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**Surf Internet Announces New Key Leadership: Kord Kozma Joins as Vice President of Human Resources**  
*Surf Strengthens Leadership Team, Bolstering Growth Strategy Across the Great Lakes Region*

ELKHART, Ind. (November 28, 2023) – Surf Internet, a leading fiber-optic internet company providing essential connectivity across the Great Lakes region, is proud to announce the appointment of Kord Kozma as Vice President of Human Resources. This strategic hire is a significant step forward in Surf Internet's commitment to growth and excellence.

Ryan Delack, Chief Financial Officer of Surf Internet, expressed enthusiasm for Kord Kozma's addition to the leadership team: "Kord's hiring represents a significant investment in Surf Internet's growth across the Great Lakes Region. I am thrilled to have Kord join my team as he brings a unique blend of experience in private equity-backed businesses and global public companies."

Kozma is a seasoned executive with over 20 years of experience in senior human capital and operations roles. His diverse background includes leadership positions in venture capital-backed start-ups, closely held stand-alones, and autonomous divisions of global conglomerates across various industries. As Surf Internet's Vice President of Human Resources, Kozma will play a pivotal role in shaping the company's organizational growth and development strategies. His expertise in strategic business alignment, cultural transformation, and HR modernization aligns seamlessly with Surf Internet's vision for the future.

Prior to joining Surf Internet, Kozma served as the Vice President of Business Operations at Kennedy Care in Ann Arbor, Mich., where he played a crucial role in supporting the company's expanding portfolio of home care-related businesses. Kozma's achievements at Kennedy Care included redefining training efforts, implementing a new company handbook, and revamping the benefit program to attract a professional workforce. Other previous roles include serving as the Global Director of Human Resources at Nidec Press & Automation (Minster, Ohio) and Vice President of Organizational Effectiveness at Rheinmetall AG (Auburn Hills, Mich.).

"I am honored to join Surf Internet at such a pivotal moment in its journey," said Kozma. "Surf's commitment to connecting underserved communities aligns with my passion for fostering organizational growth and development. I look forward to leveraging my experience to contribute to Surf's continued success and making a positive impact on the Great Lakes region."

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Surf engaged Page Executive (part of PageGroup) for recruitment of this position. According to Delack, “Page Executive and Senior Partner John Wu have a proven track record of success in executive recruitment. Our partnership with their team exemplifies Surf’s commitment to assembling a high-caliber leadership team to drive our company forward.”

### **About Surf Internet**

Surf Internet is an innovative fiber-optic internet company that serves as the essential gateway to connectivity across the Great Lakes Region of Illinois, Indiana, and Michigan. The company is building a bridge to the wide open future by delivering high-speed, reliable internet to homes and businesses in underserved, rural communities. Surf’s 170-plus-person team is local, giving them an edge when it comes to customer care and advocacy for the region. Headquartered in Elkhart, Ind., Surf also has offices in La Porte, Ind., Byron Center and Fowlerville, Mich., and Coal City and Rock Falls, Ill. Learn more at <https://surfineternet.com>.

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