Sandi Mays

Board Member

[linkedin.com/in/sandimays](https://www.linkedin.com/in/sandimays)

Ms. Mays is a Mexican American global technology leader and mission-driven champion of climate, quantum, diversity, and inclusivity. She is a C-Level Executive, Board Member and co-founder of Zayo Group, a $15B telecommunications provider named by MSN Money as the most successful company to start-up in 2007 alongside Cisco, Google, Amazon, Starbucks and Tesla in the years they were founded. Proven track record of implementing large-scale enterprise solutions, providing analysis and recommendations for networking and business systems and building secure, reliable and eﬃcient infrastructures. She is an enthusiastic, active, data-driven, inquisitive member of any team with which she has the honor to serve.

# BOARD EXPERIENCE

## Board Member


### Farm First Energy, LLC

04/2021 - Present, Denver, CO

Board member for a privately held wind and solar renewable energy development company partnering with farmers on the co-location of energy and agricultural production

# SKILLS

General Management and Business Operations

DEI

Digital Transformation

Marketing/SEO

M&A

Strategy & Planning

Financial Accumen

## Board Member

Compensation Planning

Succession Planning

International Market Entry

Corporate Governance

### Endeavor Colorado

09/2021 - Present, Denver, CO

Sales

Sales Operations

Customer Experience

Board member for a non-proﬁt subsidiary of Endeavor Global, supporting high- impact entrepreneurs in 65 cities and 31 countries around the world. Each year, Endeavor Colorado supports select high-growth, scaling entrepreneurs in Colorado to assist them in growing their companies

Cybersecurity

Quantum

Machine Learning/AI

Risk Management

## Board Member

### Latino Leadership Institute

09/2016 - Present, Denver, CO

Board member for a non-proﬁt, providing emerging Latino leaders, organizations and communities with access to training, mentorship, investors and peers

Committee:

Development

## Advisory Board

### ColdQuanta

04/2021 - Present, Boulder, CO

Advisor for a privately held provider of Cold Atom based Quantum Computing, Research, Devices and Machines including compute, networks, sensing, atomic clocks, quantum positioning systems, radiofrequency (RF) receivers, and a quantum emulator

## Membership Committee

### Clayton Club

05/2021 - Present, Cherry Creek, CO

Membership committee for a private club designed to bring together a powerful and diverse group of people to impact the Denver community at a hyperlocal level

Committee

Nominating Committee

## Management Advisory Member

### Zayo Group

07/2007 - 04/2021, Boulder, CO

Member of the executive leadership team for a public telecommunications provider Committees:

Executive participant in the Compensation, Strategy, and

Nominating & Governance Committees

# HONOR AWARDS

#### 2021 Finalist Global CIO of the Year

ORBIE Awards

#### 2019 CIO of the Year

Apex Awards, Colorado Technology Association

#### 2018 Finalist CIO of the Year

Women in IT North America

#### 2018 Top 25 Most Powerful Women in Colorado

Colorado Women's Chamber of Commerce

#### 2018 Latina Trailblazer in High Tech

Latinas First Foundation

#### 2017 Finalist Woman of the Year

Denver Business Journal

#### 2016 Most Inspirational Woman in Comms

Women in Comms Leading Light awards

# EDUCATION

## DePaul University

BS Finance and Master level classes in IT

## Women's Leadership Foundation

Boardbound

# BOARD EXPERIENCE

## Customer Advisory Board


### Salesforce

06/2016 - 04/2021, San Francisco, CA

Advisor for the publicly held Customer Relationship Management (CRM) platform. Company's enterprise value is $294 Billion

## Board Member

### Colorado Technology Association

11/2020 - 08/2021, Denver, CO

Board member for a non-proﬁt supporting the Colorado Technology Community Committee

APEX Awards Judging Panel

## Executive Committee

### Metro Denver Economic Development Corporation (Metro Denver EDC)

03/2017 - 08/2021, Denver, CO

Committee member for a non-proﬁt supporting the nine-county Metro Denver and Northern Colorado region to promote and support growth of talent and businesses

# WORK EXPERIENCE

#### ColdQuanta (07/2021 - Present)

Interim General Manager, ColdAtom Tech (Quantum Devices and Machines)

