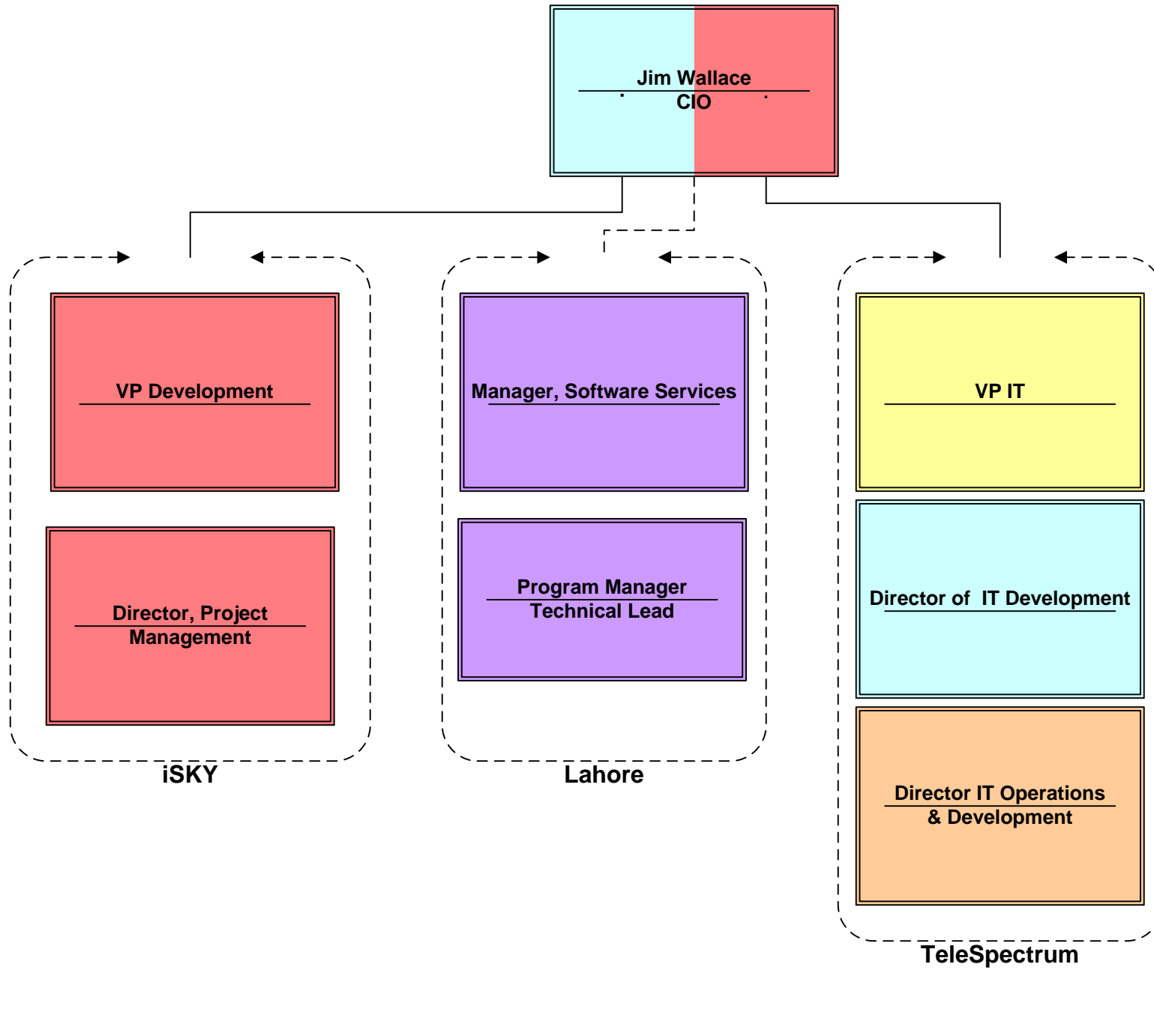
