



ROCCO 100



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BEHIND EVERY ROCCO REPORT IS A GREAT TEAM



ANTONIO RODRÍGUEZ MERELLO

LEAD RESEARCHER

Antonio is the Lead Researcher at ROCCO. Having an economics background, his main strengths are in linking business insights with academic debates for the telecommunications sector. Among other publications, he has co-authored prominent reports of the telecommunications industry such as The Innovators 2020 or the ROCCO IOO 2020.



SARA BEN MOUSSA

GRAPHIC DESIGNER

Sara is the Graphic Designer of this ROCCO IOO report. She is experienced in design and marketing, with interest in research. She collaborated in the creation of the course "Gaming Tech" and "Extended & Virtual Realities" for ROCCO U Digital Adventures Programme. She gave this report a visual structure, so all the information is represented in a good shape.

**JASON BRYAN**

CEO ROCCO RESEARCH

Jason is the CEO of ROCCO Research based in ROCCO Group Spanish office. He has overseen the last 9 years of in-depth monthly research on Industry Analysis, Vendor Performance, Market Intelligence and Market Pricing in the Roaming and Interconnect space. Jason was the founder of ROCCO in 2012, building on 25 years of experience in Roaming and Interconnect roles in Vodafone, Telefonica Groups and several Vendors, as well as GSMA Chairmanship roles. Jason is also the co-founder of Innovative Operators (IO).

DHIRAJ WAZIR

CEO ROCCO STRATEGY



Dhiraj is the CEO of ROCCO Strategy and a co-founded Innovative Operators (IO). Dhiraj is a subject matter expert in the Telecommunications field of Roaming & Interconnect. Dhiraj has spent over 20 years working on Roaming Wholesale, Product Management and Retail Propositions. Dhiraj has had a broad remit, building his telecom career with the Hutchison group, T-Mobile, EE and BT before joining ROCCO. Dhiraj is based in London, UK.

TRIBUTES

THE ROCCO TEAM WOULD LIKE TO PAY TRIBUTE TO INDUSTRY COLLEAGUES WHO MADE GREAT CONTRIBUTIONS TO OUR INDUSTRY BUT ARE SADLY NO LONGER WITH US



Hendrik studied at the HSB Hochschule Bremen - City university before completing his Masters in Information Systems Engineering at the London South Bank university. Hendrik was a veteran of the Roaming Industry, starting out as the roaming manager at Vodafone Germany in 1993. He further went on to work at MACH, and most importantly was one of the leading contributors to the GSMA technical standards as Chair of working groups and standards editor and producer. In RoamsysNext he had senior roles like COO and CTO. Hendrik was a heavy metal fan, an avid drummer and enjoyed cycling. Hendrik will be sorely missed by the industry.

