



Recognizing the industry's positive contributors

MAGAZINE

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Based on your nominations, the profiles recorded here highlight the contributions of individuals that have benefited many throughout the cabling and networking industries.

By Patrick McLaughlin

With this issue, Cabling Installation & Maintenance commemorates its 20th anniversary of publication. Twenty years after the first-ever issue was published, the magazine is now part of, rather than the entirety of, the information products we deliver to subscribers. In the 20 years we have been in existence, we (like the rest of the world) launched a website. Also like many, we have re-launched, and re-re-launched, and re-re-re ... and lost track of how many times we have overhauled our presence on the Internet. Our website is the source from which we deliver newsletters via email, and is where we host online seminars.

Because our online operations are just as much a part of what we do as the magazine is, we're including special reporting there and here this month to commemorate the anniversary. When our staff began discussing the types of articles we could or should include in commemorating this milestone, one point became clear early. It shouldn't be about 20 years of us. This magazine has been in publication for 20 years, and our online operations have grown over the past several years, because the structured cabling industry continues to move forward on both technology and business fronts. We have benefited greatly from serving an industry fertile with minds that have the ability to create, and with work ethics that see to it jobs of all types are completed with competence.

With that reality in mind, we decided to allocate some space in this issue to recognize individuals who have made contributions to the cabling industry--within and beyond the most recent 20 years. In late 2012 we surveyed pretty much everybody we could find. As you read this now you may remember receiving an invitation from us via email. One of the requests we made of our survey respondents was, "Please suggest an individual who has made significant, positive impacts on the cabling trade over the past 20-plus years." We got hundreds of responses, and several names stood out because they appeared frequently among the suggestions, and/or because they were accompanied by extremely persuasive supporting arguments.

The following pages highlight those who have been held up as positive contributors to the industry. In many cases, it is fair to say these individuals have performed acts or deeds that have benefited many. Sometimes these "good deeds" have been performed on a volunteer level. Other times, they have been performed as part of an individual's regular course of business--whether as a business owner or as an employee. Individuals' presence here comes from the recognition by others that a job has been performed exceeding well and, again, to the benefit of many.

We gathered information from as many of the nominated individuals as we could, and present to you summaries of the accomplishments that have garnered them this recognition. Because our space here is limited, we also are posting each of these profiles online; many are more expansive and detailed than we can provide on these pages.

Like every list published by trade, business or enthusiast magazines, this one is certain to produce criticism, publicly or privately, about oversights or snubs. Without doubt, many individuals who have made positive contributions in different shapes and forms are not highlighted here. The fact is, we used the results from our survey as the basis for this collection of industry contributors. There was really nothing along the lines of: "Our survey results said A, B and C but I know that X, Y and Z are more deserving than C, so we'll go in that direction." No such "social engineering" took place. The collection of profiles that follows reflects what our audience at large told us about who most deserves this type of recognition. With all that in mind, I hope you enjoy the following profiles of individuals nominated for having made positive contributions to the industry over the past 20-plus years.

Jonathan Jew: Unsung hero's praises finally sung



When Jonathan Jew designs a data center's structured cabling system so it complies with North American or international standard specifications, you can forgive him if he's not meticulously poring over every chapter and verse of said standard. That's because there's a very good chance he was deeply involved in the creation of the specifications he is meeting for those customers.

As president of J&M Consultants, Jew has carried out 66 data center relocation and infrastructure projects, totaling more than 2 million square feet of floor space, over the past 33 years. Outside of that "day job," he has taken a leading role in the creation of several of the most critical specifications governing data center cabling system and facilities design, installation and management. A speaker at no fewer than 40 industry events and author of or contributor to 18 industry magazine

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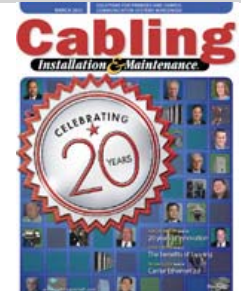
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articles (and counting), Jew has funded his own participation in standards-development efforts that have resulted in the publication of such specifications as ANSI/TIA-942 (2005), ANSI/TIA-942-A (2012), ANSI/BICSI-002-2010 (2010), ANSI/TIA-606-B (2012), ISO/IEC 14763-2-1 (2011), BICSI Telecommunications Distribution Methods Manual 13th Edition. Space limitations here permit only this partial list, which includes fewer than half of the specifications to which he has significantly contributed.

Within the many standards-creation groups he's been part of, Jew has held and continues to hold volunteer positions including "co-chair," "vice chair," "editor," and "project lead."

Despite so many of Jonathan Jew's efforts taking place behind the proverbial curtain of committee meetings within organizations like BICSI, the Telecommunications Industry Association (TIA) and the International Organization for Standardization/International Electrotechnical Commission (ISO/IEC), his contributions thankfully have been recognized by the industry at large. In January 2010 he received the Harry J. Pfister Award for Excellence in the Telecommunications Industry--essentially a "lifetime achievement award" given out each winter by BICSI. Additionally, Jew received the TIA Certificate of Appreciation Award in 2008; Mervyn's Outstanding Achievement Award, for contributions as a consultant to that organization's successful data center relocation in 1992; and the Chevron Special Incentive Award, also for significant contributions to that customer's data center relocation resulting from the Gulf-Chevron merger, in 1985.

