Note: Form instructions and definitions will be created to support the report. Instructional guidance and training will be developed. Numbering to be updated based on final approved form.

RECIPIENT NAME	SYRINGA NETWORKS, LLC	**OMB Control No.**	OMB Control No. 0660-0052
		Expiration Date	Exp. Date: 2/28/2027

Middle Mile Grant Program Bi-Annual Performance Report								
A. GENERAL INFORMATION								
1a. Recipient Organization:	SYRINGA NETWORKS, LLC	**1h. Award Identification Number:**	16-40-MM020					
1b. Recipient Street Address:	12301 W EXPLORER DR STE 100	**1i. Report Date (MM/DD/YYYY):**	05/20/2025					
1c. City, State, and Zip Code:	BOISE, Idaho 83713-1573	**1j. Final Report:**	**Yes**		**No**	X		
1d. Unique Entity Identification (UEI) Number:	CV2ZAN2WG9P7	**1k. Report Period Start Date (MM/DD/YYYY):**	10/01/2024					
1e. Award Start Date (MM/DD/YYYY):	07/01/2023	**1l. Report Period End Date (MM/DD/YYYY):**	03/31/2025					
1f. Award End Date (MM/DD/YYYY):	05/31/2025							
1g. Name of Person Completing Report:	Paul Desaulniers							
B. PROJECT NARRATIVE								
Please use the section below to provide a project narrative of the project(s). This section aims to help reviewers better understand what project is being proposed and steps taken to achieve this goal.								
2a. A brief description of the recipient's organization and scope of work/project priorities.	Syringa Networks was formed by 12 rural Idaho telephone companies who had the vision to provide an alternative internet solution to its unserved and underserved communities. From the executive leadership team to our directors and managers responsible for day-to-day operations, Syringa Networks has been successfully designing, project managing and operating middle mile fiber routes and network connections for over 20 years. Presently our owned and operated network traverses 3,377 fiber miles serving 440 towers and 1,350 buildings throughout Idaho and Utah.							

2b. An overview of the significant outputs and outcomes to be accomplished in the project.	Syringa Networks is proposing a 76-mile fiber backbone middle mile route in rural Southwestern Idaho. The route crosses three Idaho counties and connects eight cities to our existing network. The route achieves a primary grant objective which is to connect unserved and underserved areas as depicted for the service area on the NTIA's Indicators of Need website.
2c. How would the project meet the recipient's business and/or administrative need(s)?	The proposed route will connect to existing Syringa Networks nodes in Caldwell and Kuna, Idaho providing ringed access to a 100Gbps resilient symmetrical, low latency network to more than 330 anchor institutions and businesses within 1000 feet of the planned route. Our route will achieve a material increase in available bandwidth for end users because the majority of the area has little to no fiber-based middle mile infrastructure in place today. Our project will be the first purpose built, dedicated fiber middle mile route to interconnect each of the communities on the route.
2d. Provide an overview of key accomplishments achieved for this reporting period on the MM infrastructure project.	Continued partnership with NTIA and further understanding of the MM program administration requirements. 2. Continued consultation with Moss Adams on grant compliance. 3. Continued permitting application correspondence with BLM, Idaho DOL and canal companies along the route. 4. Began permitting with cities, counties and ITD. 5. Construction began on November 18, 2024, and we have placed forty-one miles of conduit infrastructure to date. 6. Cabinet sites have been selected and permitting is underway. Based on the expenditures made against our project budget the project is now 28% complete, however based on the key milestones already completed and our past project experience we estimate the project as 50% complete by Syringa internal metrics.
2e. Provide any roadblock experienced during this reporting period impacting the expansion of the MM infrastructure project (i.e., supply chain, availability of labor).	The initial proposed project timeline was significantly delayed by the requirement that we obtain an environmental CatEx report for the entire planned route in previously disturbed highway ROW, rather than meeting the environmental requirements of the various agencies we are accustomed to working with to permit projects. Discrepancies between forecasted milestone percentages and actual milestone percentages are completely attributed to the extended environmental CATEX review and approval process required by NTIA following the award grant. A one-year extension of the award has been applied for. We have no other roadblocks or concerns about the completion of the project.
2f. Provide any barriers to improving job quality experienced during this reporting period.	No barriers to job quality experienced this period.

C. INFRASTRUCTURE MILESTONE CATEGORIES AND PROJECT TIMELINE				
Please use the chart below to provide the start date and end date of your project.				
OVERALL PROJECT	**PROJECT DURATION**	**3a. PROJECT START DATE**	**3b. PROJECT END DATE**	
	700	07/01/2023	05/31/2025	

Please provide the start and end dates for each milestone category of your project. The duration is be based on the start and end dates of each category.

