



**CHURCHILL COUNTY COMMISSIONERS
CC COMMUNICATIONS MANAGEMENT
CHURCHILL COUNTY, NEVADA**

899 South Maine Street
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Fallon, Nevada 89407
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Contact Person: Shelly Bunyard, Administrative Assistant
E-mail: shelly.bunyard@cccomm.co

******NOTICE OF PUBLIC MEETING******

AGENDA
PLEASE POST

PLACE OF MEETING: Churchill County Administrative Building, Commission Chambers,
155 North Taylor Street Suite 145, Fallon, Nevada

DATE & TIME: September 3, 2026 at 11:00 AM

TYPE OF MEETING: Regularly Scheduled CC Communications Management Meeting

If you wish to make public comment, you may provide them at the meeting or via email, no later than 4:30 PM the day before the meeting, to shelly.bunyard@cccomm.co.

Notes:

- I. These meetings are subject to the provisions of Nevada Open Meeting Law (NRS Chapter 241). Except as otherwise provided for by law, these meetings are open and public.***
- II. Action will be taken on all Agenda items, unless otherwise noted.***
- III. The Agenda is a tentative schedule. The CC Communications Management Board may act upon Agenda items in a different order than is stated in this notice – so as to affect the people’s business in the most efficient manner possible.***
- IV. In the interest of time, the CC Communications Management Board reserves the right to impose uniform time limits upon matters devoted to public comment.***
- V. Any statement made by a member of the CC Communications Management Board during the public meeting is absolutely privileged.***
- VI. All persons participating in the meetings are put on notice that an audio and video***

recording is made of these meetings.

AGENDA:

1. **Call to Order**
2. **Public Comment**
3. **Verification of Posting of Agenda**
4. **Consideration and possible action re: Approval of Minutes of the meeting held on**
A August 19, 2026
5. **New Business**
A Consideration and possible action re: entering a professional services agreement for executive recruitment services.
6. **Reports: General Manager Report**
7. **Affidavit of Posting**
8. **Public Comment**
9. **Adjournment**

STATE OF NEVADA)
 : ss.
County of Churchill)

*I, **Shelly Bunyard, Administrative Assistant**, do hereby affirm that I posted, or caused to be posted, a copy of this notice of public meeting, on or before the **28th day of August, 2026** between the hours of 1pm and 5 pm, at the following locations in Churchill County, Nevada:*

1. *Churchill County Administration Building, 155 N. Taylor St., Fallon, NV;*
2. *The CC Communications Website @ www.cccomm.info;*
3. *The State of Nevada Website @ <https://notice.nv.gov/>.*



Shelly Bunyard, Administrative Assistant

Shelly Bunyard, Administrative Assistant, who was subscribed and sworn to before me this August 28, 2026

Amber Edwards

Amber Edwards, Deputy Clerk

Endnotes:

Disclosures:

**CC Communications is an equal opportunity provider and employer.*

Accommodations/Nondiscrimination:

**Notice to Persons with Disabilities: Members of the public who are disabled and require special assistance or accommodations at the meeting are requested to notify the CC Communications Executive Office in writing at P.O. Box 1390, Fallon, NV 89407 (Attn: Shelly Bunyard), or by calling 775-423-7171 ext. 1215 at least two days in advance.*

**In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies or complaint filing deadlines vary by program or incident. Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible agency [(775)423-4092] or USDA's TARGET Center at (202)720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800)877-8339. Additionally, program information may be available in languages other than English. To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at: http://www.ascr.usda.gov/complaint_filing_cust.html and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the Complaint Form, call (866)632-9992. Submit your completed form or letter to USDA by:*

- 1. Mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;*
- 2. Fax: (202)690-7442; or*
- 3. Email: program.intake@usda.gov.*

Procedures:

**The public meetings may be conducted according to rules of parliamentary procedure.*

**Persons providing public comment will be asked to state their name for the record.*

**The CC Communications Management Board reserves the right to restrict participation by persons in the public meeting where the conduct of such persons is willfully disruptive to the*

people's business.

**All supporting materials for this Agenda, previous Agendas, or Minutes are available by requesting a copy from the CC Communications Office, 775-423-7171 ext. 1215. During the meeting, there will be one copy available for public inspection. Additional copies are available by making the request from the CC Communications Office. You are entitled to one copy of the supporting materials free of charge.*

MINUTES OF THE CC COMMUNICATIONS MANAGEMENT

155 N. Taylor St., Fallon, NV 89406

August 19, 2026

Call to Order:

The regular meeting of the CC Communications was called to order at 10:00 AM on August 19, 2026.

PRESENT: Commissioner Matt Hyde
Commissioner Eric Blakey
Commissioner Myles Getto
General Manager Mark Feest
Chief Financial Officer Jamie Hyde
Administrative Assistant Shelly Bunyard

ABSENT:

Public Comment:

Chair Matt Hyde asked if there was any public comment, but there was none.

Verification of Posting of Agenda:

It was verified by Shelly Bunyard, Administrative Assistant, that the Agenda for this meeting was posted on the 13th day of August, 2026 between the hours of 1 pm and 5 pm at all of the locations listed on the Agenda, in accordance with NRS 241.

Consideration and possible action re: Approval of Minutes of the meeting held on:

A- May 7, 2026

Commissioner Myles Getto made a motion to approve the Minutes of the meeting held on May 7, 2026 as submitted Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

B- May 20, 2026

Commissioner Myles Getto made a motion to approve the Minutes of the meeting held on May 20, 2026 as submitted. Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

New Business:

A- Consideration and possible action re: entering a professional services agreement for executive recruitment services.

Mark Feest, CC Communications. We solicited from several entities, some were unresponsive, and one stated they weren't interested in this type of recruiting process. We have two full responses to the RFP for professional services. I believe we will have both of them on a Teams meeting, one at a time to give their presentation. They were told they have up to fifteen minutes to give their presentation. Afterwards, we will ask the board to direct staff or to approve entering into a professional agreement with one of the two services or otherwise take steps to our approach to the replacement.