Think about that for a moment. Jonathan Jew received special recognition from a client of his, for successfully relocating a data center, in 1985. Consider the lack of formal guidelines in existence at that time. Perhaps not coincidentally, Jew has seen to it that other, similar projects can follow well-thought-out, specific procedures and designs to ensure their success. He has dedicated countless hours of his time, as well as resources, to that volunteer effort.

While he is being singled out here, Jonathan as always is quick to downplay individual efforts and emphasize the team aspect of accomplishments. "I appreciate the support of my business partner Darrell McKay [the "M" of J&M Consultants], and the co-chairs and chairs of the subcommittees on which I have served--Chris DiMinico, John Kacpersky, Steve Huffaker and Ray Emplitt," Jew said. "I also appreciate the guidance and mentorship of Bob Jensen, Herb Congdon, Donna Ballast, Dave Hess, Julie Roy, Jeff Silveira and Masood Shariff." He added that he is "excited and encouraged with the rate of change in our industry. If anything, it seems to be accelerating, so there is always something we need to be working on." Rest assured, Jonathan Jew will be working on it.

Bob Kenny: An innovator's innovator

Chances are many of you have worked firsthand--held in your hands--cable technology that was the brainchild of Bob Kenny. General Cable's vice president and general manager for communications and electronics products, Kenny runs those cable businesses for General Cable in the United States and Europe. To say he has been working with wire and cable for 25 years somehow falls short of reflecting Kenny's true contributions. While many people have "worked" with cable in some capacity and for some period of time, for Bob Kenny the cable itself has been the work. And the work he has done with it has been extraordinary.



He has been an innovator for his entire career and is named on 36 patents across four companies. Though he quickly gives credit to others for accomplishments in which he played a significant role, Kenny has been instrumental in cable innovations including bonded pairs, mixed dielectrics, halogen-content reduction, and the climbing twisted-pair performance levels of Category 5e, 6 and 6A. Although a strong proponent for all types of cabling, Kenny is best known for these and other innovations in the twisted-pair copper cabling arena.

He has presented on wire and cable technology in more than 30 countries and is widely acknowledged as a thought leader within the wire and cable industry. In 2009 the Wire and Cable Manufacturers' Alliance named him a recipient of its Distinguished Career Award, which recognizes professional attainments and outstanding quality of mind and character. In 2012 he was named a Tau Beta Pi Honorary Society Eminent Engineer. His forward-thinking approach is constantly driving him not only to ask what's next, but also to play a big role in answering that question as well.

"It is a great industry with wonderful people, and I have been blessed to be a part of it," he adds. "I am especially appreciative of my wife and family who put up with me on a daily basis. They deserve the real recognition."

Kenny says he has "been blessed with many great mentors along the way," and gracefully shares accolades with them for some significant technical accomplishments. "Tom Siekerka deserves the real credit for bonded pairs," he says. "Preston Speers is a true visionary and one of the best thinkers I have ever met. The Sidney, Nebraska crew is the best I've ever worked with. And Greg Lampert has made me better at what I do."

And many in the industry are better for it.

Pedro Calderon-Baca: Spreading knowledge in South America

Nominated by a university professor from South America, among others, Pedro J. Calderon-Baca not only amassed four decades' worth of electronics and telecommunications expertise; he also used his skills as an educator to spread specific structured-cabling knowledge in several South American countries. Many students in Bolivia, Peru and Paraguay began their path to cabling professionalism in Calderon-Baca's classrooms. "He was the first teacher of structured cabling in Bolivia, Peru and Paraguay," one nomination cited, "informing hundreds of students."

While Calderon-Baca's teaching efforts represent the "acts that have benefited many," a lengthy career in the service-oriented cabling trade provided the basis for those teaching endeavors. His resume, which is too lengthy to even summarize here, includes more than 40 years in various aspects of electronics engineering including long-distance telephone engineering; network engineering in the United States Embassy in Lima, Peru; and various cabling-system design/consultation/audit responsibilities.

Baca-Calderon's combination of in-the-field cabling experience and penchant for explaining the trade in thorough yet easily understood terms is heralded as a gateway for many of the successful structured cabling professionals--and projects--in South America.

Herb Congdon: Setting the standard

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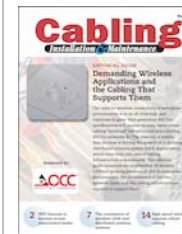
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Associate vice president, technology and standards at the Telecommunications Industry Association, Herbert V. Congdon II now is employed as an executive in the organization that produced scores of cabling specifications under his volunteer leadership. The TIA administrator post is something of a third career for Congdon, who was a commissioned officer in the United States Navy's nuclear submarine force before holding engineering and market-management positions with the former Siecor (now Corning Cable Systems) and Tyco Electronics (now TE Connectivity). In those Siecor and Tyco roles, Congdon held top volunteer posts including chair, vice chair and secretary within the TIA's TR-42 Telecommunications Cabling Systems Committee (which, come to think of it, also got renamed somewhere along the line, when it went from being the TR-41.8 Subcommittee to gaining full-fledged Committee status). When you have been around as long, and done as much, as Herb Congdon, you've seen more than a few things change. And when you are Herb Congdon, you've been an instrumental part of some of the most significant standard developments in the cabling industry's history.