Please use the table provided to indicate your EXPECTED percentage of completion on a bi-annual basis for each year of your project. Year 1 begins with your award start date.

The percentage of completion should be based primarily on the expenditure of your project budget and should be reported cumulatively from award inception through the end of each semi-annual reporting period. For example, if you expect to complete a particular milestone within the first three periods of your project, the third period and all subsequent periods should state 100%.

*** Period 1 ends September 30 and Period 2 ends March 31. Additional columns may be added for a Year 6, Period 1 or 2, Baseline if the Period of Performance is 5 years.

Please write “0” in the duration field if your project does not include an activity. If necessary, please insert additional milestones at the end.

ANTICIPATED PROJECT MILESTONES***				Year 1 Baseline		Year 2 Baseline		Year 3 Baseline		Year 4 Baseline		Year 5 Baseline	
3c. MILESTONE CATEGORIES	3d. DURATION (Days)	3e. START DATE	3f. END DATE	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
Overall Project	700	2023-07-01	2025-05-31	0%	20%	50%	80%	100%	%	%	%	%	%
Environmental Assessment	87	2023-10-03	2023-12-29	0%	100%	100%	100%	100%	%	%	%	%	%
Network Design	274	2023-07-01	2024-03-31	0%	100%	100%	100%	100%	%	%	%	%	%
Rights Of Way	272	2024-01-02	2024-09-30	0%	30%	70%	100%	100%	%	%	%	%	%
Construction Permits And Other Approvals	547	2023-10-01	2025-03-31	0%	20%	60%	100%	100%	%	%	%	%	%

Site Preparation	181	2024-10-01	2025-03-31	0%	0%	50%	80%	100%	%	%	%	%	%
Equipment Procurement	454	2024-01-02	2025-03-31	0%	50%	90%	90%	100%	%	%	%	%	%
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)	700	2023-07-01	2025-05-31	0%	20%	50%	100%	100%	%	%	%	%	%
Equipment Deployment	84	2025-01-06	2025-03-31	0%	0%	25%	75%	100%	%	%	%	%	%
Network Testing	102	2025-02-03	2025-05-16	0%	0%	0%	60%	100%	%	%	%	%	%
Status of Procurement	578	2023-10-01	2025-05-01	0%	50%	90%	90%	100%	%	%	%	%	%

Please use the table provided to indicate your ACTUAL percentage of completion on a bi-annual basis for each year of your project. Year 1 begins with your award start date.

The percentage of completion should be based primarily on the expenditure of your project budget and should be reported cumulatively from award inception through the end of each semi-annual reporting period. For example, if you expect to complete a particular milestone within the first three periods of your project, the third period and all subsequent periods should state 100%.

Please provide a brief description of the primary activities involved in meeting each milestone (a single description should be provided for each milestone, covering all periods in years one through N).

*** Period 1 ends September 30 and Period 2 ends March 31. Additional columns may be added for a Year 6, Period 1 or 2, Baseline if the Period of Performance is 5 years.

Please write the number “0” if your project does not include an activity. If necessary, please insert additional milestones at the bottom of the chart. Please add additional milestones as applicable.

ACTUAL PROJECT MILESTONES***	Year 1	Year 2	Year 3	Year 4	Year 5

		Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
4a. MILESTONE	**4b. DESCRIPTION**	**Actual Milestone Completion (Cumulative)**									
Overall Project	Based on the expenditures made against our project budget the project is now 28% complete, however based on the key milestones already completed and our past project experience we estimate the project to be 50% complete by internal Syringa metrics.	0%	20%	20%	28%						
Environmental Assessment	Environmental Assessment is 100% complete	0%	80%	100%	100%						
Network Design	Network Design is 100% complete	0%	100%	100%	100%						
Rights Of Way	Rights of Way obtainment is 90% complete	0%	0%	70%	90%						
Construction Permits And Other Approvals	Construction Permits and Other Approvals is 90% complete.	0%	20%	50%	90%						
Site Preparation	Site preparation is 0% complete	0%	0%	0%	0%						
Equipment Procurement	Equipment Procurement is 50% complete	0%	50%	50%	50%						
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)	Network Build is 35% complete consisting of 41 miles of conduit, vaults and tie ins. No fiber has been placed on the project.	0%	0%	0%	35%						
Equipment Deployment	No Equipment has been Deployed	0%	0%	0%	0%						

Network Testing	No testing has been completed	0%	0%	0%	0%						
Status of Procurement	Procurement activities are 50% complete	0%	50%	0%	50%						

Subrecipient and Subawards

List of Subrecipient(s) that received a subaward or subcontract from the eligible entity and a description of the specific project for which grant funds were provided.

Associate projects names to any subrecipient or subaward associated with grant, approved grant funds, and expenditures to date.

