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January 9, 2019

VIA ELECTRONIC FILING
AND OVERNIGHT DELIVERY

Director, Utility Division
Tennessee Public Utility Commission
502 Deaderick Street, 4th Floor
Nashville, TN 37243
(615) 741-3939

Re: TIME CLOCK SOLUTIONS, LLC
Docket No. 18-00123

Dear Sir/Madam:

Pursuant to staff's request on December 12th, 2018, enclosed please find for filing an original and four (4) copies of TIME CLOCK SOLUTIONS, LLC's responses in connection to the above-referenced docket and Application for Certificate of Public Convenience and Necessity to Provide Competing Local Exchange and Interexchange Telecommunications Services in Tennessee. This filing has been electronically submitted on January 9, 2019.

I have also enclosed an extra copy of this letter to be date stamped and returned to me in the enclosed, self-addressed, postage prepaid envelope. If you have any questions or if we may provide you with additional information, please do not hesitate to contact our office.

Respectfully submitted,



Lance J.M. Steinhart, Esq.
Managing Attorney
Lance J.M. Steinhart, P.C.
Attorneys for TIME CLOCK SOLUTIONS, LLC

Enclosures

Question No. 1

The original bond issued by Hudson Insurance Company. The application contained a copy of the bond.

ANSWER: The original bond issued by Hudson Insurance Company was inadvertently mailed to the Tennessee Public Utilities Commission ("PUC"), Commerce and Insurance Division, in August 2018. The Commerce and Insurance Division is now unable to locate the original bond. Time Clock Solutions, LLC ("Time Clock") is working with Hudson Insurance Company to reissue the bond posthaste. As soon as the new bond is issued it will be submitted to the PUC.

Question No. 2

Print the name and title of the individual signing page 1 of the bond on behalf of the principal.

ANSWER: Please see response to Question No. 1.

Question No. 3

No bond number was listed on the Hudson Insurance Company bond. Is there a bond number associated with this instrument?

ANSWER: The original bond number was 10070679, Time Clock is working with Hudson Insurance Company to reissue the original bond, it may have a different bond number.

Question No. 4

Are there additional members of management other than those listed in the application? If so, provide their names, titles, and day-to-day duties/responsibilities.

ANSWER: There are additional members of management, please see the attached resumes of Mr. Luis Cammarano and Mr. John Meyers.

Question No. 5

A direct dial telephone number for the regulatory contact person.

ANSWER: As the regulatory contact person, Vance Witt's direct dial telephone number is (678) 515-1743.

Question No. 6

The letter granting authority to conduct business in Tennessee sent by the Secretary of State's office. The information included in the filing came from the SOS website.

ANSWER: See attached Certificate of Authority from the Secretary of State.

Question No. 7

Will the company offer residential telecommunications services?

ANSWER: No, the company does not plan to offer residential telecommunications services.

Luis A Cammarano
5655 Balfour Rd, Sylvania Ohio 43560
Phone: 855-753-0941
Email: LCammarano@yourtimeclocksolution.com

Qualifications: Extraordinary organizational & leaderships skills. Detail oriented with exceptional analytical & problem-solving abilities. Extensive experience in customer service, training, account management & legal services as well as various other fields. Bilingual, Spanish-English verbal & written.

Experience:

October 2017 – Present Time Clock Solutions - Senior Manager / Carrier Relations

- Negotiate with Carriers: Contracts-Rates
- Assist accounts payable with collection of past due invoices and any discrepancies with billing from carrier.
- Pre-qualification of business locations, completing needed paperwork / contracts and data entry of all pertinent information into the system.
- Tracking status of installations, following up on time table for completion, opening needed service tickets and troubleshooting of any carrier related issues. Updating client base with status of ongoing installations.
- Provisioning of local phone service accounts, working with long distance, toll free numbers and pots lines.
- Assisting network operations center & billing department with any issues post install.

