

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	VISIONARY COMMUNICATIONS 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:		VISIONARY COMMUNICATIONS LLC		1h. Award Identification Number:		56-40-MM835			
1b. Recipient Street Address:		1001 S DOUGLAS HWY		1i. Report Date (MM/DD/YYYY):		05/22/2025			
1c. City, State, and Zip Code:		GILLETTE, Wyoming 82716-4957		1j. Final Report:		Yes		No	X
1d. Unique Entity Identification (UEI) Number:		T6NTQ7J74C95		1k. Report Period Start Date (MM/DD/YYYY):		10/01/2024			
1e. Award Start Date (MM/DD/YYYY):		09/01/2023		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:		Brian Wagner							
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.		Visionary Communications, LLC opened its doors on December 6th, 1994, as a pioneering Internet Service Provider in Wyoming. Originally founded in a basement with six modems and a 56K Frame Relay connection to the Internet, we grew to become one of the largest and most geographically diverse providers in a three-state region. We've evolved from a dialup ISP to a wireless+DSL company to a fiber+wireless company. As our wholesale services expanded, Visionary established relationships with almost 60 carriers across the Western United States. The experience we've gained through these relationships has been crucial to our success within Colorado, Wyoming and Montana. We also have an extensive knowledge base of fiber contracting, leases							

	and construction across multi-state jurisdictions. For the NTIA Enabling Middle Mile Broadband Infrastructure program, Visionary proposes to design, build and operate the middle-mile network. This includes a fiber Middle Mile infrastructure build that will provide fiber out to 2 new fixed wireless towers outside of Gillette (Woolsey and Daly) and 1 established wireless tower site (West IGO). The last element of the project would be a backbone extension to Town Hall in Wright from Visionary's existing Hwy 59 backbone.
2b. An overview of the significant outputs and outcomes to be accomplished in the project.	An overview of the significant outputs and outcomes to be accomplished in this project include a fiber Middle Mile infrastructure build that will provide fiber out to 2 new fixed wireless towers outside of Gillette (Woolsey and Daly) and 1 established wireless tower site (West IGO). The last element of the project would be a backbone extension to Town Hall in Wright from Visionary's existing Hwy 59 backbone. This project accomplished providing essential middle mile connectivity to underserved areas for the purposes of last mile boradband connection while delivering a robust and redundant netowrk solution for Visioinary customers.
2c. How would the project meet the recipient's business and/or administrative need(s)?	Visionary's vision is focused on providing quality Internet service by customizing products for underserved markets. With a focus on rural service, Visionary has found a niche untapped by larger service organizations. This project allows Visionary to accomplish just that. Providing a robust and redundant middle mile network connection to undeserved rural areas. Additionally, the project areas are closely located to the founding headquarters of the organization. This provides a strong business case for reaching those last remaining underserved locations close to home. By providing a middle mile solution, Visionary can now deliver improved last mile connectivity to those locations previously underserved.
2d. Provide an overview of key accomplishments achieved for this reporting period on the MM infrastructure project.	During this reporting period Visionary has successfully finalized all permitting and print design for the MM project. Additionally, construction of the Gillette WY portion of the project started construction on January 30th of 2025. All conduit, micro-duct, fiber, handholes, flowerpots, and pedestals are either place or scheduled to be completed April 25th of 2025. Lastly, the Woolsey Tower is constructed and upgraded back-haul has been placed on the respective towers for the project.
2e. Provide any roadblock experienced during this reporting period impacting the expansion of the MM infrastructure project (i.e., supply chain, availability of labor).	Inclement weather held up construction at various time over this reporting period. However, nothing of significance to note in terms of roadblocks during this reporting period.
2f. Provide any barriers to improving job quality experienced during this reporting period.	No barriers to improving job quality to report during this reporting 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	
	638	09/01/2023	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	638	2023-09-01	2025-05-31	0%	25%	50%	80%	100%	%	%	%	%	%
Environmental Assessment	197	2023-10-01	2024-04-15	0%	75%	100%	%	%	%	%	%	%	%
Network Design	152	2023-10-01	2024-03-01	0%	25%	100%	%	%	%	%	%	%	%
Rights Of Way	336	2023-10-01	2024-09-01	0%	75%	100%	%	%	%	%	%	%	%
Construction Permits And Other Approvals	336	2023-10-01	2024-09-01	0%	75%	100%	%	%	%	%	%	%	%

[illegible]