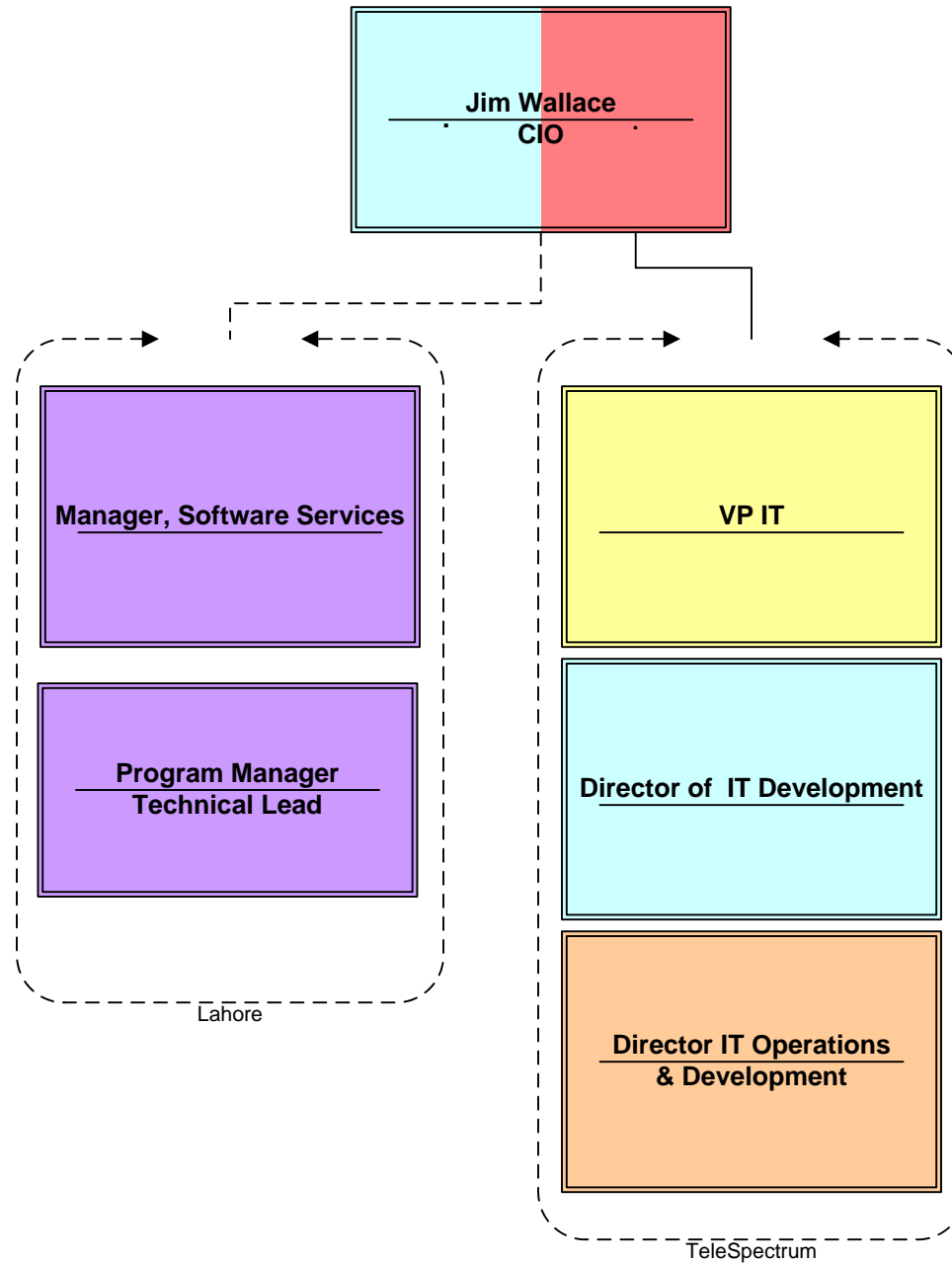