Staff is withholding any recommendations unless the Board specifically asks for it. I do want to highlight a few things; both are looking at between 90-140 days depending on whether they're

getting the person onsite or some amount of transition. I have a PERS appointment on September 1, 2026, and the date they have been giving me is March 1, 2027. I'm not married to that date, but that is the soonest I could go. If we work backward from the March 1 date, once a consultant is selected, I believe they will need time to design their process and have it vetted by the DA's Office to ensure we do not run into any notice or public meeting issues. We can then rely on their expertise to determine exactly when they recommend beginning the posting process.

When we originally advertised the position, we were only recruiting for an Assistant General Manager/CEO-in-Waiting. At that time, I stated that if we did not receive a quality pool of applicants, we would come back before the Board to discuss our options.

I had assumed the Board wanted to move directly toward hiring a CEO. That is still something the Board can direct, but I am not sure it would significantly change my proposed timeline. If there are no questions at this time, I believe we are ready to begin the proposal presentations.

Commissioner Matt Hyde. Are there any questions for Mark before we get started.

Commissioner Matt Hyde. Ok.

Due to audio issues in the Chambers, the RFP presenters were unable to hear us. The meeting was tabled until the next scheduled meeting, when the RFP proposal presentations will resume.

Commissioner Matt Hyde made a motion to table approval of entering into a professional services agreement for executive recruitment services to September 3, 2026.

Commissioner Eric Blakey seconded the motion, which carried by unanimous vote.

Reports: General Manager Report:

Affidavit of Posting:

Public Comment:

Chair Matt Hyde asked if there was any public comment, but there was none.

Adjournment:

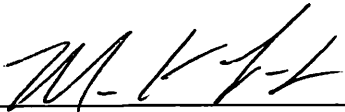
The meeting was adjourned at 10:26 a.m.

APPROVED: _____
Matt Hyde, Chairman

APPROVED: _____
Eric Blakey, Vice Chairman

APPROVED: _____
Myles Getto, Commissioner


Shelly Bunyard, Administrative Assistant


Mark Feest, General Manager/CEO



CC Communications Agenda Report

Date Submitted: August 24, 2026

Agenda Item #: New Business - A

Meeting Date Requested: September 3, 2026

To: Board of Churchill County Commissioners

From: Mark Feest, General Manager / CEO

Subject Title: Consideration and possible action re: entering a professional services agreement for executive recruitment services.

Type of Action Requested: Accept

Does this action require a Business Impact Statement? No

Recommend Board Action: Motion to approve entering into a professional services agreement for executive recruitment services.

Discussion: CC Communications solicited proposals for professional recruiting services. The Board will hear from two firms via Teams presentations. The written proposals are attached. Staff input and recommendations are withheld unless the Board solicits input. After the Board hears from respondents, staff is looking for a motion to select a firm. Thereafter, staff will work with the selected recruiter and the DA's office to ensure candidates are brought before the Board in a manner that complies with State law.

Alternatives: Direct staff to recruit for a new GM/CEO without assistance from outside consultants.

Fiscal Impact: \$45,000 - \$60,000

Explanation of Impact: Consultant fees based upon proposals and travel expenses for candidates.

Funding Source: FY 2026 - 2027 budget.

Prepared By: Shelly Bunyard, Administrative Assistant

Reviewed By:



Mark Feest, General Manager

Date: August 28, 2026

Jamie L. Hyde

Jamie Hyde, Chief Financial Officer

Date: August 28, 2026

Board Action Taken:

Motion: _____

1) None

Aye:

