

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	ZAYO GROUP 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:		ZAYO GROUP LLC		1h. Award Identification Number:		08-40-MM228			
1b. Recipient Street Address:		1401 Wynkoop St Ste 500		1i. Report Date (MM/DD/YYYY):		06/05/2025			
1c. City, State, and Zip Code:		Denver, Colorado 80202-1729		1j. Final Report:		Yes		No	X
1d. Unique Entity Identification (UEI) Number:		EACWBKJV6636		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):		12/31/2025							
1g. Name of Person Completing Report:		Melissa Hall							
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.		Founded in 2007, Zayo Group, LLC is the leading independent provider of fiber communications infrastructure in North America. Zayo has over 3,400 employees and delivers an unmatched network that covers 133,000 fiber route miles and 15 million miles of fiber, serving 44,000 one-net buildings, 1,400 on-net data centers, and over 370 cloud on-ramps. The purpose of this project is to create new access points along the 822-mile, five-state, underground existing middle mile fiber route, providing a highly resilient alternative to the aerial fiber used currently, which is subject to outages, to provide better service to unserved and underserved areas. The availability of robust broadband will make possible remote educational opportunities, telemedicine, and reliable public							

	<p>safety communications. Zayo has identified 435 community anchor institutions that are located within 1000 feet of the fiber route that could have access to the network.</p> <p>Zayo's rescope of the project will create three new Intermediate Line Amplifiers (ILAs) in addition to the existing 71 access points. The route will pass through Texas, Louisiana, Mississippi, Alabama, and Georgia. Additionally, Zayo is partnering with Vertical Bridge, another service provider, to construct middle mile infrastructure in the form of 180-foot towers that can host up to four last mile wireless Internet Service Providers that will provide fixed and mobile 5G wireless broadband. The cell tower infrastructure enables fixed wireless broadband as well as expanding mobile 5G broadband. Vertical Bridge will construct eighteen towers based on the proposed rescope along the route.</p> <p>The proposed rescoping includes a Digital Expansion Access Network ("DEAN") that aims to connect last-mile Internet Service Providers in rural areas to more communities at lower costs (similar to metro area pricing). Zayo will provide dedicated fibers as an In-kind IRU and install lit services equipment at Intermediate Line Amplifiers (ILAs) to support this network. This allows ISPs to interconnect at handholds and splice points along the Middle Mile route without requiring costly fiber pairs for backhaul to Tier 1 or Tier 2 Point of Presence (PoPs). This approach simplifies expansion into unserved and underserved areas as demand grows.</p>
2b. An overview of the significant outputs and outcomes to be accomplished in the project.	<p>The final outcome of this project is to create new access points along Zayo’s unique, 822-mile, five-state, underground existing middle mile fiber route to enable better service to unserved and underserved areas. This project is also tailored to improve access to community anchor institutions. The benefits of this project could be game-changing for the communities that will have new access to a reliable and resilient fiber network. The project will help expand opportunities for remote learning, telemedicine, and public safety communications.</p> <p>This project will provide the necessary backbone to deliver broadband to these communities. For many of these communities, the lack of a reliable fiber middle mile network has been the main inhibitor of access to broadband services. Zayo is working towards this outcome during this reporting period. A major output during this reporting period includes, the design of and proposed inclusion of the Rural Access Network.</p>
2c. How would the project meet the recipient’s business and/or administrative need(s)?	<p>Zayo is committed to reducing the cost of bringing high-speed internet to unserved and underserved communities and help bridge the digital divide. Zayo accomplishes this goal through strategic partnerships with Vertical Bridge, Education Networks of America (ENA@Zayo) and other leading network providers. Zayo has created a Government Stimulus Programs team to apply for, secure, and manage the implementation of government grant opportunities. The NTIA MMGP award furthers Zayo's commitment to be part of the solution in unserved and underserved communities across the United States. This project is major milestone in Zayo's commitment to support nationwide initiatives to bridge the digital divide and enhance network infrastructure.</p>
2d. Provide an overview of key accomplishments achieved for this reporting period on the MM infrastructure project.	<p>Zayo has achieved the following key accomplishments during this reporting period:</p> <ol style="list-style-type: none">1. Additional vendors selected (Tilson Technologies and Stantec)2. Coordination efforts are ongoing with ALDOT, Georgia jurisdictions, and Vicksburg bridge authorities to finalize approvals and construction plans.3. Two ILA sites secured and a third ILA site identified.4. Completed construction of one tower.
2e. Provide any roadblock experienced during this reporting period impacting the expansion of the MM infrastructure project (i.e., supply chain, availability of labor).	<p>Zayo did not experience any major roadblocks during this reporting period</p>
2f. Provide any barriers to improving job quality experienced during this reporting period.	<p>None to report.</p>