5a. Project Name	Status	5b. Project Description	5c. Subrecipient	5d. Minority Business Enterprise (MBE)	5e. Women's Business Enterprise (WBE)	5f. Labor Surplus Area Firm	5g. Awarded Funds	5h. Expenditures to Date	5i. Remaining Grant Balance	5j. % of work complete
							$	$	$	%

D. INFRASTRUCTURE BUDGET EXECUTION DETAILS

Please provide details below on your total budget and total fund expended to date for each budget element, including detailed disbursements of both matching funds approved and federal funds obligated from project inception through end of this reporting period. Figures should be reported cumulatively from award inception to the end of the applicable reporting period.

6a. Projected Budget Element	6b. Federal Funds	6c. Non-Federal Funds	6d. Total Project Budget	6e. Total Federal Funds Expended to Date	6f. Total Non-Federal Funds Expended to Date	6g. Total Funds Expended	6h. Percent of Federal Funding Expended to Date (Cumulative)
6a. Administrative and legal expenses	$17,700.00	$52,300.00	$70,000.00	$28,155.02	$91,624.81	$119,779.83	159%
6a. Land, structures, rights-of way, appraisals, etc.	$63,720.00	$44,236.73	$107,956.73	$23,876.59	$16,592.23	$40,468.82	37%
6a. Relocation expenses and payments	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	N/A
6a. Architectural and engineering fees	$171,794.98	$125,782.95	$297,577.93	$119,279.66	$82,889.26	$202,168.92	69%
6a. Other architectural and engineering fees	$12,390.00	$14,210.00	$26,600.00	$0.00	$0.00	$0.00	0%
6a. Project inspection fees	$0.00	$168,798.80	$168,798.80	$0.00	$0.00	$0.00	N/A
6a. Site work	$374,759.15	$262,985.85	$637,745.00	$0.00	$0.00	$0.00	0%
6a. Demolition and removal	$0.00	$5,000.00	$5,000.00	$0.00	$0.00	$0.00	N/A
6a. Construction	$4,210,084.88	$2,925,652.20	$7,135,737.08	$1,191,373.38	$862,453.69	$2,053,827.07	28%
6a. Equipment	$1,059,582.77	$736,320.23	$1,795,903.00	$330,342.44	$229,560.02	$559,902.46	31%

6a. Miscellaneous	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	N/A
6a. Subtotal	$5,910,031.78	$4,335,286.76	$10,245,318.54	$1,693,027.09	$1,283,120.01	$2,976,147.10	29%
6a. Contingencies	$298,894.23	$199,800.64	$498,694.87	$0.00	$0.00	$0.00	0%
6a. Totals	$6,208,926.01	$4,535,087.40	$10,744,013.41	$1,693,027.09	$1,283,120.01	$2,976,147.10	27%

E. COMMUNITY BENEFIT AGREEMENT

As stated in the MM Grant Program NOFO a Community Benefit Agreement (CBA) is an agreement signed by community benefit groups and a developer, identifying the community benefits a developer agrees to deliver, in return for community support of the project.

Please use the fields below to state the Community Benefit Group and Developer Name and describe the activities in how this partnership has supported with the Middle Mile Infrastructure project (i.e. wage agreements, targeting hiring of apprentices and disadvantaged groups in labor marker, education and training opportunities, sub-contracting to local small business for construction, services, and supply chain needs).

Description of Community Agreement	
7a. Community Benefit Group Name: Please provide the name of the Community Benefit Group	These questions were answered via file upload. **Number of Community Agreements:** 0 **File(s) Uploaded with Responses:**
7b. Developer Name: Please provide the name of the Developer.	
7c. Community Benefit Group and Developer Partnership: Please describe in the space below the nature of the partnership and how the MM grant funds being used are assisting to provide community support for the infrastructure project.	

F. CLIMATE RESILIENCE

Recipients must demonstrate that they have sufficiently accounted for current and future weather and climate related risks to new MM infrastructure projects. At present, weather and climate related risks to broadband networks include wildfires, extreme heat and cold, inland and coastal flooding, and the extreme winds produced by weather events such as tornadoes, hurricanes, and other weather events. Because retrofitted and new infrastructure for broadband might be expected to have a lifetime of 20 years or more, recipients must account not only for current risks but also for how the frequency, severity, and nature of these extreme events may plausibly evolve as our climate continues to change over the coming decades.

Climate Resiliency Risk Mitigation

This purpose of this section is for the recipient to demonstrate that they have sufficiently accounted for current and future weather and climate-related risks to new MM infrastructure projects. In particular, each recipient should demonstrate how they've addressed the known and identifiable risks of current and future projected weather and climate conditions through measures such as (but not limited to) choice of a technology platform suitable to the climate risk of the region, reliance on alternatives siting of facilities (i.e., underground construction where appropriate), retrofitting, or hardening of existing assets, and use of network redundancy to safeguard against threats to infrastructure.

