

Keil Tiernan

Fort Pierce, FL 34945

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(409) 877-8467

Professional Summary

Real Estate Professional with over 25 years of experience offering expertise in all forms of site development, project management, site acquisition, contract drafting and negotiation as well as marketing and leasing of wireless structures.

Effective Manager and Resourceful Strategist who successfully spearheads critical initiatives and delivers high-impact solutions and is skilled in maximizing efficiency and productivity to exceed bottom line goals.

- Experience in all fields and disciplines of site development and leasing including: all forms of document drafting, negotiation of legal and business terms, site development, zoning, permitting and construction drawing review.
- Marketing and leasing of developed and new build sites to wireless carriers in the respective market.
- Management of in-house and project teams including leasing, marketing, site acquisition and development and administration lead personnel.
- Excellent verbal and written communication skills with all levels of management, employees and outside parties such as real estate owners, carriers, architects, engineers, contractors, co-workers, utility companies and local jurisdictions.
- 25+ years of experience in all phases of site development and project management including site acquisition, A&E, regulatory, environmental, legal and zoning/permitting.
- Negotiated and drafted Master Leases, Ground Leases, Rooftop Licenses and Access and Utility Easements with real estate owners for raw land, rooftops and collocations.
- Developed and drafted carrier/landlord agreements including but not limited to vendor SOW, LOI, Entry and Testing, lease, license and easement, amendment/addendum, Master Lease, Asset Purchase and Build-to-Suit agreements.
- Developed and negotiated site acq vendor SOW and pricing for T-Mobile Houston Market with Procurement.
- Negotiated and drafted all carrier MLA's at GTP including Verizon, Sprint, AT&T, T-Mobile, MetroPCS and Cricket.
- Successfully completed thousands of carrier collocations and upgrades on towers and rooftops for all carriers nationwide as well as numerous in-building and high rise building wireless solutions.
- Developed well over 500 new telecom sites and towers from site identification, RF approval, leasing raw land, zoning hearings and permitting through final site completion.
- Licensed Florida Real Estate Broker

Authorized to work in the US for any employer

Work Experience

Director of Site & Business Development

Gen7 Engineering LLC-Fort Pierce, FL

November 2022 to Present

- Identify and develop strategic contacts and acquire new business opportunities for the company.
- Increase company revenue by expanding those opportunities.
- Evaluate existing partnerships and relationships with an eye toward building on what works and changing what doesn't.

- Negotiate and develop new and existing Master Service and Co-Development Agreements with carriers and tower company partners.
- Manage all aspects of the real estate and soft cost development team, including NSD, site modification and lease renewal projects.
- Program manage all new site development, including site acquisition and field work, directly related to acquiring new build sites for BTS and NSD.
- Ensure complete and timely permitting, leading and coordinating preparation and approval of land lease and development agreements.
- Negotiate option and land lease, access/utility and easement agreements with landowners.
- Oversee soft cost team working on site modifications and upgrades, including MLA and non-MLA sites, rooftops and military bases.
- Assist team in negotiating strategic lease renewals on expired and expiring leases on non-MLA sites.
- Coordinate and attend on-site meeting and site walks with stakeholders.
- Prepare and submit zoning and permitting filings as required.
- Manage and train new team members.

Site Development Manager

T-Mobile USA, Inc.-Houston, TX

May 2018 to November 2022

- Supervision of Market Real Estate Development for New Site Development (NSD) and site modifications (Mods)
- Collaborate with Small Cell/Venue team on Mid-Cell Project for first deployment in the Market.
- Lead and manage SC Development team, internal and 3rd party Project Managers and site acquisition vendors. Provide program management for Development team, including CAPEX and SC approvals, processes, data integrity and reporting.
- Maintain quality control on all projects for timely and consistent delivery of essential program activities.
- Ensure entitlements are delivered in a timely manner and EC Pace is met or exceeded.
- Set Quarterly Goals and expectations for the Development Team.
- Oversee and ensure compliance with all company, regulatory, zoning and permitting requirements.
- Interact with and support all RF, Construction and Operations Market Managers, Senior Managers and the Senior Market Director as needed for all related development activities.
- Work closely with Region, RF and Construction to develop monthly POR through the Governance process.
- Attend Bi-Weekly Market and Performance Meeting and report SC results to Senior Managers and Senior Market Director (WPR review).
- Attend South Region Weekly Dev/RF Build call and related brainstorming sessions.
- Lead for landlord issues and resolution.
- Create job descriptions, interview, on-board and train new hires.
- Worked with Procurement to create SOW and pricing for Site Acquisition and A&E services to be utilized throughout the South Region.