Combined TeleSpectrum and iSKY IT Organizational Overview



TeleSpectrum IT Organizational Overview



- Site 1
- Site 2
- Site 3
- Site 4
- Offshore
- Site 5
- Contractor 1
- Site 6
- Not permanent
- Contractors

TeleSpectrum Development Organizational Overview

Jim Wallace
CIO

Director IT Development

Team Lead NB Development

Enterprise Architect

Technical Lead Framework

Director IT Development

Mercury UI Team

- Developer
- Developer
- Developer
- Developer
- Developer

MS SQL Team

- Senior DBA
- Developer
- DBA
- Developer

Enterprise Development

- Developer

Back-end Development Team

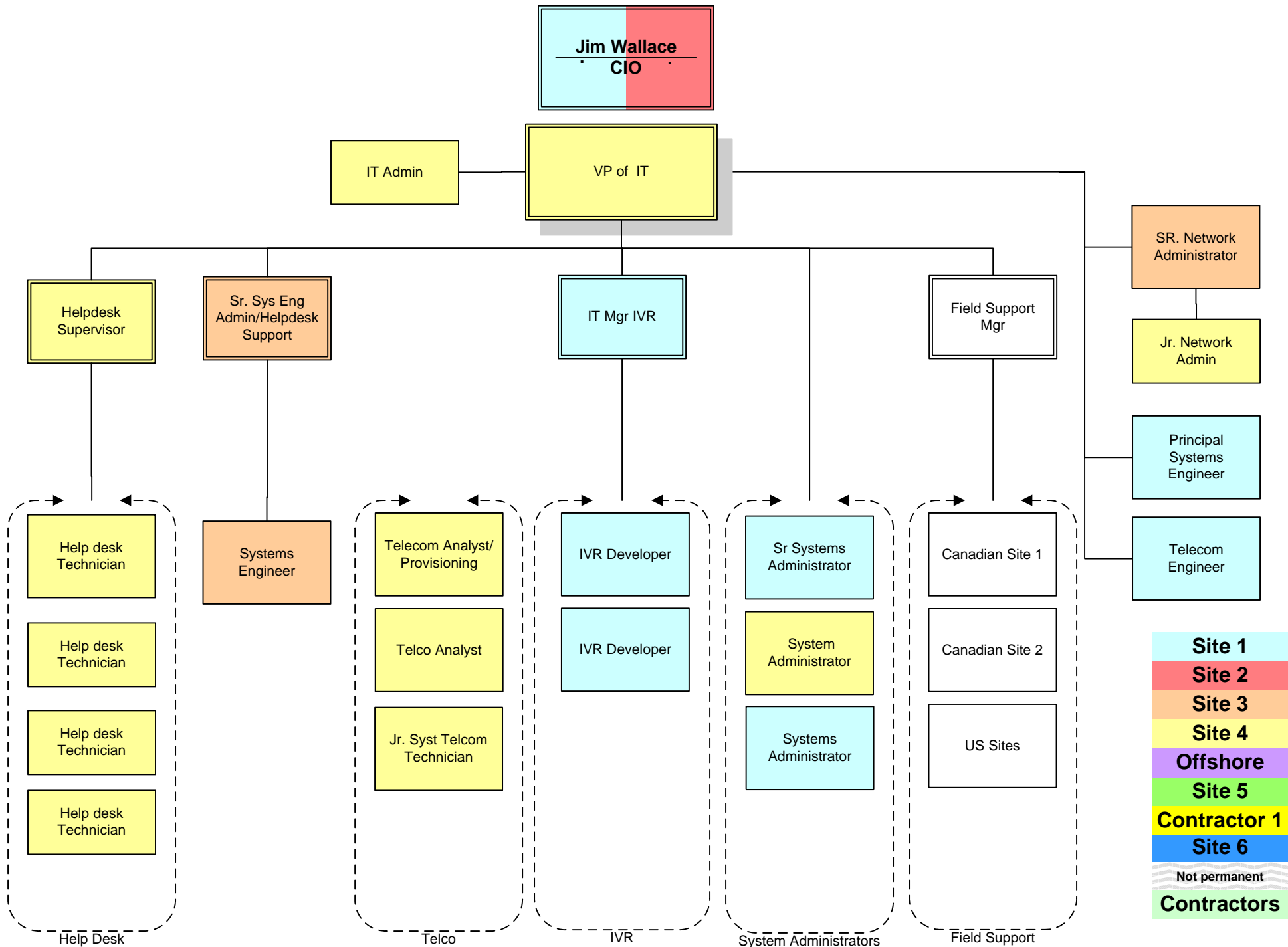
- Sr Developer
- Developer
- Developer

Legacy UI Team

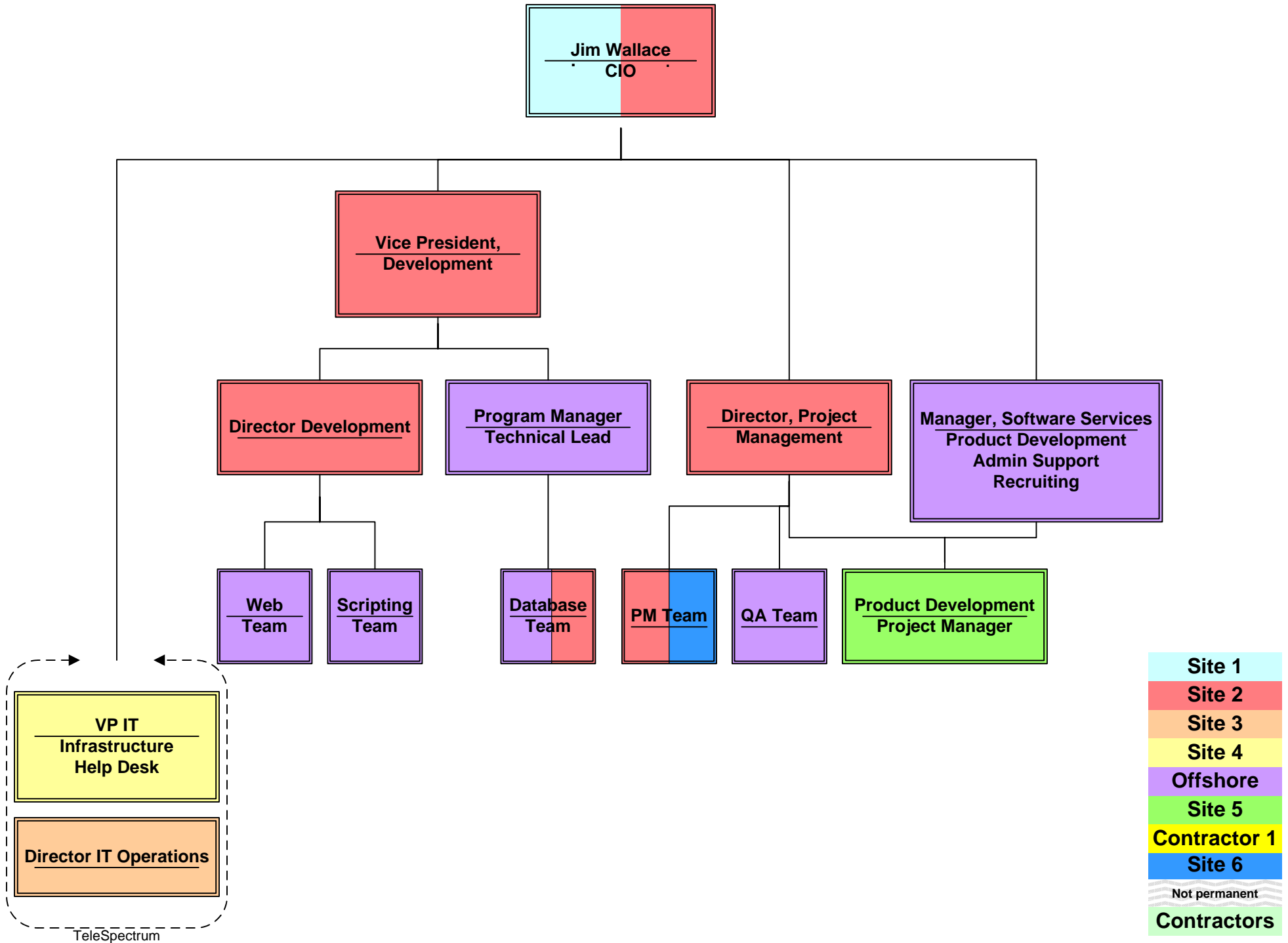
- Lead Developer
- Developer
- Developer

- Site 1
- Site 2
- Site 3
- Site 4
- Offshore
- Site 5
- Contractor 1
- Site 6
- Not permanent
- Contractors