8a. Were any geographic areas identified for this reporting period subject to an initial and/or updated hazard screening for future weather and climate related risk? If so, please provide the date of the screening and provide related documentation as an attachment to this report.

No

8b. Climate Resilience Category	8c. Date of Most Recent Hazard Screening	8d. Name and Title of Representative Completing Most Recent Hazard Screening	8e. Date of Report Completion

No files uploaded for Hazard Screening.

8f. Identified Risk: For your MM project, what are the potential weather and climate hazards that may be most important to be addressed that could impact the resiliency of the middle mile infrastructure deployed (i.e. wildfires, extreme heat and cold, inland and coastal flooding, extreme winds: tornadoes, hurricanes and other weather events)?

Across Idaho, communities document more frequent and more intense droughts, heat waves, stronger winds, wildfires, & smoke. Additionally, the Idaho Climate-Economy Impacts Assessment (ICEIA), published by the University of Idaho, identifies short-term climate change impacts on infrastructure will be caused by weather-related events, such as avalanches, landslides, and wildfires. Infrastructure located along watersheds will be subject to changes in river discharge patterns and riverine flooding. Compared to the rest of the US, Idaho has higher relative risk for lightning, drought, strong wind, ice storms, and hail, yet FEMA's Risk Index categorizes Idaho as relatively low for weather hazard risks, with a Risk Index score of 8.2, which is below the US average of 10.6. FEMA's Social Vulnerability Index, which considers the socio-economic factors that contribute to a community's ability to prepare for, respond to, and recover from a hazard, rates Idaho as relatively moderate with a score of 36.15 vs the US average of 38.35. FEMA's Community Resilience rating for Idaho is also relatively moderate, with a score of 52.36 vs the US average of 54.59. These indicate the state has ability to prepare for and adapt to changing conditions and withstand and recover rapidly from disruptions on par with the rest of the US.

8g. Weather and Climate Hazards: Were any significant climate or weather hazards experienced during this reporting period (i.e., floods, tornados) impacting infrastructure buildout or service? Briefly describe how you monitored for weather and climate caused issues for the reliability of the system. If so, please provide the date of the disaster, location and backup documentation related (i.e., news articles).

No

No significant climate or weather hazards were experienced during this reporting period.

8h. Risks to Deployment of New Infrastructure: Has the team identified any risks impacting the deployment of new or repaired infrastructure due to current and future weather and climate-related threats during this reporting period?

No

8i. Risk Mitigation: How will the project avoid and/or mitigate the risk identified? If not applicable, please explain why.

During the life of this project, Syringa will design and operate the network to mitigate the foreseeable impacts of climate change by maximizing redundancy to minimize the impact of single point of damage events from all causes. Syringa will plan diverse paths to be deployed underground as much as possible to interconnect with existing middle-mile providers; colocation sites will not be located in flood zones and will be hardened to industry standards and will be continuously monitored for environmental conditions. These hardened sites will have multiple fiber paths, dual HVAC systems, sump pumps where needed, battery and backup generator systems with a minimum of 72 hours of fuel to minimize risk of outages from single point failures caused by severe water or wildfire conditions. Strand and lash fiber installation on poles, where required, will avoid long spans to ensure a margin of safety in resisting wind and precipitation damage without overloading pole capacity. Syringa will adjust and update the climate plan at least every five years for the life of the network as engineering standards evolve in regard to climate change.

8j. Additional Information: Is there any additional information you would like to share during this reporting period that the grant team should be aware of regarding the management of sustainable climate resiliency for your MM project?

N/A

8k. Additional Resources
Has the team utilized the available resources to assist with mitigation and long-term planning efforts for this reporting period? If so, which resources? 2018 National Climate Assessment NOAA's 2022 State Climate Summaries NOAA Disaster and Risk Mapping Tool NOAA's Storms Event Database NOAA Climate Explorer and Digital Coast FEMA National Risk Index Consulted FEMA-approved Hazard Mitigation Plans prepared by states in which they propose to build middle mile infrastructure to help identify key risk and hazards
No

G. Workforce
For projects receiving over $5,000,000 (based on expected total cost), as determined by the U.S. Secretary of Labor by subchapter IV of chapter 31 of title 40, United States Code (commonly known as the "Davis-Bacon Act"), all laborers and mechanics employed by contractors and subcontractors in the performance of such project are paid wages at rates not less than those prevailing.