A prolific technical author and speaker in addition to being a stalwart contributor to standards development, Congdon is as skilled a communicator as one can find in the cabling industry. As such, he does a better job relaying his experiences than anyone else could. "My first exposure to standards was the effort to migrate from ring-stripped optical fiber as fibers 11 and 12, to rose and aqua colored fiber," he recalls. "This was a welcome change for the manufacturing process, but took several years to accomplish. A few years later I went to my first TR-41.8.1 meeting where the first person I met was Donna Ballast. As one of the 'fiber minority,' I found in each document, ballot and proposal, an opportunity to educate, debate and build consensus on positions related to optical fiber and cabling systems. Looking back, I can point to several contributions I created and hundreds of ballot comments that were ultimately incorporated into the TIA standards and in many cases also incorporated into international standards."

The invitation to serve as secretary of TR-41.8.1 was the springboard to many years of cabling-standard leadership. "In these roles," Congdon says, "the ongoing challenge remained--to take the collective expertise of the participants and produce useful documents, through consensus, for the entire industry. There has never been a shortage of controversial subjects that made the consensus-building process very complex. Regardless, we produced several documents such as 942 (Data Centers), 862 (Building Automation Systems), 1005 (Industrial), 1179 (Healthcare) and others."

The reorganization of the complete set of standards put out by TR-42 began as a conversation between Congdon and fellow long-time standards-development volunteer Bob Jensen--"over coffee during a BICSI conference," as Congdon recalls. "On a Gaylord napkin, literally, we mapped out an ideal for the entire TR-42 suite of standards and the migration process to get there." Jensen has used a photo of the napkin in some of the presentations he has delivered to the industry. "Through the next four to five years," Congdon continues, "with Bob as vice chair and me as chair, we led the TR-42 Engineering Subcommittees through that migration process."

In his previous volunteer efforts, and now in his professional capacity with TIA, Congdon has always recognized that, "TIA standards are not developed in a vacuum," as he puts it. "But those with the patience, expertise and fortitude to be good participants are few and far between."

"I was very fortunate to have several good influences throughout my career in the industry and especially in standards development," Congdon notes. "The late Marvin Ashby (Siecor) offered solid advice early in my career and was a great friend too. John Siemon (Siemon Co.) set an excellent example of how to lead a committee, and how to do so when the controversy was almost uncontrollable. Bob Jensen (Fluke Networks) taught me the rules and how to take the right things seriously, but not all things too seriously. Beyond these mentors, there are too many experts to name that I consider friends, that taught me so much of what I know, and did the lion's share of the work in the committees. These are the unsung heroes of standards development--the men and women who have a full-time job, but still find time (often their own time) to prepare contributions, submit ballot comments, engage in the debate, and support the process ... My thanks go to those in positions of authority who made the decisions to support the standards development process knowing that, while it might not always provide immediate returns for the company, it is good for the industry and that, in turn, is good for the company."

Contractors: One and all

A fact that may have been forgotten or lost in the 20 years that Cabling Installation & Maintenance has been in circulation is that the magazine was founded specifically for the contracting trade--the professionals in the service industry of design, installation and management of structured cabling systems for their end-user customers. Over the years the readership makeup has evolved and now the magazine reaches just about equal numbers of contractors and end-user organizations.

Yet the importance of an informed, competent contractor is not lost on the industry. One individual put it well when submitting a nomination. "I would like to nominate cabling contractors as a whole," this individual said. "Why? Because there are those who put forth opinions, and then there are those who act on the opinions. Contractors mold the way standards are viewed, and drive opinions and purchases. They are consultants, and this industry needs knowledgeable consultants. This is evidenced by the sheer number of customers turning to contractors instead of internal labor."

Ray Gendron: For the kids



By the time Ray Gendron passed away in 2007 the charitable organization he started, BICSI Cares, had donated more than \$1.1 million to children's charities and used to help build schools, feed the hungry, prevent abuse and violence, combat illiteracy and provide for an overall positive environment. BICSI Cares has made contributions to well more than 50 organizations in the United States and around the world.

The facts that Ray was a past BICSI president and led accomplished career in the telecommunications field became mere footnotes to anyone who met or heard of him once he put his efforts into BICSI Cares. The story goes that Ray passed a hat down a row of seats at a BICSI

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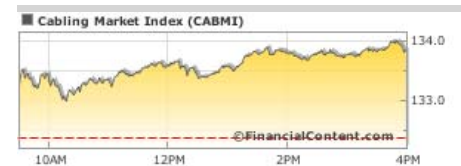
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conference sometime in the late 1970s. When the hat came back with money in it, Ray decided to give the money to a local children's charity. The tradition was born. The motto "BICSI Cares" was officially adopted in 1992.

"The telecommunications industry has served us well," Ray said. "The objective of BICSI Cares is to be good corporate citizens and give something back to those less fortunate."

