

**17** people have recommended Paul on **LinkedIn**

- *"Paul is a true all-round athlete in the wireless industry. His deep experiences at carriers and professional service providers give him a unique perspective to create solutions. Even in the most ambiguous environment, Paul is able to see past the distractions and lead his team to superior results. He quickly gained the confidence of colleagues and management and was prepared to step into my role if needed. I look forward working with him again some day."*

**Jim Hanley**, GM, Wireless Services, Lighttower, managed Paul at Lighttower

- *"Paul is an excellent manager and supervisor. He has hands on experience in every level of our industry. His attention to detail is unsurpassed and I welcome the opportunity to work with him again in the future..."*

**Eric Demarest**, Lead Construction Manager, Lighttower/National Grid Wireless, reported to Paul at Lighttower

- *"Paul is a great guy to work with and an out-of-the-box thinker. If you have the pleasure of working with or for him it will be a good experience."*

**Stephen Banks**, was Paul's client

- *"Paul is a professional manager. Spending 7 years at T-Mobile, under the direction of Paul, was a real pleasure. Paul continually strived to keep all of his direct reports together as a fully functioning team. I must say that I felt very comfortable with nearly all of Paul's business decisions through my term."*

**John Lavin**, US Regional Program Manager, T-Mobile USA, reported to Paul at T-Mobile

- *"Paul is an extremely insightful individual who also brings a great depth of experience to his Role. His ideas and drive were key components to the successful development of software tools and features at our company."*

**Brian King**, Vice President, T-Mobile USA, worked with Paul at T-Mobile

- *"Paul is a compassionate leader and visionary. His knowledge of the wireless industry combined with his drive to stay on top of the latest technologies is unparalleled."*

**Shirish Gupta**, Management Consultant, PA Consulting Group, was with another company when working with Paul at National Wireless Carrier

- *"Paul originally hired me and led me through the process of building a cell site from site acquisition to turning a site on the air. Under Paul's guidance I was able to enhance my*

*skills produce in depth profession reports in Access and Web Intelligence. Paul is a leader with high integrity and treats everyone with respect"*

**Donald Stasion**, *Project Manager 3, T-Mobile*, reported to Paul at T-Mobile

- *"In my tenure working with Paul, he was recognized for his great leadership and extensive business acumen. He was well respected amongst his peers and senior leadership. Paul will be a great asset to the next company that is privileged by his exemplary work ethic."*

**Mike Merkle**, *Sales Director- NY Metro Sales & Operations, T-Mobile USA*, worked with Paul at T-Mobile

- *"Paul was a very detailed person who could always be counted on to achieve results."*

**Rich Tarabula**, *Director of Engineering and Operations, T-Mobile*, worked directly with Paul at T-Mobile

- *"Paul, is one of the best managers of people I have ever worked with. He is fair and patient and has a wealth of technical and business knowledge, which he always willing to share."*

**Phil Fenton**, *BO Developer/ Administrator, T-Mobile*, reported to Paul at T-Mobile

- *"Paul is a well organized and pro active leader. He is a wealth of knowledge that he freely shared with everyone. He truly made it a great place to work."*

**David Paskiet**, *Program Manager, Ajilon*, reported to Paul at T-Mobile

- *"I worked as a Project Manager under Paul for a major system rewrite. Paul is very knowledgeable in the wireless industry and has years of experience in the area of custom application development. Paul is very enjoyable to work with and his oversight helped to keep a very complex project moving forward and helped to ensure that all deadlines were met."*

**Mike Bowles**, *Program Manager, Ventera Corp.*, reported to Paul at T-Mobile

- *"Paul, has not only been a great boss but also my mentor through the course of our work together. His vision, analytical skills and experience are great assets to the company. Some of his bold initiatives in launching applications speak volumes of their success. I definitely have learnt a lot from him and miss working with him"*

**Madhuri Bhaskar**, *Web Producer, T-Mobile*, reported to Paul at T-Mobile

- *"Paul was an instrumental figure in the success of both Omnipoint and T-Mobile in New York City. Paul is a very accomplished Project Manager able to see both the big picture and fine detail requirement at the same time."*

**Mark Cosgrove**, *Director RF Eng, T-Mobile*, worked with Paul at T-Mobile

- *"Paul has a great deal of knowledge of the wireless industry and good insights regarding management reporting requirements. He developed and/or led the introduction of many of the reports that we continue to use."*

**Anne Patrick**, *Area Director, T-Mobile*, worked with Paul at T-Mobile

- *"Paul is a strategic thinker who also understands and can navigate around/through business and management challenges to drive projects to successful completion. He's both creative and flexible in his diligence/research and a solid communicator who's not afraid of taking ownership and responsibility. He was a strong business partner to our engineering systems team on projects such as SharePoint migration, data integrity, and overseeing development of process based data flows."*

**Kate Brown Gonzales**, *RF Planning, T-Mobile USA*, worked with Paul at T-Mobile

- *"Paul was always there when you needed him. He was able to solve problems and keep projects on track often in spite of impossible odds. He was the ultimate team player and has a warm and charming personality. Doing something for him was a pleasure never a task."*

**Leslie Small**, *Real Estate Manager, Omnipoint*, worked indirectly for Paul at Omnipoint

- *"Very pragmatic and focused on key issues. I enjoyed working with him and his team."*

**Harry Lake**, *Principal Consultant, PA Consulting Group*, was with another company when working with Paul at T-Mobile

**T-Mobile**

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To Whom it May Concern,

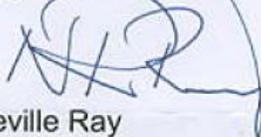
I was Paul's immediate supervisor for approximately 5 years while Regional Vice President for T-Mobile. Paul held the Director of Program Management position. I found him to be a strong leader who was well liked by his peers and staff.

His in-depth knowledge of the wireless industry combined with his drive to stay on top of the latest technologies was exceptional. He was responsible for implementing our intranet Website, Regional Newsletter and, the regionalization of our Property Management function.

In addition to his Program Management responsibilities, Paul assumed a leadership role in teaching our company values to sales and engineering staff, inspiring and motivating other employees. In the last year or so, Paul was a lead player in several of our key national engineering workstream initiatives.

I would recommend him without hesitation and believe that Paul would add value to any organization that he may join.

Regards,



Neville Ray  
SVP, Engineering & Operations