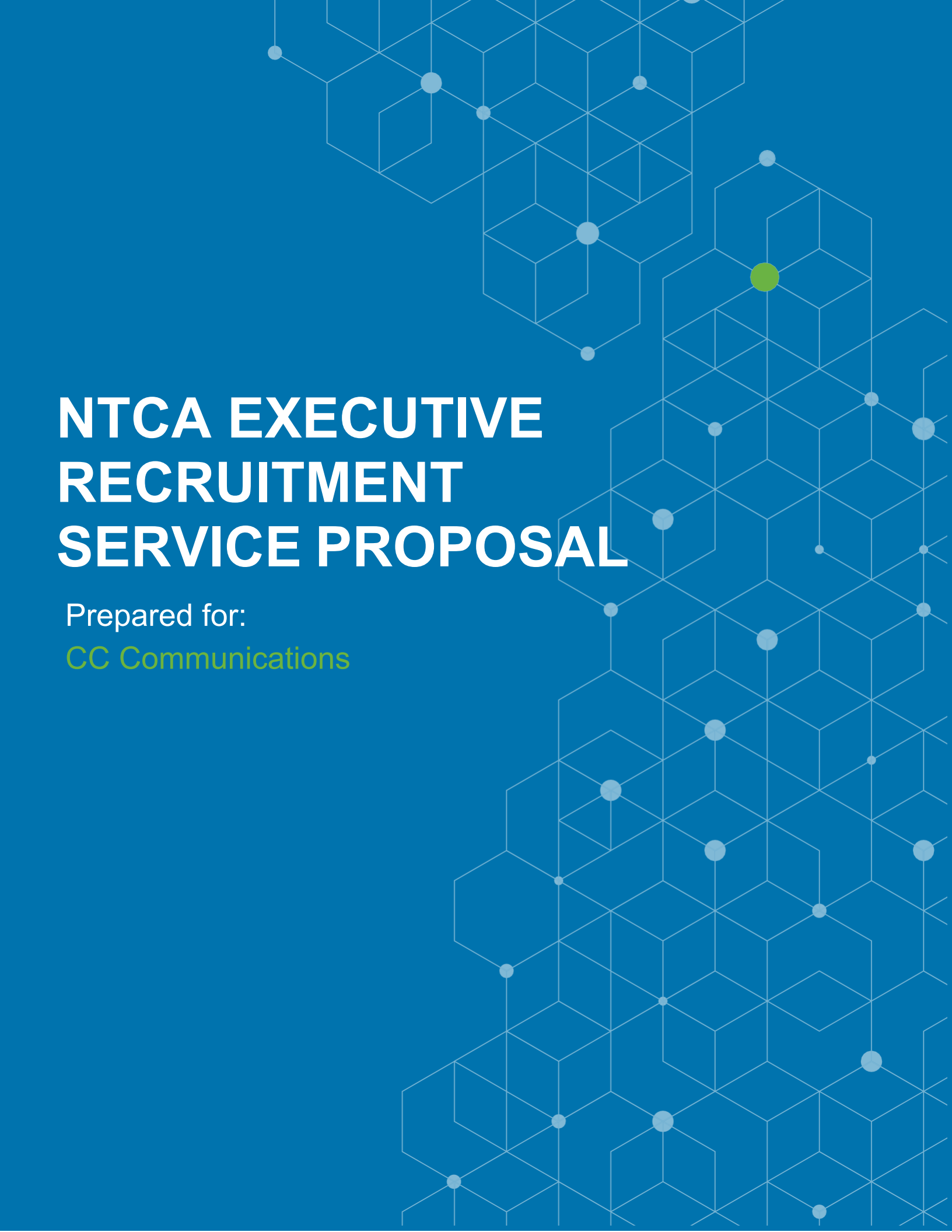
2) None

Nay:

Sully Binyard

(Vote Recorded By)

The submission of this agenda report by county officials is not intended, necessarily, to reflect agreement as to a particular course of action to be taken by the board; rather, the submission hereof is intended, merely, to signify completion of all appropriate review processes in readiness of the matter for consideration and action by the board.



NTCA EXECUTIVE RECRUITMENT SERVICE PROPOSAL

Prepared for:

CC Communications



Dear Jill,

The opportunity to support your organization in identifying the right candidate for your next General Manager/CEO for CC Communications is greatly appreciated. Securing a dynamic, experienced executive leader is critical for rural broadband organizations as they navigate industry changes, strengthen operations and position their companies for continued growth.

As outlined in the enclosed proposal, the NTCA Executive Recruitment Service offers extensive connections across the rural broadband industry and a strong understanding of the cultural and operational nuances unique to rural communities. These strengths, combined with a proven success rate and placement guarantee, have resulted in long-standing client partnerships.

Thank you for your consideration. Please feel free to reach out to me with any questions or to discuss the next steps during this important transition.

Sincerely,

A handwritten signature in black ink that reads "Shirley Bloomfield". The signature is written in a cursive, flowing style.

Shirley Bloomfield
NTCA Executive Recruitment Service Partner
shirleyconnected@outlook.com

NTCA Executive Recruitment Service

Full-Service Support Tailored to Your Needs

NTCA—The Rural Broadband Association (NTCA) recognizes that effective leadership goes beyond technical qualifications and requires the right overall fit. Leadership decisions shape organizational culture, performance and long-term success, particularly in the complex rural broadband industry.

With decades of recruitment experience and specialized industry expertise, the NTCA Executive Recruitment Service provides efficient, cost-effective hiring solutions. A tailored approach ensures alignment with each organization's needs and supports the placement of highly qualified candidates.

By partnering with NTCA, you will gain:

- **Proven expertise, results and a 98.5% success rate:** Each search draws on decades of recruitment experience and deep knowledge of the rural broadband industry.
- **Full-service support:** End-to-end management of the recruitment process includes organizational assessment, job description development and ad placement, candidate sourcing, screening, interview coordination, and compensation negotiation.
- **Nationwide talent network:** Extensive industry connections provide access to a broad pool of qualified broadband professionals. Candidates are evaluated for both technical expertise and cultural alignment within rural communities.
- **Tailored approach:** Each search is customized to align with the organization's priorities and long-term goals. Candidate profiles and evaluation criteria are developed to ensure alignment from the outset.
- **Ongoing support:** Support continues beyond placement to promote long-term success. Newly placed candidates are invited to industry events and provided access to NTCA resources, including early-stage integration support.
- **Transparency, affordability and guarantees:** A flat fee is offered, excluding out-of-pocket expenses such as travel and specialized advertising. A one-year placement guarantee is included. If placement is unsuccessful within the first year, the search will be repeated at no additional professional fee, excluding minimal advertising costs.

Flat fee: \$32,000

Additional services, including background checks, leadership assessments, compensation study and board training and development, are available.

Scope of Services

NTCA will provide the following services as part of the executive and key employee search process:

- Development of candidate profile and job description, if needed
- Creation of recruitment messaging
- Compensation benchmarking based on industry and geographic data
- Advertising and sourcing strategy, including industry outreach and networking
- Resume screening and candidate evaluation
- Regular progress updates
- Candidate interviews and assessments
- Presentation of qualified candidates with evaluations
- Development of interview questions and coordination of interviews
- Offer negotiation and preparation of employment documentation
- Notification of candidates not selected
- Complimentary registration for the selected candidate to a relevant NTCA conference

Additional Services

Background Checks

To support informed hiring decisions, background checks can be conducted as part of the recruitment process. These services are billed at cost.

Leadership Assessments

- **Communication and Personality — \$200**
Includes an evaluation of self-awareness, emotional intelligence and communication skills
- **Culture Assessment — \$500**
Includes assessing leadership and team for alignment to values, accountability standards and change readiness
- **Leadership 360 — \$1,000**
Includes assessing leadership effectiveness, blind spots and growth opportunities

Compensation Study — \$899

NTCA can conduct a compensation analysis specifically for your company. This customized study provides data-driven insights into executive and/or key staff compensation across the rural broadband industry, helping you make informed decisions that align with market trends and organizational goals.

Rural Broadband Industry Compensation and Benefits Report — \$825 exclusive to companies that participate in the survey

NTCA produces the *Rural Broadband Industry Compensation and Benefits Report*, a trusted resource providing comprehensive, industry-specific data to support informed compensation decisions. Organizations participating in the survey receive access to a bundle of the annual compensation report along with a customized Executive Compensation Report, providing compensation information for general manager, president and chief executive positions tailored to your company's unique characteristics and a regression-based Executive Compensation Calculator that estimates compensation ranges based on key variables such as experience, organization size and education.