Davis-Bacon Certification	
9a. Does the recipient have access to the information requested (all laborers and mechanics employed by contractors and subcontractors in the performance of such project are paid wages at rates not less than those prevailing?)	No

Local Hire Prioritization and Impact
Local hiring is a goal or requirement to hire people who live close to the place of work. This aim is often more specifically structured as a requirement for contractors awarded certain types of publicly funded projects to recruit a certain proportion of the people working on the project from a particular area. Please **provide all direct hires and contractors supporting** the MM Infrastructure project. Please use the table below to describe how the project prioritizes local hiring.

Hires by Race, Ethnicity and Sex	**Number of Hires**
	Race/Ethnicity

	9b. Hispanic or Latino			9c. Non-Hispanic/Non-Latino																		Totals
				9c-1. Men						9c-2. Women												
	9b-1. Men	9b-2. Women		White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races							
Number of Local Direct Hires	0	0		8	0	0	0	0	0	2	0	0	0	0	0							10
Number of Non-Local Direct Hires	0	0		0	0	0	0	0	0	0	0	0	0	0	0							0
Percentage of Local Direct Hires on Award	0%	0%		100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%							
Number of Local Subcontractors	16	4		11	0	0	0	0	0	7	0	0	0	0	0							38
Number of Non-Local Subcontractors	0	0		2	0	0	0	0	0	6	0	0	0	0	0							8
Percentage of Local Subcontractors on Award	100%	100%		85%	0%	0%	0%	0%	0%	54%	0%	0%	0%	0%	0%							

Davis-Bacon Act Wages	
Please confirm if wages are at least prevailing*	
*As stated in the MM NOFO as determined by the U.S. Secretary Labor in accordance with subchapter IV of chapter 31 of title 40, United States Code (commonly known as the "Davis-Bacon Act"), for the corresponding classes of laborers and mechanics employed on projects of a character similar to the contract work in the civil subdivision of the State (or the District of Columbia) in which the work is to be performed.	
10a. Are wage rates at least the Davis-Bacon prevailing wage for all laborers?	Yes
10b. Please cite your source of how this information was gathered (for 10a).	Reporting from sub contractor of wages paid on the project relative to Davis Bacon prevailing wages established for Idaho
10c. Are wage rates at least the prevailing wage for all mechanics?	Yes
10d. Please cite your source of how this information was gathered (for 10c).	Reporting from sub contractor of wages paid on the project relative to Davis Bacon prevailing wages established for Idaho
10e. If you answered "No" to either 10a. or 10c., please provide an attachment reporting the wages and benefits of workers on the project by job classification, and whether those wages are less than the prevailing wage.	

Workforce Demographic Data																								
Jobs by Race, Ethnicity and Sex	**Number of Jobs**																							
	Race/Ethnicity																							
	11-a. Hispanic or Latino			**11b. Non-Hispanic/Non-Latino**																				**Totals**
				11b-1. Men						**11b-2. Women**														
	11a-1. Men	11a-2. Women		White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races									
Jobs Created	0	0		0	0	0	0	0	0	0	0	0	0	0	0									0
Jobs Retained	0	0		8	0	0	0	0	0	2	0	0	0	0	0									10

Unionized Workforce	
12-a. Does this project include some workforce elements that are unionized?	No
12-b. Are workers provided access to union educators/organizers on employer property or during the work day?	No
12-c. Does your MM project utilize a project labor agreement?	No
12-d. Did workers receive additional information or training about their workplace rights in addition to already required notice postings?	No

H. Workforce Continuity Plan
National Labor Relations Act (29 U.S.C. 158 (f)

As stated in the MM NOFO, if a recipient has not provided a certification that a project either will use a unionized project workforce or included a project labor agreement, meaning a pre-hire collective bargaining agreement consistent with section 8(f) of the National Labor Relations Act (29 U.S.C. 158 (f)), then the recipient must provide a project workforce continuity plan.

Workforce Continuity Plan

13a. Please describe the steps taken to ensure the project has ready access to a sufficient supply of appropriately skilled and unskilled labor to ensure construction is completed skillfully throughout the project's life (as required in Section III.B of the MM NOFO). As stated in the MM NOFO, the middle mile grant recipient is capable of carrying out the proposed project in a competent manner, including a plan to attract or retain an appropriate skilled and credentialed workforce.

Syringa Networks utilizes national, regional, and local recruiting efforts to attract qualified applicants of traditionally underrepresented populations. These resources include: Syringa Networks website, Indeed, Glassdoor, and ZipRecruiter, the Idaho Dept of Labor website, The Utah Dept of Workforce Services, NTCA job posting site (a telecom industry site). Syringa Networks partners with Military Technical Recruiting LLC (MTR.vet), a recruitment firm to source qualified veterans for tech positions. Syringa Networks is currently participating with the State of Idaho, Department of Corrections, Work Release Program for a position on our Provisioning Team. Lastly, Syringa Networks also offers an Employee Referral program to assist in finding qualified applicants.