#### Zayo Group (07/2007 - 04/2021)

Co-Founder, CIO, CXO, Executive VP of Human Resources and Chief of Staﬀ ( areas managed directly: Digital Platform, Business Intelligence, Application Development, Information Technology, Cybersecurity, Customer Care, Billing, Big Data, Marketing, Sales Ops, Operational Finance, and HR)

#### Envysion (01/2007 - 07/2007)

Controller

#### ICG Communications (10/2004 - 01/2007)

Chief of Staﬀ to the CEO and VP Finance

#### Level 3 (04/1998 - 10/2004)

Chief of Staﬀ (areas managed directly: IT, Sales Operations, FP&A, Transfer Pricing, Revenue Assurance)

#### Worldcom (06/1996 - 04/1998)

Senior Manager Sales Operations

#### MFS Communications (12/1993 - 06/1996)

Senior Manager (areas managed directly: Sales Operations, FP&A, Transfer Pricing, Sales Forecasting, Fixed Asset Accounting and Lease Administration)

#### Focus Enterprises (01/1990 - 12/1993)

Real Estate Coordinator

#### Northern Trust (01/1989 - 01/1990)

Senior Fund Accountant

# ACHIEVEMENTS

#### Advised on Critical Decisions through Transformation

Advised various boards and stakeholders on strategic planning, program and operating models, digital transformation, budgets, IRS status, investments, fundraising and other business decisions

#### Co-founder Zayo

Co-founded Zayo in 2007, where we initiated a public oﬀering in 2014 and then took the company private in 2020, resulting in a favorable return of 7.7x MOIC on a $1.2B investment

#### Set up the ColdAtom Tech division of ColdQuanta

As Interim General Manager, launched and managed the Devices and Machines division of ColdQuanta with P&L responsibility for R&D, Manufacturing, Product Management, Customer Care, Sales and Marketing with the objective of growing Sales by 5x over 2 years

#### Turnaround management team for ICG Communications

Served as a member of the turn-around management team that purchased ICG and achieved 34x return on $8M equity investment through rigorous ﬁnancial management and attention to organic growth as a part of a two-year turnaround

#### Digital Transformation Innovator and Implementer

Designed and launched a B2B e-commerce platform for carrier grade telecommunications services, supporting 450K+ quotes and $11M+ in annual sales bookings, where 9K+ customers quote, order and manage existing services

#### Customer Experience Transformation

Architected, launched and managed Net Promoter Score (NPS) and Customer Eﬀortless Survey (CES) to manage customer feedback and sentiment, improving NPS scores by 3x to > 50 and attaining external CES scores of 4.7/5.0

#### 51 Successful Mergers and Acquisitions

Led teams at Zayo and Level 3 that acquired and fully integrated 51 acquisitions across 350 markets in North America and 50 markets in Europe, amassing 50+ Data Centers, 13M+ ﬁber miles, 37K+ on-net buildings and 3.6K+ employees

#### Talent Management and Coaching

Recruited and led a highly diverse and talented team of 360 employees with 91% employee satisfaction

#### Quote to Cash Transformation

Led development eﬀorts transforming the customer platform to integrate sales, marketing and back oﬃce functions, which led to dramatic increases in productivity and drove customer onboarding and new sales. Eﬀorts saved an estimated 160K hours per year

#### Account Based Marketing Strategy Implementation

Used Big Data and industry know-how to establish Account Based Marketing(ABM) framework prioritizing customers based on estimated potential spend. These ranks were used to establish sales territories and marketing programs driving a 26% increase in sales bookings

#### Expanded SMB market share

Designed, implemented and managed systems and processes that enabled a small inside sales and customer care team to reduce churn and increase sales with SMB customers, transforming growth from -15% to +5%

#### Designed a Leads Engine to Accelerate Sales

Designed and engineered a go-to-market strategy that included business development, campaigns, events, newsletters, Google Ads, SEO and events with conversion rates as high as 20%

**SUPPORTED CAUSES/MEMBERSHIPS**

Endeavor Global

Latino Leadership Institute

Greenhouse Scholars

Latinas First Scholars

Colorado Latinos and Latinas on Corporate Boards

Colorado Women's Chamber

Denver Art Museum

Extraordinary Women on Boards