Board Training and Development — \$2,000–\$6,500

Starting with 11 base modules, including strategic thinking and succession planning, NTCA will work with you to create a unique board training experience tailored to the needs, interests and specific circumstances of your company. Sessions can be facilitated in your boardroom or remotely.

Schedule

The following sample timeline reflects a typical four- to six-month placement process. Adjustments may be made based on organizational needs and availability.

Month 1

- Initial consultation to define search strategy and organizational priorities
- Development and launch of recruitment campaign
- Candidate sourcing and outreach
- Ongoing updates on candidate progress and status
- Initial screening and evaluation of approximately eight to 12 resumes.

Months 2 to 3

- Selection of candidates (the top three to five) for second-round interviews
- Coordination of interviews and evaluations
- Finalist selection and on-site interviews
- Background screening, if requested
- Preparation and extension of the offer
- Candidates not selected are contacted

Months 4 to 6

- Candidate onboarding and transition support
- Optional meet-and-greet and introduction to NTCA resources and events
- Ongoing check-ins to assess fit and integration

One-year follow-up

- Support for performance evaluation and continued alignment

Frequently Asked Questions

Q: What makes NTCA different from other executive search firms?

NTCA provides specialized expertise in rural broadband, supported by extensive industry relationships and a 98.5% placement success rate. A tailored approach ensures alignment with organizational needs, while competitive pricing and a placement guarantee provide additional value. If a placement is unsuccessful within the first year, the search will be repeated at no additional professional fee, excluding minimal advertising costs.

Q: How long have you been conducting executive searches?

NTCA has provided executive search services since 1998, with an average of five to seven placements annually.

Q: How are interview questions developed?

Interview frameworks are customized based on required competencies and organizational priorities. Guidance is provided throughout the process, including optional on-site support.

Q: How is compensation competitiveness assessed?

Compensation analysis is conducted using industry benchmarks and geographic data to ensure alignment with market standards.

Q: How are updates communicated during the search?

Regular updates are provided outlining recruitment activity, candidate progress and key milestones.

Q: What if no candidates meet expectations?

The search continues until a qualified candidate is identified. The high success rate reflects the effectiveness of this approach.

Meet NTCA Executive Recruitment Service Partner

Shirley Bloomfield

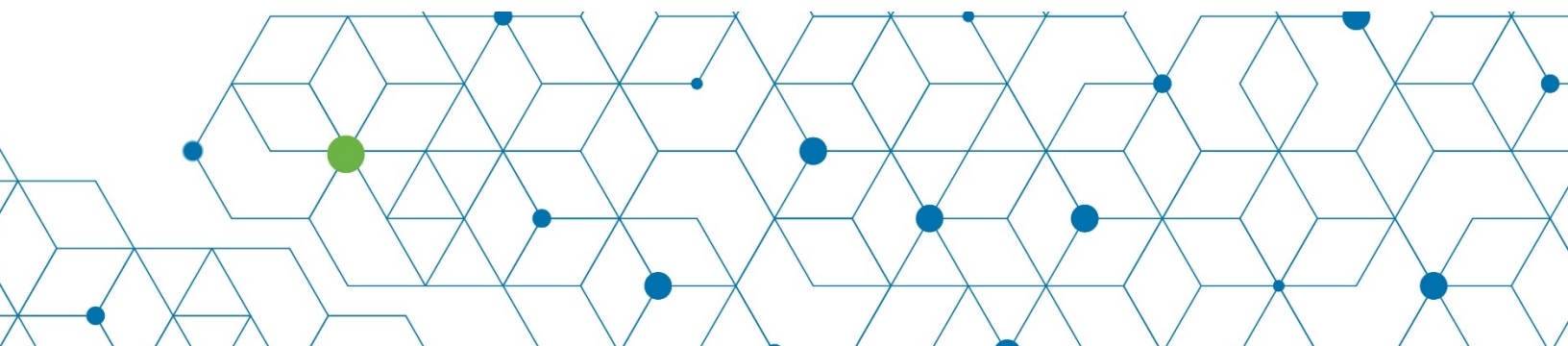
President, ShirleyConnected LLC

After decades at the forefront of rural connectivity and telecommunications policy, Shirley Bloomfield remains deeply committed to strengthening the leadership that powers the rural broadband industry forward.

While retired from association leadership, she now serves as president of ShirleyConnected LLC, the exclusive executive recruitment service partner for NTCA and remains engaged as a trusted advisor, connector and advocate for strong leadership in service of rural communities.

shirleyconnected@outlook.com

www.ntca.org/executiverecruitment





RESPONSE TO REQUEST FOR PROPOSAL

Executive Recruitment Services

General Manager / Chief Executive Officer

**PREPARED FOR
PROJECT**

CC Communications, Fallon, Nevada
Executive Recruitment of a GM/CEO for a rural
telecommunications company

SUBMITTED BY

Keller Executive Search, a member of
NPWorldwide

PRIMARY CONTACT

Gretchen Shreve, PHR, Senior Consultant

RFP CONTACT

Jill Manha, Human Resources

SUBMISSION DATE

July 17, 2026 (RFP due August 7, 2026)

Keller | Leadership for the Path Ahead kellerexecutivesearch.com

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Recommended Engagement

Keller Premium retained search
24% of first-year guaranteed compensation package, with an 8% initiation retainer and the remaining 16% due upon successful placement. Market mapping, structured and psychometric assessment, candidate profiles and video clips, third-party references, post-offer background verification, weekly reporting, a 210-day replacement guarantee, and 90-day onboarding support are included.

1. Executive Summary

CC Communications needs a chief executive who can do two demanding things at once: lead a technically complex, capital-intensive fiber and broadband enterprise, and do so in the open as the accountable face of a county-owned organization reporting to an elected board. The right leader will balance network reliability and modernization, fiber expansion, cybersecurity, customer experience, financial discipline, regulatory compliance, and workforce development, while communicating transparently with the Churchill County Commissioners and the community. Our proposal is designed around that reality. Below is what a successful engagement produces.

