



Zayo Bullpen Rotational Leadership Program Class of 2012

Background:

In 2010, Zayo Group launched the Bullpen Rotational Leadership Program. The Class of 2010 included four Members. In 2011, Zayo elected to continue the program and expand the participants to six new Members. Using the experience gained from the Class of 2010, the structure of the program has been further defined and refined.

On-boarding:

The Class of 2012 will begin in March of 2012, although some spots may not be filled until later. Each new Member will initially report to one of the Class of 2010/2011 veterans. For the first ~two months, the new Member will assist the veteran in the veteran's responsibilities. The veteran will introduce their apprentice to Zayo. If the veteran changes job assignments during these two months, the veteran will continue to oversee the new Member, either in continuing assignments from the prior assignment or in helping the veteran in their new assignment. The on-boarding aspect of the program will provide new Bullpen Members with a confidant who will provide guidance and support throughout the program. Moreover, veteran Members will gain experience managing and mentoring employees.

Rotations:

In addition to the initial two month assignment, the Class of 2012 Member will receive approximately five assignments. The first two rotational assignments will each last three months. Assignments three to five might have a duration of three to six months or more depending on the position and the candidate's development. Zayo's CEO will approve assignments three to five.

The Member will remain an active in the program for a total of two years (regardless of number or duration of assignments), after which they will be considered a "graduate".

As a Member moves through their assignments, he or she will rotate across Zayo's business units (Zayo Bandwidth, Zayo Fiber Solutions, zCOLO, Zayo Group Sales and Corporate). Through each rotation, the Members will gain exposure to a range of functions including: marketing, finance, business operations, business development, sales, and product management.

Promotions/Raises:

A Bullpen Member is eligible for promotion and compensation treatment after the completion of the initial two assignments (unlikely until after the third assignment). Assignments four and five, in particular, are likely to be longer assignments and, assuming a Member is excelling in their performance, would likely involve a promotion and/or compensation increase.

Executive Mentor:

Professional development is a priority at Zayo Group. For the duration of the program, each Member will be matched with a mentor. Mentors will be senior level executives who will regularly interact with Bullpen Members, providing professional guidance and feedback. Mentors will assess the progress and will work with the Member's supervisors through the duration of the program.

Feedback during Program:

Each quarter, the senior team will meet to discuss the development of Bullpen Members. For each Member, they will evaluate performance, identify strengths and weaknesses, ascertain fit with Zayo culture and business, and will dialogue on subsequent assignments. Feedback from these discussions will be shared with Members by their mentor and the program administrator.

Members will complete rotation evaluations assessing their professional development and overall experience. Upon completion of their second assignment, Members will also be encouraged to provide input on their assignment of choice and how they see their career path progressing over the next five years. This assessment will be considered when determining the next assignment. Business unit presidents will propose positions for the Members and subsequent to the second rotation the CEO will approve assignments.

Tracking progress will ensure that each Member has the opportunity to develop professionally. If a Member is not performing to management's satisfaction, the Mentor will discuss performance and may choose to release the Member from the program.

Exposure and Involvement:

The Bullpen Program also features structured exposure to bigger-picture business issues and frequent interaction with the executive team. Socials, round table sessions, and investor/customer meetings are examples of such interactions.

Higher Risk / Higher Reward:

The Bullpen Program is a high risk / high reward program. Members, who work hard, perform well, and show great career potential will develop the skills and experience to rapidly progress their careers. Members who are unable to meet the expectations of the program will likely be required to exit the program, and perhaps Zayo, prior to completion. Zayo's goal is for 100% of the Members to be successful!

Program Administrator:

Kellie Lemmel runs Zayo's Bullpen Program. She is the recruiter and she interacts with Members throughout their participation in the program. Kellie coordinates and participates in the

executive feedback sessions and also interacts with mentors and supervisors to monitor each Member's progress. She is also available for one-on-one discussions with Members.

Requirements:

To be considered for candidacy, applicants must meet the following requirements:

- Master's Degree (typically MBA)
- 2+ years of work experience prior to Master's degree
- Financial acumen
- Interest in entrepreneurship
- Excellent verbal and written communication
- Analytical
- Helpful to be proficient in Microsoft Office

Selection:

Zayo actively recruits at the University of Colorado, University of Denver, Colorado School of Mines, and Colorado State University and their Career Services will distribute information to interested candidates. Graduates from other universities are also eligible.

Zayo will also host mixers where candidates can interact with Bullpen Members and Zayo executives. The Bullpen program will be posted on www.zayo.com under the *zayo careers* section.

The selection process may include phone interviews, one-on-one interviews or group interviews. Kellie Lemmel will contact potential candidates with additional details.