As I wrote when I heard of Ray's death in 2007, the first time I saw him in action--10 years earlier--I walked away convinced that many of his conversations consisted of just three words: "For the kids." He stated that phrase to everyone he met, its purpose to remind us all of the ultimate beneficiaries for whom he was working. Though I didn't personally know Ray, he never failed to make my experience at a BICSI conference a better one for having spent a little time with him. Likewise, the money raised for charities, thanks in such large part to Ray's efforts, made life a little better for so many others he didn't know personally. "For the kids."

Andrey B. Semenov: Russian entrepreneur

Dr. Andrey B. Semenov, who achieved a PhD in technical sciences, has authored more than 150 scientific papers in addition to reference and text books used not only by information technology specialists, but also by students at colleges and universities. Semenov founded and led the IT cabling faculty at the Moscow Technical University of Communications and Informatics.

"Andrey Semenov's phenomenon as an outstanding influencer in the IT cabling field is based on his lasting personal contributions and leadership," one nomination of him said, citing the aforementioned publication of technical papers and books, in addition to "multiple publications in professional media, the creation of one of the most successful national cabling system brands, and taking part in national standards development."

He has been director of IT SCS development at IT Co. in Russia; the structured cabling system that he developed and is offered through IT Co. is called IT SCS.

"Dr. Semenov is considered by the majority of specialists in Russia as the top specialist in the structured cabling field--beyond competition on a national scale," a praising nomination said. "There are myriad talented and successful specialists, but a national icon deserves special attention."

Harry Pfister: Cabling industry forefather



If the structured cabling industry had its own Mt. Rushmore, there could be some debate about exactly which faces should appear on it and in which order. There would be no debate, however, about the appearance--in fact, the prominence--of Harry J. Pfister within such a monument. Pfister's contributions to the industry in which we all work today have been just that: monumental. Perhaps no more evidence needs to be introduced beyond the fact that the industry's "lifetime achievement award," given annually by BICSI, bears his name.

Many trace the historical birth of what has become the structured cabling industry back to the Bell System breakup in 1984. As a practical matter it dates back years before that, when building industry consultants (BICs) designed the inside wiring for Bell system telephone service. In 1972, Pfister played an instrumental role in planning and carrying out the BICS (Building Industry Consulting Service) winter communications conference, in collaboration with the University of South Florida (USF) and General Telephone Company of Florida. The next year he was one of the founding members of the BICSI organization. In 1982 USF presented an award to Pfister for 10 years of excellence in service to the university and to the communications industry. Simultaneously it established the Harry J. Pfister Award, presented annually, jointly by USF and BICSI. Pfister served as BICSI president from 1982-1983.

Where basketball has Dr. James Naismith and football has Walter Camp, structured cabling as a discipline to be taught and learned has Harry J. Pfister.

He is a life member of the Institute of Electrical and Electronics Engineers (IEEE) and the Electrical Council of Florida (ECF), and has served executive roles within the Construction Specifications Institute (CSI). Pfister remains busy in retirement from the telecommunications profession, in the Tampa, FL area. He is a member of the Rotary Club of Central Pinellas County, a volunteer at Allendale United Methodist Church, a volunteer for the Meals on Wheels program, and a volunteer specialist with the St. Petersburg Police Department.

Harry J. Pfister is a true living legend among us.

BICSI: Individuals, together

How does an association end up on a list of individuals being recognized for having made positive contributions to an industry? The simple answer is, because of the efforts, accomplishments and professional successes of the individuals who make up the association. Founded by Harry J. Pfister and others as Building Industry Consulting Services International more than a decade before the Bell System broke up, BICSI has evolved over its 40 years from serving the information needs of Bell System BICs to providing information, education and knowledge assessment for individuals as well as companies in the industry.

BICSI's professional credentialing program has become one of its hallmarks. As of January 2013, more than 7,500 people globally held the Registered Communications Distribution Designer (RCDD) designation. More than 5,300 held an ITS Installer designation, and more than 3,900 held the Technician designation. The recognition of professional competence that accompanies these and other BICSI credentials has widened the professional opportunities of many of the individuals who hold them.



While the association is widely recognized as the industry's juggernaut of professional accreditation and education provision, what sometimes can be overlooked is the "people power" it takes to reach these achievements. With a modest staffing level, BICSI has relied heavily on the professional abilities of that staff, and always has relied significantly on the volunteer efforts of its membership. From its board of directors to its committees and contributors to technical documents, BICSI accomplishes so much of what it does through volunteer efforts--individuals working together for a common outcome.

Jim Hayes: Optical luminary



For Jim Hayes, the founding of a fiber-optic test equipment company (aptly called Fiber Optic Test Equipment Company, or FOTEC) led to several firsts--some of which he had planned to introduce to the market and some he probably did not. "Bringing low-cost instruments to installers, and creating some unique instruments like the first fiber-optic talksets and automated factory test equipment," as Hayes recalls, were among the technological innovations at the heart of FOTEC. However, what he may not originally have planned to do with the company, "But what FOTEC was probably best known for," Hayes acknowledges, "was being the first company to offer commercial training in fiber optics starting in 1982, and starting the Fiber U fiber and cabling training conferences in 1993."

