



# TeleSoft

## NEWS

TELECOM DATACOM INTERNET



*TeleSoft's Annual LP Meeting was held October 1-3 at the lovely Carmel Valley Ranch in Carmel, CA.*



*TeleSoft staff (from left) Mari Apostal, Cassandra Allen, and Cindy Seput at the Annual LP Meeting. The meeting was an excellent opportunity for investors, industry executives, and representatives from portfolio companies to get acquainted.*

### A WORD FROM THE FIRM

Many thanks to all who attended TeleSoft's Third Annual Limited Partner Meeting. Carmel Valley Ranch provided a beautiful setting to bring TeleSoft's network of investors, industry executives, and our portfolio of companies together. The quality of the TeleSoft portfolio was evident from the company presentations, and it was a good opportunity for LPs to get acquainted with the firms in our portfolio. A highlight of the afternoon was a presentation by Bill Magill on Optical Networking.

TeleSoft II is off to a solid start with several new investments, including Novalux, NP Photonics, Western Integrated Networks, ModeTek, and Seagull.

**Arjun Gupta**

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# From the Front Lines

## Recruiting

You've got a great business plan, a unique technology advantage, and funding. How do you add the key people required to push your company into hyper-growth? In this newsletter, "From the Front Lines" tackles the issue of recruiting—how to find the right employees to grow your business, particularly in a tight labor market. We are also introducing TeleSoft Partners' in-house recruiter, Laura McCarthy, who will work with our portfolio companies to help them with staffing (see box this page).

### **"If you don't know where you're going, you'll probably end up somewhere else."**

Setting a recruitment plan is the first step in obtaining the resources you need. Although staffing is a critical priority for emerging companies, typically the team without a plan is too busy to set aside time for an effective search process. Even if a young company is successful in attracting candidates, it usually lacks the resources to quickly follow up on a candidate's interest, check references, and negotiate an attractive offer package.

Elements of a recruiting strategy include a solid hiring plan/schedule, written job descriptions that prioritize skills and experience desired, and the identification of hiring decision-makers, interview teams, and reference checkers. A little advance planning may make the difference between hiring a

qualified candidate and losing him or her to a competitor.

### **Finding a needle in the haystack.**

The first method of finding candidates is to mine current employee rolodexes. Companies such as AmberWave and Athene have counted heavily on hiring through employee referrals and tapping resources at local universities. However, once a company has exhausted its list of industry contacts, it becomes necessary to let the world know you're hiring.

The simplest way to get your hiring message out is to post open positions on your Web site. The site should prominently list job opportunities along with benefits and provide a description of the company culture.

An additional way to bring attention to the company is by having corporate officers speak at conferences or post articles in industry magazines highlighting the prospects of the company and the fact that you are in the team building stage. These activities can supplement ads in newspapers and technical publications, Web ads, job fairs, college outreach, and employee-referral programs.

While these methods can attract resumes, utilizing online resources and recruiters allows a company to take a more active roll in identifying candidates. Recruiting via the Internet has been increasing, and it



Laura McCarthy

### **Meet TeleSoft Partners' In-House Recruiter**

Laura McCarthy has rejoined TeleSoft Partners to assist our portfolio companies in finding talented new employees. She has a Bachelors Degree in Sociology from San Francisco State University and returns to TeleSoft Partners from Access Staffing. At Access, Laura filled executive, administrative, and engineering positions at several emerging technology companies. Her initial focus at TeleSoft will be to work with individual portfolio companies to prioritize staffing needs and to distribute information on available candidates. Laura can be contacted at 650-358-2390 or [lauram@telesoftvc.com](mailto:lauram@telesoftvc.com).

is estimated that more than half of computer-related business now use Web sites such as Craigslist.com, Monster.com, Careerpath.com, Headhunter.net, BrassRing.com, and Execunet.com to post openings or to search for candidates.

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# From the Front Lines

## Recruiting

The downside of using these Web sources is that your company becomes one of several that are contacting possibly a few highly qualified candidates. Therefore, the chance of hiring through Internet recruiting is reduced to about one qualified candidate out of four. While Internet recruiting may be a useful tool in finding programmers, it is probably best used as a supplement to a company's recruiting strategy for other technology positions.

