

DIAZ & O'NAGHTEN, L.L.P.

ORIGINAL

SUITE 200 GRAND BAY PLAZA
2665 SOUTH BAYSHORE BLVD
MIAMI, FLORIDA 33133

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August 9, 2001

VIA FEDERAL EXPRESS

Florida Public Service Commission
Division of Commission Clerk
and Administrative Services
2540 Shumard Oak Boulevard
Tallahassee, Florida 32399-0850

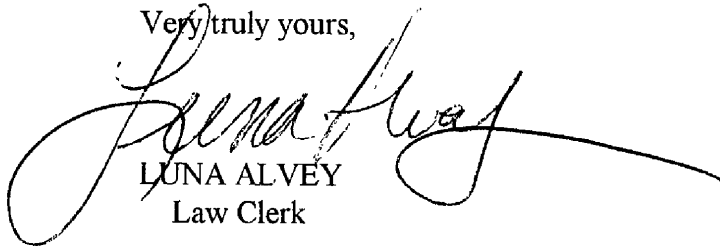
011074-TX

Dear Sir/Madam:

Enclosed please find an original and six (6) copies of DSL Internet Corporation's Application Form for Authority to Provide Alternative Local Exchange Service Within the State of Florida along with all required documentation and the \$250.00 application fee.

Please be advised that this corporation wishes to keep **all financial information confidential** and all financial documents have been marked as such. I thank you in advance for your assistance and cooperation in this matter. Should you have any information regarding this application or the corporation's confidentiality request, please do not hesitate to contact me

Very truly yours,



LUNA ALVEY
Law Clerk

JTO/lca
Encls.

Check received with check and
forwarded to Fiscal. To be sent to
Fiscal to forward check to RAR
to RAR with proof of deposit.
Initials of person who forwarded check:
JTO

DOCUMENT NUMBER-DATE
09737 AUG 10 2001
FPSC-COMMISSION CLERK

ORIGINAL

APPLICATION

1. This is an application for \checkmark (check one):

011074-TX

(X) Original certificate (new company).

() Approval of transfer of existing certificate: Example, a non-certificated company purchases an existing company and desires to retain the original certificate of authority.

() Approval of assignment of existing certificate: Example, a certificated company purchases an existing company and desires to retain the certificate of authority of that company.

() Approval of transfer of control: Example, a company purchases 51% of a certificated company. The Commission must approve the new controlling entity.

2. Name of company:

DSL Internet Corporation

3. Name under which the applicant will do business (fictitious name, etc.):

DSL

4. Official mailing address (including street name & number, post office box, city, state, zip code):

5000 S.W. 75th Avenue

3rd Floor

Miami, Florida 33155

5. Florida address (including street name & number, post office box, city, state, zip code):

Same as above.

6. Structure of organization:

- () Individual () Corporation
() Foreign Corporation () Foreign Partnership
() General Partnership () Limited Partnership
() Other _____

7. **If individual**, provide:

Name: _____

Title: _____

Address: _____

City/State/Zip: _____

Telephone No.: _____ **Fax No.:** _____

Internet E-Mail Address: _____

Internet Website Address: _____

8. **If incorporated in Florida**, provide proof of authority to operate in Florida:

(a) **The Florida Secretary of State corporate registration number:**

_____ P99000025837 _____

9. **If foreign corporation**, provide proof of authority to operate in Florida:

(a) **The Florida Secretary of State corporate registration number:**

10. **If using fictitious name-d/b/a**, provide proof of compliance with fictitious name statute (Chapter 865.09, FS) to operate in Florida:

(a) **The Florida Secretary of State fictitious name registration number:**

_____ G 01109900203 _____

11. **If a limited liability partnership**, provide proof of registration to operate in Florida:

(a) **The Florida Secretary of State registration number:**

N/A

12. **If a partnership**, provide name, title and address of all partners and a copy of the partnership agreement.

Name: _____ N/A _____

Title: _____

Address: _____

City/State/Zip: _____

Telephone No.: _____ **Fax No.:** _____

Internet E-Mail Address: _____

Internet Website Address: _____

13. **If a foreign limited partnership**, provide proof of compliance with the foreign limited partnership statute (Chapter 620.169, FS), if applicable.

(a) **The Florida registration number:** _____

14. Provide **F.E.I. Number**(if applicable): 650925456 _____

15. Indicate if any of the officers, directors, or any of the ten largest stockholders have previously been:

(a) adjudged bankrupt, mentally incompetent, or found guilty of any felony or of any crime, or whether such actions may result from pending proceedings. Provide explanation.

No

(b) an officer, director, partner or stockholder in any other Florida certificated telephone company. If yes, give name of company and relationship. If no longer associated with company, give reason why not.