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										
	914	07/01/2023	12/31/2025										

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	914	2023-07-01	2025-12-31	5%	35%	65%	80%	100%	100%	%	%	%	%
Environmental Assessment	365	2024-01-01	2024-12-31	0%	50%	100%	100%	100%	100%	%	%	%	%
Network Design	183	2023-07-01	2023-12-31	10%	50%	75%	100%	100%	100%	%	%	%	%

Rights Of Way	365	2024-01-01	2024-12-31	0%	50%	100%	100%	100%	100%	%	%	%	%
Construction Permits And Other Approvals	365	2024-01-01	2024-12-31	0%	50%	100%	100%	100%	100%	%	%	%	%
Site Preparation	365	2024-01-01	2024-12-31	0%	50%	75%	100%	100%	100%	%	%	%	%
Equipment Procurement	365	2024-01-01	2024-12-31	0%	50%	75%	100%	100%	100%	%	%	%	%
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)	365	2024-06-01	2025-06-01	0%	0%	25%	50%	100%	100%	%	%	%	%
Equipment Deployment	365	2024-09-01	2025-09-01	0%	0%	50%	75%	100%	100%	%	%	%	%
Network Testing	365	2024-09-01	2025-09-01	0%	0%	25%	50%	100%	100%	%	%	%	%
Status of Procurement	0	2023-07-01	2023-07-01	0%	0%	0%	0%	0%	0%	%	%	%	%

Other (Rural Access Network)	365	2024-06-01	2025-06-01	0%	0%	25%	50%	100%	100%	%	%	%	%
Other (Towers)	730	2024-01-01	2025-12-31	5%	10%	25%	50%	75%	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	Dallas to Atlanta Middle Mile infrastructure Project	5%	35%	40%	41%							
Environmental Assessment	Started work on EA assessment	0%	50%	50%	66%							
Network Design	Revised New Network Design	10%	50%	50%	66%							

Rights Of Way	Obtain RoW	0%	50%	66%	66%						
Construction Permits And Other Approvals	Obtain construction permits	0%	50%	50%	50%						
Site Preparation	ILA foundation and grading	0%	50%	50%	0%						
Equipment Procurement	Purchasing of ILA and materials	0%	50%	50%	66%						
Network Build (all components - owned, leased, Indefeasible Rights of Use, etc.)	Build 3 new ILAs to support Digital Expansion Access Network	0%	0%	0%	0%						
Equipment Deployment	Onsite electronic equipment to support Digital Expansion Access Network	0%	0%	0%	0%						
Network Testing	Verify new circuits and equipment are ready for turn-up	0%	0%	0%	0%						
Status of Procurement	NA	0%	0%	0%	0%						
Other (Rural Access Network)	Construction of 18 towers	0%	0%	0%	10%						
Other (Towers)	Set-up and deploy Rural Access Network (74 access points + lit services through dedicated fibers)	5%	5%	10%	7%						

