end location is operational and all OTDR and equipment testing is complete. A "cut over" time will be established with the District for each site as it comes online. The 'turn up time,' once advance work has been completed, is literally minutes as we work with the District to remove the current WAN to LAN connection and replace it with the new WAN connection and jumper.

Vero's network engineers are available to assist the District with configuration changes to the District's equipment.

Vero Fiber Networks will work with the District to minimize interruption with normal school hours and to perform this work after hours or on weekends if so desired by the District.

Project Management Process and Tools

Our project management process and technology streamlines communication and de-risks project schedules by highlighting issues & corrective actions before they cause delay.

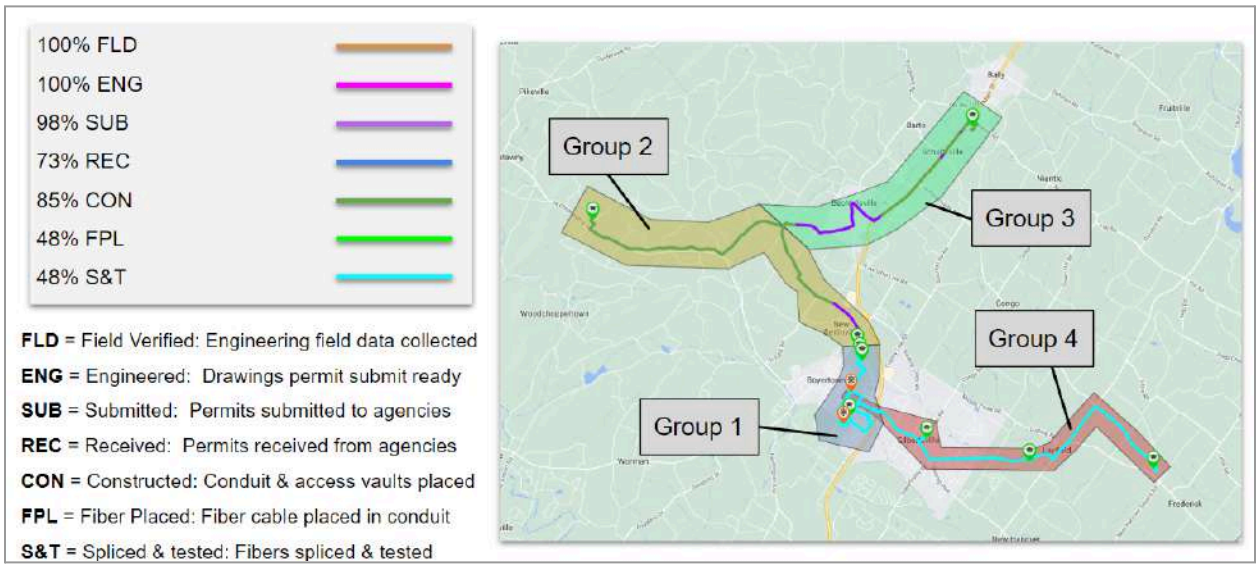
Vero Fiber Networks uses custom developed cloud-based project management tools to manage fiber network deployments. The application is centered around the fiber routes and necessary permits and construction details for each route.

As the project progresses, the information is updated real-time in the system and the progress is visually represented on the map. All of the information is also broken down into footage and percentage complete and summarized in table format.

Project milestones, tasks, issues, and all vendor updates are managed in real-time through our cloud platform. Our project management process and technology streamlines communication and de-risks project schedules by highlighting issues & corrective actions before they cause delay.

Below is an example of the weekly updates and segment milestones report.

