

BE A PART OF THE **INNOVATION**



**Nsight**

THE PREMIER TELECOMMUNICATIONS PROVIDER FOR WISCONSIN AND UPPER MICHIGAN



come **GROW** with us



Mark Naze, CEO

Nsight is a telecom company that's most powerful asset is our people. We are dedicated to hiring only the best, the brightest and the most committed individuals.

We are highly-respected in the telecommunications industry and strive to stay on the leading edge of technology. To maintain this status, we need self-starters, goal-setters and innovators; individuals committed to excellence and getting results. Our collective goal is to provide our customers extraordinary service so we need people with boundless ambition to serve our customers. In return, Nsight provides rewarding opportunities and resources for you to expand your knowledge and career.

If you are a committed, enthusiastic team player who shares our corporate philosophy of giving back to the communities we are privileged to serve, I encourage you to consider joining the Nsight family.

Regards,

Mark Naze  
CEO

## Vision Statement

Nsight is a market leader and will remain so by providing customer-driven telecommunication services in a personalized manner. Nsight will operate with the attitude of a locally owned company. It will strive to engage the full potential of its employees through empowerment.

Nsight will be a major telecommunications provider in the Upper Midwest. Nsight will acquire strategic properties to enhance its growth. In a synergistic way, Nsight will expand in market areas, product lines and operations.

Nsight will remain on the leading edge through appropriate use of existing and emerging technologies.

Nsight will remain true to the high ethical standards of its heritage. This includes trust from its peers, integrity to its customers, honesty and fairness to its employees and betterment of its communities.

Nsight will operate in an efficient manner, maintain financial stability, and emphasize long-term growth and profitability, thereby providing opportunities for its people and an appropriate return for its shareholders.

## Culture Statement

We are Nsight! We empower our employees, delight our customers, and actively support our communities with time and resources.

Employees are energized and challenged by an ever-evolving telecommunications company driven to stay on the leading edge of technology. Our employees' expertise, efforts, ideas and collective vision directly impact Nsight's success. Our customers are our first priority. Providing world-class service and personalized solutions is at the heart of everything we do. Our goal is to create the ultimate customer experience.

We are an active community partner that gives back and pays forward. We provide balanced involvement with our communities through the Cellcom Green Bay Marathon, school partnerships, green initiatives and much more.



# WELCOME to the Nsight Family of Companies



Nsight is the parent company of Cellcom, Nsight Telservices and Nsight Tower. Our family of companies provides complete telecommunications services throughout Wisconsin and Michigan's Upper Peninsula.



Cellcom is an innovative wireless company that provides nationwide service for its customer base throughout Wisconsin and Michigan, with more than 50 retail and agent locations. Cellcom is respected for its long-standing reputation of delivering extraordinary customer care, being a strong community partner, and for its renowned network, which is customized to its rural markets.  
[www.cellcom.com](http://www.cellcom.com)



the green coffeehouse

Glas, the green coffeehouse, is a venture for Cellcom. The coffeehouses are adjacent to various Cellcom locations and serve as a community gathering space with exceptional coffee and a commitment to the environment.  
[www.glascoffee.com](http://www.glascoffee.com)



Nsight Telservices offers world-class telecommunication solutions with exceptional customer experience. Residential offerings include high-speed Internet, voice and cable television. Business offerings include transport and wavelength solutions, voice services, Internet, business Ethernet, business telephone systems and converged services. [www.nsighttel.com](http://www.nsighttel.com)



Nsight Tower specializes in tower operations, maintenance, antenna installation, build-to-suit and turn-key tower projects. The highly-skilled team is experienced in a wide-range of tower structures, including cellular, PCS, microwave and broadcast towers. [www.nsighttower.com](http://www.nsighttower.com)



# WHO are we looking for?

When you join the Nsight family you become part of a company with a passion for innovation, excelling and serving. We set our benchmarks high and give rural residents access to the same wide array of services found in metropolitan areas. Whether you live in a big city or in the northwoods, we all want to stay connected.

To pursue excellence, we need team members who share our values, think creatively and focus on solutions. At Nsight, your ideas will be heard. We encourage ingenuity, exploration, learning and building long-lasting, rewarding relationships with our customers and in the community.

We understand that hiring the right people with innovative ideas, dedication and expertise will allow us to remain an industry leader. To be the best, we have to hire the best.