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	Project is further along than the percentage reported. Primarily due to bulk of construction starting in Q1 of 2025. Invoicing is lagging actual completion and Visionary anticipates an uptick in expenses over the next month.	0%	6%	7%	40%						
Environmental Assessment	Completed in prior reporting period.	0%	9%	100%	100%						
Network Design	Network design is completed but the invoicing of the expenses has yet to be paid.	0%	0%	0%	0%						
Rights Of Way	All current RoW permits have been obtained for the project. Only three expenses to date have been received and paid in respect to RoW expenses associated with the project.	0%	0%	0%	20%						
Construction Permits And Other Approvals	Only one invoice received during this reporting period.	0%	0%	0%	1%						
Site Preparation	No invoicing received for site preparation during this reporting period.	0%	0%	0%	0%						

Equipment Procurement	Equipment invoices for this period have just started to come into the accounting department.	0%	0%	0%	7%						
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)	Completion is much higher than reported due to trailing expenses/invoicing associated with the network build components.	0%	0%	0%	36%						
Equipment Deployment	No equipment deployment expenses were received during the reporting period due to construction starting in Q1 of 2025.	0%	0%	0%	0%						
Network Testing	No network testing has been completed during the reporting period.	0%	0%	0%	0%						
Status of Procurement	Procurement is much higher than reported as the invoicing associated with project procurement have just recently started to be received.	0%	0%	0%	7%						
Other	N/A	0%	0%	0%	0%						

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. Expenditur es to Date	5i. Remaining Grant Balance	5j. % of work complete	

6a. Project inspection fees	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
6a. Site work	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
6a. Demolition and removal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
6a. Construction	\$865,072.45	\$143,373.04	\$1,008,445.49	\$0.00	\$0.00	\$0.00	0%
6a. Equipment	\$302,795.56	\$0.00	\$302,795.56	\$134,422.84	\$0.00	\$134,422.84	44%
6a. Miscellaneous	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
6a. Subtotal	\$1,261,170.90	\$1,031,867.10	\$2,293,038.00	\$166,682.73	\$761,054.91	\$927,737.64	13%
6a. Contingencies	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
6a. Totals	\$1,261,170.90	\$1,031,867.10	\$2,293,038.00	\$166,682.73	\$761,054.91	\$927,737.64	13%

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)?			
In Gillette and Wright, the most frequent extreme weather events are hail, high winds and tornados. Flash floods, though comparatively infrequent, are the third-largest contributor to property damage. FEMA reports the Wright and Oriva Hills project areas are at high risk for wildfire, hail, tornados and extreme cold temperatures.			
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 To monitor weather and climate-related issues for system reliability, Visionary tracked real-time conditions, analyzed forecasts, used historical data, set up automated alerts, and collaborated with relevant authorities.			
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.
<p>Following the initial hazard screening, evaluations will be conducted periodically to ensure adequate protection over the 20-year life of the assets. Mitigation strategies will be updated based on the latest climate models from NOAA, FEMA and local agencies. Visionary has long-established policies and procedures for network monitoring and outage triage that are already being used to maximize uptime and minimize time-to-restore across its network. Visionary’s monitoring system generates automatic alerts for disruptions in connectivity and power, and these same automated alert systems and internal processes would be utilized for project assets. In the event of physical damage to project infrastructure, restoration crews will be immediately dispatched for repairs. The project areas’ proximity to Visionary’s Gillette headquarters will further expedite repairs.</p>
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?
No.
<div>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</div>
<div>Yes</div> <div>Yes. NOAA storm data, NOAA’s state climate summary for Wyoming, and the FEMA National Risk Index Report were used to assist with mitigation and long-term planning efforts during this reporting period.</div>

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?)													Yes									
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 Hawaiia n or Pacific Islander	Asian	Native America n 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		0	0	0	0	0	0	0	0	0	0	0	0						0	
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%		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%							
Number of Local Subcontractors	0	0		0	0	0	0	0	0	0	0	0	0	0	0							0
Number of Non-Local Subcontractors	0	0		0	0	0	0	0	0	0	0	0	0	0	0							0
Percentage of Local Subcontractors on Award	0%	0%		0%	0%	0%	0%	0%	0%	0%	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).	To determine the wage set for Visionary employees, the company utilizes employment data provided by the Wyoming Department of Workforce Services to determine rate information for comparable construction positions. State employment data is provided to all Wyoming businesses on an annual basis and Visionary adjusts its wage base accordingly.