More than 60,000 copies of the now-20-year-old fiber-optic training brochure Lennie Lightwave's Guide to Fiber Optics have been distributed for free to newcomers in the industry. By 1995, Hayes and FOTEC had created one of the first commercial websites and by 1997 were offering free web-based training. "FOTEC was the go-to place for learning about fiber optics," Hayes recalls, adding that "Lennie, by the way, is still available online and as an iBook free from Apple."

Some of the business realities that FOTEC ran into in its early years paved the way for both its training offerings as well as the later founding of The Fiber Optic Association; Hayes remains the FOA's president. He remembers that about three decades ago, "Within a year after starting FOTEC, we realized we were trying to sell equipment to users totally unfamiliar with fiber optics. One company--Digital Equipment Corp., the inventor of the minicomputer--asked us to train their service personnel who would soon be installing fiber. Since they were talking about almost 1,000 techs, we proposed creating a program and training their trainers. Thus began a program of creating curriculum, giving it away, and training others to teach it."

He approximates that over the next decade, in partnership with other manufacturers in the industry to run training seminars, "We trained probably 10,000 techs on fiber, and sold them a lot of test equipment!" An idea from a 3M trainer to a large conference format led to the launch of Fiber U. "It was from Fiber U instructors that the idea for a fiber-optic professional society was developed, and the FOA was born."

Hayes says it's the FOA's growth and influence on the industry he's most proud of. "At the FOA, we continue the goals we set in 1995: to promote professionalism in fiber optics through education, certification and standards."

Despite his place here among the cabling industry's most widely recognized positive contributors, Hayes states, "I did not do this all by myself, of course. We have had the contributions of dozens of experts in the industry, many of whom have been around fiber optics and cabling as long as I, and many of whom are, like me, still extremely active in the industry. So what I'm most proud of is how I/we at the FOA have contributed to the growth of the industry."

And we haven't even gotten into Hayes's contributions to industry standards, which began in the early 1980s and continues today. Proclaimed by himself (and most likely others) as a standards "curmudgeon," Hayes describes his current participation in TIA as "mostly monitoring the work, reminding them of why we wrote lots of those standards in the first place." Hayes has authored six books, five of which are still in print.

In 2001 he was recognized by Fiberoptic Products News magazine as one of fiber optics' "luminaries." A fitting term for Jim Hayes.

Valerie Maguire: Engineering progress



As global sales engineer, Valerie Maguire's role with The Siemon Company melds standards leadership and technical expertise with efforts to increase IT-related awareness in global markets, develop and implement product sales-and-marketing initiatives, and provide support to customers within and outside of the Siemon organization. It's a little-known fact that she began her career in telecommunications by assembling connecting hardware on Siemon's production floor, then expanded her skillset to include product qualification, printed circuit board design and research-and-development test methods.

Val's behind-the-scenes lab work on technical issues such as subpar patch-cord performance and the fundamental operation of screened and shielded cabling ultimately resulted in the development of groundbreaking standardized test methods used in the cabling-manufacturing realm, as well as a patent. While some of this lab work earned her the nickname "Patch Cord Queen" within the Siemon organization, it and other efforts have made Val a mainstay on the standards scene and in front of industry audiences in all forms. She is probably most well-known for sharing her knowledge through technical seminars at industry events and conferences. Invariably, attendees commend her on her ability to use layman's terms to clearly explain some of the most complex topics. She is considered one of the industry's foremost experts on TIA standards.

The analogy of "making connections" is too apparent to ignore, as for the past 15 years Val also has been actively engaged with the IEEE 802.3 Ethernet Working Group, whose mission is to develop Ethernet standards. "As liaison from TIA to IEEE 802.3, I have shared TIA consensus input on every subject from cable temperature rise due to remote powering currents, to Category 8 specification development within the group," she explains.

The list of leadership positions she either has held or still does hold within TIA and IEEE groups is extensive. Now in

her second term as vice chair of TR-42, Val also is serving her sixth consecutive term in a leadership role on the TR-42.7 Telecommunications Copper Cabling Systems Subcommittee (the group developing the Category 8 specifications, for which she is document co-editor). Other standards she has edited or co-edited have included TIA-568-C.⁴, TSB-190, TIA-1152, TIA-568-C.², TSB-184 and TIA-568-B.2-10.

On her work within the TIA and The Siemon Company, Val says, "I am extremely fortunate to be a member of a standards community that encourages positive action and contribution, as well as to be part of the Siemon organization, which not only manufactures world-class products, but provides world-class resources and opportunities for its employees. Every individual on our R&D staff is a treasure trove of technical knowledge and expertise. John Siemon and Bob Carlson, my mentors, encourage personal and professional growth and continue to provide opportunities for me to learn something new each and every day."

Professionals throughout the cabling industry have the opportunity to learn something new, each and every day, from Valerie Maguire.