No

16. Who will serve as liaison to the Commission with regard to the following?

(a) The application:

Name: Juan O'Naghten

Title: General Counsel

Address: 2665 S. Bayshore Drive, Ste. 200

City/State/Zip: Miami, Florida 33133

Telephone No.: 305-285-0800 **Fax No.:** 305-285-0857

Internet E-Mail Address: jon@dsl.com

Internet Website Address: dsl.com

(b) Official point of contact for the ongoing operations of the company:

Name: Jessica Pena

Title: General Manager

Address: 5000 SW 75th Avenue

City/State/Zip: 3rd Floor, Miami, Florida 33155

Telephone No.: 305-779-5741 **Fax No.:** 305-779-4329

Internet E-Mail Address: jpena@dsl.com

Internet Website Address: dsli.com

(c) Complaints/Inquiries from customers:

Name: Eduardo Bustamante

Title: Executive Vice President

Address: 5000 S.W. 75th Avenue, 3rd Floor

City/State/Zip: Miami, Florida 33155

Telephone No.: (305) 779-5762 **Fax No.:** (305) 779-4329

Internet E-Mail Address: emb@dsli.com

Internet Website Address: dsli.com

17. List the states in which the applicant:

(a) has operated as an alternative local exchange company.

None

(b) has applications pending to be certificated as an alternative local exchange company.

None

(c) is certificated to operate as an alternative local exchange company.

None

- (d) has been denied authority to operate as an alternative local exchange company and the circumstances involved.

None

- (e) has had regulatory penalties imposed for violations of telecommunications statutes and the circumstances involved.

None

- (f) has been involved in civil court proceedings with an interexchange carrier, local exchange company or other telecommunications entity, and the circumstances involved.

Claim pending in North Point Bankruptcy proceeding

18. Submit the following:

A. Financial capability.

The application **should contain** the applicant's audited financial statements for the most recent 3 years. If the applicant does not have audited financial statements, it shall so be stated.

The unaudited financial statements should be signed by the applicant's chief executive officer and chief financial officer **affirming that the financial statements are true and correct** and should include:

1. the balance sheet;
2. income statement; and
3. statement of retained earnings.

NOTE: *This documentation may include, but is not limited to, financial statements, a projected profit and loss statement, credit references, credit bureau reports, and descriptions of business relationships with financial institutions.*

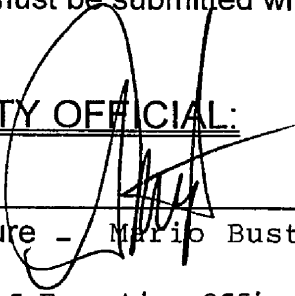
Further, the following (which includes supporting documentation) should be provided:

1. **written explanation** that the applicant has sufficient financial capability to provide the requested service in the geographic area proposed to be served.
 2. **written explanation** that the applicant has sufficient financial capability to maintain the requested service.
 3. **written explanation** that the applicant has sufficient financial capability to meet its lease or ownership obligations.
- B. Managerial capability: give resumes of employees/officers of the company that would indicate sufficient managerial experiences of each.
- C. Technical capability: give resumes of employees/officers of the company that would indicate sufficient technical experiences or indicate what company has been contracted to conduct technical maintenance.

**** APPLICANT ACKNOWLEDGMENT STATEMENT ****

1. **REGULATORY ASSESSMENT FEE:** I understand that all telephone companies must pay a regulatory assessment fee in the amount of .15 of one percent of gross operating revenue derived from intrastate business. Regardless of the gross operating revenue of a company, a minimum annual assessment fee of \$50 is required.
2. **GROSS RECEIPTS TAX:** I understand that all telephone companies must pay a gross receipts tax of two and one-half percent on all intra and interstate business.
3. **SALES TAX:** I understand that a seven percent sales tax must be paid on intra and interstate revenues.
4. **APPLICATION FEE:** I understand that a non-refundable application fee of \$250.00 must be submitted with the application.

UTILITY OFFICIAL:

Signature -  Mario Bustamante

Date

2/9/01

Chief Executive Officer

305-779-5741

Title

Telephone No.

Address: 5000 SW 75th Avenue

305-779-4329

3rd Floor

Fax No.

Miami, Florida 33155

ATTACHMENTS:

- A - CERTIFICATE SALE, TRANSFER, OR ASSIGNMENT STATEMENT
- B - INTRASTATE NETWORK
- C - AFFIDAVIT

CERTIFICATE SALE, TRANSFER, OR ASSIGNMENT STATEMENT

I, (Name) _____,

(Title) _____ of (Name of Company)

_____ and current holder of Florida Public Service Commission Certificate Number # _____

_____, have reviewed this application and join in the petitioner's request for a:

- () sale
- () transfer
- () assignment

of the above-mentioned certificate.

UTILITY OFFICIAL:

Signature

Date

Title

Telephone No.

Address: _____

Fax No.

INTRASTATE NETWORK (if available)

Chapter 25-24.825 (5), Florida Administrative Code, requires the company to make available to staff the alternative local exchange service areas only upon request.

1. POP: Addresses where located, and indicate if owned or leased.

- | | |
|-----------------------------|-----------------------------|
| 1) <u>10700 SW 88th St.</u> | 2) <u>100 NE 80th Terr.</u> |
| <u>Miami, FL</u> | <u>Miami, FL</u> |
| 3) _____ | 4) _____ |
| _____ | _____ |

2. SWITCHES: Address where located, by type of switch, and indicate if owned or leased.

- | | |
|---------------|----------|
| 1) <u>N/A</u> | 2) _____ |
| _____ | _____ |
| 3) _____ | 4) _____ |
| _____ | _____ |

3. TRANSMISSION FACILITIES: POP-to-POP facilities by type of facilities (microwave, fiber, copper, satellite, etc.) and indicate if owned or leased.