HENDRIK HOEHNDORF

1964 - 2022



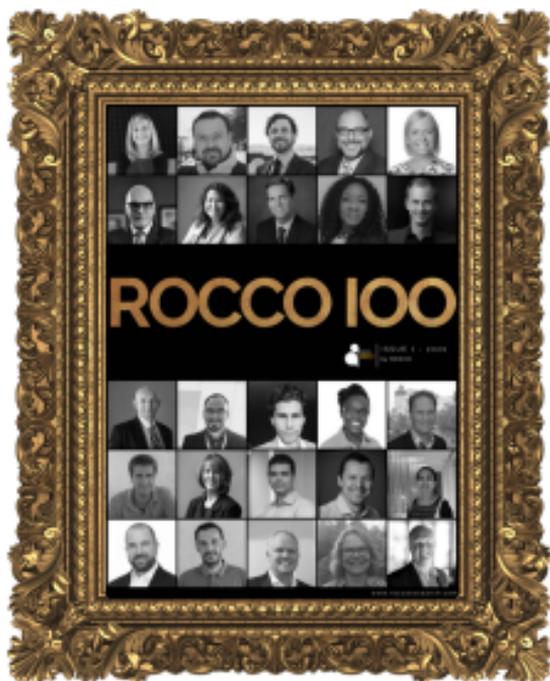


Joe was born into a working class family in North Carolina and had 6 siblings. The local church would often deliver food packages because his parents could not always afford to feed their large family. Joe was determined to climb up and out of this poverty. A highly intelligent, active, sporty boy he went on to study medicine at university in Tennessee. The cost and the studies became too much and Joe dropped out of university. He'd had extensive knowledge of electronics, from the years he'd helped out in a local CB radio/TV repair shop which helped him get a job at MCI in Los Angeles, California. He climbed his way up the ladder from literally climbing up aerial masts in the desert, to management level. He worked for Telstra in Australia and New Zealand for several years. In 2006 Joe joined Sky in the UK, looking after carrier relations, messaging, and the mobile roaming side of the business. Joe will be sorely missed by the industry.

JOE MOORE

1963 - 2022

INTRODUCTION



This is the second edition of the ROCCO 100 report and features the results of biennial research to identify the 100 most influential people in Roaming, Messaging and Interconnect based on industry opinion, nominations and voting.

This report has been structured to start with a general overview that features aggregate data of candidates based on a set of criteria.

The second part of the report features the ranking of the ROCCO 100 which features their professional information as well as the feedback provided by the nominators.

While the report focuses on the 100 most influential people, over 130 people were nominated for ROCCO 100. Congratulations go to anyone who was nominated for being recognised, this is a tough global industry and to appear here in this ranking is a tribute to hard work and dedication to the industry.



WHY ROCCO 100?

Roaming, Interconnect, Messaging are fundamental aspects of the telecoms world which many consider are the foundations on which connectivity functions today. The ROCCO 100 initiative aims to recognise the contribution of the people who have made our industry what it is today. One of the values that ROCCO most wants to highlight is the idea of community, and particularly, the outstanding people that belong in it. Some have been on astonishing journeys in their careers, moving around the industry but always staying part of it. We have a rich culture of people helping and supporting each other and making a difference. People whose ideas and actions have made a significant contribution to the industry. We all have people who teach us, some we know intimately, others who speak to us in conferences or whose wisdom appears only on our device screens. Many of them we admire for their commitment and for inspiring us, but we don't always have an opportunity to share this feedback.

In essence, the ROCCO 100 initiative aims to generate a culture of appreciation by recognising people known and unknown who have played a part in shaping it. The ones in the spotlight at conferences and the ones who quietly make a difference from their cubicle or corner desk. From Andorra to Zimbabwe there are people in every organisation, male or female, young or old, who often get forgotten under the pressure of our day to day work. We are therefore building a community of leaders, who will be at the forefront of sharing ideas, who will challenge each other and from whom we can all learn. By recognising exceptional people, we also recognise the exceptional work our industry produces and contributes to our society at large.

THE HISTORY OF ROCCO 100

Although 2019 marked the beginning of ROCCO 100, the idea of launching an initiative of this type had been on ROCCO's agenda for a few years. Already in 2017, industry voices were complaining about the lack of equality in telecoms. Panel sessions that lacked diversity seemed to be more and more common and to a great degree, the unconscious bias and traditions of our industry were not enabling women, or geographical representation to be recognised or visible. We knew, that highly skilled professionals were in every region, of every gender they just needed to be recognised.

ROCCO thought to create a research study where the most influential women in telecoms could become more visible. However, on sharing the idea it became clear women didn't want to be treated differently from men on any level. What we needed was inclusion.

ROCCO has already tried to give visibility to the industry people who are doing great work on several occasions. ROCCO Radio's "Well Connected", "Big Interviews" and "Mastermind" podcasts started the journey to bring visibility to people in a small way but there was still some way to go.

In April 2019, the team at ROCCO decided that as well as the other industry-wide initiatives we were doing such as "The Innovators", it was necessary to take a step beyond to uncover the people behind the initiatives. Although great companies usually have great leaders, leaders weren't always the ones driving the industry forward. We knew by identifying the progress of individuals in the industry, we could also spot their progress and encourage learning, mentorship and inspire a new generation of people to be part of our roaming and interconnect world.