November 2014 Telecom Consultant

- Processing of quotes for new clients as well as coordinating the implementation of new circuits for ongoing projects.
- Maintaining up to date information on carrier cost to ensure the appropriate billing is taking place and also to be utilized for cost analysis on currently active circuits and new services being provided to the client.
- Researching new carriers by region for services needed for new clients and to fall within the budgetary restraints of ongoing projects.
- Maintenance of new order tracking data and client roll outs of multiple locations to ensure time constraints are being adhered to.
- Assisting with necessary troubleshooting of carrier circuit and equipment post install as well as providing necessary documentation for post install escalations.
- Special projects including but not limited to cost analysis, carrier early termination fees and escalations, project management & training.

August 2009 – November 2014 Page Plus Cellular, Holland Ohio - Quality Assurance Analyst / Trainer

- Monitoring of all call center communications with customer base for performance management, quality assurance, policy adherence, training & development.
- Training & monitoring of bilingual representatives within the companies U.S. and international locations.
- Translation of Spanish documentation for various departments. Establishing training materials in Spanish for bilingual representatives beginning employment & for overseas call centers.
- Management of customer & business accounts for service issues, refund & chargeback resolutions, fraud prevention & theft investigations.
- Escalation of system issues involving account management tools, network & billing systems.

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January 2007 – May 2009 Savers, Toledo Ohio - Operations Assistant Supervisor

- Conducted interviews & hired necessary staff required for daily operations.
- Entrusted with the training & development of employees. Dismissals due to policy infractions & performance goals not being reached.
- Involvement in corporate and company meetings to institute different sales & promotional approaches. Changes to the current structure to better facilitate company requirements.
- Loss prevention & security of company assets & employees via inventory logs and video surveillance.
- Responsibility of key carrying, cash handling & schedule development for operational staff.
- Performed coverage for various departments when necessary due to increased customer base.

January 1999 – December 2006 District Attorney's Office of NY, New York NY - Community Service Specialist

- Visitation of various organizations throughout tri-state area involving subpoenas, medical records, evidence and transportation of confidential material for active cases.
- Training and supervision of departmental employee duties and protocol adherence. Ensured all tasks were completed efficiently & effectively.
- Data entry & organization of documentation / sensitive trial materials for legal staff.
- Coordinate all case files and ensure all materials reached appropriate personnel under strict time constraints.
- Assistance with interpreting for legal counsel with their clients to ensure necessary information for trial was being obtained.
- Followed strict security procedures with any materials being brought into the facility to ensure the safety of all employees and any visitors on the premises.

June 1998 –Sept 1998 American Insurance Services Group (AISG), Jersey City NJ - Research Library Assistant

- Procuring documentation & monographs.
- Performed detailed online searches for cataloging & research purposes.
- Created, maintained & updated automated library of all contents within the company.
- Kept library files by cross referencing data print outs & updated files.
- Transitioned all paper files to an automated library for easy access to all personnel at various locations.
- Maintained insurance forms and documentation to facilitate the needs of client base.

January 1998 – June 1998 Midwood Cushions Company Inc., Brooklyn NY - Stock and Office Associate

- Scheduling and receiving of merchandise for shipment & freight.
- Kept detailed log of all inventory & replenished accordingly.
- Assisted in general office duties including coverage of various positions & call handling.

7735 Wellsbury Drive

e-mail – john@yourtimeclocksolution.com

Waterville, Ohio 43566

Phone – (855) -753-0941

Work Experience

Senior Manager - Operations Time Clock Solutions

October 2017 - Present

- Negotiate vendor rates
- Manage implementation of services
- Customer Management
- Review contracts
- Senior hiring manager
- HR functions

Telecommunication Consultant

**Sept 2008
Holland, Ohio**

- Manage Project Implementation and Customer Management for DSL/Cable installs for thousands of sites nationwide
 - Finished 5000 site project for major retail chain customer
 - Completed 600 site implementation for movie theater customer
 - Working with 15 different customers on thousands of sites nationwide
- Negotiate DSL/Cable rates for internet access with over 80 nationwide carriers