Network Specialist - Real Estate/Regulatory

Cellco Partnership d/b/a Verizon Wireless-Charlotte, NC

September 2013 to March 2018

- Control New Build sites including new tower development, collocations and rooftops.
- Manage Site Acquisition and outside vendors including legal, A&E, zoning and Environmental consultants.
- Review engineering orders, lease exhibits, Phase I reports, CD's, structural analyses and all leasing documents.
- Review and approve all project PO's and submit for processing and receive upon work completion.
- Negotiate lease/license agreements and amendments and track and commence all ground and structure leases.

- Interface with site owners and perform site visits.
- Work closely with the local attorneys during preparation and processing of all agreements.
- Participate in all required zoning submittals and attend necessary public hearings and town meetings.
- Project manage all open new build projects in the largest markets in the Carolina/Tennessee Region (Nashville, Charlotte, Raleigh, Asheville and Greensboro)
- Provide weekly status reports to the Director and Executive Director.
- Establish and maintain organized and efficient system documented for the central files for each site.
- Responsible for the Property Management Consolidation of each site file.
- Coordinate/distribute the flow of information to help expedite workflow to multiple departments including RF, System Performance and Construction.
- Ensure all site pertinent information is entered into appropriate databases.
- Daily use of FUZE, NetSites, NetDocs, NRE Admin and RE Site Tracker.
- Supervise and train new employees.

Network Real Estate Specialist

Artech Information Systems, LLC-Charlotte, NC

May 2013 to September 2013

- Managed the Crown AWS antenna upgrade project.
- Reviewed engineering orders and previous leasing documents.
- Negotiated lease/license agreement amendments.
- Interfaced with site owner.
- Worked closely with the local attorneys during preparation and process of all amendments and zoning as required.
- Project managed open projects.
- Provided weekly status reports to Real Estate Manager.
- Established and maintained organized and efficient system documented for the central files for each site.
- Coordinated the flow of information to help expedite workflow to multiple departments.
- Ensured all site pertinent information is entered into appropriate databases.

VP - Contracts & VP - Leasing

Global Tower, LLC-Boca Raton, FL

December 2002 to January 2012

- Started predecessor company, Global Site Management, with former GTP CEO.
- Drafted a wide range of intricate contracts and documents including, but not limited to, master lease and license agreements, easements, construction services and vendor contracts, merger and acquisition agreements and build-to- suit agreements with carriers and contractors as well as management agreements, master rooftop lease agreements, ground leases and easements with real estate owners.
- Led complex negotiations with carriers and respective counsel from origination of negotiations through agreement closure and post-closure follow up and functional implementation of the subject agreement.
- Acted as carrier contact regarding complex legal matters that arose regarding MLA or high-level corporate issues.
- Identified and addressed existing legal issues and safeguarded against future legal and business issues by revising form documents.
- Served as legal advisor concerning real estate and telecommunications operations including contracting, government regulation, zoning compliance and other related issues.
- Advisor to senior management in various departments on contractual business decisions.
- Performed due diligence on prospective new tower and rooftop portfolios.
- Developed legal review process and procedures for collocations and new tower development.
- Assisted SVP & General Counsel in interviewing, hiring and training new members of the legal and Asset Management teams.