- | <u>POP-to-POP</u> | <u>OWNERSHIP</u> |
|-------------------|------------------|
| 1) <u>N/A</u> | _____ |
| 2) _____ | _____ |
| 3) _____ | _____ |
| 4) _____ | _____ |

**** APPENDIX C ****

AFFIDAVIT

By my signature below, I, the undersigned officer, attest to the accuracy of the information contained in this application and attached documents and that the applicant has the technical expertise, managerial ability, and financial capability to provide alternative local exchange company service in the State of Florida. I have read the foregoing and declare that, to the best of my knowledge and belief, the information is true and correct. I attest that I have the authority to sign on behalf of my company and agree to comply, now and in the future, with all applicable Commission rules and orders.

Further, I am aware that, pursuant to Chapter 837.06, Florida Statutes, "Whoever knowingly makes a false statement in writing with the intent to mislead a public servant in the performance of his official duty shall be guilty of a misdemeanor of the second degree, punishable as provided in s. 775.082 and s. 775.083."

UTILITY OFFICIAL

Signature MARIO BUSTAMANTE Date 8/9/01

Chief Executive Officer (305) 779-5741

Title Telephone No.

Address: 5000 S.W. 75th Avenue (305) 779-4329

3rd Floor Fax No.

Miami, Florida 33155

The Applicant has sufficient financial capability (A) to provide the requested service in the geographic area proposed to be served, (B) to maintain the requested service and (C) to meet its lease and ownership obligations. In addition, Applicant has pending loan applications at various financial institutions as is evidenced by the income statements, balance sheets, statement of retained earnings and projected budgets attached to this application in response to Item 18A.

NO. 18A


Attached are balance sheets, a combined income statement and statement of retained earnings and projected profit and loss statements for DSLi Corporation. DSLi also has pending loan applications at various financial institutions which management believes will be sufficient to cover all expenses to conduct operations.

We hereby affirm that the attached documentation is true and correct to the best of our knowledge.

Dated this 27 day of July, 2001.



MARIO M. BUSTAMANTE, CEO



RUBEN PEREZ-SANCHEZ, CFO

18 B & C

CURRICULUM VITAE

Eduardo M. Bustamante, Ph.D.

Telephone: (305) 984-7213

I Personal Data

Born: January 20, 1951
Birthplace: Havana, Cuba
Foreign Language: Spanish
Married: Hilda P., 1979
Children: Eduardo E., d.o.b. 1981
Andres S., d.o.b. 1987
Laura Ana, d.o.b. 1991

II Education

B.A. Psychology, Minor in Business Administration: Florida International University, 1978
(High Honors)

M.A. Psychology: Adelphi University, Institute of Advanced Psychological Studies, 1981

Ph.D. Psychology: Adelphi University, Institute of Advanced Psychological Studies, 1983

III Specialized Training:

Sales Training, Dale Carnegie Institute: participated in several Dale Carnegie sales courses and was awarded Sales Talk Champion. Later assisted in conducting a specialized class.

Human Relations Training, Dale Carnegie Institute: participated in the Human Relations training seminar on public speaking and developing relationship.

Group Process Institute, Bayshore, NY, 1983-84: Intensive yearlong training in group processes and team development Strategies.

Participant, Joel Lubar, Ph D , at Lexicor Medical Technology, Boulder, Colorado intensive training series in Neuropsychological assessment and attention span training, initial training held in Boulder Colorado, followed by a year long research project. February 1990, March 1991

Participant, Electroencephalograph (EEG), Topographic Brain Mapping, and Biofeedback Training to Enhance Attention Span: presented by the Association for Applied Psychophysiology and Biofeedback (AAPB), March 15-20, 1991.

Fellowship, Stress and Time Management, semester long training program affiliated with Adelphi University, held at Franklin Medical Center, Long Island, N.Y., September 1983

Participant, Clinical Neuropsychology and Brain Function: Research, Measurement, and Practice, American Psychological Association home study course, completed March 29, 1993.

Participant, Neurotherapy for Attention Span Enhancement, ongoing series of seminars conducted by Robert W. Thatcher, Ph.D., Sponsored by Lexicor Corporation, Philadelphia, PA, October 24, 1993.

Participant, Cognitive Programming, a weeklong workshop presented by Donald Meichenbaum, Ph.D. The focus of the training was on inducing attitude changes. New England Educational Institute, August, 1994.

III Employment:

Senior Vice President, Special Projects Division, DSLi Corporation, Miami, FL, 2000 to date. Duties: 1) Performed company wide functions related to corporate image, public relations, staff training, and team building. This included development of marketing materials, writing the company Web site, training manuals, and consumer literature. Training duties included communications and team building programs for sales, customer, and tech support staff 2) Founded and co-directed the Special Projects Division, which was in charge of developing strategic partnerships with major resellers, property owners and managers, and larger corporations. The scope of operations of the Special Projects Division involved the development and deployment of technologies other than traditional DSL, including large scale WAN's, intranets and extranets, residential and commercial Smart Buildings, and aggregated services offerings, like portals, Web design, firewall security, Web hosting and e-commerce. Duties included marketing, forming strategic alliances, negotiating agreements, and organizing tasks related to the numerous ongoing projects. Developed and managed a specialized staff of administrators, customer service, research, and technical support representatives to meet the varying and unique needs of major accounts.