Director of Purchasing Stylecrest Enterprises, Inc

**Feb 2005 – August 2008
Fremont, Ohio**

- Directed Distribution Purchasing group (Dist Inv Mgr and 3 buyers), Materials Mgmt for Manufacturing group (Materials Mgr, Scheduler, 3 Buyers) and Sr. Purchasing Agent (Cost negotiations). Responsible for cost negotiations, replenishment and order fill for \$160 MM Manufacturing and Distribution Company (spend \$86.5 MM in 2008).
- Cost Accomplishments
 - \$1.16 M in cost savings (1.3% favorable on 32 projects) in 2008 vs. increases of \$3.1 M (3.5% unfavorable on 99 increases) for a net effect of \$1.9 M (2.2% unfavorable). Steel increases of 70%, copper increases of 22% and aluminum increases of 26% since December 2007 have severely affected 2008 costs.
 - Results in 2007 were \$1.4 M in cost savings (1.5% favorable on 51 projects) vs. increases of \$1.7 M (1.7% on 50 increases) for a net effect of \$270 K (0.3% unfavorable). 2006 results were \$780 K of cost savings vs. \$1.2 M of increases for a net affect of \$459 K unfavorable (0.6%).
- Responsible for moving obsolete product. Moved \$750 K of faucets that were purchased before I started at company. Sold off PVC pipe, RV product (not in our normal product line) and anchors due to purchases made in anticipation of hurricane recovery volume. Sold off \$200 K of obsolete air conditioners and furnaces and coils due to product transitions.
- Planned and executed inventory pre-buys for cost savings, emergency needs (hurricanes, natural disasters) and seasonal needs to ensure customer service to customers.
- Order fill for Vinyl product for 2008 YTD is 98.9%. Distribution order fill performance is 84% YTD (started tracking earlier in year at 75%). Hired new Distribution Inv Mgr to address service level and inventory reductions due to outdated software that didn't replenish properly. Inv Mgr built access database to provide improved process for service and service was improving.
- Inventory Days on Hand Reduction
 - Reduced Inventory DOH from FY 2007 12 month average by 7.3% in FY 2008 YTD. End of period reduction thru June was a 13.8% reduction over 2007 FY average.
- Lead initiative to start Sales & Operations Planning process. We were setting up summaries on DOH, fill rates, turns, E&O, forecast error and other information to start monthly executive meeting.

Sourcing Manager Calphalon Corporation, a division of Newell Rubbermaid

**July 2001 – Feb 2005
Perrysburg, Ohio**

- Supervised 4 Buyers and 1 Clerk in the U.S. and 1 Buyer in Asia in the Purchasing of Cookware Handles, Covers, Fasteners, Packaging, Coatings, Stainless Steel Finished Goods, Cutlery, Bakeware, Accessories, Capital, Indirect and MRO. Annual spend \$70 MM.

- 9.1% total cost reduction in year one for inventory related items (\$40 MM Spend). In 2003, took on responsibility of Indirect spend and Stainless Steel Finished goods – total spend \$110 MM (including Mirro business that has since been sold). Achieved 6.5% MPV on Inventory items and 5% cost reduction on Indirect items. Tracking to 5.6% productivity for 2004.
- Some major cost reduction projects achieved over the 3 years:
 - Negotiated Phenolic handle agreement that saved \$1.3 MM on \$3.7 M spend. Some handles were being produced in house and some were purchased. Reduced number of suppliers from 9 suppliers to 1.
 - Negotiated \$1.1 MM savings on corrugate spend of \$4.8 spend by re-sourcing vendor.
 - Reduced cost on 3 Stainless Steel lines by 19.7%, 10.3% & 7.5% in 2004 while securing an additional 5% cost reduction effective 1/1/05. Total annual spend for all 3 lines \$7.5 MM.
 - Negotiated agreement on Tri-Ply line that secured 5% in May 2004 plus 5% more January 2005. Annual spend \$4.0 MM.
 - Reduced Silicone Handles cost by \$250K on \$1MM spend by re-sourcing this business to another vendor.
 - Worked on Bakeware program that saved \$260 K on \$806 K spend.
 - Negotiated 2002 Natural Gas contract that reduced plant cost by \$2.4 MM over 2001 cost (\$4.9 MM).
- Implemented Reverse Auction tool at Calphalon. Have run 14 auctions.
- Reduced the number of Indirect/MRO vendors by 40%.
- Improved DPO from 40 days to 61.0 days.