However, then came the difficult part. We didn't want the selection of these people only to be based on the number of people who voted for them (wouldn't everyone just vote for their boss? and would the boss ask them to do that?) it needed to have more integrity.

THE HISTORY OF ROCCO 100

We knew from the start of the initiative that the nomination of people needed justification and our methodology needed to have integrity. A key difference between this project with the previous ones released by ROCCO was the focus, as we were dealing with neither products nor services but people. This represented a new area of analysis for ROCCO as we would be recognising individuals who, regardless of which company they worked for, influenced the industry. The process of defining the scope as well as the methodology was not simple as it required both internal debates as well as calling in specialists from the industry to test theories.

The results from the first edition of ROCCO 100 surpassed our expectations in terms of both participation and reception by the industry. With a list of nominees of around 150 people and nearly 2500 votes, our community engaged in sharing their views about who was influential and why their contribution was valuable. However, the most remarkable impact of the first edition of the ROCCO 100 was the findings retrieved from the research. From a general perspective, there were no significant differences between men and women in terms of their attributes scores. Showing that the way both men and women are perceived is very similar. Moreover, of all the candidates, in 2020 the top 5 were all international women. In essence, this challenged misconceptions related to both the role and contribution of women in the telecommunications industry.



METHODOLOGY

The methodology employed for this report is formed by three major parts which are nominations, voting and analysis.

The nomination process consisted of the following steps:

- The nominators entered the survey.
- They chose 3 attributes from a list of 10 they consider to be representative of an influential person.
- They then chose 3 people they preferred to nominate. They also stated what they had done in the previous two years that they considered that was remarkable.
- They provided their contact details in case ROCCO needed to check anything about the nominated people.
- The contact details were also used to notify the nominators about when to vote.

NOMINATION

VOTING

In the voting phase, voters who saw the list of nominated people could choose to vote for up to three people:

- They entered the ROCCO 100 Voting survey.
- They selected a nominated person
- They chose which three attributes represent that specific person
- They stated in a sentence what they have contributed to the industry over the last two years.
- They had the opportunity to do this for three people.

The analysis of votes ranked the people according to the three elements of their votes which all hold equal importance in the overall ranking.

- The number of votes they have received. ROCCO ranked all the people according to the number of votes they received.
- The Attributes Score: ROCCO ranked all the people according to the scores they gained on their attributes.
- The Judge's Opinion: ROCCO used a panel of judges who ranked the ROCCO 100 according to the statements given by the voters as to why they are influential.
- ROCCO then brought these 3 rankings together into an overall score and the final ROCCO 100 ranking.

ANALYSIS



THE JUDGES 2022



MOIRA SCERRI
LECTURER & RESEARCHER, UNIVERSITY OF
TECHNOLOGY SYDNEY AUSTRALIA

Moira is an academic in Strategic Supply Chain Management at the University of Technology Sydney. She conducts research and teaches in the areas of service value networks, supply chain management, and new and emerging technologies within organizations and supply chains. Moira has professional experience in strategy development and service design and operations management across a range of industries such as Travel and Tourism, Information Technology (Global Distribution Systems and Payment Processing) and International Education. Moira has published in several top tier journals which include Service Theory and Practice, Tourism Economics and Technology Forecasting and Social Change.



WANGECI KANJAMA CFO, M-PESA KENYA

Wangeci was recognised as the number one ranking person in the ROCCO 100 2020. With an academic background in finance and commerce, she started her career in Kenya going into the stock market. Looking for new challenges, she joined Safaricom in the early 2000s as an accountant in charge of Tax. While developing her great potential, she moved to Business planning at Safaricom Plc and contributed to various key mergers and acquisitions including the pivotal launch of 3G Enterprise and M-Pesa. She has decisively contributed to the growth of Safaricom's wholesale business with an annual turnover of over US\$60m and spearheading growth within the region.