- Oversaw Asset Management Department and team of six Asset Managers responsible for maintaining existing ground leases, renewing expiring ground leases and relationships with ground owners.
- Led ground lease rent reduction project and successfully reduced rent on 40% of sites targeted.
- Worked with all carriers on hundreds of collocations for GTP's inception. Negotiated legal and business terms, performed site walks, A&E walks, plan review and approval.
- Built new towers involving all phases of development including site acquisition, identifying and leasing raw land, site walks, zoning and permitting applications and meetings and review and approval of construction drawings.
- Created GTP's "Rooftop-to-Suit" program. Identified and master leased rooftops for collocations and brought the sites into GTP's portfolio.
- Performed Site Acquisition services and created and delivered SCIP packages, attended weekly deployment meetings, attended all site walks, reviewed and approved construction drawings and managed final completion of construction and closeouts.

Co-founder and President

HighPoint Telecom Management, Inc. ("HTC")-Boca Raton, FL
September 2001 to December 2002

- Co-founded a third-party management rooftop leasing company.
- Responsible for day-to-day company operations including development and acquisition of new rooftops to portfolio.
- Negotiated and drafted all carrier lease documents on HTC rooftops and riser systems.
- Merged with Global Site Management (which became Global Tower, LLC ("GTP") in December 2002.

Senior Regional Asset Manager - South Region

SpectraSite Communications Inc.-Cary, NC
November 1995 to July 2001

- Responsible for telecom management for towers, rooftops, rooftop riser and in-building solutions for 2000+ sites.
- Controlled 200+ Triton Towers for co-location.
- Oversaw and facilitated leasing activities in conjunction with access and transmit leasing to execute 1000+ telecom license agreements and MLA's.
- Completed on site audits of towers and rooftops, reviewed co-location applications, established leasing procedures with owners and carriers, scheduled and attended site visits, negotiated, redlined and drafted all lease documents.
- Performed marketing meetings with all market and national carriers.
- Established site owner procedures and developed owner form documents.
- Opened the Florida market and developed the Southeast Region for Apex Site Management

Education

J.D.

University of Illinois Chicago Law School - Chicago, IL

B.A. in International Relations

Lehigh University - Bethlehem, PA

Skills

- Siterra
- MagentaBuilt

- ARIBA
- Sharepoint
- Google
- iCSNE
- MS Office
- FUZE
- REED Portal apps (i.e. SLOT, Element, Document Finder)
- Adobe Pro
- Property Management
- Team Management
- Process Improvement

Certifications and Licenses

Florida Real Estate Broker

September 2002 to Present



Candidate Questionnaire

Candidate Name: Keil Tiernan

Position: City Manager

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1. Please list your previous jobs/positions going back at least 10 years, plus any previous jobs/positions beyond 10 years that is related to the position of City Manager. Please include the following:

- a. Position start and end dates.
- b. Position title and organization.
- c. To whom you directly reported.
- d. Ending salary.
- e. Population of community served.
- f. Total number of employees in the organization.
- g. Number of employees supervised (directly and indirectly).
- h. Total budget of the organization.

Current position: Coldwell Banker Paradise (Fort Pierce, South Hutchinson Island and Ocean Village offices):

- a. Position start and end dates. 3/2024 - present
- b. Position title and organization. Broker Associate, Coldwell Banker Paradise, but I am an independent contractor.
- c. To whom you directly reported. Zully Hunter is the Sales Manager
- d. Ending salary. TBD
- e. Population of community served. St Lucie County, mainly Fort Pierce.
- f. Total number of employees in the organization. 1
- g. Number of employees supervised (directly and indirectly). 1
- h. Total budget of the organization. N/A

Gen7 Engineering:

- a. Position start and end dates. 11/2022 – 6/2024



b. Position title and organization. Director of Site and Business Development, Gen7 Engineering LLC

c. To whom you directly reported. Alecia Poe

d. Ending salary. \$150,000.00

e. Population of community served. Various throughout the Southeast US

f. Total number of employees in the organization. 40

g. Number of employees supervised (directly and indirectly). 8 - 10

h. Total budget of the organization. \$10,000,000.00

T-Mobile USA Inc.

a. Position start and end dates. 05/2018 – 11/2022

b. Position title and organization. Site Development Manager, T-Mobile USA Inc.

c. To whom you directly reported. Don Satterwhite

d. Ending salary. \$121,000.00

e. Population of community served. The population of Houston Texas is over 2.3 million, but the entire coverage area was over 10 million.

f. Total number of employees in the organization. 67,000

g. Number of employees supervised (directly and indirectly). 12 - 15

h. Total budget of the organization. T-Mobile US operating expenses for the 12 months ending September 30, 2024 were \$63.102B.