## We regularly seek professionals in the following areas:

- Customer Care
- Engineering (Network, RF, Software)
- Glas Coffeehouse Baristas
- IT Operations
- Network Operations
- Sales
- Technical Support

## We also occasionally seek professionals in the following areas:

- Accounting
- Human Resources
- Marketing
- Public Affairs
- Credit and Collections
- Repair
- Tower Erection



Being a manager in the call center, I am able to help others succeed and live up to their true potential. There are many advancement opportunities and Nsight does a great job of helping employees through a leadership program and other self-improvement classes. I have been able to grow as a leader within the organization and I owe this all to the belief the company has in its employees. The company is very customer oriented and because of this there is a high level of empowerment for employees to do what is right for the customer. I love to be challenged and to learn new things each day and the telecommunications industry is the perfect place to do this since things are always changing.

*Shannon Geurts | Customer Care Manager | Cellcom*



## why choose NSIGHT?

Nsight has focused on delivering superior customer care since its very humble beginnings in 1910. After a century of service, Nsight has stretched beyond any vision our founders could have imagined. Through perseverance, innovation and an unwavering commitment to excellence, we've emerged as a major telecommunications provider. We are proud of our heritage, local presence and reputation as an active corporate citizen.

Working for a market leader gives you an opportunity to experience the fast-paced telecommunications industry in a family atmosphere where you can make a difference. You'll learn about the latest in technology and also be able to hone your skills and advance your career.

At Nsight, we invest in our team and offer employees an outstanding benefits package.

### Our competitive full-time benefit plan includes:

- Health insurance
- Dental insurance
- Eyewear savings program
- Life insurance
- Personal time off (PTO) and PTO purchase program
- 401K with 6% match
- Product and service discounts
- Paid holidays
- Sick time
- Health club reimbursements
- Flex spending accounts
- Short and long term disability
- Education assistance

Our part-time benefit plan consists of the benefits above excluding PTO, health, dental, sick time and short and long term disability.



I love coming to work because each day is a different challenge. We are a small growing company doing big things and that is exciting. The work environment is like family and we are keeping that culture as we grow. It makes it easier for us to work together to make sure our customers always have a positive experience.

*Brian Thielbar | Field Operations Manager | Nsight*



What attracted me to Nsight is the amazing culture. Employees and customers truly come first each and every day. We listen, we care and we deliver. Our customer care, employee empowerment and team work is what sets Nsight apart and provides every employee a rewarding experience.

*Lisa Beaupied-Pum | Senior Director of IT Operations and Program Management | Nsight*



# empowering INNOVATION

## Engineering Sandbox

Nsight is committed to staying on the leading edge of technology. Although a regional carrier, the company takes a proactive approach to determining what makes sense for its network. Our state-of-the-art engineering lab contains all the equipment deployed in our network, as well as, next generation equipment we are evaluating. The combination of our existing equipment and next generation equipment serves as a playground for engineers to evaluate future technology. By investing in lab equipment and research, Nsight and its engineers make sure we are doing the right things before anything is implemented in the field.

Our engineers also benefit from a cross-functional team. When researching or deploying equipment, there are not siloes you may typically find in national carrier engineering departments. Nsight teams can see the network end-to-end and can get hands-on experience outside of their core engineering area presenting both a holistic approach to network development and an opportunity for individual growth.

## Software Minds

Telecommunication is seeing a transition from traditional route and switched networks to software-defined networks. This evolution is providing the opportunity for more network automation and orchestration. Nsight uses automation to offload tasks to allow our engineering team to work on projects that drive the progress of our network. Nsight actively seeks engineers with an electrical engineering education and an interest or background in software engineering to help us progress our network toward the future.

## Security at the Forefront

Network security is always a focal point as we continue to evolve our network. Nsight has gone beyond a firewall approach and deployed a tool called Arbor to help us auto-mitigate denial of service attacks on our network, protecting not only our network infrastructure, but our customers. This is a demonstration of our forward-thinking approach to security. The company is constantly looking for new features and approaches to maximize security and our engineering team members are leaders in this effort.



Every day I can say that I have learned something. New technology, new challenges, and growing relationships, every day is a new adventure. I get to have fun while making someone's life better or easier. What I do matters, and I am empowered to make choices to do what is right. I am proud and excited by this and the work life balance gives me the opportunity to share my excitement with my family daily.

Michael Schumacher | Retail Store Manager | Cellcom



There are a lot of things I like about working for Cellcom. The family feel is really great, but the thing that stands out for me is how innovative and competitive Cellcom is despite being a small carrier. The company does a great job keeping up with new technologies and knowing you're going to learn something new every day, makes it fun to come to work.

Ben Mubanga | RF Engineer | Nsight



# a steward of the ENVIRONMENT

## Midwest's First Green Cell Site

Cellcom proudly activated the first alternative energy cell site in the upper Midwest. The green tower is located in the northwoods of Wisconsin near Antigo. Lack of electricity in this area required Cellcom's engineers to develop a creative solution to delivering wireless service. The innovative team took the opportunity to explore emerging technologies and renewable energy. The final design was a cell site powered by solar energy and wind. After construction, another company brought grid-based electricity to the location, which allowed Cellcom feed excess energy from the solar arrays back into the power grid, making the site even more green by putting the surplus energy back onto the grid.