DIMPLE KAUL SERVANT LEADER, INDIA

With 19 years of rich professional experience across corporate sectors of Media, Telecom and Technology and non-profit sectors, she has now entered the field of education as a social entrepreneur. Insights from her personal journey, a rich corporate and non-profit experience, curiosity for learning, indefatigable energy, and a respect for diversity, are just a few of the things that she brings to the table. She was recognized as Iconic Woman Creating a Better World for All by Women Economic Forum 2020. Dimple currently serves the field of global indigenous knowledge systems through Indica Courses (a pioneering EdTech enterprise) in the spirit of a Servant Leader and Chief Transformation Officer.



STÉPHANIE FLEURY
TV PRESENTER & ENTREPRENEUR,
CNN BRAZIL

With entrepreneurial vocation, Stéphanie was CEO and founder of the digital account DinDin, which was incorporated by Bitz/Bradesco in 2020, becoming the first woman to sell a startup to a bank in Latin America. After DinDin's exit, she became Chief Sales Officer for Bitz and is now a TV host for CNN Brazil. Stéphanie had extensive experience in the telecom market, where she worked at TIM, Oi, Cisco Jasper in Silicon Valley (California) and at Digicel Group (Kingston, Jamaica) and used to contribute to the GSM Association. She is also a Business Advisor for Sony Pictures Entertainment for the reality show Shark Tank Brazil and was the first woman to assume the position of director of the Brazilian Fintech Association (ABFintechs).

THE
ATTRIBUTES
SCORE
WAS
CALCULATED
AS
FOLLOWS

FIRST

At the nomination stage, every nominator first stated which 3 attributes they felt best represented an influential person. ROCCO ranked the attributes chosen by the industry by counting the number of times a nominator selected them. This is felt to be a fair way to judge what attributes make up an influential person. ROCCO, therefore, did not prescribe which are the most important attributes, the nominators chose that.

SECOND

ROCCO selected the top ten attributes and gave them a score based on how important the industry felt they were. ROCCO did not disclose the scoring for each attribute.

THIRD

At the voting stage, voters chose 3 attributes that they felt best represented the person they were voting for, the scores for the attributes were calculated, by creating an individual attribute score for every vote.

FOURTH

All the scores were added up for an individual and all ROCCO 100 were ranked according to their attribute score.

ANALYSIS & RESULTS



RESULTS & DISCUSSIONS

In this section of the report, the data is analysed from a general perspective by using several criteria such as gender distribution across company types, regions, or age groups. In summary, this gives a deeper understanding of the features of the most influential people in our industry.

By looking at the number of both male and female candidates, it is striking that **77%** are men while **23%** are women. Moreover, given that in 2020 the percentages of women in the top **100** was **34%**, it can be stated that the gender gap in the ROCCO 100 has increased. Although from a quantitative perspective there is a strong divide between men and women, it is worth analysing how both men and women differ in terms of their characteristics score. In this regard, **the average score for men and women have no significant differences**. The only striking difference is the fact that there are significantly more men than women in the ROCCO 100. Therefore, it is necessary to find out the reasons explaining the existing gender gap.

From an academic perspective, the gender gap is a recurrent research topic that over the years has gained interest across stakeholders in the telecommunications industry. For instance, some reports have analysed differences in access to mobile internet across genders, particularly in developing countries. In an increasingly connected world, this is a fundamental issue that needs to be tackled, especially, as COVID-19 has reinforced the need for connectivity (Carboni, 2021). This also goes in line with the increase in attention on diversity and inclusion.



RESULTS & DISCUSSIONS



The main idea behind this shift is to empower groups that have historically suffered from a lack of professional opportunities in telecoms. Although from an equality perspective the pursuit of a more inclusive industry is a positive goal, other factors indicate why achieving inclusiveness has a positive impact. According to Hewlett, Marshall and Sherbin (2013), gender-inclusive companies are **45%** more likely to improve their market share. In this regard, it is worth asking why there is still a gender gap in the telecommunications industry.