Founder and Director, The Team Development Center, Amherst, Massachusetts, 1989-2000. Managed and supervised a staff of eight consultants, administrators and research technicians. The center offered a wide range of consulting services on cooperation and team development to families and organizations. Developed and training seminars and lectured throughout the New England Region on group motivation, satisfaction, and communication.

Coaching Coordinator, Pioneer Valley Lightning Basketball AAU, community service work evaluating and developing the coaching staff for a non-profit organization, 1997-2000.

Staff Psychologist, University of Massachusetts, Amherst, MA, 1984-1988: Mental Health Services. Performed duties of a staff psychologist, including consultation to the Bilingual Collegiate Program on campus, and participated in the stress management team

Antioch/New England Graduate School, Keene, NH, September 1985-2000: Faculty appointment at Doctoral Program in Psychology; Instructor for courses in Psychological Development, Social Psychology, and Short Term Strategic Intervention.

Sales Representative, Dunn & Bradstreet. Miami, FL, 1976-1977. Duties, maintain territory and acquire new subscribers for the Dunn & Bradstreet credit reporting service. Led the southeast territory in acquisition of new subscribers, earned second place in the nation. Left position to finish college and attend graduate school.

Sales Representative, Atlantic Paint Company, Miami, FL 1973-1976. Duties: in charge of industrial sales for a family owned industrial paint factory and retail outlet that targeted industrial equipment manufacturers and the construction industry. Company closed down operations in 1976,

IV Research Experience:

Research Volunteer, Long Island Jewish-Hillside Medical Center, Glen Oaks, NY, 1981-82: Conducted clinical interviews with open-heart surgery patients, pre- & post-operative for a study on brain insult and recovery.

Doctoral Dissertation, June, 1982: *The Role of Cognitive Dysfunction, Psychopathology and Medical Factors in the Development of Post-Cardiotomy Delirium or Catastrophic Outcome in Open-Heart Surgery Patients.*

Team Development Strategies, 1992-2000: A combined psychological-educational approach to the development of group satisfaction and adaptability in families and other organizations. The project represented an ongoing effort to develop and test a program to build team work and enhance motivation. This project was conducted in collaboration with the University of Massachusetts (UMASS) Department of Psychology, with James Michael Royer, Ph.D., Professor, who directed the educational component of the intervention.

V Publications, Papers and Presentations:

Bustamante, E (2001), The DSLi Web Site: wrote and edited content for the entire company Web site. Miami, FL.

Bustamante, E (2001), The DSL Sourcebook: a summary of DSL technologies and related services written for consumers. Book was offered as a free download on the DSLi Web site. It was also used as a training tool for customer service agents, Miami. FL.

Bustamante, E (2001), The Psychology of Sales: a handbook for training the sales staff of DSLi Corporation.

Bustamante, E (2000), Treating the Disruptive Adolescent: Finding the Real Self Behind Oppositional Defiant Disorders, Jason Aronson Publishing, Northvale, NJ.

Bustamante, E. (1997), Parenting the AD/HD Child: A New Approach, Whitcomb Publishing, Springfield, MA.

Bustamante, E., (1994). The Team Approach to Motivation and Self-Esteem. This book was self published and revised numerous times for research validation purposes. copyrighted in 1994

Bustamante, E. (1992), Team Work: description, discussion, and practical application of The Team Program model, described in a lay language format, for understanding and optimizing functioning in groups and families with unmotivated children – self published for research purposes, copyrighted in. Copyright 1992.

Bustamante, E., Team Methods that Motivate and Satisfy: a ten-week training course with twenty-five participants.

Bustamante, E., Elements of Self-Esteem, a workshop for the Parents Anonymous State Wide Conference, July 1995.

Bustamante, E., Building Self-Esteem through the Team Program, one-day seminar for parents, educators and other professionals, for New England Research Institute, Holyoke, MA, October 1995, and March, 1996.

Bustamante, E., The Team Program for Schools, one-day workshop that introduced and demonstrated The Team Program to a high school setting, delivered to the faculty of Putnam Vocational Schools, Springfield, MA, April 1996.

Bustamante, E., A School Program to Motivate Difficult Students, a series of five half-day workshops to implement the Team Program in a high school setting, delivered for approximately 100 members of the faculty and administration of Westfield High Schools, Westfield, MA, December 1996 to April 1997.

Bustamante, E. Team Building with Disruptive Youths, Seventy five minute workshop on reaching Oppositional and Conduct Disordered Adolescents, presented at the 1997 National Conference on the Adolescent in Boston, MA, entitled “the Many Faces of Violence.” Workshop was delivered to approximately 150 professionals, on November 6, 1997

Bustamante, E. Building Self-Esteem, a half-day workshop on building self-esteem and motivating problem students Workshop held before approximately 90 educators and administrators of the Contoocook Valley School District in Peterborough, NH, April 23, 1998

Bustamante, E. Helping Special Needs Children Achieve High Self-Esteem, an evening talk sponsored by the Parent Advisory Council, Holyoke Public Schools, presented to approximately 100 parents and educators. The workshop presented the Team Program, held May 7, 1998.

Bustamante, E. The launch of a formal implementation of the Team Program in a high school setting, program implemented for the administration of Athol High School, Athol, MA, May 28, 1998. It remains operational to date.