### Using recruiters.

Finding executive positions (e.g.

CTO, CFO, COO, etc.) and specialized engineers are typically outsourced to recruiters. Depending on how much money a company is willing to spend, recruiter services can range from a targeted individual search to bringing the recruiter on-site to act as an extension of the management team and to design the complete staffing process.

The drawback with using recruiters is that 20–40 percent of a new employee's first year salary is assessed as a fee to the recruiter. Recruiters who work on retainer (a

fixed monthly fee) usually limit their searches to hard to find executives at the vice president level or higher. In the case of executive hiring, employers can still expect to pay a portion of an employee's salary to the recruiter, in addition to the retainer.

A contract recruiter will work on-site to put a process in place, and can expand the pool of candidates to which the company has access. The cost of hiring a contract recruiter varies greatly, from an hourly rate to a combination of fixed and performance-based fees.

### INTERNET RECRUITING AND JOB SITES

<a href="http://www.Startupnetwork.com">http://www.Startupnetwork.com</a>	Post and search resumes. Early stage and high tech focus.
<a href="http://www.Craigslist.org">http://www.Craigslist.org</a>	Post and search resumes. San Francisco Bay Area job site.
<a href="http://www.Monster.com">http://www.Monster.com</a>	Post and search resumes. Seven million job seeker accounts.
<a href="http://www.Careerpath.com">http://www.Careerpath.com</a>	Post and search resumes. Posts from newspapers and company Webs.
<a href="http://www.Headhunter.net">http://www.Headhunter.net</a>	Post and search resumes. Job awareness destination site.
<a href="http://www.BrassRing.com">http://www.BrassRing.com</a>	Post and search resumes. Information and career portal, job fairs.
<a href="http://www.realityrecruitment.com">http://www.realityrecruitment.com</a>	Post and search resumes. IT, telecom, e-business, and the Internet.
<a href="http://www.hotjobs.com">http://www.hotjobs.com</a>	Post and search resumes. Multiple industries.
<a href="http://www.1-jobs.com">http://www.1-jobs.com</a>	Post and search resumes. Draws from hundreds of technology career fairs.

### SALARY INFORMATION

<a href="http://www.Advanced-HR.com">http://www.Advanced-HR.com</a>	Information and tools for managing competitive compensation and stock.
<a href="http://www.Wageweb.com">http://www.Wageweb.com</a>	Salary survey data online.
<a href="http://www.Salary.com">http://www.Salary.com</a>	Salary search by position and city.
<a href="http://www.Salarysource.com">http://www.Salarysource.com</a>	350 positions, city specific, \$30 per individual search.
<a href="http://www.Careers.wsj.com">http://www.Careers.wsj.com</a>	Salary surveys by industry.

# From the Front Lines

## Recruiting

### HUMAN RESOURCES

<a href="http://www.Startups.com">http://www.Startups.com</a>	Manages facilities, information technology, and administrative infrastructure setup for startups and growing companies.
<a href="http://www.VerticalPartners.com">http://www.VerticalPartners.com</a>	HR outsourcing firm providing benefits packages, retirement plans, payroll services, and human resource consulting.
<a href="http://www.Inc.com">http://www.Inc.com</a>	HR and general business information, tools, and advice.
<a href="http://www.Riseway.com">http://www.Riseway.com</a>	HR/recruiting site for startups, focused on recruiting basics.
<a href="http://www.Jobreference.com">http://www.Jobreference.com</a>	Reference check company, allows employers to set verification levels.

