

Interoute Management Biographies

Photos of the Interoute Management Team are also available for download from the website <http://www.interoute.com/about-us/leadership>.

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Leadership



James Kinsella
Chairman

James Kinsella led the restructuring of the business in 2002. Prior to that, as Chairman of World Online, James helped drive the consolidation of the European Internet industry, merging the company with Tiscali to create Europe's largest independent Internet service provider. Before joining World Online, James was the President and Chief Executive Officer of MSNBC.com, a joint venture between Microsoft and NBC. Along with building MSNBC.com into an international news brand, he also helped drive the development of the advertising and e-commerce marketplace as the Microsoft executive in charge of sales for MSN.

Kinsella worked as a journalist and media executive before starting his first information services company, which consolidated its market and launched one of the first commercial websites before being sold, in 1996. Considered a pioneer in digital media, he launched Time, Inc.'s first web portal business, helping to establish the company as a leader in online services. He is the author of a book on the media, and has contributed to several others.



Robert McNeal
Vice Chairman

Robert McNeal oversees Corporate Strategy and Development for the company and in this role is also responsible for M&A activity. He previously headed Corporate Strategy and Development at World Online, where he helped architect and execute the consolidation of the industry to form Europe's largest independent ISP, Tiscali. Before joining World Online, he founded and sold two information services companies and had successfully turned around a third. He had also served as a political appointee to the White House before leading Time Warner's early Web-based business efforts. He has nearly 30 years of experience in high technology fields including leading optical engineering projects, and served as a jet pilot in the U.S. Air Force.

He earned an MS in Electrical Engineering while flying for the Air Force and later received an MBA from The Wharton School, the University of Pennsylvania



Leadership



Gareth Williams
CEO

Gareth Williams became CEO of Interoute in August 2007. Prior to that he served as President, Global Markets building the sales and marketing unit of Interoute across the 29 countries in which Interoute now operates. He joined Interoute to aid James Kinsella with the restructuring of the company in 2002 and has helped drive the growth of Interoute from zero revenues at relaunch in 2003 to €365 million in 2011. He helped manage the transition of the Company from loss making start-up to operationally profitable. As CEO, he drove Interoute to become a cash-generative business. In 2011, he reinvested that cash to strengthen Interoute's position as a major Cloud services provider, with new Video-as-a-Service, Infrastructure as a Service and Software as a Service offerings.

Before joining Interoute, Gareth held senior positions in the telecoms and IT services sector, ranging from high-tech start-up to major telco joint ventures. Gareth spent the first 13 years of his career in British Telecom and played a part in the globalisation of telecommunications. He has lived in the USA and Europe managing national, regional and global business units. He is married and has 4 children.



Matthew Finnie
CTO

Matthew Finnie drives the company's advanced services strategy, including developing the platform that has allowed the company to launch its industry-leading VOIP, Ethernet and Media products. Trained as an electrical engineer, he helped develop early IP-product innovations, including one of the first commercial applications of VOIP a decade ago. As head of the Enterprise Service Development Group at Vocaltec, he worked with European/US carriers and multi-national corporations to launch converged communication services. Matthew was also the co-founder of US-based Internet start-up Insitu, which developed real-time IP collaboration tools. Matthew has degrees in electrical and electronic engineering and marketing.



Catherine Birkett
CFO

Catherine Birkett as CFO has led Interoute's Finance Department since the end of 2005. She joined Interoute in 2000 to head up the Financial Planning and Analysis department and was an integral part of the team that drove the restructuring of the Interoute Group in 2003 and the acquisitions of Ebone and Cecom. During her time as CFO, she has helped complete a further five acquisitions (including the European hosting business of Via/PSI and most recently the Nordic video conferencing group VCG). She has driven the business through a high growth period to a position in 2010 with revenues of 295m, EBITDA 59m and generating cash. Prior to Interoute, Catherine gained extensive experience of financial and commercial due diligence with KPMG Transaction Services. She is a qualified chartered accountant and holds a BA in Maths and Economics from Durham University.