It is worth considering, that the gender gap is related to several issues such as the gender pay gap or the glass ceiling phenomenon, one of the most recurring ideas is whether there is a gender difference in terms of skills for technical careers across genders. From a quantitative perspective, there is an underrepresentation of women in science, technology, engineering and math (**STEM**) across many countries. According to the US Department of Commerce, although women represent almost half of all jobs, they hold less than **25%** of STEM-related jobs. Moreover, in the UK only **17%** of workers in the IT sector are women (Sey, 2019). Also, it should be noted that women in ICT usually have junior and supporting roles (Molina, Lin and Wood, 2015), while they show a higher tendency to quit science and engineering jobs than their male counterparts. In contrast, to the previous ROCCO 100 edition, there is not a declining trend in female representation for senior candidates. Although this is a positive finding, it is still necessary to carry out initiatives and stress the need to go further with gender equality as this would benefit our industry as a whole.



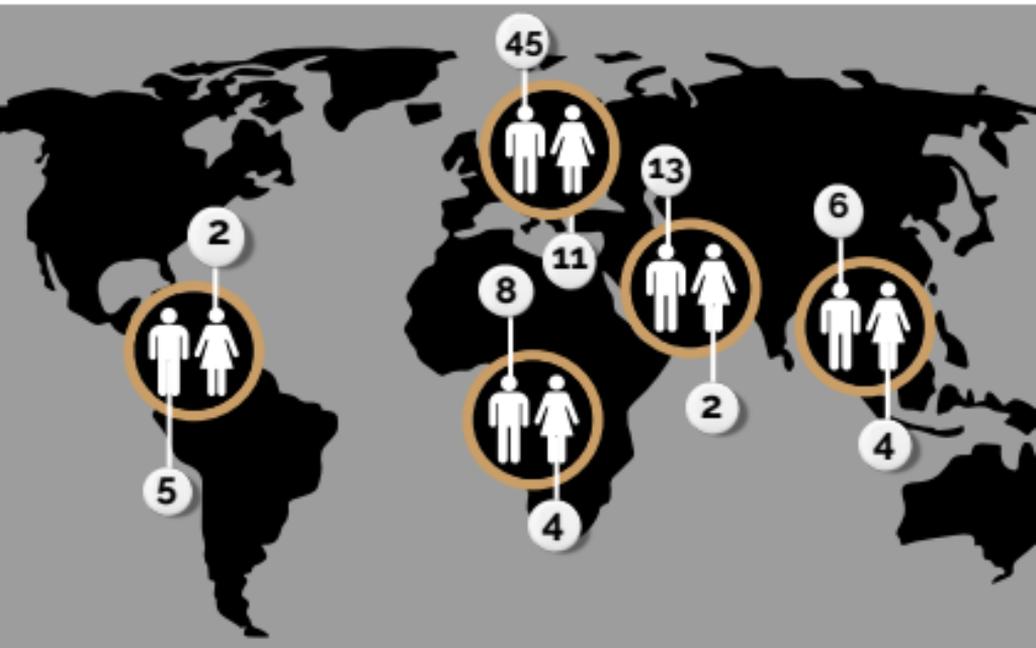
VISION
INTEGRITY
KNOWLEDGE
SOLVE PROBLEMS
COMMUNICATIONS
INSPIRATIONAL
IMPLEMENTER
OPEN MINDED
COMMITTED
RELIABLE

LIST OF ATTRIBUTES

As in the first edition, the rich amount of data retrieved allows analysis of the candidates' information via the parameters of gender, age, company type and region. The graphic above lists the main attributes a candidate should have (according to the choices made by the people who nominated the ROCCO 100) in order to be eligible for being considered as an influential person in the industry.

Since Roaming, Messaging & Interconnect is a global industry, it is important to consider where influential people are located. In this regard, candidates are classified according to the region where they are currently based in. The location of the ROCCO 100 provides a proxy of where companies with top talent are located. As candidates are not evenly spread across the globe, it has been decided to use the following regional classification: Africa, Americas, Asia, Europe and the Middle East.