Bustamante, E. Self-Esteem and Motivation through Team Development, a 90minute workshop for professionals sponsored by Holyoke Hospital, held at the Log Cabin Banquet and Meeting House, Holyoke, MA, March 5, 1999.

Bustamante, E. Motivation through Development: A Demonstration of The Team Program: a full day workshop held at Smith College, Northampton, MA, June, 2000

MARIO BUSTAMANTE
7615 Ponce De Leon Rd
Miami, FL 33143

EDUCATION

1968 Belen Jesuit Prep, High School Miami, FI
1970 A.A. Miami-Dade Community College 1970, Miami, FI
1972 BS in Marketing with a Minor in Economic
Florida Atlantic University -Attended on Varsity Tennis scholarship.

WORK EXPERIENCE

1968 to 1974 Atlantic Paint Company, Coatings Chemist, Sales and President

1975 to 1979 Gaston Landscape Company, Union Operating engineer, Certified Plumber for Irrigation Systems, General Manager.

Duties included installing irrigation systems, driving 18 wheelers, operating heavy equipment planting and maintaining all kinds of landscaping materials, estimating, purchasing, bidding, sales and project Management.

Won White house award for the first successful beach restoration project using native plants for the North Shore Open Space Park project in 1976.

1979 to 1987 President of Hacienda Nursery Inc and Commercial Landscape & Irrigation Company Inc.

Wholly owned Landscape Company became one of the largest in the State. Over 60 employees and 2.5 Million in annual sales. Operated out of home. Major clients / jobs were De Bartolo Corporation, Miami-Dade County, Metrorail, City of Miami, Miami International Airport, Fontainebleau Hilton, Harbor Beach Marriott, The Falls, Arquitectonica.

Won National Presidential Awards for Fountainbleau Hilton (1979), The Falls (1981) and Harbor Beach Marriott (1985). Regional Awards for Miami International Airport, Metrorail, The Atlantis and several others.

1987 to 1992. SouthCorp Development Inc. President.

Developed Cutler Landings, a 384 single family home community in Southern Dade County and Old Cutler Square Inc., a 40 Home community. Controlled the complete construction of both communities including the Master Plan process, Zoning, design of community as well as individual homes, construction of water, sewer, paving and drainage, construction of individual homes, financing of construction and development loan and arranged for both FHA and VA financing for customers. Operated sales center with our own agents and did all the construction management.

Wrote our own Project Management and Marketing (Sales) software in Clipper programming language.

1992 – 1995 MBCI Consulting.

As a result of Hurricane Andrew, started a Reconstruction Company to rebuild Condominium communities. Rebuilt over \$40,000,000 over two years. Responsibilities included negotiating the Communities' insurance claim which determined our contract value. Communities included, Naranja Lakes, Heatherwalk, Country Walk, Brickell Bay Club, Lakes of the Meadows etc. A total of over 4,000 homes.

Wrote our own Damage Assessment and Estimating software to fit the Hurricane situation. We were able to negotiate favorable settlements largely in part to our ability to generate damage estimates several thousand pages long without much human intervention.

1996 to Present. AccessPro Communications Inc. President & CEO.

1999 to Present DSLi.com. President

PERSONAL INTERESTS/ACCOMPLISHMENTS

Sailing. Competed since age 4 in Snipes. Sailed on Ocean Racing Yachts "Ciclon" and "Criollo" in Cuba until 1959. Sailed Sea Owl, a C&C 38 in several ocean races including the SORC from 1978 to 1983. Sailed "Rage" a Holland Kiwi 40' Ocean racer from 1983 to 1985 and Seier, a 46' Holland Kiwi from 1983 to 1985 and Seier, a 46' Holland Kiwi from 1985 to 1987. Sailed "Gufo Di Mare", a Star, from 1984 to 1987. Won Offshore Racing Championship in 1981, 82 and 83. Sailed Newport Bermuda Race in 1983, Won Columbus Day Regatta three times (largest sailboat race in the world in 1984), Sailed Lauderdale to Key West Race, SORC. Palm Beach Race, Abaco Race week.

Race Management. Race Committee Chairman of Coral Reef Yacht Club 1983-1984. Chairman Bacardi Cup (4 times), J-24 Midwinters (3 times), 1987 Star Class North American Championship at Milford Yacht Club, 1992 5.5 Meter World Championships in Nassau, 1987 Trials for the Pan American Games, 1984 Lightning Class Midwinters, 1992 Olympic Trials for Star Class.

In 1986, co founded the United States Olympic Sailing Center. Chairman from 1986 to 1990 and served on the Board Of Directors until 1996. As a result, named Miami Herald Boater of the Year in 1988. The Sailing Center became one of the most important Sailing facilities in the World, and one of the first official US Olympic Committee's training facilities outside of Colorado Springs.

Baseball. Coached traveling youth teams (AAU, CABA, AABC and Legion) between 1986 and 1997. Many players playing college or professional Baseball. 1999 University of Miami National Championship teams had 6 players from Summer teams on its roster. High School Varsity Pitching Coach at Gulliver Prep from 1993 to 1997. Won District and placed in several Regional State tournaments. Coached Summer College level teams for Barry University and The University of Miami from 1996 to 1999 at the City of Homestead Collegiate Baseball League.