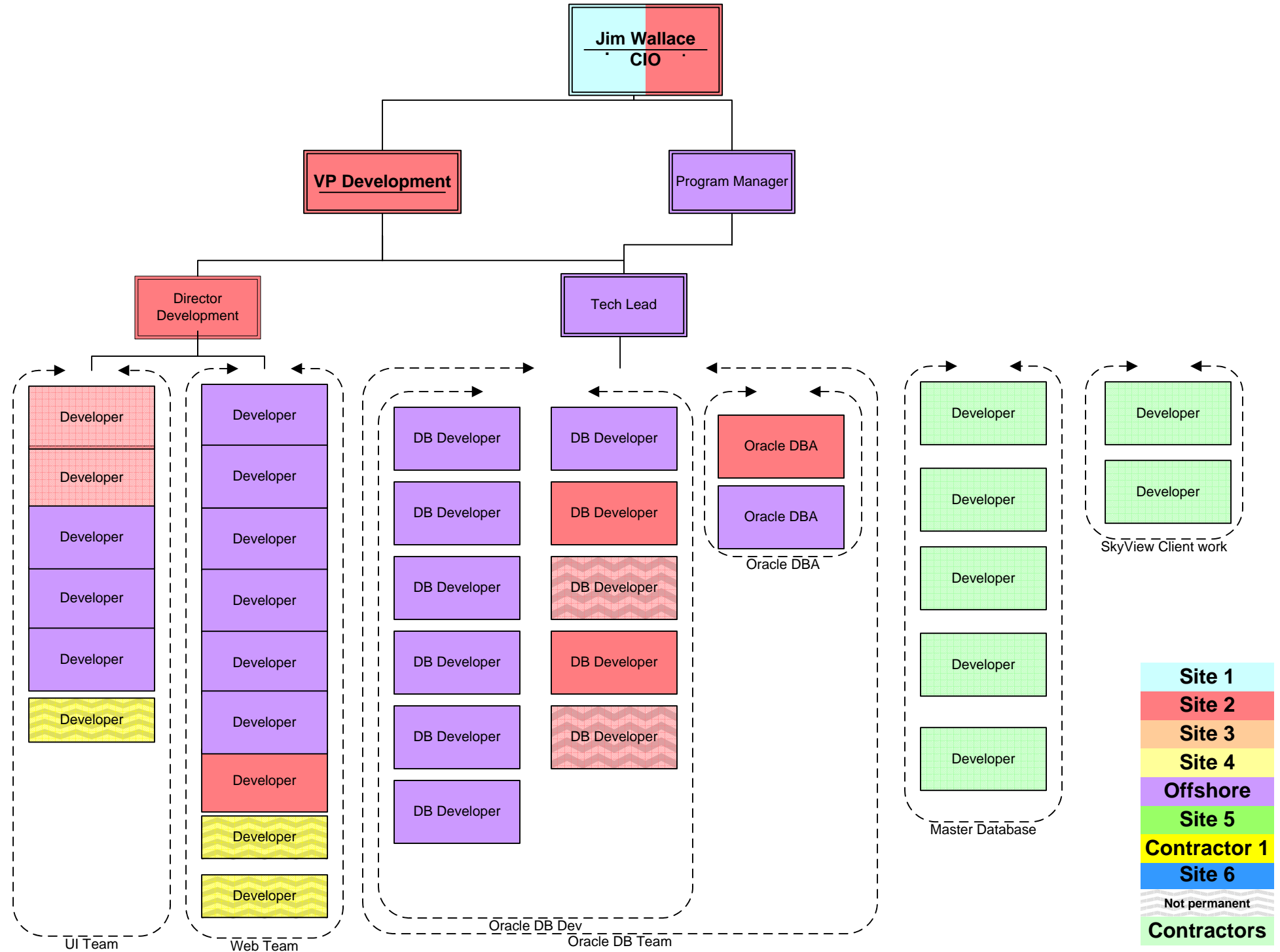
Combined iSKY and TeleSpectrum Infrastructure Organizational Overview



iSKY IT Organizational Overview



iSKY Development Organizational Overview



Site 1 (Cyan)

Site 2 (Red)

Site 3 (Orange)

Site 4 (Yellow)

Offshore (Purple)

Site 5 (Light Green)