Weekly Update



Segment Milestones

Segment Group 2	Footage	Ft. %	FLD	FLD %	ENG	ENG %	SUB	SUB %	REC	REC %	CON	CON %
City	5,589	48.29 %	5,589	100.00 %	5,589	100.00 %	5,589	100.00 %	0	0.00 %	0	0.00 %
County	3,652	31.55 %	3,652	100.00 %	3,652	100.00 %	3,652	100.00 %	3,652	100.00 %	3,652	100.00 %
Private Property	2,333	20.16 %	2,333	100.00 %	2,333	100.00 %	2,333	100.00 %	1,864	79.90 %	226	9.69 %
Total	**11,574**		**11,574**	**100.00 %**	**11,574**	**100.00 %**	**11,574**	**100.00 %**	**5,516**	**47.66 %**	**3,878**	**33.51 %**

vero NETWORKS

Pricing Considerations

Vero prices its service to be the industry leader at any capacity.

The Universal Service Administrative Company requires applicants to evaluate proposals and use price as the primary factor.

When comparing the cost-effectiveness of the fiber service offerings, the expected useful life of the asset is a key consideration when comparing the combined upfront and recurring costs.

In order to compare the cost-effectiveness of fiber service offerings, it is critical to calculate the total costs over the useful life of the service. A new fiber network is expected to have a lifetime of 20 years or more. Given the long useful life and ability to upgrade a private fiber network, applicants should determine a defensible period of time for comparison.

Determining cost per unit: Applicants should determine cost per megabit based upon the actual maximum throughput. For example, a service provider is proposing ten 1 Gig circuits from the remote sites with 5 Gig handoff at the hub site for $2,000 a month, the **price per megabit is $0.40** ($2,000 / 5,000 bits = $0.40).

In this case, because Vero includes any speed for the same price, we will use the industry standard of 10 Gigs. Vero's pricing would be for ten 10 Gig circuits with 100 Gig handoff at $2,000 per month. Vero's **price per megabit would be $0.02** ($2,000 / 100,000 bits = $0.02). Using this example, the Applicant could normalize the costs to get a true comparison.

Applicants should then identify a specific and comprehensive total cost for each of the responsive proposals received.

Once that is done, applicants should divide the total cost for each option by the number of years in their comparison period to determine annual cost. Compare that annual cost against the annual cost of other responsive proposals received over the duration of the defensible time period. From this comparison, applicants should provide documentation of their findings to their reviewer via EPC with a narrative that summarizes the logic of the comparison. Presenting comprehensive comparison data is an important piece of the cost-effectiveness review process. By providing detailed information it helps the reviewers assess the validity of the cost-effectiveness of a solution more efficiently.

Finally, applicants should score on an apples to apples basis. They should be prepared to explain any assumptions made, such as how they set their comparison period, and cost for Network Equipment for leased dark fiber or self-provisioned fiber and any equipment refresh needs.

Pricing: Leased Lit Fiber - Hub and Spoke Solution
Speed: 300 Mbps – 10 Gbps per location

Below you'll find the total monthly price for all of your requested locations.

Option 1: 3 Year without Special Construction

	Special Construction	Monthly
Total Charges	$ 0	$ 9,405
E-Rate Discount (80%)	$ -	$ 7,524
After E-Rate Discount(s)	**$ -**	**$ 1,881**

*Lowest Corresponding Price (LCP)**

Includes voluntary renewal options

Option 2: 5 Year without Special Construction

	Special Construction	Monthly
Total Charges	$ 0	$ 8,730
E-Rate Discount (80%)	$ -	$ 6,984
After E-Rate Discount(s)	**$ -**	**$ 1,746**

*Lowest Corresponding Price (LCP)**

Includes voluntary renewal options

Option 3: 3 or 5 Year with Special Construction

	Special Construction	Monthly
Total Charges	$ 890,459	$ 3,240
E-Rate Discount (80%)	$ 712,367	$ 2,592
After E-Rate Discount(s)	**$ 178,092**	**$ 648**

*Lowest Corresponding Price (LCP)**

Includes voluntary renewal options

* Lowest Corresponding Pricing (LCP) above is for a Private Fiber Network solution including dedicated fibers in a home run configuration from the District Hub to each school/end site. All school laterals are constructed with at least 12 fibers to simplify future expansion. Additionally, the District can upgrade at any time to a faster speed for no additional monthly cost. Such upgrades shall not require a contract extension.
* Voluntary renewals are at the District's sole discretion and are intended to provide guaranteed costs with unlimited bandwidth for the next 20 years.
* If the Special Construction pricing option is elected by the District, Vero will allow the District to select installation payment option over 48 months for the District's portion of Special Construction costs.
* Taxes and fees are not included in the above monthly price. Taxes will be minimized as much as possible in coordination with the District.