For your MM project, please provide a brief description of efforts made to attract, train or retain a skilled and credentialed workforce.

Syringa Networks is proud of its history and commitment to employing a local, highly skilled, diverse workforce that is safe and effective. Syringa hires local workers with industry required standard credentials, including CCNP, CCNA, and CCIE. For employees looking to develop their skills to advance their career, Syringa provides specific training and certifications, especially the Cisco certifications of CCNA, CCNP. We purchase training material, bootcamps and pay for the cost of two tests, if needed to pass. In addition, Syringa Networks offers a tuition reimbursement program to all employees. This reimburses employees the cost of tuition when returning to college for an Associate, Bachelor or master's degree that pertains to our business. These programs allow employees opportunities to further refine their skills. In these ways, Syringa creates equitable on-ramps into broadband related jobs.

Has the team offered any of the following resources to assist with maintaining a sufficient supply of appropriately skilled labor force for this reporting period? If so, which resources (please provide a brief description of any of the following that apply):
Professional Certifications
In-House Training
Registered Apprenticeships
Labor-Management Partnerships
Partnerships with entities like unions, community colleges, or community-based groups

Safety Training

13b. Please describe below, the steps taken to minimize risks of labor disputes and disruptions that would jeopardize the timeliness and cost-effectiveness of completing the MM project.

In addition to encouraging its employees to voice concerns with their immediate manager, Syringa's employees have 24/7 access to Syringa's Human Resources Department and upper management personnel. They have the direction and ability to report any concerns on ethics, safety, and fraud. All reports are taken seriously and timely investigated with due diligence. All issues and concerns are remedied by following applicable laws and established polices in the Syringa Network Employee Handbook.
13c. Please describe below the steps to ensure a safe and healthy workplace that avoids delays and costs associated with workplace illnesses, injuries, and fatalities.
Each Syringa employee is knowledgeable of OSHA protections as it pertains to Job Safety and Health. Syringa Networks is committed to providing all employees with a workplace that is free from recognized hazards. OSHA empowers any employee or contractor who sees anything unsafe to report it. Selected contractors working on our middle-mile projects will be required to confirm their credentials and will participate in our safety practices. Additionally, Syringa Networks has established a workplace illness guide for employees to follow, with management oversight. The guide provides a plan for the implementation of best practices for employee health. These practices include daily self-monitoring, the practice of good hygiene measures, social distancing and return to work guidelines.
13d. For your MM project, please provide a brief description below of efforts made to ensure a safe and healthy workplace.
Syringa Networks conducts a safety briefing before each job action and requires contractors to conduct a daily job site safety briefing. Syringa will utilize its internal Safety Committee for oversight of safety issues involving workers directly employed by Syringa. Syringa will utilize the same Safety Committee and its practices for oversight of safety issues involving our contractor's employees.
Has the team offered any of the following resources to assist with maintaining a safe and healthy workplace for this reporting period? If so, which resources (please provide a brief description of any of the following that apply): Safety Training Certifications and/or Licensure Requirements for all relevant works (e.g., OSHA 10, OSHA 30, confined space, traffic control, or other training required of workers employed by contractors) Issues raised by workplace safety committees and their resolutions
Professional Certifications & In-House Training

Subcontracted Entities Information			
As stated in the MM NOFO, if a recipient has not provided a certification that a project either will use a unionized project workforce or included a project labor agreement, meaning a pre-hire collective bargaining agreement consistent with section 8(f) of the National Labor Relations Act (29 U.S.C. 158 (f)), then the recipient must provide a project workforce continuity plan.			
13e. Please provide the name(s) below of any subcontracted entities performing work on the project, and the total number of workers employed by each entity.			
13e-1. Name of Subcontracted Entity Performing Work	**Status**	**13e-2. Total Number of Workers within this Subcontract**	**13e-3. Job Categories of Workers Supporting Project within this Subcontract**
Moss Adams LLP	Active	5	Administrative and legal expenses
Water, Civil & Environmental Inc.	Active	6	Architectural & Engineering fees

ADB Companies	Active	6	Architectural & Engineering fees
Crown Utilities	Active	30	Construction Contractor and Site Engineering

13f. Please describe below the steps taken to ensure that workers on the project receive wages and benefits sufficient to secure an appropriately skilled workforce in the context of the local and regional labor market.

At Syringa Networks, we believe that a quality job benefits the company while motivating the employee to excel and providing opportunity for growth and development. It needs a work environment that is conducive to building skills, knowledge and positive relationships with customers, vendors, and all coworkers. A quality job offers fair compensation. Syringa Networks is committed to providing competitive wages and benefits to all employees.

I. ANCHOR INSTITUTIONS

Please provide Anchor Institution (AI) data for the current period only (not cumulative). Please add rows as needed.