Paul Kish: Giant and gentleman



The contributions that Paul Kish has made to the development of cabling and networking industry standards through high-level committee, subcommittee and task-group roles within the TIA, IEEE and BICSI may be surpassed only by the gentlemanly manner with which he conducts himself and goes about his work. A former chair of TIA's TR-42 Engineering Committee and current chair of one subcommittee as well as two task groups within TR-42, Kish also currently serves as subject matter expert team leader (SMETL) for a chapter of BICSI's Telecommunications Distribution Methods Manual, and a member of the IEEE 802.3's study group on NGBase-T.

Kish, Belden's director of systems and standards, has participated in the development of TIA cabling standards since 1989, and started the process that led to the development of Category 5 component and cabling standards. From there he was a contributor to the progressive development of higher-performance cabling, from Category 5e to 6 and 6A, and the current efforts to standardize Category 8. He received the Harry J. Pfister Award in 2005.

He has spent 41 years in the cabling industry, starting his career at Bell Northern Research in 1972 upon graduation from the University of Waterloo, Ontario with a Master's degree in electrical engineering. "It has been a rewarding and groundbreaking career in the cabling industry," Kish says. "I learned early on that it is important to take the initiative to make things happen. We all have different talents and abilities. Looking back I am amazed at how much the cabling industry has grown in the last 20 years, and I am grateful to be part of it, to make a contribution. It is fun and exciting to feel young at heart, to continue learning, to discover something new, to make a contribution. It is the engine that drives the industry. How much has changed? How much is still the same? A lot has changed and a lot is still the same--the foundation that we build upon."

When invited to detail some of his own accomplishments, Paul Kish's humble demeanor emerged when he opted to share the praise. "Most of all, standards development is a team effort thanks to the contributions and dedication of all the hard-working members of the team. For that reason, TIA is recognized in the forefront of cabling standards development. I have been blessed with the benefit of working with many talented individuals to achieve common goals."

"In all our undertakings and achievements we are not alone," Kish continued. "We rely on others to help along the way. Standards development is a collaborative process involving many individuals representing different companies that devote many hours of their own time and their companies' time to develop a standard and to validate the technical requirements. Many issues are debated and resolved by consensus in an impartial and equitable manner. A colleague once said that consensus is reached when the clamor stops, when everyone is equally unhappy but is prepared to live with the result."

Kish also expressed thanks to his coworkers and management at Belden, "for the support and encouragement that I received over many years. I also want to thank all my friends and colleagues that are part of the growing and learning process, that together have made a difference in where we were, where we are today and where we are going in this industry. I only have to look at the leadership and volunteer efforts in BICSI and TIA to recognize many outstanding individuals, their hard work and their accomplishments."

Many of those same individuals look to Paul Kish for the very same reasons.

Dennis Mazaris: Renaissance man



Dennis Mazaris, president and chief executive officer of Concert Technologies, has been called the industry's Renaissance man. The description fits. What better term to characterize an individual who has worked as a cabling installer and designer for a telecom company, founded and operated a successful consulting business, invented a game-changing product, conducted research that directly influenced the publication of a standard addendum, operates a project-management business that has some of corporate America's largest organizations sitting up and taking notice, and has taken it upon himself to fund a program encouraging the next generation of cabling-installation specialists?

Part of Mazaris's lasting impression on the industry will be his efforts that ultimately resulted in an addendum to the TIA-568-B.¹ standard, titled Minimum 4-Pair UTP and 4-Pair ScTP Patch Cable Bend Radius. "This significantly reduces the bend radius for patch cords," Mazaris notes, "which is now being contemplated for optical-fiber patch cords with the advent of macrobending fiber cables used in spaces of tight bends." The exhaustive research he conducted on the performance effects of patch cords subjected to tight bends, and the importance of that data to the approval of the 568-B.¹ addendum, were the highlight of his several years contributing to TR-42.1 and the U.S. Technical Advisory Group JTC 1/SC25 Working Group 2, as well as BICSI's Standards and Installation Committees and the ETL steering committee for cabling performance and testing.

He reflects on turning his attention to Concert: "After my years of involvement with organizations that have educated, promoted and made the cabling industry what it is today, I decided the best way I could give back to the cabling community would be in the form of a different approach. I started working directly with contractors around the world to develop programs that provide education in the cabling and technology industry, while increasing their revenues."

Under the business model, Concert acts as a prime contractor on projects and works with local contractors in any geographic location. "Our processes use local contractors with cabling expertise, and allow me the opportunity to present programs to these local contractors, and receive their input on how we can work together to everyone's benefit," he explains. One recently created program stems from Concert's being awarded the \$5 billion GSA Connections II contract. Local contractors will work with Concert "and use this contract vehicle to provide cabling services to all federal agencies," he adds. "Without a program like this, the local contractors would not receive this business because they lack a federal contract to provide cabling services."

While Concert Technologies' business model provides opportunities for contractors in every geographic area, Mazaris's creation of an online, social-media-driven contest for cabling installers enables the spotlight to shine on anyone who chooses to participate. "I created Cabling Icon to find the world's best low-voltage installer or technician," he says. "The goal of the competition is to increase awareness of the low-voltage industry, create camaraderie among installers and technicians, and increase the opportunity for education and career advancement in the low-voltage cabling industry."