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
08-40-MM228	Active	Vertical Bridge will construct middle mile infrastructure in the form of fifteen (18) 180-foot towers along the route. Each tower can host up to 4 last mile wireless ISPs to provide both fixed and mobile wireless broadband services on a nondiscriminatory basis. New cell towers will not only expand mobile wireless broadband coverage but also facilitate fixed wireless service.	Vertical Bridge	false	false	false	\$8460000	\$421844.77	\$8038155.23	5%

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	\$1,521,134.92	\$0.00	\$1,521,134.92	\$596,868.67	\$0.00	\$596,868.67	39%

6a. Land, structures, rights-of way, appraisals, etc.	\$8,700,000.00	\$0.00	\$8,700,000.00	\$1,468,970.00	\$0.00	\$1,468,970.00	17%
6a. Relocation expenses and payments	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
6a. Architectural and engineering fees	\$202,500.00	\$0.00	\$202,500.00	\$18,500.00	\$0.00	\$18,500.00	9%
6a. Other architectural and engineering fees	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
6a. Project inspection fees	\$160,000.00	\$0.00	\$160,000.00	\$0.00	\$0.00	\$0.00	0%
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	\$2,510,166.67	\$0.00	\$2,510,166.67	\$0.00	\$0.00	\$0.00	0%
6a. Equipment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	N/A
6a. Miscellaneous	\$296,440.00	\$5,918,400.00	\$6,214,840.00	\$0.00	\$5,918,400.00	\$5,918,400.00	0%
6a. Subtotal	\$13,390,241.59	\$5,918,400.00	\$19,308,641.59	\$2,084,338.67	\$5,918,400.00	\$8,002,738.67	16%

6a. Contingencies	\$297,998.41	\$0.00	\$297,998.41	\$0.00	\$0.00	\$0.00	0%
6a. Totals	\$13,688,240.00	\$5,918,400.00	\$19,606,640.00	\$2,084,338.67	\$5,918,400.00	\$8,002,738.67	15%

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

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.

These questions were answered via file upload.
Number of Community Agreements: 0
File(s) Uploaded with Responses:

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
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Files Uploaded for Hazard Screening Information: Climate Resilience - DAL_ATL.pdf

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)?

At this time Zayo sees no major foreseeable climate events from the climate data in/around/near for the route. Potential risk identified includes flooding hazard in Eastern Texas, wildfire in central Texas which poses a high risk in Buck Canyon and the Holmes Lake areas. Zayo has identified minimal earthquake risk along the route. In the next 20 years, this route may have the following risks: 1. Flooding Hazard, 2. Wildfire Hazard, 3. Earthquake Hazard, and 4. Hail, Wind, and Tornado Hazards. What may change is the frequency of these events due to global warming and changing weather patterns. As a result, Zayo has implemented standard operating procedures to avoid/or mitigate these risks including a continuous improvement program ensuring Zayo is implementing the best contingency plans to adapt to any changes.

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).
<div>No</div> <div>There were no significant climate or weather hazards during this reporting period. Zayo's Network Operations Center (NOC) monitors all weather events in and around Zayo infrastructure utilizing the latest NOAA/National Weather Service Live update feeds. Zayo also utilizes GE Smallworld interactive maps/tools for all of the owned infrastructure.</div>
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?
<div>No</div>
8i. Risk Mitigation: How will the project avoid and/or mitigate the risk identified? If not applicable, please explain why.
<div>Zayo's NOC (Network Operations Center) in Tulsa, OK, assists our Outside Plant (OSP) Teams, contractors and vendors throughout the construction phases by identifying and highlighting any potential climate events that could potentially affect the project. Additionally, Zayo monitors its network to identify repeating occurrences such as outages on the network. Zayo also uses big data with AI technology for trend analysis to recognize location(s) repeatedly on system outage tickets. Additionally, Zayo has Standard Operating Procedures (SOPs) that mitigate all weather and climate risks including those already identified. The SOPs include: 1. Bury the majority of the fiber. Buried fiber is the best protection against any severe climate event, particularly those identified as weather and climate risks along this route. More than 98% of the fiber is buried at a design specification of three feet. 2. Deploy high-density polyethylene (HDPE) conduit. Zayo’s design includes use of HDPE conduit which protects fiber from chemical erosion and provides protection from primary and secondary climate risks (floods, fires, winds, severe weather, and earthquakes). 3. Deploy hardened above ground telecom shelters with back-up power. Zayo’s hardened above ground infrastructure shelters consist of precast, lightweight reinforced concrete enclosures that are fire resistant, as well as insulated from extreme temperatures. The shelters are designed with onsite power sources and back-up power. Each shelter is designed with four-hour battery backup and 24-hour generator back-up. Investment in an environmental study. Zayo has also invested in and completed an environmental study which optimized the route against climate hazards protections (designing the safest route path) verified by 3rd party engineering firms. By investing in and completing an environmental study Zayo is able to avoid potential weather- and climate-related risks through the intentional</div>
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?
<div>No additional information to share.</div>