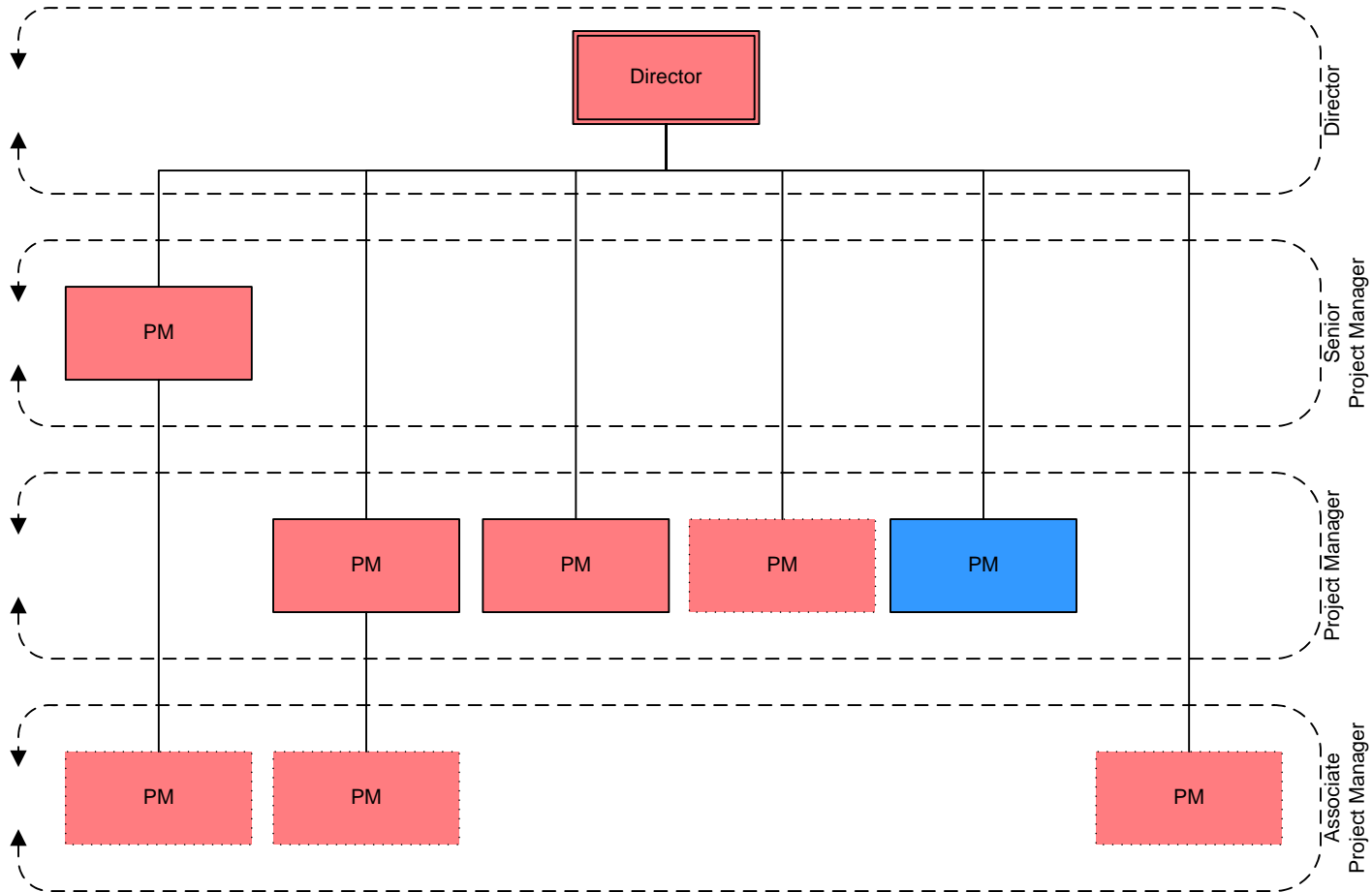
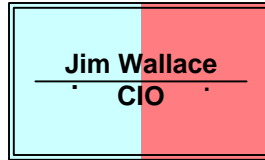
Contractor 1 (Yellow)

Site 6 (Blue)