### RECRUITERS

<a href="http://www.i-recruit.com">http://www.i-recruit.com</a>	List of recruiters (includes executive and telecommunications).
<b>A.E. Feldman Associates</b>	Specializing in executive placement in the IT and telecommunications industries.
<b>Baker Scott &amp; Co.</b>	Specializes in placement of executives and management in telecommunications.
<b>Bogue Company</b>	Executive recruiting firm specializing in telecommunications, networking, and data communications.
<b>The GlenOaks Group</b>	Specializes in the recruitment of sales, marketing, and management personnel in the telecommunications and healthcare industries.
<b>Hunter Adams Executive Search</b>	Specializes in recruiting sales, marketing, and technical sales support personnel, in datacom, telecommunications, and computer telephony.
<b>KingSearch Solutions, Inc.</b>	Recruits high-level technical talent in telecommunications, defense, and software.
<b>mf Branch Associates, Inc.</b>	Professional staffing searches for telecommunications and data communications markets.
<b>National Telecom Search</b>	Specializing in executive staffing for the telecommunications industry.
<b>ROI International</b>	Executive search firm specializing in global communications. Provides search engine and general industry information.
<b>Taylor-Winfield, Inc.</b>	Executive search firm specializing in senior-level executive search and board placements in the information technology industry.
<b>Telecom Associates</b>	Search firm serving companies seeking executives based in Europe. Provides senior-level assessment and review services.
<b>Warren, Morris &amp; Madison, Ltd.</b>	Search services to the cable television, wireless communications, competitive telephone, and multimedia industries worldwide.



## @Link Network

<http://www.atlinknetworks.com>

- Monish Kundra is promoted to Chief Strategic Planning Officer (10/18).
- @Link adds WorldCom executive, Gary Brandt, as Chief Financial Officer (10/10).
- @Link receives equity investment from GE Capital, raising total investments received over the last year to nearly \$400 million (10/5).
- BullsEye Telecom plans to offer @Link high-speed Internet access services in the Midwest (9/26).

## AmberWave

<http://www.AmberWave.com>

- AmberWave anticipates completion of its new 30,000-square-foot building early next year as well as an increase in staff from its current 21 employees (10/20).
- AmberWave secures two additional patents, increasing its portfolio to 15 (10/20).

## Athene Software

<http://www.athene.com>

- Athene announces the availability of APT Profitability, a new software solution to help communications service providers (CSPs) predict which cross-sell/up-sell offers will have the greatest appeal to individual customers (10/11).
- Athene is named one of Esprit Entrepreneur Awards' "Hot Companies to Watch" (10/5).

## Calient Networks

<http://www.calient.net>

- Calient announces plans to acquire Kionix, a leader in MEMS and optical switch manufacturing processes (10/10).

## ClickRadio

<http://www.clickradio.com>

- ClickRadio is granted an interactive radio license by Tommy Boy, an independent label with a catalog of more than 200 albums (10/17).
- ClickRadio kicks off a tour of 120 colleges and universities (10/10).
- ClickRadio is granted an interactive radio license from Olé Productions (9/18).
- Warner Music Group joins Universal Music Group, BMG Entertainment, and prominent independent labels such as Koch Entertainment and Alligator Records that have granted ClickRadio interactive radio licenses (08/29).

## COLO.COM

<http://www.colo.com>

- COLO.COM adds a 23,715-square-foot facility in Vienna, VA (10/11).
- NonStopNet announces strategic partnership agreement with COLO.COM for Internet infrastructure architecture design, implementation, and management (10/09).
- COLO.COM adds 34,711 square feet of broadband facilities in Los Angeles (10/04).
- Level 3 offers Internet and communication services in COLO.COM colocation facilities (9/27).
- COLO.COM signs an agreement enabling FusionStorm to provide remote managed solutions to any of COLO.COM's customers (9/13).
- COLO.COM leases 34,000 square feet in Henrico County, VA, for new broadband facility (9/12).
- SAVVIS launches private NAP colocation services with COLO.COM (9/05).



## Coreon

<http://www.coreon.net>

- Coreon names David Fannin as President and Chief Operating Officer (9/05).

## CoSine Communications

<http://www.cosinecom.com>

- CoSine is granted encryption import license by DCSSI for France and French territories (10/26).
- CoSine announces a 68 percent sequential increase in 3Q00 revenue (10/25).
- CoSine announces the opening of its CoSine EMEA Customer Centre (CE2C), an engineering and consultancy resource for CoSine customers throughout Europe, the Middle East, and Africa (10/23).
- CoSine introduces a complete set of frame relay integration services for incumbent and next-generation carriers (10/03).
- CoSine announces an initial public offering (9/26).
- CoSine joins Copper Mountain Networks' CopperWireless initiative for MTU service providers (9/18).
- Telenordia selects CoSine's solution to roll out secure Internet services to corporate customers (9/13).