Pricing: Leased Lit Fiber - Ring Solution
Speed: 300 Mbps – 10 Gbps per location

Below you'll find the total monthly price for all of your requested locations.

Option 1: 3 Year without Special Construction

	Special Construction	Monthly
Total Charges	$ 0	$ 11,205
E-Rate Discount (80%)	$ -	$ 8,964
After E-Rate Discount(s)	**$ -**	**$ 2,241**

*Lowest Corresponding Price (LCP)**
Includes voluntary renewal options

Option 2: 5 Year without Special Construction

	Special Construction	Monthly
Total Charges	$ 0	$ 10,305
E-Rate Discount (80%)	$ -	$ 8,244
After E-Rate Discount(s)	**$ -**	**$ 2,061**

*Lowest Corresponding Price (LCP)**
Includes voluntary renewal options

Option 3: 3 or 5 Year with Special Construction

	Special Construction	Monthly
Total Charges	$ 1,055,627	$ 3,780
E-Rate Discount (80%)	$ 844,501	$ 3,024
After E-Rate Discount(s)	**$ 211,125**	**$ 756**

*Lowest Corresponding Price (LCP)**

Includes voluntary renewal options

* Lowest Corresponding Pricing (LCP) above is for a Private Fiber Network solution including dedicated fibers in a home run configuration from the District Hub to each school/end site. All school laterals are constructed with at least 12 fibers to simplify future expansion. Additionally, the District can upgrade at any time to a faster speed for no additional monthly cost. Such upgrades shall not require a contract extension.
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Special Construction

Unique opportunity to build new Internet Infrastructure in your community and lower your operating costs for the long term.

Long-Term Cost Savings

The E-Rate Special Construction program offers an opportunity to both improve the internet infrastructure for the District as well as reduce and fix your bandwidth costs for decades. It is safe to assume that connectivity needs will increase in the coming years and transitioning to a private fiber network with unlimited bandwidth will dramatically reduce the cost per megabit and continue to decrease with speed upgrades.

Vero Special Construction Experience

The District will benefit from working with a service provider that has vast special construction experience for an expedited and easy USAC approval. Most delays and denials are due to service providers that are unfamiliar with the information that is required or are unwilling to share the detailed cost information required. Vero has completed many Special Construction projects over the years and will be instrumental in navigating the process.

Vero 100% E-Rate Approval Rate

Our School District customers have received 100% approval on Special Construction applications. We like to think that the process has been easy and pain free in part due to the preparation we put into the information required for the application and PIA review process. Having detailed information prepared in the format required in advance of the application is key to successfully getting funded.

Detailed USAC / E-Rate Information

As mentioned above, USAC has very specific requirements on breaking out the cost of the project including detailed cost components and alternatives considered. Vero prepares this information in advance of the District submitting a 471.

Operations and Maintenance

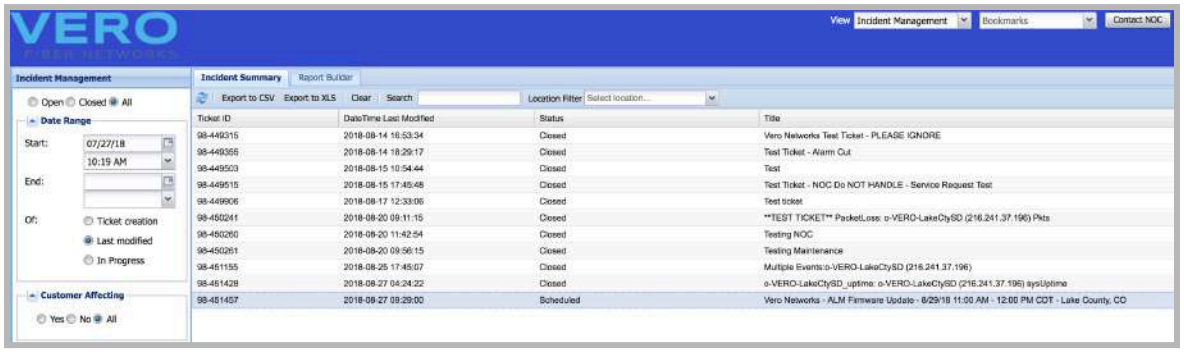
Our around the clock NOC ensures your network is actively managed.