Verizon Wireless (Cellco Partnership)

a. Position start and end dates. 05/2013 – 04/2018

b. Position title and organization. Network Specialist – Real Estate/Regulatory

c. To whom you directly reported. Betty Johnson

d. Ending salary. \$101,000.00

e. Population of community served. The population of the Carolina/Tennessee market is over 10 million.

f. Total number of employees in the organization. 105,000

g. Number of employees supervised (directly and indirectly). 12 - 15

h. Total budget of the organization. Verizon Wireless' capital expenditures for 2024 is between \$17 billion and \$17.5 billion.

2. Why are you interested in pursuing this position? There are many reasons for my interest in pursuing this position but, ultimately, I want to be part of an organization that serves the



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CITY MANAGER'S OFFICE *Florida*

public good and makes a difference and has a positive impact on the community. I would also like to have the ability to help solve community challenges, present and future.

3. How would you describe your management style? My management style is multi-faceted. I enjoy and encourage collaboration and clear communication and prefer to listen rather than speak during problem solving sessions. I will offer guidance and support and will adapt to different contexts and needs as each individual and department has their own set of needs and would like to be heard. I encourage people and groups to be autonomous while ensuring that they have the tools and resources to achieve success.
4. Describe your approach to managing personnel issues such as hiring, discipline, ethical violations, labor relations, and performance evaluations. Managing personnel issues is based on leadership and organizational best practices. Diversity and inclusion and equal opportunity and treatment for all is at the height of this issue. Hiring involves the right fit for the job but goes beyond that with respect to culture and values. Discipline goes to ensuring that employees are given clear guidelines of what is expected of them and ensuring that those guidelines are enforced equally across the board, encouraging correction rather than punishment. Similar could be said regarding ethical violations as there should be a zero tolerance policy toward such violations and same should be clearly expressed to all, employees and leadership alike. Labor relations involve clear communication amongst all parties as well as collaboration on a resolution to any conflict. Lastly, but not least, are performance evaluations which are critical to organizational success. Continuous feedback is best to ensure employees are staying on track and know what is expected of them. Positive reinforcement is key as is corrective guidance to motivate employees and encourage trust and a high performance environment whereby employees feel valued.
5. How would you deal with city budget constraints and identify new revenue sources? Dealing with budget constraints and identifying new sources of revenue is multi-pronged. It would require review and assessment of the existing budget to determine any shortcomings or overspending and a reprioritization of expenses which may involve an in-depth review by each department of their expenses and future needs. Once identified, it may be possible to eliminate, consolidate or outsource some of those expense areas that



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are not performing or are under performing. With regard to identifying new revenue sources, this is a subject area that gets me excited! I think that there is so much potential in this City for attracting new revenue. This area is beautiful, convenient and still not overpopulated which is what attracted me to move here nearly 2 years ago. I think we can keep the "small town" feel yet increase the demand for it as a tourism destination. I see the increase in people seeking a great vacation spot when I sit at Ocean Village in my Realtor role in the winter months. However, there isn't really anywhere else around like Ocean Village there are currently few brand hotels in the area. I know there a number of projects and plans in the works and I would love to be a part of implementing them or helping decide what would be a good fit for our City and surrounding community and I'm sure that the community has ideas as well which I would love to hear.