## empowerTel Networks

<http://www.empowertel.com>

- Voyant Technologies joins Empowered Partner Alliance (10/03).
- Pactolus, a provider of XML-based enhanced services infrastructure and applications, joins Empowered Partner Alliance (10/3).

- AP Engines adds enhanced billing functionality to Empowered Partner Alliance (9/26).
- empowerTel announces interoperability with Audio Codes' MediaPack product line (9/26).
- Cognitronics, a supplier of voice information systems, joins Empowered Partner Alliance (9/26).
- empowerTel Networks unveils Empowered Partner Alliance program (9/25).



*From left: Evie Goldfine, Arjun Gupta, Doug Smith, Asheem Aggarwal, and James Ross at TeleSoft's Annual LP Meeting*

- empowerTel launches next-generation USX1000 VoBT (voice-over-broadband-technology) (9/25).
- empowerTel appoints David C. Conner as Vice President of Carrier Strategy (9/18).

## The Feedroom

<http://www.feedroom.com>

- Feedroom is featured in PCWorld.com article, "Build Your Own Newscast" (9/19).
- Spedia Mobile information announces Feedroom as a site that allows broadband to be used to its limits (9/15).



## InfoLibria

<http://www.infolibria.com>

- InfoLibria announces one of the world's first large-scale commercial implementations of streaming Internet media via satellite to the edge of networks that serve high-speed users (10/16).
- InfoLibria signs OEM deal with EMC's Media Solutions Group to offer customers end-to-end systems for rich media storage, management, and Web delivery (10/11).
- New versions of MediaMall and Content Commander debuts. They deliver more than 10,000 live and on-demand broadband streams from each point on a network (9/28).
- InfoLibria signs distribution agreement with Comstor (9/25).
- Space communications selects InfoLibria's CDD Solution to develop new satellite service for high-quality Web content delivery (9/25).

## iWitness

<http://www.iwitness.com>

- iWitness and Hewlett-Packard establish joint marketing agreement (10/23).
- iWitness and Plasmon, an international data storage business specializing in removable data storage technologies, enter joint agreement to market and sell integrated digital business records management solutions (10/17).
- iWitness launches software to create "paper trail" for the digital business transactions. iWitness Verimail and iWitness Archive Center enable companies to manage and archive email and any included attachments as digital business records (10/16).

## Kymata

<http://www.kymata.com>

- Kymata closes a \$67 million round of additional funding, which includes asset financing, a venture loan, and additional equity fund-raising (10/31).
- Kymata hires David Plekenpol, former Vice President of Global Sales at Lucent, as Vice President of Global Sales and Marketing (10/30).
- Kymata acquires Total Micro Products (TMP), a supplier of products based on micro-electromechanical systems (MEMS) technology (10/10).
- Motorola executive Mike Hickey joins Kymata as COO (9/19).
- Kymata announces first multimillion dollar volume product order from Marconi (9/03).

## Lara Networks

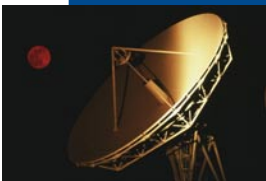
<http://www.laratech.com>

- STMicroelectronics and Lara sign agreement to develop network database search engine (10/23).
- Lara secures \$40 million in funding (10/23).
- Lara announces plans to set up India Design Center (9/29).
- Lara names David James as Chief Architect (9/28).
- Lara introduces network database co-processor to enhance interoperability between networks processors and Lara's search engines (9/18).

## Lynx Photonic Networks

<http://www.lynx-networks.com>

- Lynx announces the availability of its PhotonX-8 switch, a solid-state 8x8 port optical switching subsystem (10/31).
- Lynx announces Michael Leigh, President and Co-Founder, will head its new U.S. based headquarters (10/30).



## Novalux Inc.

<http://www.novalux.com>

- Novalux closes \$109 million round of equity financing (9/26).
- Novalux names Charles Roxlo as Director of Product Technology (8/22).

## NP Photonics

<http://www.npphotonic.com>

- The National Institute of Standards and Technology awards \$1,998,000 to NP Photonics (10/05).

## ProFlowers

<http://www.proflowers.com>

- Proflowers.com and Fundraising.com launch joint program for fund-raising projects (10/10).
- Proflowers.com announces Board of Directors (9/28).

