

Exhibit D

Management Personnel

Randy Houdek, General Manager

Randy Houdek has over 34 years of experience in the telecommunications industry. Randy has served as the General Manager of Venture Communications for the last 23 years and served in other positions with Venture prior to assuming the office of General Manager. In addition to his work for Venture, Randy has served on numerous state and national boards and committees related to the telecommunications industry, including service on the Local Exchange Carriers Association and National Exchange Carrier Association Boards, and the South Dakota Network Board of Managers.

Fay Jandreau, Assistant General Manager

Fay Jandreau has been working in the telecommunications industry for thirty years. He joined the Venture team in 2017 as Operation Manager, then assumed the role of Assistant General Manager in 2018. Fay held prior positions with Midstate Communications, Mitchell Technical Institute, Swiftel Communications, and TCI Communications. Fay is a graduate of Mitchell Technical Institute, and he serves as Chair of the South Dakota One-Call Board.

Janelle Jessen, Controller

Janelle Jessen has been working in the telecommunications industry for 25 years. She joined Venture in 1996 as Accountant, then assumed the role of Office Manager in 1997, which became Controller. Janelle became a Certified Public Accountant in 1989 and holds inactive licenses in South Dakota and Minnesota. Janelle held prior positions at 3M in St. Paul as well as Pioneer Garage in Highmore. Janelle is a 1989 graduate of the University of Minnesota Twin Cities.