6. How will you prioritize competing demands for resources within the city? There is a delicate balance regarding allocation of resources within any City. I think I touched on it a bit previously in reference to the budget but there are competing demands, financial constraints and future goals that need to be analyzed and prioritized. High priorities for funding include public health and safety and emergency/disaster services as well as the City's core infrastructure (roads, water, sewer, power). Those areas require funding first and foremost. Other areas which could compete for resources could be housing, parks and recreation and public works which should be prioritized by community need and input by the various departments. Resources should be distributed equitably with priority given to the communities with the greatest need.
7. Describe a successful initiative you have led as a City Manager. I have not previously been a City Manager but I have been a part of huge corporations (T-Mobile and Verizon) and several start up companies, including a few of my own. Initiative is the name of the game in these scenarios and learning the ins and outs of the new situation and how that "company" operates is the key to success in any operation. Observing and learning is a really great way to take it all in.
8. Describe a time when you had to manage a crisis situation in a city setting. I have not had to manage a crisis situation in a city setting but I have been part of crises that have effected the community and been a part of recovery efforts. For example, I was directly impacted



by the tornadoes that struck our area in October of this year and helped ourselves as well as our neighbors and community get together and start the rebuilding process. There is an affect or effect in surviving that disaster that I can't explain but I know what a crisis feels like first hand and will always want to be on the front lines or at least close behind the scenes given any danger in order to help those involved. There is such a heavy impact on a person mentally and physically during and after a crisis and I will always be able to empathize with those struck by a tragedy.

9. What steps do you take to ensure transparency and accountability in city operations. Communicating transparently with residents as well as stakeholders about how decisions are made and why certain priorities are set helps maintain trust, especially involving difficult decisions. People want leaders they can trust and ensuring that residents understand how their feedback and participation influenced the budget decisions and prioritization process, city leaders can make informed decisions about allocating limited resources while balancing the diverse needs of the community, guaranteeing that priorities are addressed and long-term goals are supported.
10. Please describe your experience working with unions. While I don't have direct experience working with unions in my previous roles, I am confident that my background in law and skills in negotiation, conflict resolution and managing people will allow me to build strong, collaborative relationships with unions and employee representatives. The skills that I have developed throughout my career are highly transferrable to managing relations with unions. I am aware of the importance of positive labor relations and am committed to learning more about labor law and union relationships and am confident that my ability to listen and collaborate and negotiate will foster positive relationships and outcomes.
11. Please describe your experience managing or overseeing a police department? What do you see as your role in guiding the police department? My answer here is similar to the previous answer as I do not have expertise managing a police department. However, throughout my career, I have developed strong skills in communication and leadership that allow me to motivate people as well as drive performance and build trust. I would listen and learn about the challenges faced and collaborate with the police department leadership team, whose experience and opinions are invaluable, to create an environment of



communication and continuous education regarding best practices in their realm. Trust, both within the department and the community, is essential for the department to be effective and transparency in leadership and decision making would be key to earning that trust.

12. How will you ensure that the city's services meet the needs of all its citizens? This is a complex and ongoing task, as well keeping in mind diversity, equity and inclusion of the citizens. Since the population of the City is very diverse, listening to and engaging with the community and its leaders is essential to ensuring that City services meet the needs of all citizens. Social media is a great way to get input and feedback from the community as are town hall and/or neighborhood meetings. City departments need to collaborate and coordinate efforts as well to ensure proper use of resources in meeting such needs of the citizens.
13. What strategies will you use to build relationships with stakeholders in the community? I think collaboration among stakeholders is key. Bringing together various stakeholders - residents, government agencies, businesses and community groups and leaders - is crucial to the success of community relationships. Going out and meeting the people as well as community and business leaders is extremely important in building trust and relationships.
14. What strategies would you implement to promote economic growth and job creation? Promoting economic growth and job creation requires an approach that focuses on business-friendly policies, development of the workforce in the community, targeted investment in essential infrastructure and support for innovation and research. By promoting an environment that encourages entrepreneurship and small business, attracts investment and creates high-quality job opportunities, the City can drive long-term economic prosperity for the residents.
15. Have any adverse or critical statements been made about you in print or online media reports, on social media, or any other related form? If an online search of you were completed, what would be found that you yourself would want to know about you if you were looking to hire yourself as a City Manager? No my social media presence is quite small. I have a Coldwell Banker web site and several real estate listings that appear in



searches, but my postings on social media (Facebook and Instagram) are all related to real estate, my family and animals. I also have an Etsy page that will appear in a search in which I make hair bows for equestrian and sporting event competitors but that is all. I am very transparent!