

EXHIBIT 3

Standard Tandem LLC

Resumes of Key Management

DAVE ERICKSON

Dave Erickson, President and Founder of Standard Tandem LLC, has more than 20 years of progressive experience in the telecommunications industry. In that time, he founded and was Chief Executive Officer of Free Conferencing Corporation, the largest independent, privately owned conference call company in the world with 25 to 30 million users every month. During his professional career, Dave was awarded the “Innovator of the Year Award” from Voice On Net for his development of a high-definition conference bridge to connect participants on their conference calls.

SCOTT SOUTHRON

Scott Southron is a Manager at Standard Tandem LLC and is responsible for all financial operations, accounting and reporting, treasury and banking services, corporate finance, human resources and company administration. Scott Southron has worked in technology, telecom and media industries for over 20 years. He holds a BS in Accounting and Finance from the University of Southern California and a CPA license from his time at Price Waterhouse.