REGIONAL DISTRIBUTION BY GENDER



REGIONAL DISTRIBUTION BY GENDER

"THE MAJORITY OF INFLUENTIAL PEOPLE IN ROAMING, MESSAGING & INTERCONNECT ARE BASED IN EUROPE"

With regards to regional distribution, the majority of both male (**45**) and female (**11**) candidates are based in Europe, which is a similar result as in the previous edition. The Middle East is the region that follows Europe in terms of the number of candidates with a total of **15** (**13** men and **2** women).

AGE DISTRIBUTION BY GENDER

MEN



"THE MAJORITY OF CANDIDATES, IRRESPECTIVE OF THEIR SEX, ARE IN THE 40-50 AGE BRACKET"



When analysing age distribution, it is worth noting that both men and women show a similar percentage in the 20-30 age group. This means that both men and women influencers start their careers in this sector at a similar age. Moreover, the age group with the highest representation for both males and females is 40-50, and in terms of percentages, there are no significant differences (61% for males and 57% for females). In contrast to the findings of the ROCCO 100 2020, there is a higher percentage of women in the 50-60 age bracket than in the case of men (30% and 22% respectively). This is a positive development as there are more women influencers in senior positions as compared to the previous edition.

AGE DISTRIBUTION BY GENDER

WOMEN

"THE PERCENTAGE OF WOMEN IN THE 50-60 AGE GROUP IS HIGHER THAN MEN"

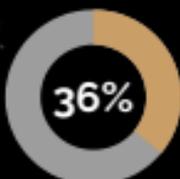
20-30 30-40 40-50 50-60

AGE DISTRIBUTION BY GENDER: WOMEN

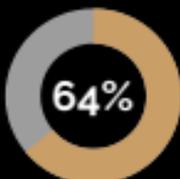


BY ROCCO

THE COMPANIES WHERE MEN WORK



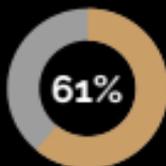
MNO



VENDOR

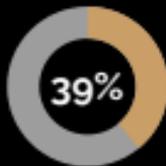
"THE MAJORITY OF INFLUENTIAL WOMEN WORK FOR MOBILE OPERATORS WHILE THE MAJORITY OF INFLUENTIAL MEN WORK FOR VENDORS"

In terms of differences between company types and gender, there is a marked contrast when looking at both men and women. **61%** of influential women work for MNOs while only **39%** work for vendors. In contrast, **64%** of male candidates work for vendors and only **36%** of them work for mobile operators. All in all, the results are similar to 2020, where there was also a gender divide in terms of the company type they work for. Considering the complexity of this issue, there is not a single factor that entirely explains it. However, although we do not have sufficient evidence, as on average MNOs employ more people than vendors, this might be the case why they are more proactive in closing the gap in terms of female representation.