Network Operations Center (NOC)

Vero's NOC monitors a wide array of metrics to ensure our networks are providing a flawless experience for our school district customers. The NOC provides proactive monitoring and is available 24x7x365 to address network concerns.

We provide a few samples of the metrics our NOC monitors.

NOC Dashboard - used for day-to-day monitoring of network health.



NOC Ticket Summary - used to understand trends and to diagnose and eliminate issues.

NOC Ticket Detail - used to manage individual issues for rapid repair and provide updates.

Priority Trouble Reporting

Unlike large, national companies serving 100,000+ of customers, Vero will never route your technical support call through offshore call centers repeatedly asking you to upgrade and reboot all your devices. At Vero, you are speaking to a true network Engineer within a matter of minutes who is working to isolate the trouble and dispatch technicians as quickly as possible.

Vero's Network Operation Center is available 24x7x365.

Executive Contact List for Priority Customers

Your satisfaction is our primary goal. Please use the following list of contacts to bring any concerns to our attention.

ESCALATION POINT OF CONTACT	DIRECT PHONE NUMBER
Direct Tier 2 Network Operations Center	1-800-691-VERO (8376) Option 3
Network Operations Manager	Chris Rogers / 918-218-9100
Director - Network Operations	Ken Korte / 630-808-7081
COO	Kevin Milne / 719-648-5459
CEO	Pamela Moore / 720-270-4926

Included Operations and Maintenance Procedures

As part of the pricing included in this proposal, all of the following operations and maintenance procedures are provided at ZERO incremental cost to the District.

Vero will work with Hastings Public School District to minimize interruptions during normal school hours and to perform maintenance after hours or on weekends at the District's request.

24x7x365 Network Operations Center
Vero's Network Operations Center is available 24x7x365 to address network concerns. NOC contact information will be provided.

Local Sparing of Network Modules
In the unlikely event of a module failure, we will spare additional module units at the District's hub location to enable replacement units to be swapped in quickly.

Emergency Maintenance SLA of Two Hours
Outside plant failures, while rare, are treated on an individual case basis due to the complexity and multiple non-Vero controlled factors (i.e., storms, pole damage, cable cuts, accidents). Our emergency maintenance service level agreement (SLA) guarantees that our locally-based Outside Plant (OSP) contractors will be on-site within 2 hours. We guarantee availability of WAN services will exceed 99.999% uptime.

Summary

We challenge you to compare the status quo with upgrading to the benefits of a Vero Private Fiber Networks.

Experience
The Vero Fiber Networks team has extensive experience building and operating Private Fiber Networks and working through the complexities of the E-Rate process. Further, the team has spent the majority of their careers supporting customers running mission critical applications (e.g. financial services, hospitals, trading and brokerage firms and the largest wireless carriers). Downtime for these firms can result in lost customers, lost revenue and major business disruptions. As such, service availability is a key part of our operational DNA.

Forever Network
Vero is confident that a Private Fiber Network will support Hastings Public School District's connectivity needs for many decades to come. So much so that we will commit to any and all speed upgrades throughout the contract for no additional cost AND provide a money back guarantee that our service will be 100% available without interruption or it's free.

Contact Us!

Please reach out to us to learn more about our company, our services and experience supporting school districts just like Hastings Public School District.