



Harold Zeitz

Chief Executive Officer

Harold Zeitz serves as CEO of ZiPLY Fiber. His lifelong passion for technology and innovation has been the cornerstone of his 30-year career spent delivering amazing experiences to customers in the broadband, telecom, wireless, financial services, gaming and web services industries. Prior to joining ZiPLY Fiber, Harold served as president and COO of Wave Broadband, one of the most successful broadband data companies in the country. He also served in executive and leadership roles at Classmates, IGT, RealNetworks, Sharebuilder, AT&T Wireless and McCaw Cellular. Harold, who holds a BA in Economics from Northwestern University and an MBA from Stanford Graduate School of Business, is a board trustee at Horizon House and board member of Vast Communications. A native Northwesterner, Harold spends his free time at Marymoor Park with his family and faithful dog (and ZiPLY Fiber mascot!), Zoe.

Brian Stading

Chief Operating Officer

Brian Stading is COO of ZiPLY Fiber. A longtime Northwesterner with more than 30 years in the telecommunications industry, Brian was CenturyLink's West Regional president prior to joining ZiPLY Fiber. For nearly nine years there, he oversaw CenturyLink's operations across eight western states. He also held various leadership roles at Qwest beginning in 2003 and up through its acquisition by CenturyLink. Brian is very active in the Seattle community, serving as a member of the Washington Roundtable and Seattle Sports Commission. He previously served on the fundraising committee for United Way of King County and Seattle Public Library and is a former board member for ArtsFund and the Economic Development Council of Seattle.

David Bohan

Chief Financial Officer

David Bohan is CFO of ZiPLY Fiber. David brings more than 25 years of proven executive experience in roles including president, COO and CFO for public and private companies both domestically and internationally. Prior to joining ZiPLY Fiber, David served as president of merchandising company BDA, LLC. He has also managed financial operations at PMI Worldwide, CC Filson, Brooks Running Company, Edge2Net, AT&T Wireless and McCaw Cellular Communications, among others. David, who holds a BA in Business Administration from Loyola Marymount University and completed the Executive Management Program at the Dartmouth College Tuck School of Business, serves on the advisory board for GT Nexus and the board of directors for HeroClip. In his free time, David enjoys skiing, biking, running, backpacking and other outdoor adventures, as well as spending time with his wife and two adult sons.

Bambang "Bam" Liem

Chief Technology Officer

Bambang "Bam" Liem serves as CTO of ZiPLY Fiber. Formerly EVP of Central Technology, Operations & Systems at Wave Broadband, where he oversaw deployment and management of Wave's Fiber & IP network technology, Bam is a telecommunications industry veteran with 35 years of experience in engineering, operations and system development for mobile, cable and telephone companies around the world. He has worked in various leadership roles at Charter Communications, Bell Canada, Allied Telecom, Amdocs, Accenture and more here in the Northwest, as well as in Canada, Indonesia, Taiwan, Ireland, Denmark and the Netherlands. Bam, who is working on his proficiency in a third language (Dutch, in addition to English and Indonesian), and his wife recently celebrated their 32nd anniversary.

Byron Springer

Chief Legal Officer

Byron Springer is CLO for ZiPLY Fiber. Byron has more than 25 years handling legal affairs for technology businesses. Prior to joining ZiPLY Fiber, he was the executive vice president of legal affairs at Wave Broadband where he was responsible for a broad range of legal and regulatory matters relating to the broadband, cable and telecommunications industry. He was also the chief counsel of acquisitions for Intellectual Ventures, the general counsel of cable set-top-box maker Digeo, Inc. and a vice president in Redmond, Washington's division of AT&T

Wireless. Byron earned his JD from UCLA School of Law and his AB from Stanford University. Byron also serves on the board of directors for Copper Canyon Press, one of the nation's leading poetry publishers. Byron has spent 35 years in the Seattle area and loves golfing in the Pacific Northwest.

Mike Doherty

Chief Marketing Officer

Mike Doherty is the CMO of Zply Fiber and an accomplished marketing leader with a demonstrated history of crafting award-winning brand strategies in highly competitive B2B and B2C ecosystems. Programs under his leadership have been recognized with Effie, Addy and Clio awards, as well as honors at Cannes, FAB, MIXX and other top industry shows. Before joining Zply Fiber, Mike served as president of Cole & Weber, one of Seattle's premiere advertising agencies, for 19 years. He double majored in Marketing and Finance at the University of Oregon and has spent his career steering marketing efforts for regional, national and international brands and organizations such as Chateau Ste. Michelle, Hawaiian Airlines, Kellogg's, Microsoft, Nike, Target and The International Olympic Committee. As a former ski instructor, he still enjoys skiing every chance he gets, as well as running, hiking, traveling, daddy-daughter time and learning anything new.

Steve Weed

Executive Chairman

Steve Weed is Executive Chairman of the Board of Directors for Zply Fiber. As an industry leader focused on broadband services and technology for more than 25 years, Steve's passion and experience is second to none. Prior to Zply Fiber, Steve was founder and CEO of Wave Broadband, which he led from 2002 through its sale in 2018. He has served as head of Summit Communications, President of Millennium Digital Media, Chairman of Xplornet Communications, and as a board member of both Metronet and Hargray Communications. Steve is a 2002 inductee of the Cable TV Pioneers and has served as chairman of the American Cable Association. Having grown up in the Northwest, Steve has also spent more than 25 years exploring the Puget Sound, San Juan and Canadian islands. An experienced boater, he and his family love boating and hiking among this area's many islands – one of the most beautiful places in the world.

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