What our search will deliver

- **A calibrated success profile**, approved by CC Communications and the Board before outreach begins, so every candidate is measured against the same agreed standard.
- **A national, actively sourced candidate pool** that reaches beyond applicants to engage passive executives across rural and regional telecommunications, utilities, and infrastructure.
- **A confidential path to a well-managed public finalist stage** in which candidates are fully informed and have consented before their identities enter any public process.
- **An evidence-based, documented evaluation** that supports transparent, defensible Board decisions and consistent treatment of every candidate.
- **A leader positioned to start as early as January 2027, with flexibility through July 31, 2027, based on the incumbent's actual transition date and the selected candidate's notice and relocation requirements.**

Why Keller

Differentiator	Value to CC Communications
Telecommunications alignment	Directly relevant executive-search experience across regional telecom providers, community fiber operators, cooperatives, broadband and internet providers, middle-mile networks, network-services companies, and regulated carriers.
Public-sector alignment	Experience with leadership searches for county, regional, tribal, and municipal governments, public utility districts, and port, airport, hospital, and infrastructure authorities. This experience reflects the governance and visibility this role demands.
National reach, local insight	As a member of NPAworldwide, Keller draws on consultants and talent networks across the country, extending the pool far beyond a local advertisement.
Speed with rigor	First qualified candidates are typically presented within 14–21 days, supported by weekly pipeline reporting and structured assessment.
Candidate care and confidentiality	Discreet outreach, secure information handling, explicit candidate consent before any public-stage disclosure, and respectful communication that protects your employer brand.
Coordinated communication	A designated primary contact will coordinate communication between CC Communications and the Keller search team from kickoff through Board selection and onboarding.

2. Our Understanding of CC Communications and the Mandate

CC Communications is a county-owned telecommunications provider funded through customer revenues and Universal Service Fund revenues, and statutorily barred from receiving tax revenue for its operations. It maintains separate accounting and identification numbers, reports to the elected Board of County Commissioners in open public meetings, and is subject to public-records law. The GM/CEO serves under an employment contract, reports directly to the Board, and works within a compensation structure in which non-union salaries generally follow NTCA Compensation Reports.

The organization is substantial and growing: roughly 15,000 residential and small-business locations passed with fiber, six active fiber-to-the-home grant projects, and ownership or IRUs on approximately 700 route miles of metro, middle-mile, and long-haul fiber spanning Northwest Nevada to Las Vegas. The next leader inherits real infrastructure momentum and the responsibility to sustain it.

Mandate at a glance

Dimension	Detail
Position	General Manager / Chief Executive Officer
Reports to	Churchill County Board of Commissioners in open public meetings
Scale	47 FTEs; approximately \$24M annual revenue; 6,251 ILEC and 2,282 CLEC customers
Network footprint	Approximately 15,000 fiber passings; six active FTTH grant projects; approximately 700 route miles of metro, middle-mile, and long-haul fiber
Enterprise scope	Engineering, broadband/fiber operations, network architecture, customer support, IT, finance, regulatory affairs, and administration
Strategic priorities	Modernization and fiber expansion, reliability and cybersecurity, financial sustainability, data-driven performance, customer value, and workforce development
Potential transition timing	Current GM/CEO will transition between January 2027 and July 31, 2027

The leader CC Communications needs

Leadership dimension	Evidence we require
Telecom enterprise leadership	Executive-level responsibility in telecommunications, broadband infrastructure, IT operations, or a closely related environment: accountable for strategy, performance, and growth.
Technical fluency	Working command of FTTH/FTTP, middle- and last-mile architecture, IP core routing, transport and Metro Ethernet, redundancy and capacity planning, service delivery, and cybersecurity.
Financial stewardship	Budgeting, capital allocation, grant-funded infrastructure, revenue performance, controls, and long-range investment planning.
Public governance	The ability to advise and report to an elected board, communicate credibly in public settings, and represent the organization with regulators and the community.
Operational excellence	Clear KPIs, accountability systems, cross-functional discipline, outage readiness, quality standards, and continuous improvement.
People and culture	A steady, respectful leader who develops senior staff, strengthens succession, manages change, and reinforces CC Communications' stated values.

3. Firm Qualifications and Relevant Experience

Primary Contact: Gretchen Shreve, PHR



Senior Consultant and Primary Contact

Gretchen brings more than 20 years of human resources and talent-acquisition experience across multiple industries and markets. She has partnered with organizations ranging from high-growth companies to Fortune 500 enterprises, recruiting across C-suite, engineering, operations, finance, and corporate functions.

Her background includes Director-level HR leadership, support for CFO, CIO, COO, and CHRO stakeholders, post-merger integration, international expansion, and large-scale organizational transformation. She has managed recruiting across 18+ offices in the United States, Canada, and Mexico and has built recruiting infrastructure from the ground up.

For CC Communications, Gretchen will serve as the primary point of contact, coordinating communications, meeting schedules, and feedback between CC Communications and the Keller search team. Research, sourcing, assessment, reporting, Board support, offer support, and transition planning will be delivered by the broader Keller team.

Firm capabilities

Capability	How Keller applies it here
Dedicated capacity	Each Keller team caps concurrent assignments to protect the speed, responsiveness, and quality of every search, including this one.
Passive-candidate access	Discreet, direct outreach to executives who are not actively applying, supported by leading career databases, proprietary networks, referrals, and market intelligence.
Evidence-based evaluation	Role-specific behavioral interviews, scorecards, comparative candidate profiles, references, post-offer background verification, and psychometrics where included.
Transparent reporting	Weekly written updates covering mapping progress, outreach, candidate stages, market feedback, compensation signals, and reasons for rejection.
Selection and transition	Board interview preparation, scheduling, candidate communication, offer guidance, closing support, and 90-day onboarding assistance.

Relevant Experience

Telecommunications and technology leadership

Our related track record includes senior leadership searches for regional telecom providers, community fiber providers, telecom cooperatives, residential internet companies, broadband providers, middle-mile fiber networks, network-services companies, public-private broadband ventures, and regulated communications carriers. These are the same operating environments in which CC Communications competes and partners every day. A representative list appears in Appendix A.