JESSICA J. PENA
8560 SW 212 St. Apt 305
Miami, FL 33189
Tel: 305-232-5699
E-mail: jnpen@aol.com

EDUCATION

5/97-5/98 MBA in Business Management
 Barry University; Miami Shores, FL

5/95-12/96 B.S. in Business Management
 Barry University; Miami Shores, FL

JOB EXPERIENCE

Director Human Resources 8/99- Present
International Satellite Telecommunications, Miami FL

Develop and oversee Human Resources department and processes, including benefit administration. Create and implement corporate policies, procedures and manuals. Orchestrate effective corporate communication. Enhance organizational effectiveness by analyzing current circumstances and recommending new organizational structures. Coach, counsel and discipline employees. Improve employee satisfaction levels. Design and maintain effective training and management development programs. Conduct and coordinate strategic planning, compensation analysis, and performance management. Act as intermediary between 40 member staff and senior management. Review and authorize salary adjustment, appraisals, and new hire requests. Establish criteria determining Key Performance Indicator measurements for employee appraisals. Develop and execute successful succession and mentoring plans. Provide effective conflict resolution. Ensure HR compliance with all employment laws such as Immigration, COBRA and EEO.

Administrative Supervisor/Office Manager 5/99-8/99
Robert Half International, Miami, FL

Supervise sales support, interns and print center staff. Web Administrator. Local Human Resource Coordinator. Process A/P and A/R. Reconcile accounts and post accruals. Track time and attendance for 30 member staff. Manage daily operations. Establish new workstations and LAN connections. Implement new company procedures and oversee their compliance. Administer monthly marketing and promotional budgets for five (5) independent divisions. Oversee divisional orders per budget. Conduct training and weekly meetings. Proof newspaper/web advertisements. Conduct weekly audits. Conduct both applicant and exit interviews. Enhance operational structure and employee morale. Plan and execute new internal compliance procedures to effectuate timely reporting and accurate data entry resulting in 100% compliance. Review and audit expense reports and statistical reporting of all divisions. Troubleshoot technical problems. Created operational systems flowcharts to facilitate and improve work flow turnaround.

Automation Clerk/Lead Technician 10/93-5/99
United States Customs Service
Office of the Associate Chief Counsel, Miami, FL

Analyzed and enhanced internal organizational structure to facilitate effective operational management. Managed daily operations. Coordinated team efforts with supervisors on high profile and complex cases. Integrated team endeavors from various business units. Develop organizational charts. Provided administrative assistance to facilitate completion of deadlines. Redesigned systems for maintaining records, files and library materials. Maintained inventory. Audited budget discrepancies. Assisted in formulating quarterly/annual reports and budget compliance. Assisted attorneys in researching and preparing cases for

hearing. Prepared multimedia presentations and training material. Established Internet Service and served as the Internet Service Administrator. Technology trainer and troubleshooter. Served as office representative for campaign drives and secondary purchasing agent. Facilitated the resolution of customer complaints.

Independent Consultant 10/97-12/97
Hyman & Kaplan, PA , Miami, FL

Performed a client needs analysis. Identified all factors influencing the problem through data gathering and analysis of management, accounting, and case maintenance practices. Devised a method of resolution which included the creation of a database program to aid in the recovery of lost revenue by resolving multiple account discrepancies. Implemented said program. Trained office manager on utilizing application. Maintained clear view of client's objectives, ensured clear communication between myself and client to facilitate completion of project. Provided senior partners with instructions on furthering application. Assisted in rollout of new software program and data entry process.

Secretary 7/93-10/93
S. Scott Choos, Esq., Homestead, FL

Prepared loan and finance packages, and Articles of Incorporation. Issued Title Insurance Policies, and Satisfactions of Mortgages. Resolved problems for clients. Served as a translator. Made deposits and disbursements in accordance to contract provisions. Maintained ledgers. Created case logs and cross reference systems.

SKILLS

General- Fluent in reading and speaking Spanish. Knowledgeable about current management concepts (e.g. SWOT analysis, Quality Improvement, Process Reengineering, Benchmarking, BPS, TQM, etc.), NAFTA and foreign & domestic business/labor practices. Possess tenacity along with strong negotiating, problem solving and interpersonal skills. Strong diplomacy and assertiveness attributes.

Computer-Visio Technical; Lotus SmartSuites123, Notes, Wordpro, Freelance, CC:Mail; WindowsNT; WordPerfect; MS Office Word, Excel, Power Point, Schedule + and Access; Adobe Photoshop; WestLaw; LEXISNEXIS; Peoplesoft based MicroJ and Juris.

TRAINING/SEMINARS

10/99 COBRA, HIPPA, FMLA Compliance & Leave Issues in the Workplace
11/99 Diversity in the Workplace-Management awareness and compliance

AWARDS

10/98 Commissioner's Unit Citation (highest recognition award for US Customs)
06/97 Dean's List
06/91 Outstanding Excellence Honors Physics

ACTIVITIES/INTERESTS

Traveling, global issues, outdoor explorations, guest lecturing, instructing, and tutoring children.