Workforce Demographic Data																						
Jobs Created	0	0		0	0	0	0	0	0	0	0	0	0	0	0							0
Jobs Retained	0	0		0	0	0	0	0	0	0	0	0	0	0	0							0

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.
<p>Visionary believes in its employee's potential and provides avenues to promote from within. By providing professional development opportunities and promoting from within, Visionary has attracted and retained a highly skilled workforce. One example of this is Visionary’s internal promotion program, Steps to Climb the Ladder Faster. Steps to Climb the Ladder Faster was developed for field service installation crew members. Crew members starting their careers with little to no experience can now determine the level of training, number of installations, re-aims, removals, and repairs that are required to “climb the ladder” into the next tier of field service installation. As each employee completes the level of experience within each tier, they are given the opportunity to move up. This comes with improved pay and the opportunity to ascend from within. Continued education is another key component of Visionary’s workforce development and allows Visionary employees to utilize state-of-the-art technology to expand our network. For instance, the team working on outside plant construction – including the proposed project – may access a variety of industry-specific training such as boring, trenching, splicing, permitting and network design.</p>
<p>For your MM project, please provide a brief description of efforts made to attract, train or retain a skilled and credentialed workforce.</p> <p>Visionary believes in its employee's potential and provides avenues to promote from within. By providing professional development opportunities and promoting from within, Visionary has attracted and retained a highly skilled workforce. One example of this is Visionary’s internal promotion program, Steps to Climb the Ladder Faster. Steps to Climb the Ladder Faster was developed for field service installation crew members. Crew members starting their careers with little to no experience can now determine the level of training, number of installations, re-aims, removals, and repairs that are required to “climb the ladder” into the next tier of field service installation. As each employee completes the level of experience within each tier, they are given the opportunity to move up. This comes with improved pay and the opportunity to ascend from within. Continued education is another key component of Visionary’s workforce development and allows Visionary employees to utilize state-of-the-art technology to expand our network. For instance, the team working on outside plant construction including the proposed project – may access a variety of industry-specific training such as boring, trenching, splicing, permitting and network design.</p>
<p>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):</p> <p>Professional Certifications</p> <p>In-House Training</p> <p>Registered Apprenticeships</p> <p>Labor-Management Partnerships</p> <p>Partnerships with entities like unions, community colleges, or community-based groups</p>
<p>Visionary believes in its employees potential and provides avenues to promote from within. By providing professional development opportunities and promoting from within, Visionary has attracted and retained a highly skilled workforce. One example of this is Visionary’s internal promotion program, Steps to Climb the Ladder Faster. Steps to Climb the Ladder Faster was developed for field service installation crew members. Crew members starting their careers with little to no experience can now determine the level of training, number of installations, re-aims, removals, and repairs that are required to “climb the ladder” into the next tier of field service installation. As each employee completes the level of experience within each tier, they are given the opportunity to move up. This comes with improved pay and the opportunity to ascend from within. Continued education is another key component of Visionary’s workforce development and allows Visionary employees to utilize state-of-the-art technology to expand our network. For instance, the team working on outside plant construction including the proposed project – may access a variety of industry-specific training such as boring, trenching, splicing, permitting and network design.</p>
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.
<p>Utilizing contract labor throughout our expanding network has become essential. Visionary has developed a rigorous vetting process for selecting skilled third-party contractors. This process includes an OSHA safety violations search, an in-depth review of machinery, crew size, work conditions, safety programs, and any other information pertinent to local, state, and federal laws. To ensure the proper skill sets are in place for all contracted work, Visionary vets' contractors for industry best practices and verifies they can provide the needed level of licensure, certification and supporting documentation for the required project.</p>
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.
<p>Workplace safety is also a focus of Visionary’s training efforts. This includes the development of safety protocols and regular construction team meetings for ongoing safety improvement measures.</p>