14a. Anchor Institution Name	No files were uploaded for this nonobligatory section.
14b. Street Address	
14c. City	
14d. State	
14e. Type of Anchor Institution	
14f. Interconnection with 1,000 Feet of AI Enabling Gig Symmetrical Service	
14g. Narrative Description of how the Anchor Institution may benefit from the Grant Funded Infrastructure	

J. BROADBAND ACCESS KEY INDICATOR: SUBSCRIBERS AND SPEED

Please use the following table to provide anticipated key indicators with the projected totals for each beneficiary category, access type and speed category for your infrastructure service or project. Except as indicated, information should be reported cumulatively from award inception through the end of the bi-annual period for Bi-Annual Indicators. Please write the number "0" if your project does not include this indicator.

*** Period 1 ends September 30 and Period 2 ends March 31. Additional columns may be added for a Year 6, Period 1 or 2, Baseline if the Period of Performance is 5 years.

PROJECTED NUMBER OF SUBSCRIBERS AND SPEED	Year 1		Year 2		Year 3		Year 4		Year 5	
ACCESS TYPE	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
15a. Anchor Institutions (AIs)* **										
15a-1. Total Number of AIs passed	0	0	0	0						
15a-2 Number of AIs within 1,000 feet of the middle mile infrastructure	0	0	0	0						
15a-3. Total number of AIs served	0	0	0	0						
15a-4. AIs with new access	0	0	0	0						
15a-5. AIs with improved access	0	0	0	0						
15a-6. Total number of AIs served with speeds of at least 1/1Gbps	0	0	0	0						
15b. Broadband Wholesalers or Last Mile Providers* **										
15b-1. Total number of broadband wholesalers or last mile providers served	0	0	0	0						
15b-2 Broadband wholesalers or last mile providers with new access	0	0	0	0						
15b-3. Broadband wholesalers or last mile providers with improved access	0	0	0	0						
15b-4. Total number of broadband wholesalers or last mile providers offering speeds of at least 25/3 Mbps	0	0	0	0						

15b-5. Total number of broadband wholesalers or last mile providers offering speeds of at least 100/20 Mbps	0	0	0	0						
15b-6. Total number of broadband wholesalers or last mile providers offering speeds of at least 1/1 Gbps	0	0	0	0						

K. BROADBAND ACCESS KEY INDICATOR: NETWORK BUILD PROGRESS

Please use the following table to provide anticipated key indicators and progress of your Infrastructure project. Except as indicated, information should be reported cumulatively from award inception through the end of the bi-annual period. Please write the number "0" if your project does not include this indicator.

*** Period 1 ends September 30 and Period 2 ends March 31. Additional columns may be added for a Year 6, Period 1 or 2, Baseline if the Period of Performance is 5 years.

NETWORK BUILD PROGRESS***	Year 1		Year 2		Year 3		Year 4		Year 5	
KEY INDICATOR	**Period 1**	**Period 2**	**Period 1**	**Period 2**	**Period 1**	**Period 2**	**Period 1**	**Period 2**	**Period 1**	**Period 2**
16a. Total of new fiber miles (aerial or buried)	0	0	0	0						
16b. Total of fiber miles leased	0	0	0	0						
16c. Total of existing fiber miles upgraded	0	0	0	0						
16d. Total number of new microwave links	0	0	0	0						
16e. Total number of new towers	0	0	0	0						
16f. Total number of new interconnection points	0	0	0	0						

16g. Total number of signed agreements with broadband wholesalers or last mile providers	0	0	0	0						
16h. Total of potential agreements (i.e., agreements currently being negotiated) with broadband wholesalers or last mile providers (This Total should NOT be reported cumulatively)	0	0	0	0						

L. QUANTIFIABLE METRICS

Quantifiable Metrics - Section designed to assist with **reporting** and **audit** purpose to quantify how much progress was made and track the location of where the progress was made.

*** Period 1 ends September 30 and Period 2 ends March 31. Additional columns may be added for a Year 6, Period 1 or 2, Baseline if the Period of Performance is 5 years.

17a. Fiber Optic Based * **	**Year 1**		**Year 2**		**Year 3**		**Year 4**		**Year 5**	
	Period 1	**Period 2**	**Period 1**	**Period 2**	**Period 1**	**Period 2**	**Period 1**	**Period 2**	**Period 1**	**Period 2**
17a-1. Is the fiber a buried/aerial or undersea application?	0	Buried	Buried	Buried						
17a-2. Number of strands deployed	0	0	0	0						
17a-3. Number of miles of buried fiber deployed	0	0	0	0						
17a-4. Number of miles of aerial fiber deployed	0	0	0	0						
17a-5. Estimated capacity of fiber (i.e. throughput)	0	0	0	0						
17a-6. Deployment cost per mile of buried fiber optics	$0.00	$0.00	$0.00	$0.00						
17a-7. Deployment cost per mile of aerial fiber optics	$0.00	$0.00	$0.00	$0.00						
17a-8. Total Spent on Buried Fiber Deployment this reporting period	$0.00	$0.00	$0.00	$0.00						