The annual contest has been held twice, with the winner earning a cash prize of at least \$5,000 as well as an expenses-paid trip to BICSI's Winter Conference, and, provided eligibility requirements are met, the opportunity to compete in BICSI's Cabling Skills Challenge.

Dennis Mazaris's roots as a cable installer run deep. Through hard work, creative business endeavors and a generous outreach of giving back, Mazaris has helped many professionals bloom where those roots are planted.

Dave Sanders: Changing lives



One of the ironies of Dave Sanders's contributions to professionals in the cabling industry is that looking at some cold hard statistics unveils the results of his passionate approach to all he does. Senior vice president of sales and marketing with Arrow Wire and Cable, Sanders is most widely recognized for his efforts as an instructor--particularly to students preparing to take BICSI's Registered Communications Distribution Designer (RCDD) exam. The stats: Between 2007 and 2012, Sanders had 475 students in his RCDD prep classes; 380 of those students subsequently sat for the exam and 292 passed. To characterize that 77-percent pass rate as "good" would be to ignore the exam's intensity and the historical pass rate, which has hovered right around 40 percent for years. Many of those 475 students have sung the praises of Dave Sanders following their intense, multiple-day courses.

Sanders has been an educator for nearly 20 years, having served as an adjunct professor at the University of California at Davis beginning in 1994. The driving force behind his efforts to elevate the knowledge and skill levels of professionals in the industry is his faithful belief that doing so improves their lives. "Because of being blessed with extraordinary mentors and because of great personal tragedy, I chose to dedicate my life to the classroom and to helping others years ago," Sanders reflects. "The humility that comes with changing or bettering the lives of others has driven me to find those in need and give all I can. The telecommunications industry, BICSI and special mentors all have given me such a wonderful life that the only response I am capable of is to help others."

"Raising the level of professionalism in the telecommunications industry, helping others achieve their 'dream professional credentials,' and being an agent of change has been a dream come true for me."

One more statistic worth noting is that since 2007, Sanders has, through Arrow Wire and Cable, awarded 63 scholarships of \$1,000 each toward BICSI educational offerings.

For years Sanders worked in conjunction with CET providing RCDD prep and other design- and installation-related courses. Through those efforts he received awards such as international RCDD instructor of the year, domestic RCDD instructor of the year and telecommunications speaker of the year.

His efforts to give have reached beyond the realm of the cabling industry. Sanders and his late wife Cathy created the Spirit Foundation, which focused on assisting single mothers with terminal illnesses as they approached what likely would be their final holiday seasons. An employee of Leviton at the time, Sanders explained, "Obviously this is a very hard time for these families and our goal is not only to bring joy to a mother's last holiday season, but also to fill her children with the spirit, strength and resources to move forward after her passing."

Tragically, Dave lost his wife Cathy to a terminal illness and is now a single father dealing with the everyday family challenges faced by the many women the Spirit Foundation helped. He soldiers on. "I would not have been successful or achieved any of my professional dreams, or quality of life, without my mentors: Brian Ensign of BICSI, Mike Cox of CET, Bill Marshall of Leviton and Zahid Karim of Arrow. I would like to thank all of these people from the bottom of my heart for standing by when I lost my wife Cathy, the tragedy with my son Brandon, and for helping me build a credible, passionate, hard-working career. These four people have all put me in a position to change the lives of others, in the classroom and elsewhere."

Dave Sanders will tell you it has been the inspiration of others that has prompted him to change life for the better for professionals in the cabling industry. Many of those whose lives he has enhanced will tell you that Dave Sanders is an inspiration.

Glenn Sexton: Telecommunications evangelist



Glenn Sexton's current service as vice chair of the TIA TR-42.10 Subcommittee, which is developing specifications in partnership with the Sustainable Technology Environments Program (STEP), is only the latest example of how his donations--of time, expertise and more--benefit many professionals who directly or indirectly touch structured cabling systems. Sexton has been an active contributor to TIA standards development since the late 1990s, including multiple leadership positions in several of TR-42's subcommittees. His TR-42.10 vice-chairmanship is just one of several current commitments to TIA, which also include participation in task forces examining standards for educational spaces, security, and wireless. He also is a member of the IEEE and of the Architects, Engineers and Building Officials section of the National Fire Protection Agency.

Even if you have never met Glenn, there's a decent chance you've seen some of his work. "For whatever reason, I have become the 'go-to' expert for various TIA committees needing drawings," he says. "As such, many of the illustrations in TIA publications are from me."

Glenn has been with Northwest Information Services since 1987 and has been the company's president and chief executive officer since 1990. Before that, he explains, "Like many in the industry I cut my teeth on various proprietary transmission protocols. I left corporate America in 1990 and came to Northwest Information Services ... At NIS, we have the opportunity every day to touch the community around us in a positive way. I have been called a 'telecommunications evangelist' as I easily become animated and often share with a passion when asked: 'What exactly do you do?'"

He further explains that most of his clients are public "and by their very nature, have small staffs and insufficient budgets. We have been able to creatively address needs for over 25 years by helping people define their communications issues and creatively address them."

