

## **Management Team**

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# Management Team

## **Tom Guthrie** **President and CEO**

Tom is responsible for Twisted Pair Solutions\' internal operations. He has 20 years of management experience in technology engineering and operations for a wide variety of service providers. Prior to joining Twisted Pair Solutions, Tom was CTO for USA.NET, an outsourced provider of messaging services. In this role he was responsible for software development, operations, and professional services offerings for Microsoft Exchange as well as other outsourced messaging services for enterprise customers. Tom has led engineering and operations organizations for service providers such as MCI, U.S. WEST and Allied Riser Communications in support of local, long distance, internet, and wireless services. Tom holds a B.S. and M.S. in Electrical Engineering from Oklahoma State University and Purdue University, respectively.

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## **Shaun Botha** **Founder, Chief Technology Officer**

Shaun is responsible for shaping the company\'s overall vision. He is a co-founder of Twisted Pair Solutions and one of the original developers of the WAVE technology. Shaun has extensive experience in software design and development, with a strong focus on communications infrastructure and technologies. Prior to co-founding Twisted Pair Solutions, Shaun spent more than a decade in the telecommunications industry leading Research and Development for Williams Communications, and developed financial trading software for IP Blue and database applications for Merrill Lynch. He also co-developed the world\'s first software for reading smart cards. Shaun is a graduate of Cape Technikon in South Africa and holds a graduate degree in Computer Science.

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## **Derick Clack** **Founder, Chief Software Architect**

Derick is responsible for the research and development of all Twisted Pair Solutions technology and products. He is a co-founder of the company and one of the original developers of the WAVE technology. Prior to co-founding Twisted Pair Solutions, Derick spent 18 years in software design and development, with particular expertise in product life cycle management. He also co-developed the world\'s first software for reading smart cards. Derick developed database software for inventory management in the U.K. before joining Williams Communications as engineering manager. Derick is a graduate of Cape Technikon in South Africa and holds a graduate degree in Computer Science.

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## **Gregg Blodgett** **Chief Financial Officer**

Gregg brings more than 20 years of finance and operating experience to Twisted Pair Solutions. Prior to joining the organization, he served as CFO for Midstream Technologies, a venture-backed startup that

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developed a next-generation streaming media server sold to cable TV operators for their video-on-demand applications. In addition to his finance responsibilities, Gregg directed manufacturing and corporate development for Midstream. Previously, he served as senior vice president of the Network Services Division of TeleCommunication Systems Corp. (NASDAQ:TSYS), where he had overall responsibility for the wireless location software and ASP business, and as CFO and vice president of Service Deployment at XYPOINT, which was acquired by TSYS. In addition, he was CFO at PHAMIS, Inc., (NASDAQ:PHAM) a developer of enterprise-wide medical information software, where he directed the firm's successful initial public offering and subsequent merger with IDX Systems Corp. Gregg is a summa cum laude graduate of the University of Washington.

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### **Ryan Buma** **Vice President of Marketing**

Ryan is responsible for leading the Marketing, Business Development, and Product Management functions at Twisted Pair Solutions. Ryan brings more than 19 years of technology and management experience from industry leading publicly traded companies to early stage and venture-backed start-ups. Prior to joining Twisted Pair, Ryan was Vice President of Business Intelligence at Ascentium. In this role he was responsible for the Global BI practice, its technology solutions, and its complete P&L. Ryan has been a leader in sales, marketing, business development, product management, and professional services organizations for leading companies such as Microsoft, Qsent, Captura, SteelPoint Technologies, Watermark Software, Epicor and Accenture. Ryan holds a B.A. in Business Administration from the University of Washington.

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### **Brent Early** **Vice President of Sales**

Brent is responsible for the sale of WAVE software technology into commercial, defense and government organizations, along with directing the supporting partner relationships and strategies. Before becoming joining Twisted Pair Solutions, Brent held senior management positions at Tumbleweed Software, Cisco, Juniper and OSISOFT. Brent has also been instrumental in leadership roles with several start-ups including Active Voice Corporation which was later purchased by Cisco. His technical experience spans across VoIP, networking, system monitoring and management and network and system security. Brent is a graduate of James Madison University.