## SigmaTel

<http://www.sigmatel.com>

- SigmaTel is named fastest growing Austin-based company by Inc. 500 (10/10).
- SigmaTel secures \$24 million in new equity capital (9/6).

## Star One

<http://www.starone.de/>

- DB Investor (Deutsche Bank) acquires 9.9 percent interest in Star One (9/26).

## TollBridge Technologies

<http://www.tollbridgetech.com>

- TollBridge exhibits and sponsors a free phone bank for broadband voice calls at this year's NGN 2000 show, October 30–November 1, in Washington, DC (10/30).

- TollBridge announces its flagship Voice Gateway, the TB200, now supports the T1 CAS protocol to connect to central office digital switches (10/30).
- TollBridge and PCCW demonstrate voice-over-DSL gateway in Hong Kong (10/10).
- TollBridge and Openbase announce strategic partnership to address demand for broadband voice services in Asia (10/4).
- TollBridge to deliver V5.2 voice gateway for trials with Singapore Telecom (10/4).
- TollBridge establishes sales and marketing operations in Asia Pacific (10/04).
- TollBridge and VidTel announce strategic partnership to address strong demand for broadband voice services in Asia (10/03).
- TollBridge strengthens market lead in synergy research group report (8/31).

## Triton Network Systems

<http://www.triton-network.com>

- Triton 3Q00 financial results show a 54 percent annual increase in quarterly revenues (10/24).
- Triton announces a multimillion dollar supply agreement with Fusion Communications of Tokyo, a carrier building a nationwide IP network in Japan (10/08).

## Tsola (formerly e-context)

<http://www.tsola.com>

- Tsola unveils mobile Internet platform that transforms wireless Internet into source of relevant, actionable information (10/02).



## Vina Technologies

<http://www.vina-tech.com>

- VINA Q3 2000 announces financial results—Q300 revenue up 207 percent from Q399 (10/16).
- VINA selects Richardson, TX, as site for research and development center (10/16).
- VINA launches eLINK-200 to deliver voice, video, data, and Internet over a single network connection (10/3).
- Coppercom and VINA partner for end-to-end packet voice-over-DSL (10/26).

- Advanced Telecom Group purchases VINA's Intergrator-300 and Multiservice Xchange (MX-500) solution (9/18).

## Western Integrated Networks

<http://www.winfirst.com>

- WINfirst announces five-year, \$800 million agreement with Lucent Technologies for equipment, software, and services to build a fiber-to-the-home residential network (10/17).
- WINfirst leases 186,000-square-foot facility in Sacramento, CA, at McClellan Air Force Base (10/2).

### INVESTMENT BANK ANALYSTS

**Cisco Systems (acquired Cerent) [CSCO]**—Banc of America (Chris Crespi, 415-913-2147), Salomon Smith Barney (Alex Cena, 212-816-6000), UBS Warburg (Nikos Theodosopoulos, 212-821-4000), WR Hambrecht (Tim Savageaux, 415-551-8600).

**Dell Computer (acquired ConvergeNet) [DELL]**—Banc of America (Kurt King, 415-627-2820), Lehman Brothers (Daniel Niles, 415-274-5200), Salomon Smith Barney (Richard Gardner, 212-816-6000).

**Nortel Networks (acquired Promatry) [NT]**—Chase H&Q (Michael Neiberg, 212-207-1400), Goldman Sachs (Mary Henry, 650-234-3300), Morgan Stanley Dean Witter (Alkesh Shah, 212-761-4000), SG Cowen (James Kedersha, 617-946-3700).

**Triton Network Systems [TNSI]**—Credit Suisse First Boston (Marc Cabi, 415-836-7600), U.S. Bancorp Piper Jaffray (Samuel May, 650-233-2260).

**Vina Technologies [VINA]**—Lehman Brothers (Steve Levy, 212-526-2499), Thomas Weisel Partners (John Todd, 415-364-2500), U.S. Bancorp Piper Jaffray (Conrad Liefur, 612-303-6320).

