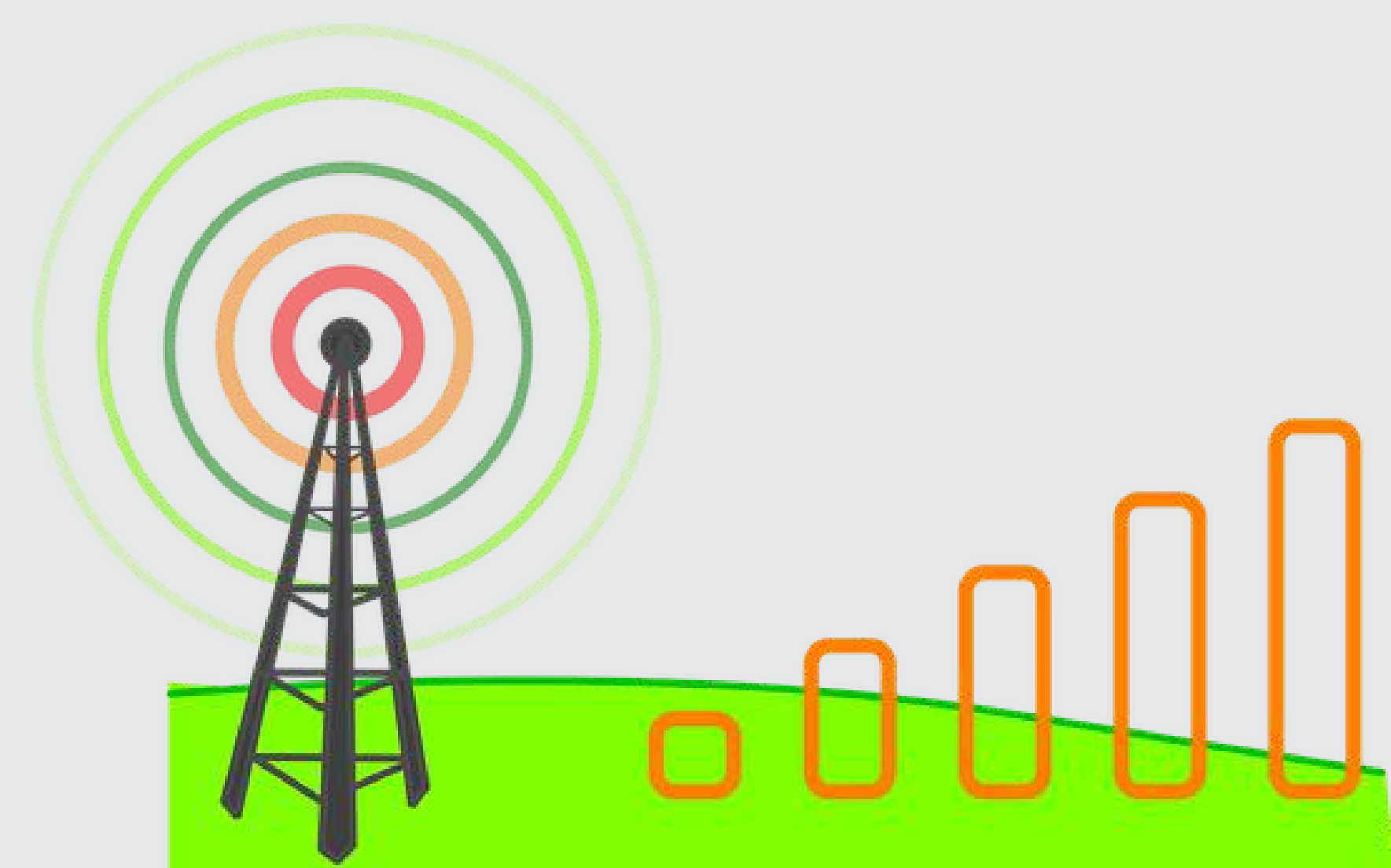


bug tussel

VISION

Our VISION is to provide "state of the art" communication services and infrastructure to rural, unserved and underserved communities of the Upper Midwest that allow our communities to compete on a level playing field with all other markets.



MISSION

Our MISSION is to create an organization that is recognized as being "out there" providing services that work well and employees who go above and beyond to meet the needs of our customers. We strive to have customers who are engaged in an experience that is fun and gives them the services they desire, stakeholders who get an adequate return on their investments of time or money, and communities that find Bug Tussel to be integral to their success by creating tools for economic development.



VALUES

We Value Profitability

Our vision and mission are empty if we cannot sustain ourselves so that we can provide for our people.

We Value People

Our employees, our customers and our stakeholders

We Value Integrity

We value honesty, fairness, Work+Life=Balance and respect regardless of race, color, religion, creed, age or sex.

We Value Purposefulness

We expect our people to work hard, to be safe and healthy, to work smart, to use common sense and to live the Bug Tussel Experience. In return, we offer fair pay, reasonable benefits, opportunities for personal growth and an environment that we hope provides for healthy interactions, career development and personal fulfillment.



FUN



HONESTY



ACTION



TEAMWORK



GROWTH



COMMUNITY