Public-sector leadership

Our public-sector work spans executive searches for county and regional governments, tribal governments, public utility districts, municipal utilities, port and airport authorities, public hospital districts, regional infrastructure

authorities, and rural county governments. That experience maps closely to the governance, public visibility, and community accountability that define this appointment.

Global reach with direct local application

Keller is a member of NPWorldwide, one of the largest executive-search networks, providing access to consultants and talent channels across the country. For this search, that reach will be applied through a national campaign with concentrated coverage of the Mountain West, rural telecommunications markets, public and municipal utilities, and infrastructure networks.

Candidate-care discipline

Every executive contacted is also a potential customer, community stakeholder, or long-term ambassador for CC Communications. The Keller team will maintain clear, respectful communication at every stage, including prompt follow-up, accurate disclosure of the public process, and professional closure for candidates who do not advance.

4. Comparable Engagements, Confidentiality and References

The RFP requests three comparable searches and references. The engagements below are presented in anonymized form and are directly comparable to the CC Communications mandate in role, sector, and governance environment.

Role	Organization type	Relevance to this search
Chief Executive Officer	Regional Telecom Provider	Enterprise-wide telecom leadership across strategy, operations, technology, and growth, which are central to this role.
President & CEO	Community Fiber Provider	Community-facing fiber and broadband leadership requiring customer, infrastructure, and stakeholder credibility.
General Manager & CEO	Public Utility District	Public-board governance, infrastructure operations, financial stewardship, and transparent public reporting, which provide the closest governance analogue to CC Communications.

Client references and confidentiality

Keller treats client identities, search details, and contact information as confidential beyond the conclusion of an engagement. Accordingly, the comparable searches above are presented in anonymized form, and client contact information is not included in this public proposal.

Should Keller advance to the preferred-firm or finalist stage and CC Communications determine that references remain necessary, we will approach appropriately comparable clients to request their voluntary permission to participate. Because participation is solely at each client's discretion, references cannot be guaranteed in advance.

Confidentiality in practice

The same discretion we apply to prior clients is the discretion we will apply to CC Communications, the Board, its internal stakeholders, and every candidate approached during this search. Client and candidate information will be handled only by assigned personnel and authorized search partners who require access to perform the work.

5. Search Strategy and Target Candidate Profile

We will run a national direct-search campaign with a deliberate Mountain West and rural-telecommunications emphasis. The strategy is built to expand the pool well beyond conventional applicants while holding a disciplined screen for executives who can credibly lead an on-site, community-facing organization in Fallon.

A dual-lens evaluation

Because this role joins commercial and operational leadership with technical depth and public governance, we assess every serious candidate through two parallel lenses without trading one away for the other.

Lens	What we look for
Lens A: Enterprise, growth, and technology	Evidence of leading a telecom or broadband enterprise: fiber and network operations, modernization and service evolution, customer growth, capital planning, and performance in competitive or fast-moving markets.
Lens B: Governance, finance, and public trust	Board reporting and public communication, regulatory credibility, financial controls and grant stewardship, operational discipline, ethics and transparency, and the temperament to lead in open public view.

Primary talent pools

Talent pool	Target profile
Rural ILEC / CLEC operators	CEOs, GMs, and senior operating leaders with regulated-carrier and community-market experience.
Cooperatives and community fiber	Leaders fluent in rural service obligations, member/customer accountability, fiber growth, and local engagement.
Regional broadband / internet	Executives with FTTH/FTTP, service delivery, network expansion, and competitive-market leadership.
Public and municipal utilities	GMs and senior executives versed in board governance, public accountability, capital planning, and infrastructure operations.
Middle-mile and infrastructure	Leaders with transport and route-mile assets, resilience, interconnection, and wholesale or enterprise services.
Grant-funded / public-private broadband	Executives who understand government funding, construction programs, community access, and reporting discipline.

6. Special Considerations: Public Process, Candidate Privacy and Rural Recruitment

The RFP rightly identifies the hardest parts of this search: public interviews before the Commissioners, candidate privacy, recruiting to rural Northern Nevada, and building a deeper pool than an advertisement alone can produce. We address each directly.

Managing public interviews and candidate privacy

The strongest candidates are usually sitting executives who cannot risk premature exposure, yet the finalist stage may be public. Our answer is a staged process that keeps the search confidential until the candidate has knowingly chosen to enter public view.

- **Early, honest disclosure.** We explain the public-governance environment and likely finalist-disclosure requirements in the first substantive conversation, so executives decide with full information before investing.
- **Confidential preliminary stages.** Mapping, outreach, screening, assessment, and semifinalist review remain confidential to the extent permitted, consistent with the Board's approved process.
- **Affirmative consent before exposure.** No candidate advances to a publicly identified finalist stage without explicit, documented acknowledgment of what that entails.

- **A designed finalist stage.** The Keller team will advise on the number and sequencing of finalists, communications timing, Board materials, candidate preparation, and contingencies if a candidate declines the public step.
- **Counsel-aligned records handling.** Disclosure and records procedures are coordinated with CC Communications and County counsel; Keller does not independently interpret open-meeting or public-records obligations.

Recruiting to rural Northern Nevada

- **Lead with the opportunity.** Enterprise autonomy, real fiber investment, tangible community impact, and quality of life create the chance to shape a regional communications platform, not merely run one.
- **Target proven rural commitment.** We prioritize executives with demonstrated success in rural and community markets rather than leaning on large-metro carriers whose retention risk may be higher.
- **Qualify relocation early.** Family and partner considerations, on-site expectations, relocation support, and start-date constraints are assessed up front to avoid late-stage surprises.
- **Feed the market back to you.** We will provide continuous compensation and market intelligence, informed by the role's NTCA benchmarking context, so positioning can be adjusted before strong finalists are lost.

Building a larger, stronger pool

National direct sourcing, proprietary networks, and referral channels consistently outperform local advertising. We will still assess qualified Nevada and Mountain West talent first, but we will deliberately widen the aperture by engaging passive executives who would never see, or respond to, a public posting.