<div>8k. Additional Resources</div> <div>Has the team utilized the available resources to assist with mitigation and long-term planning efforts for this reporting period? If so, which resources?</div> <div>2018 National Climate Assessment</div> <div>NOAA's 2022 State Climate Summaries</div> <div>NOAA Disaster and Risk Mapping Tool</div> <div>NOAA's Storms Event Database</div> <div>NOAA Climate Explorer and Digital Coast</div> <div>FEMA National Risk Index</div> <div>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, the Zayo team has utilized all of these key underlying data sources to derive our analytics and forecasting.</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?)	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 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	1	1		17	0	0	1	0	0	10	0	0	0	0	0							30
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	1		8	0	0	0	0	0	2	0	0	0	0	0							11
Number of Non-Local Subcontractors	8	1		15	0	0	0	0	0	3	0	0	1	0	0							28
Percentage of Local Subcontractors on Award	0%	50%		35%	0%	0%	0%	0%	0%	40%	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).	Work eligible for prevailing wage has not begun on the construction sites. Davis-Bacon will not apply to tower construction for this project.
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).	Work eligible for prevailing wage has not begun on the construction sites. Davis-Bacon will not apply to tower construction for this project.
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	2	1		7	0	0	0	0	0	2	0	0	0	0	0						12	
Jobs Retained	7	2		35	0	0	1	0	0	13	0	0	1	0	0						59	

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?	Yes

<div>H. Workforce Continuity Plan</div> <div>National Labor Relations Act (29 U.S.C. 158 (f))</div>
<div>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.</div>
<div>Workforce Continuity Plan</div>
<div>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.</div>
<div>Zayo is committed to cultivating a high-performing and collaborative work environment where all employees are supported in achieving their professional goals. Our success begins with the active involvement of our Board of Directors and leadership team, who ensure our workforce strategies align with the company's long-term goals.</div>
<div>For your MM project, please provide a brief description of efforts made to attract, train or retain a skilled and credentialed workforce.</div>
<div>Zayo offers an internship program designed to develop local talent in alignment with our business needs. We conduct regular in-house training and support employees in pursuing professional certifications relevant to their roles. Our tuition reimbursement program allows employees to choose additional training, certifications, or college coursework to enhance their expertise and career development. Zayo also engages with local organizations and workforce development partners to attract and retain highly qualified candidates who can contribute to our future growth.</div>
<div>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):</div> <div>Professional Certifications</div> <div>In-House Training</div> <div>Registered Apprenticeships</div> <div>Labor-Management Partnerships</div> <div>Partnerships with entities like unions, community colleges, or community-based groups</div>
<div>Safety Training -</div> <div>All protection equipment will satisfy the appropriate OSHA, ANSI, and/or MIOSH standards. All personnel working on-site will be certified as having completed a course in safety training. OSHA regulations require that precautions be observed to avoid cave-ins when digging boring pits and trenches, especially under wet soil conditions. This is a matter of law and safety. All contractors are required to abide by applicable regulations of the OSHA Act of 1970 and any subsequent revisions. Each contractor must provide employees with all safety equipment required by OSHA, Zayo, and the various governing agencies. Questions regarding compliance with the various regulating agencies will be the responsibility of the Safety Director of each contact company.</div> <div>Certifications -</div> <div>Contractors involved with the Middle Mile job includes: Plant Workers, Plant Engineers, Fiber Splicers, traffic controllers, and site supervisors. After awarding the work, Zayo can support further information on size of workforce selected, entity selected, and information on professional certification to ensure work is done on high standard. Any contractor must be trained in compliance with the before mentioned local, state, and federal regulations. The latest editions of the following codes and regulations define the minimum safety and construction standards required by Zayo: National Electrical Safety Code (NESC), National Electrical Manufacturers</div>

