



**Zayo Triple A
Undergraduate & Veteran Rotational Development Program
Class of 2012**

Background:

The Zayo Triple A Rotational Development Program facilitates an environment where members will experience challenges and opportunities to accelerate their learning. This dynamic 2 year program is designed for high achieving recent undergraduates and Iraq/Afghanistan war veterans who are interested in long term careers in telecom and Internet Infrastructure. The program will target individuals whose education and background revolve around architecture, engineering, construction and project management, archaeology, anthropology, logistics, and communications technology. The program will serve as a vehicle to develop future leaders at Zayo.

Rotations:

The Triple A Program will consist of four six-month rotations where Members will have the opportunity to experience a variety of roles through on- the- job experience after completion of their undergraduate degree. Throughout the two-year program, the rotations will include experiences within the various business units across Zayo Group.

Job functions will be Project Management, Solutions Engineering, and OSP Network Design and Mapping. The willingness to travel extensively is a requirement. Travel will be related to designing bidding and managing of construction projects and auditing/mapping of fiber network assets.

Compensation and Advancement:

The Triple A program is designed for individuals who are driven, hardworking and entrepreneurial. Program members who excel in their performance will be exposed to a wide range of functions and learning opportunities, opening doors for accelerated promotion and advancement.

Mentor:

Professional development is a priority at Zayo. For the duration of the program, each Member will be matched with a mentor. Mentors will be mid to senior level managers (and in particular members of Zayo's Bullpen Program and Zayo Learning Circle) who will regularly interact with Triple A members, providing professional guidance and feedback. Mentors will assess the progress and provide feedback to Member's supervisors through the duration of the program.

Feedback during Program:

The program will be overseen by a committee consisting of 3 members of the executive team who will work with the program administrator to provide feedback and guidance. 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.

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.

Program Administrator:

Kellie Lemmel runs Zayo's Triple A 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:

- Bachelor's Degree or equivalent Military Experience
- 3.5 GPA
- 1-2 internship experience or equivalent Military Experience
- Business acumen
- Strong work ethic
- Strong verbal and written communication
- Analytical
- Helpful to be proficient in Microsoft Office
- Business / emotional maturity
- Willingness to travel extensively

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. Additionally, recruitment efforts will be focused through various veteran career services and service academy organizations.

The Triple A program will be posted on www.zayo.com under the *Zayo Careers* section.

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