Recommended public-stage structure

Confidential longlist and semifinalist assessment → Board review of appropriate candidate materials → candidate consent → public finalist interviews → documented Board selection and offer.

7. Recruitment Methodology, Deliverables and Board Support

Our five-phase methodology keeps communication flowing throughout the engagement, with the Keller team providing weekly written reporting even in weeks when no candidate is presented.

Phase	Timing	Activities and deliverables
1. Discovery & calibration	Week 1	The Keller team conducts stakeholder interviews; confirms governance and public-process requirements; and refines the success profile, competencies, compensation parameters, relocation narrative, timeline, target organizations, and evaluation scorecard.
2. Market mapping & outreach	Weeks 2–3	Build the national target list; confidential direct approaches to passive candidates; activate referrals and network intelligence; launch approved advertising; begin weekly pipeline reporting.
3. Assessment & verification	Weeks 3–5	Structured behavioral interviews; technical and leadership assessment; compensation and relocation qualification; psychometric evaluation; and reference planning and preliminary education or credential verification, as appropriate.
4. Candidate presentation	Weeks 5–6	Present first qualified candidates within 14–21 days; deliver comparative profiles, Keller ratings, strengths and risks, video clips, and recommendations; recalibrate as needed.
5. Selection & transition	Weeks 6–12	The Keller team prepares Board interview materials; coordinates public-stage consent and logistics; supports interviews and final references; assists with the conditional offer and closing process; coordinates post-offer background verification; and delivers the onboarding plan.

Core deliverables

- Search strategy, approved success profile, target organizations and talent pools, and role-specific scorecard.

- Weekly written pipeline report covering activity, candidate stages, market and compensation feedback, and next actions.
- Curated candidate profiles comparing qualifications, motivation, compensation expectations, relocation readiness, leadership evidence, and cultural alignment.
- Short video interview clips for shortlisted candidates, giving the Board an authentic view of each candidate's communication style, executive presence, and personality before deciding whom to interview.
- Psychometric assessment: cognitive and behavioral tools matched to the mandate.
- Structured Board interview guide, candidate comparison framework, and decision-support materials.
- Third-party reference and education verification for finalists, plus post-offer background verification for the selected candidate, within legally permissible and role-appropriate scope.
- Offer guidance, counteroffer risk management, closing support, and 90-day onboarding assistance.

Board consultation and interview support

The Keller team will provide structured consultation at every decision point: initial alignment, first-slate calibration, semifinalist selection, public-stage preparation, interview debrief, selection, and offer. Routine meetings are conducted virtually for efficient participation by Commissioners and stakeholders.

8. Project Timeline and Transition Plan

The timeline below begins immediately upon contract execution. Because the current GM/CEO's target transition range is January 2027 through July 31, 2027, we recommend proceeding with evaluation, contracting, and kickoff without delay. An early launch maximizes the opportunity to secure an accepted offer before the earliest possible departure date.

Timing	Milestone
Week 1	Immediate kickoff, stakeholder discovery, success profile, compensation parameters, and public-process calibration.
Weeks 2–3	Market mapping, target-list approval, direct outreach, and referral activation.
Days 14–21	First qualified candidate presentations begin.
Weeks 3–6	Ongoing outreach, structured assessment, weekly Board and HR reporting, and slate calibration.
Weeks 6–8	Semifinalist review and first-round client interviews.
Weeks 8–10	Finalist selection, candidate consent, and public interview preparation and interviews.
Weeks 10–12	Final references, selection, conditional offer, post-offer background verification, and closing.
Post-acceptance	Notice period, transition planning, and 90-day onboarding support.

Recommended timing for the 2027 transition

Timing recommendation: Because the incumbent's transition period begins as early as January 2027, Keller recommends launching the search immediately upon award. The transition plan will remain flexible based on the selected candidate's notice period, relocation needs, and the amount of overlap available with the incumbent.

Timeline commitment

Keller typically presents first qualified candidates within 14–21 days and targets completion in approximately 10–12 weeks. The public finalist process and Board calendar will influence the final selection date, and the Keller team will build the plan around them rather than against them.

9. Investment and Pricing

We recommend the Premium retained model for this mission-critical, public-facing CEO appointment. The Signature success-fee model is included for procurement flexibility.

Fee basis

For fee purposes, “first-year guaranteed compensation package” means annual base salary, guaranteed bonuses, signing bonus, the value of any relocation package, and any other guaranteed cash or cash-equivalent payments. It excludes commissions, discretionary or performance-based bonuses, standard employee benefits, expense reimbursements, and equity unless expressly agreed in writing.

Model	Fee and payment	What is included
Recommended: Keller Premium	24% of first-year guaranteed compensation package. 8% initiation retainer based on the agreed estimate; remaining 16% upon successful placement.	Dedicated search team; full market mapping; weekly detailed reporting; structured profiles and video clips; psychometric battery; standard references and post-offer background verification; 210-day replacement guarantee; 90-day onboarding support.
Alternate: Keller Signature	18% of first-year guaranteed compensation package. No upfront fee; single invoice upon successful placement. 30-day exclusivity, then parallel search permitted.	Direct sourcing; structured profiles and video clips; weekly updates; standard references and post-offer background verification; psychometrics optional at a fixed per-candidate cost quoted in advance; 120-day replacement guarantee; 90-day onboarding support.

Fee and expense schedule

Cost item	Treatment
Market mapping, direct outreach, database access, weekly reporting, candidate profiles, interview coordination	Included in the professional fee
Standard advertising and organic outreach	Included; paid external media is not anticipated

Cost item	Treatment
Standard reference, education, and post-offer background verification	Included, within role-appropriate and legally permissible scope.
Psychometric assessment	Included under Premium; available under Signature at a fixed per-candidate cost quoted in advance.
Specialized international, financial, litigation, or other custom checks	Quoted in advance and performed only with written approval.
Keller delivery	All search services, meetings, Board consultation, interview support, and candidate coordination will be conducted virtually. Travel by Keller personnel is not included in the professional fee and is not anticipated as part of this engagement.
Candidate interview travel	Any travel expenses incurred by candidates for in-person interviews, including airfare, lodging, ground transportation, and meals, are not included in the professional fee. These expenses will be paid directly by CC Communications or reimbursed at actual cost with prior approval.
Administrative or portal fees	None.