<p>Association (NEMA), Code of Federal Regulations, Title 29, Occupational Safety and Health Standards (OSHA), National Electrical Code (NPFA No. 70), Underwriters Laboratories, Inc., Lightning Protection Code (ANSI-5.1), Applicable Local, State, and County Ordinances, Applicable Safety Codes Required from Right-Of Way Vendors (e.g., Highway, DOT, Railroad, etc.), RBOC and other operating companies Regulations and Requirements</p> <p>Workforce committes and resolutions - There have been no issues or concerns rasied during this reporting period.</p>
<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>
<p>Zayo maintains a Code of Conduct, Employee Handbook, and an Outside Plant Manual that every contractor and subcontractor is required to follow which includes specific safety and wage requirements under these statues. These manuals detail equal employment opportunity requirements, pay scales, overtime eligibility, employee benefits, and worker safety requirements. Also, the Code of Conduct explicitly states that Zayo retains the right to monitor and ensure compliance with each contractor and subcontractor. Zayo considers occupational health and safety to be of primary importance. Zayo is committed to providing a safe and healthy work environment for employees, customers, contractors and visitors. All the Master Construction Services Agreements with construction contractors require them to comply with our OSP Manual, Code of Conduct, and Safety Requirements and all employment and safety laws. We ensure a safe work environment by effective administration, education and training in compliance with legal requirements and industry standards concerning workplace safety. Each employee is expected to obey safety rules and to exercise caution in all work activities. Employees must immediately report any unsafe condition to their immediate manager. For ongoing maintenance, our local team of field operations professionals work hand in hand with local groups.</p> <p>All Zayo contractors must comply with all applicable laws and regulations regarding, among other things, environmental matters, occupational health and safety, labor and employment practices, human rights, immigration, anti-corruption, privacy protection, product safety, shipping and product labeling. Each contractor must provide employees with all safety equipment required by OSHA, Zayo, and the various governing agencies.</p>
<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>
<p>All protection equipment will satisfy the appropriate OSHA, ANSI, and/or MIOSH standards. All personnel working on-site will be certified as having completed a course in safety training. OSHA regulations require that precautions be observed to avoid cave-ins when digging boring pits and trenches, especially under wet soil conditions. This is a matter of law and safety. All contractors are required to abide by applicable regulations of the OSHA Act of 1970 and any subsequent revisions. Each contractor must provide employees with all safety equipment required by OSHA, Zayo, and the various governing agencies. Questions regarding compliance with the various regulating agencies will be the responsibility of the Safety Director of each contact company.</p>
<p>13d. For your MM project, please provide a brief description below of efforts made to ensure a safe and healthy workplace.</p>
<p>Safety Training - All protection equipment will satisfy the appropriate OSHA, ANSI, and/or MIOSH standards. All personnel working on-site will be certified as having completed a course in safety training. OSHA regulations require that precautions be observed to avoid cave-ins when digging boring pits and trenches, especially under wet soil conditions. This is a matter of law and safety. All contractors are required to abide by applicable regulations of the OSHA Act of 1970 and any subsequent revisions. Each contractor must provide employees with all safety equipment required by OSHA, Zayo, and the various governing agencies. Questions regarding compliance with the various regulating agencies will be the responsibility of the Safety Director of each contact company.</p> <p>Certifications - Contractors involved with the Middle Mile job includes: Plant Workers, Plant Engineers, Fiber Splicers, traffic controllers, and site supervisors. After awarding the work, Zayo can support further information on size of workforce selected, entity selected, and information on professional certification to ensure work is done on high standard. Any contractor must be trained in compliance with the before mentioned local, state, and federal regulations. The latest editions of the following codes and regulations define the minimum safety and construction standards required by Zayo: National Electrical Safety Code (NESC), National Electrical Manufacturers Association (NEMA), Code of Federal Regulations, Title 29, Occupational Safety and Health Standards (OSHA), National Electrical Code (NPFA No. 70), Underwriters Laboratories, Inc., Lightning Protection Code (ANSI-5.1), Applicable Local, State, and County Ordinances, Applicable Safety Codes Required from Right-Of Way Vendors (e.g., Highway, DOT, Railroad, etc.), RBOC and other operating companies Regulations and Requirements</p>