17a-9. Total Spent on Aerial Fiber Deployment this reporting period	$0.00	$0.00	$0.00	$0.00						
17a-10. Total spent on Fiber Deployment this reporting period	$0.00	$0.00	$0.00	$0.00						
17a. Fiber Optic Based *, Long Text Responses and File Uploads**										
Current Period (Year 2, Period 2)										
17a-11. Please provide any additional information about the Fiber Optic deployment (200 words or less)	Fiber has not been placed on the project as of the close of the reporting period.									
17a-12. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the new aerial fiber and buried fiber equipment installed during this reporting period.										

17b. Microwave Based ***	Year 1		Year 2		Year 3		Year 4		Year 5	
	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2	Period 1	Period 2
17b-1. How many microwave nodes have been deployed?	0	0	0	0						
17b-2. How many microwave nodes are operating for reporting period?	0	0	0	0						
17b-3. Installation cost per microwavable node	$0.00	$0.00	$0.00	$0.00						
17b-4. Number of new towers built to support microwave structure	0	0	0	0						
17b-5. If applicable, what type of tower was constructed (a) Monopole (b) Self-Support, (c) Guyed, or (d) Other during this reporting period?	N/A	N/A	N/A	N/A						
17b-6. Average cost per tower installed	$0.00	$0.00	$0.00	$0.00						

17b-7. Total spend on Tower deployment this reporting period	$0.00	$0.00	$0.00	$0.00						
17b-8. Total spend on microwave deployment this reporting period	$0.00	$0.00	$0.00	$0.00						
17b. Microwave *, Long Text Responses and File Uploads**										
Current Period (Year 2, Period 2)										
17b-9. If you answered "Other" to question 17b-5 or if it is a combination of multiple types, please provide a detailed narrative description detailing what type of tower or what combination of towers is used for the project and the associated costs. (200 words or less).	This section is N/A, we are not doing a microwave based deployment									
17b-10. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the microwave nodes created during this reporting period.										

17c. Satellite * **	**Year 1**		**Year 2**		**Year 3**		**Year 4**		**Year 5**	
	Period 1	**Period 2**	**Period 1**	**Period 2**	**Period 1**	**Period 2**	**Period 1**	**Period 2**	**Period 1**	**Period 2**
17c-1. What satellite provider is being used?	0	0	None	N/A						
17c-2. What is the estimated capacity of the satellite link (i.e. throughput)?	0	0	0	0						
17c-3. What is the associated cost to use this satellite service?	$0.00	$0.00	$0.00	$0.00						
17c. Satellite *, Long Text Responses and File Uploads**										
Current Period (Year 2, Period 2)										
17c-4. Please provide any additional information about the Satellite deployment (200 words or less)	We are not using satellite on this project									

17c-5. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the satellite network accessed during this reporting period.	

Certifications
18. Please provide certification evidencing compliance with Federal labor and employment laws along with the requirements of Infrastructure Investment and Jobs Act and Middle Mile Grant Program, for the bi-annual period for which this report is being filed.
Syringa Networks hereby certifies that it has consistently complied with federal labor and employment laws in past and will comply with federal labor and employment laws on its middle mile project. The attestation to past and future compliance includes our contractors and subcontractors. Syringa Networks uses best practices in recruiting, hiring, and employing all personnel to ensure fair labor practices. The company values the principles of integrity, fairness, and equality of opportunity. Candidates are selected and promoted based on their relevant skills, qualifications, and experiences corresponding with the position. Our recruitment and selection processes were created using guidance promulgated by the U.S. Department of Labor, U.S. Equal Employment Commission, and the Idaho and Utah Department of Labor.
19. Please provide certification evidencing compliance with the Build America, Buy America Act. The Build America, Buy America Act requires that all of the iron, steel, manufactured products (including but not limited to fiber-optic communications facilities), and construction materials used in the project or other eligible activities are produced in the United States unless a waiver is granted.
Syringa Networks is a for-profit and is not subject to BABA. **File Uploaded:** MMG Inventory Report 03-31-25.xlsx

20. I certify to the best of my knowledge and belief that this report is correct and complete for performance of activities for the purposes set forth in the award documents.	
20a. Typed or Printed Name and Title of Authorized Certifying Official:	Paul Desaulniers
20b. Signature of Certifying Official:	Paul Desaulniers
20c. Telephone (area code, number and extension):	
20d. Email Address:	pdesaulniers@syringanetworks.net
20e. Date:	05/20/2025