Cellcom designed and erected the Midwest's first alternative energy cell site.

## Green Gifts

Cellcom launched a cell phone recycling program to divert hazardous waste from landfills. Through Green Gifts, Cellcom donates proceeds from this cell phone recycling program to local organizations, programs and projects that are dedicated to or support environmental sustainability. The recycling program was launched in 2004 to protect the environment and support conservation in Northeast Wisconsin and Upper Michigan. Green Gifts are awarded on an annual basis and more than \$484,000 has been awarded to date.

## The Green Coffeehouse

Cellcom has four Glas coffeehouse locations in Green Bay, Sturgeon Bay, Sheboygan and Shawano. The goal with each coffeehouse was to create a community gathering space that served exceptional coffee and was environmentally friendly. Each location was built eco-friendly, utilizing reclaimed furniture, high-efficiency appliances and refurbished materials. Day-to-day green initiatives include purchasing local products, discounts for bicycle riders, and using cups and containers made of recycled materials.



Cellcom Green Bay employed eco-friendly approaches to the construction of its Sturgeon Bay retail store and Glas Coffeehouse location.

Glas is a fantastic place to spend time - whether it's to study, hang out with friends, grab lunch, enjoy beautiful scenery, or get a great cup of locally roasted coffee. Getting to work here every day just makes it all the better.

Joe Gazeley | Team Lead | Glas Coffeehouse





# touching LIVES

Nsight is committed to growing our business in a thoughtful, forward-thinking and, above all, caring way. Guided by the belief that we must give back to the communities we are privileged to serve, Nsight is actively involved in and supports organizations that embody our company's values and extend our mission. Each year Nsight touches thousands of lives through in-kind and monetary donations to a wide variety of nonprofit agencies and local organizations.



Nsight supports more than 600 programs, initiatives and events each year.

## Virtually Reality Takes Students Anywhere

When it comes to our corporate social responsibility, children and education are a top priority. Nsight offers a virtual reality (VR) for classrooms program, giving educators and students power to explore faraway lands, experience new adventures and understand concepts they had previously only read about. We view this as an investment in our future. Putting VR kits in the hands of passionate teachers and inquisitive students radically expanded the scope of learning. Smartphones are the gateway to virtual reality and making this technology available for education is part of our commitment to the betterment of communities.



## Title Sponsor of the Cellcom Green Bay Marathon

Cellcom is proud to be the title sponsor of the Cellcom Green Bay Marathon. The event attracts registrants from across the country and around the world. Since its inception in 2000, the event has generated more than \$1.5 million dollars in proceeds for local charities and boosts the local economy with an estimated impact of more than \$1 million every year. Nsight employees are instrumental to the event's tremendous success and contribute more than 1,000 hours to the Cellcom Green Bay Marathon.

Cellcom Green Bay Marathon and its weekend of events have seen more than 174,000 finishers since 2000.

Working at Cellcom is both exciting and rewarding. Exciting in the fact that we work in an industry that is continuously evolving and Cellcom stays on the leading edge of this evolution. Throughout this evolution and its growth, Cellcom has remained customer focused and gives its employees the empowerment to ensure that their customers receive the best customer service possible. It's extremely rewarding to hear a customer talk about how great their experiences are with Cellcom.



Jeff Arps | Business Sales Manager | Cellcom

The Naight logo features the word "Naight" in a bold, blue, sans-serif font. A green swoosh underline starts under the "i" and curves over the "t".

The Naight family  
of companies:

The Cellcom logo consists of the word "Cellcom" in a bold, black, sans-serif font. A blue underline with a lightning bolt shape at the end is positioned below the text.The Naight TELSOURCES logo features the word "Naight" in a blue, sans-serif font with a green swoosh underline. Below it, the word "TELSOURCES" is written in a smaller, blue, sans-serif font.The Naight Tower logo includes the words "NSIGHT" and "TOWER" in a blue, sans-serif font. Above the text is a purple Wi-Fi signal icon.The GLAS logo features the word "GLAS" in a blue, serif font. Below it is a stylized green and yellow logo resembling a coffee cup or a leaf. Underneath the logo is the tagline "the green coffeehouse" in a small, black, sans-serif font.

FOR A LIST OF CURRENT OPENINGS AND TO APPLY, VISIT [NSIGHT.COM/CAREERS](http://NSIGHT.COM/CAREERS)