Ruben Perez-Sanchez

Overview

Executive and Principal of Compulab, Inc. and AccessPro Communications with over 14 years of management experience in technological companies. Responsible for the direction, sales, marketing, accounting and execution of Integration Services, Web Development and Internet Services. Successfully managed and maintained a substantial client base, including major consulting firms, educational institutions, county government, local and international businesses, and other professional firms including architects, engineers, and attorneys, among others. Excellent management and interpersonal skills with high energy necessary in a dynamic, rapidly changing work environment.

Professional Experience

1988–Present Compulab, Inc. Miami, FI

Co-Founder and Principal of CompuLab Inc. Providing a comprehensive set of services including Internet consulting, network and cabling systems, system integration and maintenance, web design, application development, e-commerce, graphic design, site maintenance, and training. The firm is at the forefront of today's technology, delivering turnkey web solutions to its customers. With over 12 years of experience, CompuLab's roots are well grounded in South Florida and ready to lead its customers to the new millennium.

1996–Present AccessPro Communications, Inc. Miami, FI

Co-Founder and Principal of AccessPro Communications. A leading local Internet Service Provider. 1st ISP to deliver X2 56K Technology. A Microsoft, Cold Fusion, and SQL Web Presence Provider featured on ZDNET. The firm offers Dial Up and Dedicated Internet connections, Web Hosting and Server co-location. AccessPro created a paradigm shift in the way ISP's work by supporting the VAR's in successful Internet connections all the way to the desktop and compensating them with residual income.

1986-88 CompuCare Service Center Miami, FI

Director of Sales and Purchasing for CompuCare Service Center. A local third party maintenance company that specialized in Maintenance Contracts and Depot Repair Services on computer hardware including board level repair, computers, printers, terminals, and other related products. The company was one of the first Novell and Open Systems Resellers in South Florida. Ownership options were offered but chose to start a new venture in Compulab.

Curriculum Vitae

Total Quality Management Certification
University of Miami

BS, Business Administration Management-Marketing
University of Miami

Associate in Arts
Miami-Dade Community College

Seminars

- University of Miami MBA program " The Internet" 1998
- University of Miami MBA program " Intranets" 1998
- University of Miami MBA program " Internet Connectivity" 1998
- AICPA Board Meeting "Internet Security" 1999
- Catholic Charities annual meeting " Migrate to the Web" 1999

Memberships

- Greater Miami Chamber of Commerce Trustee
- Coral Gables Chamber of Commerce Member
- Venezuelan Chamber of Commerce Member
- IBOA Member
- Spanish Chamber of Commerce Member

**Other
Experience**

- Started, owned, managed and marketed technology businesses • Coordinated the design and production/development of many corporate web sites including various companies traded on NASDAQ. • Coordinated Graphic design and layout of product and promotion materials. • Marketed and sold new product lines • Took product from conception to production to establishment in the local market • Launched new companies and roll-out new product lines and divisions • Conducted research on market, competitors, and company opportunity • Developed and implemented strategic business and marketing plans • Responsible for setting up and managing business operations; production scheduling • Coordinated direct mail and sales team activities • Handled ordering and purchasing; set up vendor relations and sub-contractors • Set up sales, distribution, and shipping channels • Handled all financial functions, including GL, AR, AP, PR, IC, SO, PO, financial statements, and bank financing • Prepared marketing, advertising, and public relations materials • Planned, implemented, and coordinated a variety of marketing activities and events including trade shows • Responsible for various promotional activities at sports events • Completed market research projects for International Internet opportunities in Spain. • Lead project teams in Fiber Optic installations in Venezuela • Lead banking data-com installations in Ecuador and Nicaragua • Initiated direct mail and telephone sales activities of communications equipment • Set up sales record keeping system for company • Setup VAR Channel Concept for ISP business • Managed computer networking accounts • Managed county wide School Board Service Contracts for over 500 locations • Organized project work team (for

e-business projects) • Manufactured, assembled, and installed Computer Equipment • Gave presentations to individuals and to large groups • Managed collection campaigns on past due receivables • Familiar with Credit Department procedures including D&B Software • Performed needs assessments • Experience negotiating contracts with accounts and vendors • Familiar with Call Center systems and software • Expert deal closer

Skills

Business, Marketing, and Analytical Skills, including:

- Business and marketing plan development
- Project/product management
- Organizational analysis experience
- Purchasing management experience
- Strategy and policy analysis
- Financial analysis skills

Computer and Graphic Design Skills, including:

- Internet and on-line service experience; On-line research experience and skills
- Windows 98,2000 skills
- IP/Email/ Security skills
- Knowledge of design and layout programs, spreadsheets, word processors, etc.
- Strong understanding of technology, computers, and the information industry.

Communications Skills:

- Public speaking, training, and presentations
- Excellent interpersonal communications
- Press relations and press releases

General Management Skills:

- Team leadership skills
- Organizing and scheduling experience
- Event management experience
- Operations management skills

Market Research and Statistics Experience:

- Research design
- Statistical analysis
- Surveys
- Presentations

Ty Rovin

Objective

To seek a management position with a global e-commerce company.

Work Experience

Dec '99-present DSL Internet corp. Miami, FL
Accounting Manager

- Duties: accounts payable, accounts receivable, writing checks, deposits and preparing financial documents.
- Contract Interpretation, sales management and payroll preparation.