# Executive Recruiting

*The Executive Recruiting section highlights key job opportunities at our portfolio companies.*

## **Bay Packets (Menlo Park, CA)**

<http://www.baypackets.com>

- Vice President of Sales

## **Calient Networks (San Diego, CA)**

<http://www.calient.net/employment.html>

- Vice President of Service & Customer Support
- Director of Sales
- Marketing Manager

## **Catamaran Communications (Milpitas, CA)**

<http://www.catamarancom.com>

- Vice President of Marketing

## **ClickRadio (New York, NY)**

<http://www.clickradio.com/index1.HTM>

- Director of Customer Acquisition

## **Coreon (Fremont, CA)**

<http://www.coreon.net/employment/>

- Vice President of Operations
- Director of Network Operations Center
- Vice President of Marketing

## **InfoLibria (Boston, MA)**

<http://www.infolibria.com/about/employment.html>

- Director of Corporate Communications

## **iWitness (Boulder, CO)**

<http://www.iWitness.com/>

- Vice President of Marketing

## **Kymata (Livingston, Scotland)**

<http://www.kymata.com>

- Marketing Manager—Bay Area

## **Lynx Photonic Networks (Tel Aviv, Israel)**

<http://www.lynx-networks.com/careers.htm>

- CFO
- Vice President of Marketing
- Vice President of Sales
- Director of Human Resources

## **NP Photonics (Tucson, AZ)**

<http://www.npphotonic.com/openings.html>

- Marketing & Sales Manager
- Director of Telecom Photonic Devices

## **OnFiber (Medlo Park, CA)**

<http://www.onfiber.com/careers.Human.Resources.html>

- Vice President of Human Resources

## **Seagull Semiconductor (Austin, TX)**

<http://www.seagull.com>

- Vice President of Marketing

## **Star One (Frankfurt, Germany)**

<http://www.starone.de>

- Controller
- Investment Director
- Marketing/Sales Director
- Treasurer

## **TollBridge (Santa Clara, CA)**

<http://www.tollbridgetech.com/>

- Director of Product Marketing, Product Management and Professional Services

## **Triton Network (Orlando, FL)**

<http://www.triton-network.com/>

- Director of Product Management—Radio Products

## **Tsola (Belmont, CA)**

<http://www.tsola.com>

- Vice President of Business Development
- Vice President of Operations
- Director of Product Development

## **Versatile Optical Networks (Fremont, CA)**

<http://www.versonet.com/>

- CEO
- Vice President of Marketing
- Vice President of Engineering
- Vice President of Operations

## **VxTel (Fremont, CA)**

[http://www.vxtel.com/e\\_co\\_fre\\_salemarm.htm](http://www.vxtel.com/e_co_fre_salemarm.htm)

- Director of Marketing Communications



## **NEXT GENERATION NETWORKS**

Renaissance Washington Hotel  
Washington, DC  
October 30–November 3  
*Participating: CoSine, TollBridge, Calient, InfoLibria*

## **EUROPEAN TELECOMS 2000**

Hamburg Congress Centre  
Hamburg, Germany  
October 30–November 1  
*Participating: COLO.COM*

## **DSLCON'00 EUROPE**

Radisson SAS Hotel  
Copenhagen, Denmark  
October 30–November 2  
*Participating: Promatory, TollBridge*

## **DCI-CRM**

Los Angeles, CA  
November 1–2  
*Participating: Athene*

## **ITEC-PHOENIX**

Phoenix Civic Plaza  
Phoenix, AZ  
November 1–2  
*Participating: COLO.COM*

## **CONNECTED 2000—THE 3RD CHASE H&Q COMMUNICATIONS SYMPOSIUM**

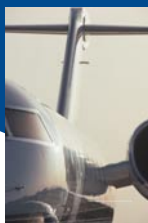
Laguna Niguel, CA  
November 1–3  
*Participating: empowerTel*

## **WEB 2000 INTERNATIONAL CONFERENCE & EXPO**

Moscone Convention Center  
San Francisco, CA  
November 3  
<http://www.mfweb.com/2000/west/>  
*Participating: InfoLibria*

## **IEEEGAAS IC SYMPOSIUM**

Seattle, WA  
November 5–8  
<http://www.gaasic.org/>  
*Participating: Calient*



# Conference Calendar

## **PHOTONICS EAST 2000: INTERNATIONAL SYMPOSIUM ON VOICE, VIDEO & DATA COMMUNICATIONS**

Hynes Convention Center  
Boston, MA  
November 6–7  
<http://www.spie.org>  
*Participating: InfoLibria*