MNO

THE COMPANIES WHERE WOMEN WORK

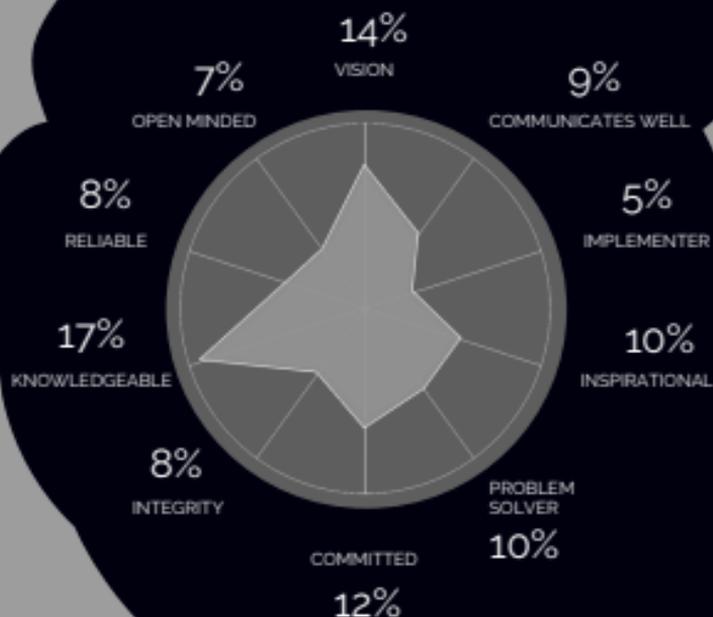


VENDOR

ATTRIBUTES: PERCENTAGES BY GENDER

"IN GENERAL, THERE ARE NO SIGNIFICANT DIFFERENCES BETWEEN MEN AND WOMEN IN TERMS OF BEING INSPIRATIONAL AND KNOWLEDGEABLE"

One of the key aspects of this research is attributes, and particularly, whether there exist important differences between men and women. In essence, there are no significant differences between men and women, as the most voted attributes for both are "Knowledgeable, Committed and Vision".

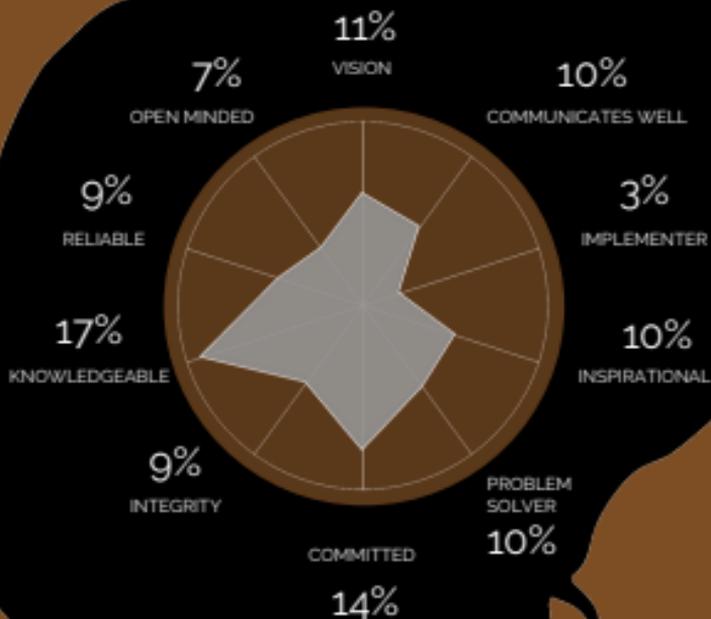


ATTRIBUTES: PERCENTAGES BY GENDER

"MEN ARE PERCEIVED TO HAVE MORE VISION AND BEING BETTER IMPLEMENTERS THAN THEIR FEMALE COUNTERPARTS"