Workforce committes and resolutions - There have been no issues or concerns rasied during this reporting period.
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
Zayo offers an internship program designed to develop local talent in alignment with our business needs. We conduct regular in-house training and support employees in pursuing professional certifications relevant to their roles. Our tuition reimbursement program allows employees to choose additional training, certifications, or college coursework to enhance their expertise and career development. Zayo also engages with local organizations and workforce development partners to attract and retain highly qualified candidates who can contribute to our future growth.

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
Vertical Bridge	Active	6	Sub-recipient (Towers)
e-Copernicus	Active	3	Project Management
Tilson Technologies	Active	6	Design and construction
Stantec	Active	12	Environmental and permitting
Five Nine Design	Active	10	Design and engineering
Onsight Energy Consulting	Active	1	Energy consulting
NA	Inactive	0	NA

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.
Our subcontractors are required to adhere to prevailing wage standards to ensure competitive compensation aligned with the local and regional labor market. Additionally, we expect all subcontractors to align with Zayo's internal labor standards, ensuring wages and benefits are sufficient to attract and retain a highly skilled workforce for the project.

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: 1228 MMG CAI 3_13_23.xlsx - Sheet1.pdf							
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	50	435	210						
15a-2 Number of AIs within 1,000 feet of the middle mile infrastructure	0	50	435	210						
15a-3. Total number of AIs served	0	0	0	0						
15a-4. AIs with new access	0	25	235	110						
15a-5. AIs with improved access	0	25	200	100						
15a-6. Total number of AIs served with speeds of at least 1/1Gbps	0	50	0	210						
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	822						
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	1						
16f. Total number of new interconnection points	0	0	1	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?	Buried	Buried Fiber	Buried	Buried						
17a-2. Number of strands deployed	0	0	0	12						
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)

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).	Tower construction supports fixed wireless. No microwave technology on this project.
17b-10. Please provide the digital mappings (e.g., CAD, Revit, KMZ, KML) for the microwave nodes created during this reporting period.	File(s) uploaded for digital mappings: DAL_ATL NTIA Middle Mile_Digital Mapping for Fiber (1).kmz

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	Not applicable	N/A	NA						
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)	NA									
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.
I certify that Zayo Group, LLC is in compliance with Federal labor and employment laws along with the requirements of the Infrastructure Investment and Jobs Act and Middle Mile Grant Program, for the biannual period for which this report is being filed.
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.
As a for-profit entity, Zayo is not subject to BABA requirements. File Uploaded: BABA Certification- NA.pdf, Dal-ATL Inventory Report 4.30.24.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:	Melissa Hall
20b. Signature of Certifying Official:	Melissa Hall
20c. Telephone (area code, number and extension):	
20d. Email Address:	melissa.hall@zayo.com
20e. Date:	06/05/2025