June '99-Dec 99' Working Capital Florida, Inc. - 501(3)C Miami, FL
Accounting Assistant

- Duties: accounts payable, accounts receivable, writing checks, deposits, create budgets and participated with executive committee for future programs.
- Managed the computer network for the corporate office.
- Prepared reimbursement packages to government agencies and corporations. Worked with the financial officer(s) to create financial statements and other financial documentation for the corporation.

May '98-Sept '98 Florida Department of Revenue Tallahassee, FL
OPS – Other Personnel Services

- Duties: creating and maintaining spreadsheets of refunds. Processed tax payer requests and issued refunds.
- Other tasks included: auditing returns, managing files and creating more efficient ways to document data.

Various Summer Jobs May '96-August'98

Education

'95-'99 Florida State University Tallahassee, FL

- Graduated -- BS in Accounting May '99.
- Computer education: well versed in Office, Windows, and accounting software

Organizations, Affiliations, and Activities

- Future Business Leaders of America (FBLA)-Treasurer
- Active member of the Accounting Society at FSU
- Miami Council For International Visitors (MCIV)

MANAGEMENT AND TECHNICAL CAPABILITIES OF NETWORK TELEPHONE, INC.

RAY D. RUSSENBERGER, Chief Executive Officer. Mr. Russenberger began his career in telecommunications with Motorola, Inc. in 1979 selling two-way radio systems. In 1985 Mr. Russenberger founded Network Paging Corporation in Lafayette Louisiana and provided regional paging service covering the Gulf Coast from Houston, Texas to New Orleans, Louisiana. In 1988 Mr. Russenberger founded and became Chief Executive Officer of Network USA. In 1989 the company moved its headquarters to Pensacola, Florida and by 1995 became the nation's largest network of independent private carrier paging operators. In the period from 1989 to 1995 the company grew from 13 employees to more than 1400. Network USA was named one of *Inc. Magazine's* 500 Fastest Growing Private Companies in America in both 1994 and 1995. In October of 1995 Network USA merged with A+ Communications, a publicly held paging company in Nashville, Tennessee. Mr. Russenberger became Vice Chairman of the newly merged A+ Network. Mr. Russenberger left the company in November, 1996 when it was acquired by Metrocall, Inc. of Alexandria, Virginia.

ERIC P. LANDRY, Vice President and Chief Operations Officer. Mr. Landry began his career in telecommunications in 1985 as Systems Manager with Network Paging Corporation. He was responsible for operation and maintenance of the companies regional paging networks. In 1989 Mr. Landry became Vice President of Engineering and Systems at Network USA in Pensacola, Florida. Mr. Landry's responsibilities included the build out of a nationwide paging network, provisioning of services from local exchange and inter-exchange carriers throughout the United States and installation and operation of more than fifty paging terminal switches. Mr. Landry established the first centralized network operations center in the paging industry. In 1992 Mr. Landry took on the responsibility for all information systems and related technologies. When Network USA merged with A+ Network, Mr. Landry became Vice President of Regulatory Affairs. His duties included all federal, state and local communications regulatory compliance issues.

DENNIS C. ALLEN, Vice President, Sales and Marketing. In 1975 Mr. Allen became a Marketing Representative for IBM Corporation selling office products in the southeast region. In 1982 Mr. Allen founded Independent Office Equipment Company. The company sold personal computers, copiers, fax machines and other office products. In 1990 Mr. Allen started All-Com Consulting. This company resold long distance, paging and cellular services to business customers. The company had reseller arrangements with World Comm LCI, PageNet, and GTE Wireless. In 1996, All-Com acquired dealerships for digital fax machines and copiers. The company was then re-named Copy-Com. Copy-Com became the first company in Pensacola to resell local phone service through its affiliation with National-Tel of Ft. Lauderdale, Florida.

JOHNNY W. MATTHEWS, Chief Financial Officer. Mr. Matthews served as a financial executive for the past fifteen years. He was Chief Financial Officer for Network USA from 1991 to 1995; during this time he also managed accounting, collections, data entry, purchasing, and inventory. Prior to Network, Matthews was Manager of Operations Review for MobileComm, a division of BellSouth, responsible for internal audits, policies and procedures, and the due diligence portion of the company's acquisitions. Previous to MobileComm Mr. Matthews acquired extensive experience in auditing over twelve independent telephone companies in the southeast.

DEMETRIO RICO, Vice President of Client Services

Mr. Rico serves as Vice President of Client Services. He is a pioneer in the DSL industry. He has extensive experience in call center sales, sales management, customer service, and technical support. Mr. Rico is responsible for the allocation of staff to projects and the implementation of the vision of the executive team. During his tenure at DSLi Mr. Rico has developed a sales force and created the infrastructure that supports all departments.

ALAIN GONZALEZ, Vice President of Software Development

As Vice President of Software Development, Mr. Gonzalez develops the tools necessary to support all Company operations. Mr. Gonzalez developed "Max," the Web enabled proprietary software application that runs all aspects fo DSLi, and offers the Company full scalability and automation of all back office operations. Mr. Gonzalez has eight years of programming experience with emphasis on database driven Web applications. Mr. Gonzalez programs in SQL, Cold Fusion, HTML, and Javascript. Mr. Gonzalez has developed e-commerce marketplaces, including BestFlowers.com and has developed various extranets for major corporations, including AT&T.