## **NETWORK + INTEROP 2000**

Paris Expo  
Paris, France  
November 6–8  
*Participating: CoSine*

## **SYSTEMS INTERNATIONAL TRADE FAIR**

Trade Fair Center  
Munich, Germany  
November 6–10  
*Participating: Star One*

## **DSL ROUNDTABLE FORUM**

Pointe Hilton at Tapatio Cliffs  
Phoenix, AZ  
November 7–8

## **ISPCON FALL 2000**

San Jose Convention Center  
San Jose, CA  
November 8–10  
*Participating: COLO.COM*

## **CAPACITY WHOLESALE MARKETS**

Austria Center  
Vienna, Austria  
November 8–10  
*Participating: COLO.COM, InfoLibria*

## **PORT AUSTIN: PLUG INTO THE FUTURE OF BROADBAND**

Austin Convention Center  
Austin, TX  
November 9–11  
*Participating: SigmaTel*

## **IIR TELECOM'S BROADBAND CONTENT CONGRESS**

Hotel Inter-Continental Barcelona  
Barcelona, Spain  
November 13  
<http://www.cc.uk.com/iir/bcc/>  
*Participating: InfoLibria*

## **ASCENT FALL CONFERENCE**

Anaheim Marriott  
Anaheim, CA  
November 13–16  
*Participating: COLO.COM*

## **COMDEX FALL 2000**

Venetian Resort, MGM Grand  
Conference Center  
Las Vegas, NV  
November 13–17  
*Participating: SigmaTel*

## **COLOCATION SUMMIT**

Marriott Hotel  
Washington, DC  
November 14–16  
*Participating: COLO.COM*

## **COMMSLIVE EUROPE**

Grimaldi Forum  
Monaco  
November 14–16  
*Participating: COLO.COM*

## **CORE OPTICAL NETWORKS**

San Mateo, CA  
November 15–17  
<http://www.intertechusa.com/electronics/con2000/introduction.html>  
*Participating: Calient*

## **GILDER TECHNOLOGY CONFERENCE**

Charleston, SC  
November 16  
*Participating: Calient*

**EXPONET 2000 COLOGNE**

Cologne, Germany  
November 21–23  
*Participating: InfoLibria*

**PEPPERS & ROGERS SEMINARS**

Amsterdam—November 21  
London—November 22  
Paris—November 30  
*Participating: Athene*

**ISPCON 2000**

France  
November 28–30  
*Participating: InfoLibria*

**BLUETOOTH DEVELOPERS  
CONFERENCE**

San Jose Convention Center  
San Jose, CA  
December 5–7  
<http://www.bluetooth.com/devcon>  
*Participating: Xpedion*

**COMMUNICATIONS  
SOLUTIONS EXPO 2000**

Sands Expo Center  
Las Vegas, NV  
December 6–7  
*Participating: empowerTel*



# Conference Calendar

**TELECON 2000**

Anaheim Convention Center  
Anaheim, CA  
December 7  
<http://www.teleconexpos.com>  
*Participating: InfoLibria*

**STREAMING MEDIA WEST  
2000**

San Jose Convention Center  
San Jose, CA  
December 12–14  
*Participating: InfoLibria*

**CAPACITY WHOLESALE  
MARKETS**

Le Fontainebleau Hilton  
Miami, FL  
December 13–15  
*Participating: COLO.COM, InfoLibria*

**2001 INTERNATIONAL CES**

Las Vegas Convention Center, Las Vegas Hilton, Alexis Park & Riviera Hotel  
Las Vegas, NV  
January 6–9  
*Participating: SigmaTel*

**IEC @ SUPERNET**

Santa Clara Convention Center  
Santa Clara, CA  
January 29–February 1  
<http://www.iec.org/events/>  
*Participating: SigmaTel*

**CEBIT 2001**

Hanover, Germany  
March 22–28  
<http://www.cebitusa.com/>

**NEW INVESTMENTS IN 2000**



**ModeTek**

**Seagull semiconductor**