Estimated total project cost

Because the final compensation package has not been established, the total professional fee will be determined by the applicable percentage above. For budgeting purposes, a \$200,000 first-year guaranteed compensation package would result in an estimated professional fee of \$48,000 under Keller Premium or \$36,000 under Keller Signature. Standard search services are included. Only pre-approved travel, paid advertising, or specialized checks would be additional.

Replacement coverage

- **Premium:** 210-day replacement guarantee from the candidate's start date; extendable to 365 days for an additional prepaid 3% fee.
- **Signature:** 120-day replacement guarantee from the candidate's start date; extendable to 210 days for an additional prepaid 3% fee.
- **Contract terms:** Final guarantee terms, exclusions, and procedures are documented in the executed search agreement.

Payment calculation and reconciliation

For Premium, the initiation retainer is calculated using the agreed estimated first-year guaranteed compensation package. The final fee is reconciled against the accepted first-year guaranteed compensation package when the candidate is hired. For Signature, the full fee is calculated from the accepted first-year guaranteed compensation package and invoiced upon successful placement.

No commission-based fee calculation

Keller does not calculate its fee on commissions or other non-guaranteed incentive earnings. Discretionary bonuses, variable incentive opportunities, standard employee benefits, expense reimbursements, and equity are excluded unless the parties expressly agree otherwise in writing.

10. Confidentiality, Data Protection and Quality Assurance

Area	Protocol
Client confidentiality	Search information is shared only with assigned Keller personnel and authorized network partners who need it. CC Communications' identity and role details are disclosed to candidates in a controlled way consistent with the approved outreach strategy.
Candidate confidentiality	Candidate materials go only to authorized CC Communications decision-makers. No candidate identity enters a public process without that candidate's informed consent.
Secure information handling	Profiles, interview materials, and status data are managed through secure, access-controlled systems. Keller operates in alignment with applicable privacy standards, including GDPR and CCPA practices.
Public-records awareness	We label and organize materials clearly, minimize unnecessary sensitive personal information in Board packets, and coordinate with CC Communications on retention and disclosure.
Consistent evaluation	Every candidate is assessed against the same approved success profile and job-related scorecard, with documented strengths, risks, motivation, compensation, and relocation readiness.
Independent verification	Finalists may undergo reference and education verification appropriate to the role. The selected candidate undergoes post-offer background verification, with authorization and within legally permissible scope.

Quality and communication commitments

- A designated primary point of contact coordinates communication between CC Communications and the Keller search team throughout the engagement.
- Weekly progress reporting throughout the engagement, including weeks with no new candidate.
- First qualified candidates typically within 14–21 days.
- Immediate escalation of any market, compensation, relocation, or public-process barrier.
- No candidate is submitted without direct Keller assessment and confirmed interest.
- Respectful communication with every candidate, protecting CC Communications' employer brand and community reputation.

Acceptance and next steps

Upon selection, Keller provides the search agreement, schedules immediate kickoff and stakeholder discovery with the Keller team, and begins market mapping upon the executed agreement and initiation payment under Premium or upon the executed agreement under Signature.

Keller Executive Search | Leadership for the Path Ahead

We look forward to the opportunity to support CC Communications and the Churchill County Commissioners through this important leadership transition.

Appendix A: Selected Track Record

Telecommunications leadership searches

Role	Type of organization
Chief Executive Officer	Regional Telecom Provider
President & CEO	Community Fiber Provider
General Manager	Telecom Cooperative
Chief Executive Officer	Residential Internet Company
President & CEO	Telecom & Managed Services Provider
Chief Operating Officer	Regional Broadband Provider
Managing Director	Middle-Mile Fiber Network
Chief Operating Officer	Network Services Company
Chief Strategy Officer	Public-Private Broadband Venture
Chief Financial Officer	Regulated Communications Carrier

Public-sector leadership searches

Role	Type of organization
County Administrator	County Government
General Manager	Tribal Government
Chief Administrative Officer	Regional Government
General Manager & CEO	Public Utility District
General Manager	Municipal Electric Utility
Executive Director	Regional Port Authority
Chief Executive Officer	Public Hospital District
General Manager	Municipal Airport Authority
Executive Director	Regional Infrastructure Authority
County Manager	Rural County Government

Client names are withheld under Keller's confidentiality policy. This record demonstrates role and organization-type alignment without disclosing confidential client relationships.

Appendix B: RFP Compliance Matrix

RFP requirement	Where addressed
Firm qualifications and experience	Secs. 3-4; App. A pp. 5-7, 14
Relevant telecom and rural telecom search experience	Secs. 3-5; App. A pp. 5-8, 14
Public-sector recruitment experience	Secs. 3-4; App. A pp. 5-7, 14
Three comparable searches and references	Sec. 4 pp. 6-7
Recruitment methodology	Sec. 7 pp. 9-10
Confidentiality practices	Secs. 4, 6, 10 pp. 6-8, 12-13
Consultation on search approach	Secs. 5-7 pp. 7-10
Candidate sourcing, recruitment, advertising, and outreach	Secs. 5, 7 pp. 7-10
Screening and assessment	Secs. 5, 7 pp. 7-10
Board consultation and interview support	Secs. 6-7 pp. 8-10
Onboarding and transition assistance	Secs. 7-8 pp. 9-10
Public interviews and candidate-privacy concerns	Sec. 6 pp. 8-9
Rural Northern Nevada recruitment challenges	Sec. 6 p. 8
Strategy to develop a larger, stronger candidate pool	Secs. 5-6 pp. 7-9
Recruitment and transition timelines	Sec. 8 p. 10
Detailed fee and expense structure	Sec. 9 pp. 11-12
Estimated total project cost	Sec. 9 p. 12