13d. For your MM project, please provide a brief description below of efforts made to ensure a safe and healthy workplace.
<p>Four methodologies are key to Visionary’s fair labor practices which provide for a safe and healthy workplace: promoting internal employee communication, posting Federal Labor Standards Act (FLSA) information requirements, establishing prevailing wage data, and screening of contractors and subcontractors. Visionary promotes a culture of internal communication, ensuring that all employees feel empowered to bring current or potential matters to leadership's attention. Allowing employees to be a part of the solution has provided Visionary with the ability to deploy proactive solutions, leading to a safer and more productive workplace. Information required by FLSA is posted and available to all employees. This includes requirements on minimum wage, overtime, hours worked and record keeping. Supporting documentation can be obtained from the employee handbook, which is provided to all employees upon hire and reviewed on an annual basis. All data can be accessed in-person or found online via a shared folder, allowing continual access for all employees. As part of Visionary’s ongoing support for its employees, internal wage rates meet or exceed that of any prevailing wage rate set by the State of Wyoming for workers engaged in work of a similar character. To determine the wage set for Visionary employees, the company utilizes employment data provided by the Wyoming Department of Workforce Services to determine rate information for comparable construction positions. State employment data is provided to all Wyoming businesses on an annual basis and Visionary adjusts its wage base accordingly. Visionary utilizes a multi-step process to ensure all third-party contractors comply with local, state, and federal requirements. The process starts with a thorough scope review between Visionary’s construction management team and the contractor to ensure all aspects of the job are understood completely. This review encompasses all aspects of outside plant construction, including placement type, make-ready and permitting. This process ensures a full understanding of all legal, reporting, safety, and placing requirements prior to construction. Visionary requires all contractors to possess an up-to-date certificate of insurance, a signed Master Services Agreement, and appropriate certificates of licensure, as well as supplemental insurance that may be required for lawful operation of business. Contractors are screened for OSHA safety violations and evaluations are conducted of machinery and crew size, in addition to interviews with individual crew members. This determines the degree of credentialed workforce, relevant pre-existing occupational training, certification, and required licensures. Visionary also conducts independent reference checks with third-party stakeholders who have previously employed the contractor to discuss response times, safety, and quality of work. Contractors are authorized to perform work only after passing the review process, executing an MSA (Master Services Agreement) and providing all necessary insurance certifications.</p>
<p>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):</p> <p>Safety Training</p> <p>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)</p> <p>Issues raised by workplace safety committees and their resolutions</p>
<p>Four methodologies are key to Visionary’s fair labor practices which provide for a safe and healthy workplace: promoting internal employee communication, posting Federal Labor Standards Act (FLSA) information requirements, establishing prevailing wage data, and screening of contractors and subcontractors. Visionary promotes a culture of internal communication, ensuring that all employees feel empowered to bring current or potential matters to leadership's attention. Allowing employees to be a part of the solution has provided Visionary with the ability to deploy proactive solutions, leading to a safer and more productive workplace. Information required by FLSA is posted and available to all employees. This includes requirements on minimum wage, overtime, hours worked and record keeping. Supporting documentation can be obtained from the employee handbook, which is provided to all employees upon hire and reviewed on an annual basis. All data can be accessed in-person or found online via a shared folder, allowing continual access for all employees. As part of Visionary’s ongoing support for its employees, internal wage rates meet or exceed that of any prevailing wage rate set by the State of Wyoming for workers engaged in work of a similar character. To determine the wage set for Visionary employees, the company utilizes employment data provided by the Wyoming Department of Workforce Services to determine rate information for comparable construction positions. State employment data is provided to all Wyoming businesses on an annual basis and Visionary adjusts its wage base accordingly. Visionary utilizes a multi-step process to ensure all third-party contractors comply with local, state, and federal requirements. The process starts with a thorough scope review between Visionary’s construction management team and the contractor to ensure all aspects of the job are understood completely. This review encompasses all aspects of outside plant construction, including placement type, make-ready and permitting. This process ensures a full understanding of all legal, reporting, safety, and placing requirements prior to construction. Visionary requires all contractors to possess an up-to-date certificate of insurance, a signed Master Services Agreement, and appropriate certificates of licensure, as well as supplemental insurance that may be required for lawful operation of business. Contractors are screened for OSHA safety violations and evaluations are conducted of machinery and crew size, in addition to interviews with individual crew members. This determines the degree of credentialed workforce, relevant pre-existing occupational training, certification, and required licensures. Visionary also conducts independent reference checks with third-party stakeholders who have previously employed the contractor to discuss response times, safety, and quality of work. Contractors are authorized to perform work only after passing the review process, executing an MSA (Master Services Agreement) and providing all necessary insurance certifications.</p>

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
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.			
As described in previous sections, Visionary utilized a variety of methods and in-house trainings to determine the ability of all those working on the project. In addition, Visionary researches and gathers wage and benefit data from the State of Wyoming to ensure that workers on the project receive wages and benefits that are appropriate to the local and regional markets.			

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	These questions were answered via file upload. File Uploaded with Responses: Anchor Institutions.xlsx
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	3						
15a-2 Number of AIs within 1,000 feet of the middle mile infrastructure	0	0	0	3						
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	3	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?	yes	0	Yes	Fiber and Aerial						
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)	Due to lagging expenses associated with the construction of the project, totals for deployment have not been calculated to date.									
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).	N/A									
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?	n/a	N/A	N/A	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)	N/A
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.
Visionary certifies compliance with all Federal labor and employment laws along with the requirements of the Infrastructure Investment and jobs Act and Middle Mile Grand Program for the reporting period of 10/1/2024 - 4/30/2025.
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.
Per guidance issued by NTIA FAQ dated 9/15/2023 Version 1, "BABA requirements only apply to MMG recipients that are non-Federal entities, and do not apply to recipients that are for-profit organizations." Visionary does not meet the definitional standards of a "Non-Federal Entity" and is considered a "For-Profit" entity. Thus, Visionary is not required to adhere to the Build America, Buy America Act requirements under the Middle Mile Grant Program. File Uploaded: MMG Inventory Report_April 2025.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:	Brian Wagner
20b. Signature of Certifying Official:	Brian Wagner
20c. Telephone (area code, number and extension):	
20d. Email Address:	bwagner@visionarybroadband.com
20e. Date:	05/22/2025