Many of those clients are public school systems. Sexton has a long history of professionally and personally helping these institutions and, importantly, their occupants. "I have a real heart for K-12 schools in particular," he says. "In the past 20 years I have been in literally hundreds of schools and thousands of classrooms. If you do the math, I guess that means I've played a small part in the lives of a lot of kids as they have experienced technology in their classrooms."

In some cases, more than a small part. Above and beyond the professional work he has performed in school settings, Sexton organized "NetDay 96" volunteer efforts to bring cable and infrastructure to two underserved schools. Other volunteer efforts of his have included the design, configuration and management of the installation of a local area network for a Catholic school in his locale. Sexton negotiated significant price reductions for the PCs, free Microsoft Office software and free shipping, all from Dell. "After getting all the cable installed for labor cost only, I found a company willing to donate first-tier Ethernet switches to the school. The PCs arrived in the midst of a cold front and on an icy weekend, my wife and I led a team of volunteers who unboxed and installed all the PCs. The following Monday, the children had all new machines and solid, high-speed Internet for the first time."

Deeply devoted to his wife of 40 years, his four children and his Christian faith, Sexton says that next to those passions, "My greatest joy in life really comes from encouraging those around me. The success associated with growing a business for the past 20-plus years is attributable to the talents of those who have worked with me. It's true that a leader without a follower is just another guy out taking a walk, but I have been blessed with great long-term staff and a cadre of professional friends that have made this journey a truly remarkable experience."

Masood Shariff: Technical titan



An engineering senior principal in CommScope's system engineering group, Masood Shariff is one of few individuals who can attend a standards meeting today and reflect on how it is similar to, or different from, the very first such meetings. "I started work in TIA telecommunications premise standards in 1989 to help with specifications for the first telecommunications cabling administration standard, ANSI/TIA-606," Shariff recalls. "This standard was useful to further establish the paradigm that LAN cabling was a separate entity and needed to be administered carefully to extend its use over several lifecycles of equipment."

And so it began. Shariff subsequently participated in the creation of virtually all the landmark copper-based cabling specifications, as well as others. While some may bemoan the apparently slow pace of standard development today, Shariff recalls at least one example of an extremely efficient creation process under his direction. "Following the publication of the TIA-568 standard, the committee received requests from the IEEE 802.3 to specify LAN cabling for Ethernet and Token Ring applications under development at the time," he says. "I volunteered to chair the LAN data cabling group and the task group forged ahead with rapid interactions using email, fax and telephone discussions between meetings to create and approve TIA TSB-36 containing Category 4 and 5 cable specifications. The whole document was conceived, developed and approved in one TIA TR-41.8 meeting cycle of three months—something that I have never again seen happen over 25 years!"

Category 5 became a runaway success, of course, along with "Base-T" Ethernet applications and the 8-pin modular connector as the user and equipment interface. "This was a major achievement in standardization, which had a huge impact on the growth of balanced twisted-pair cabling and associated applications," Shariff says.

Another crucial document he had a key role in creating was TSB-67, which provided test specifications and instrument specifications for portable field test equipment. "This document was instrumental in ensuring there is a clean handoff from the cabling vendor to the LAN equipment vendor, with no finger-pointing if there was a network problem," he notes. Shariff chaired the effort that resulted in TSB-67.

When TR-42 was formed as its own committee, Shariff was appointed chair of the TR-42.7 copper cabling systems subcommittee. That group, which grew to include more than 30 member companies and commonly had meetings with 50 to 60 people in attendance, further evolved balanced twisted-pair cabling to Category 6 and Category 6A. "The success of TIA TR-42.7 was dependent on attracting and retaining the best and brightest technical experts in the industry to work on exciting new projects," he says. "Creating the right environment in this committee was a large part of its success as the premier standards development organization."

Shariff also participates in the international standards arena, including the ISO committee responsible for creating several customer-owned premises cabling standards for commercial, residential and data center facilities.

"The telecommunications cabling industry has become a key player in the LAN/SAN/MAN networks that have changed the way we live, work and play," he comments. "It is very gratifying to see this industry evolve from scratch to a huge success. Standards have played an important role in this evolution, making the network more interoperable, usable and cost-effective, leading to high-volume adoption by the market. I would like to use this opportunity to salute many key individuals who did amazing technical work in the standards, leading to a huge impact on the market and thereby the success of the cabling industry."

Chief among those individuals is Masood Shariff. He has been called out by many other standards-development contributors as a more-than-effective group leader with the technical expertise to lead the industry into the future, and

the gravitas to bring a standards committee to the required consensus. The results of his efforts speak for themselves. ::

Find more profiles online

Space limitations prevented us from saying all we wanted to say about these and other individuals who have been held up as positive contributors to the cabling industry. Visit our website, cablinginstall.com, where we feature a slideshow-style presentation that includes the individuals featured here--in some cases with more-detailed information than we included in this article. The presentation also highlights the following other individuals who were nominated as contributors to our industry even though they did not necessarily practice their crafts directly in the structured cabling market.

Steve Jobs – Technology icon

Robert Metcalfe – Inventor of Ethernet

Charles Kao – Nobel Prize winner for discoveries related to the transmission of light via optical fiber

Alexander Graham Bell – The one who started it all

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