Leadership



Maurice Woolf
**Group General
Counsel**

Maurice Woolf oversees the company's Legal Group throughout its 22-nation footprint. Prior to joining Interoute, Maurice was General Counsel of Bulldog Communications Limited, a UK-based provider of DSL services. From 1996 to 2002, Maurice was Senior Vice President and Deputy General Counsel for the principal operating division of GTS (known as Ebone) and was retained following the acquisition of GTS by KPN Qwest as the company's Head of Legal and Commercial. Prior to joining Ebone, Maurice was a Solicitor for Denton Hall (now Denton Wilde Sapte).



John Shearing
**Group VP
Networks &
Operations**

John Shearing manages the delivery side of the business including operations, engineering, services development, procurement and company IT. Considered one of Europe's leading network executives, he has been responsible for the creation and management of some of the major independent telecoms systems. John was a founding executive of the first pan-European facilities based carrier, formed by GTS in 1995, and held responsibilities for Networks & Operations within GTS/Ebone through its development phase to maturity. Previously John spent 6 years at S.W.I.F.T. as head of global telecoms, and 14 years with Control Data's international network. John has 30 years experience in the telecommunications market

John holds a First Class Honours degree in Computer Science from City University, London and a Master of Science degree from London University.



Yasmin Jaffer
**VP Human
Resources**

Yasmin Jaffer heads the HR department at Interoute, with offices in 16 countries from the U.S. to Bulgaria. Yasmin joined Interoute from Psion Group PLC, where she spent six years as Group Human Resources Manager responsible for the professional training and development of all staff within the Group and its subsidiaries. Prior to that, Yasmin held an international Human Resources role with Mercer Management Consulting.

With extensive independent commercial acumen and more than a decade of senior Human Resources experience, Yasmin provides a unique insight into the resource and growth requirements of a developing business.



Leadership



Tom Frankfort
**EVP Strategic
Development**

Tom Frankfort became EVP Strategic Development in July 2010, working with Robert McNeal (Vice Chairman) to accelerate Interoute's M&A activity. Previous to this role he was Interoute's EVP Products & Services for 8 years. Under his leadership Interoute's Product Group developed some of the fastest-growing revenue generators in the telecoms industry, including VOIP, Ethernet and IP services. Tom joined Interoute from Cable & Wireless UK, where he was head of Product Strategy. Prior to that, he held a number of senior positions across the Cable & Wireless Group of companies, including: Corporate On-Line Services Manager for Mercury Communications Ltd; Head of Internet Services for Cable & Wireless Business Networks; Business Development Manager for CW Innovations Inc.; and Director of Strategy for Cable & Wireless Europe.



Jan Louwes
**EVP Sales &
Marketing**

Jan is responsible for all of Interoute's enterprise sales activities and country operations as well as its industry award-winning enterprise marketing activities. Before joining Interoute Jan ran the EMEA sales and sales support organisation for Forrester Research. Jan has a wealth of experience in the international telecommunications services industry and headed up the International Sales teams at KPN and KPN affiliates. He also worked in different management positions for AT&T and AT&T-Unisource in Europe and the USA.

His career also includes 7 years working for ABN AMRO in various positions, including general and corporate finance functions.



Renzo Ravaglia
**EVP Service
Provider**

Renzo is responsible for directing and managing Interoute's Service Provider business. Prior to this, for the last 10 years he served as Interoute's Italy and Mediterranean Country Manager. During his leadership of this business, Interoute gained a prominent position among other telecom operators, becoming a recognised and respected operator within the corporate market in Italy whilst also becoming a dominant player in the wholesale markets of Italy, Greece and Malta. Renzo has over 30 years experience in the telecoms sector spending the first 20 years of his career with Alcatel leading the Telecommunication Division for the Italian subsidiary.