Commodity Manager

June 1999 to July 2001

Eaton Corporation

Galesburg, Michigan

- Supervised 2 Buyers in the management of Gray Iron Castings for the Heavy Duty Truck Transmission Division of Eaton.
- Responsible for the Outsourcing of internally machined castings to sources in Korea.
- Cost Savings include
 - \$700 K on Front Bearing Covers with an annual spend of \$1.5 MM
 - Shift Blocks savings \$1.1MM on \$2.2MM spend
 - Cylinder Covers savings \$900 K on \$1.8 MM spend
- Faced with a \$960 K price increase on Transmission Main Case Casting. Researched and found an alternate source. Performed a supplier assessment, negotiated a \$1.2 million cost savings over the old price and implemented new supplier. Resulted in \$2.16 million favorable cost swing for the company.

Corporate Purchasing Agent

April 1992 – June 1999

Dunlop Tire Corporation

Amherst, New York

- Responsible for Purchasing Rubber Chemical for Tonawanda, NY and Huntsville, AL plants
- Raw Material cost savings projects totaled \$1,176,343 in 1998 on \$55 MM spend. 1997 Costs saving \$1,328,199
1996 - \$604,240 1995 - \$262,186 1994 - \$377,925 1993 - \$266,336 1992 - \$45,786.

Operations Supervisor

Dec. 1989 - Sept. 1991

Yellow Freight System

Tonawanda, New York

- Supervised Teamster Union Members in the loading and unloading of freight.

Education

- Master of Business Administration May 1997
 - Concentration: Manufacturing and Operations Management
 - State University of New York at Buffalo G.P.A. 3.38/4.0
- Bachelor of Science – Business Administration September 1989
 - Concentration: Financial Analysis
 - State University of New York at Buffalo
- Associate of Science - Engineering May 1986
 - Niagara County Community College
- Certified Purchasing Manager June 2000
- Completed 1 exam of 5 toward Production and Inventory Control Certification (CPIM)



John P. Meyers

Results-oriented Executive with over 23 years' experience in operations and 9 years' in the telecommunication industry. Solid background in operations in wholesale market segments. Extensive direct and indirect leadership experience. Diverse executive management background with expertise in organization. A forward thinking executive with excellent vision, leadership and negotiation skills. Strong written and verbal skills.

- Solid track record reducing costs and employing performance optimization plans in a wide range of situations.
- Created models and benchmarks that have been used by other firms across the U.S.

Education

- Associate's degree in Engineering from Niagara County Community College.
- Bachelor's degree in Business with a concentration in Finance from the University at Buffalo.
- MBA with a concentration in Manufacturing and Operations Management from the University at Buffalo.



Tre Hargett
Secretary of State

Division of Business Services
Department of State

State of Tennessee
312 Rosa L. Parks AVE, 6th FL
Nashville, TN 37243-1102

LANCE STEINHART
555 WINDY PINES TRAIL
ROSWELL, GA 30075

December 17, 2018

Request Type: Certificate of Existence/Authorization

Request #: 0299669

Issuance Date: 12/17/2018

Copies Requested: 1

Document Receipt

Receipt #: 004418222

Filing Fee: \$20.00

Payment-Credit Card - State Payment Center - CC #: 3746125603

\$20.00

Regarding: TIME CLOCK SOLUTIONS, LLC

Filing Type: Limited Liability Company - Foreign

Control #: 923042

Formation/Qualification Date: 09/14/2017

Date Formed: 03/19/2014

Status: Active

Formation Locale: FLORIDA

Duration Term: Perpetual

Inactive Date:

CERTIFICATE OF AUTHORIZATION

I, Tre Hargett, Secretary of State of the State of Tennessee, do hereby certify that effective as of the issuance date noted above

TIME CLOCK SOLUTIONS, LLC

* is a Limited Liability Company formed in the jurisdiction set forth above and is authorized to transact business in this State;

* has paid all fees, interest, taxes and penalties owed to this State (as reflected in the records of the Secretary of State and the Department of Revenue) which affect the existence/authorization of the business;

* has filed the most recent annual report required with this office;

* has appointed a registered agent and registered office in this State;

* has not filed an Application for Certificate of Withdrawal.

Tre Hargett
Secretary of State

Processed By: Cert Web User

Verification #: 031058423