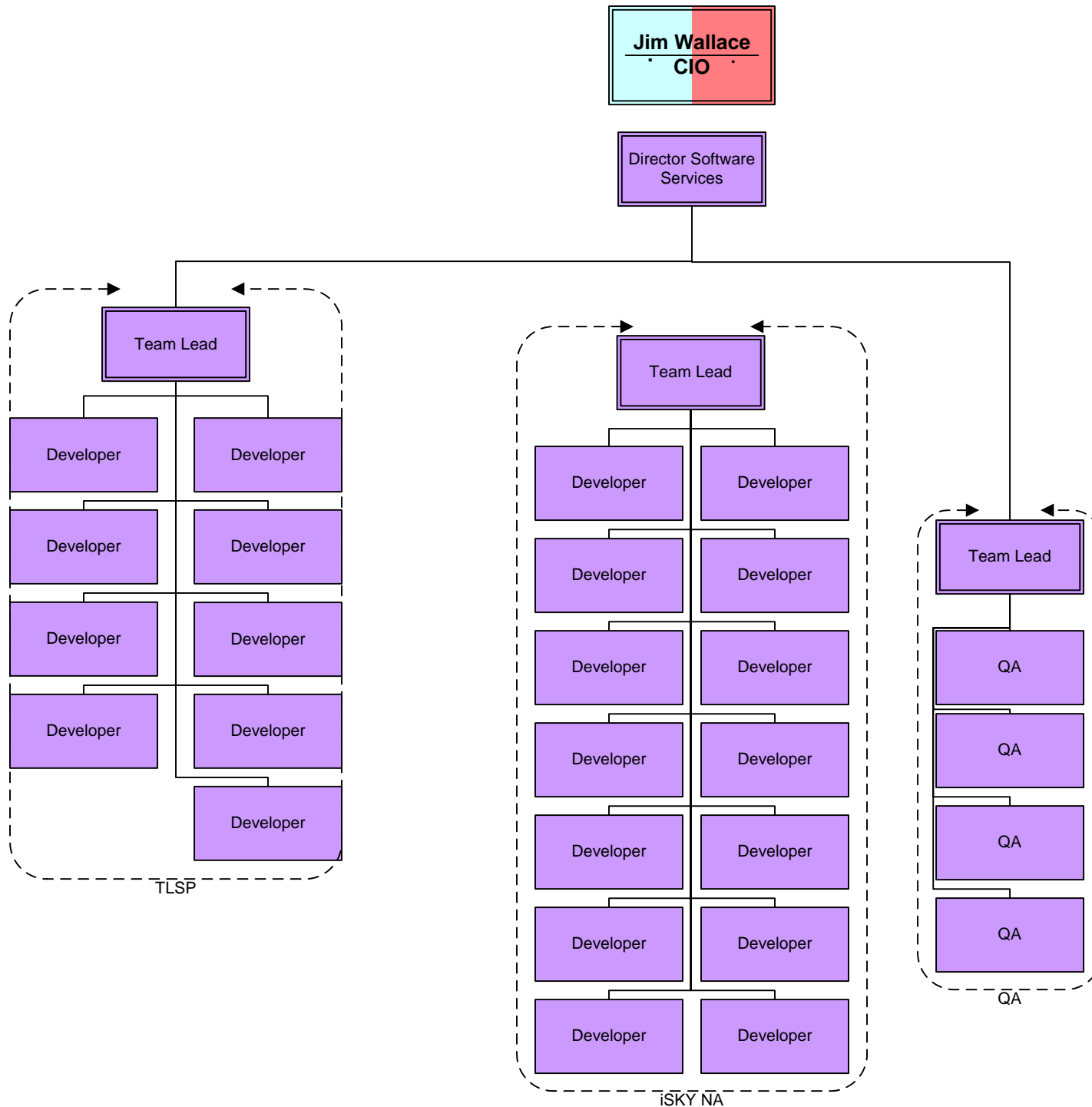
Not permanent (Hatched)

Contractors (Green)

iSKY Project Management Organizational Overview



Offshore Development Organizational Overview



Site 1
Site 2
Site 3
Site 4
Offshore
Site 5
Contractor 1
Site 6
Not permanent
Contractors