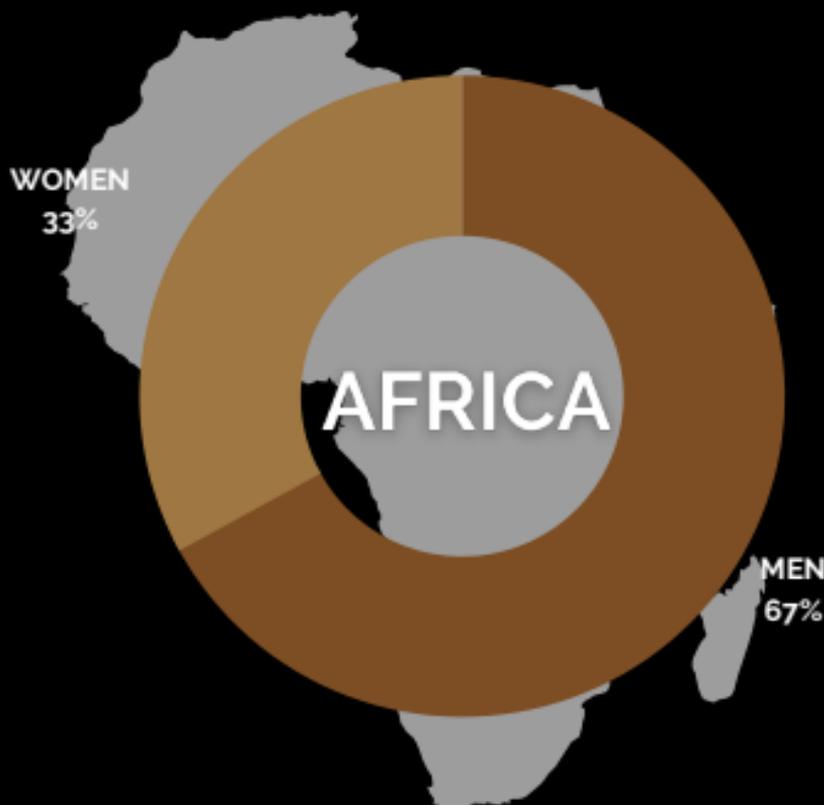
ATTRIBUTES: PERCENTAGES BY GENDER

"WOMEN ARE THOUGHT TO BE MORE COMMITTED AND RELIABLE AS WELL AS BETTER COMMUNICATORS THAN MALE CANDIDATES"



ATTRIBUTES: PERCENTAGES BY GENDER

GENDER GAP BY REGION



It is striking that in none of the regions considered the percentage of women is close to **50%**. Specifically, the highest percentage is found in Asia where **40%** of all candidates based in this region are women. In the case of Africa, the percentage of women is **33%**, which is lower than in the previous edition when it was the region with the lowest gender gap. Finally, the highest difference between men and women is found in the Middle East where women only represent **13%** of candidates.

GENDER GAP BY REGION

WOMEN
29%

AMERICAS

MEN
71%

GENDER GAP BY REGION

"ASIA IS THE REGION WITH THE LOWEST GENDER GAP"

WOMEN
40%

ASIA

MEN
60%

WOMEN
13%

"THE HIGHEST GENDER GAP IS FOUND IN THE MIDDLE EAST"

MIDDLE EAST

MEN
87%

GENDER GAP BY REGION

WOMEN
20%

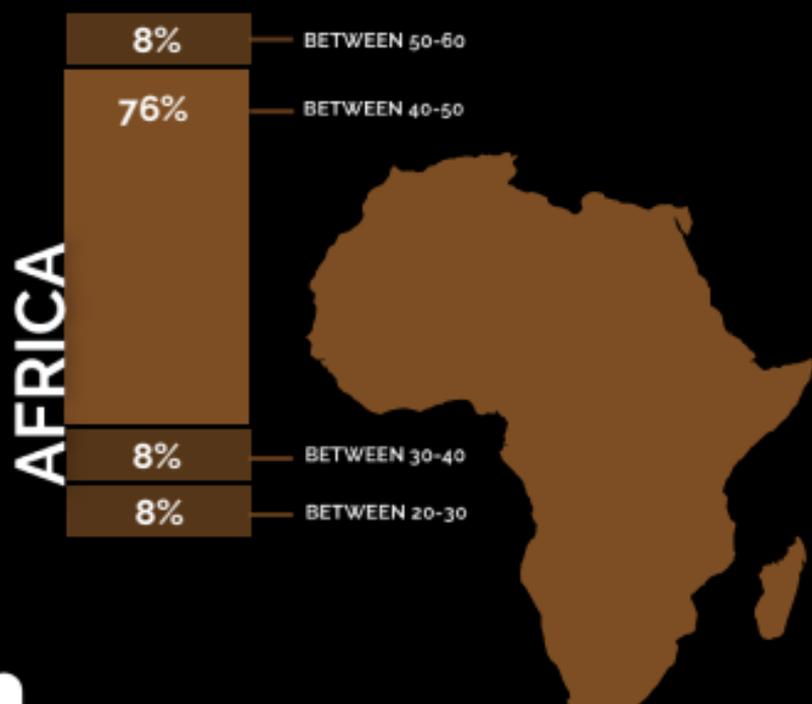
EUROPE

MEN
80%

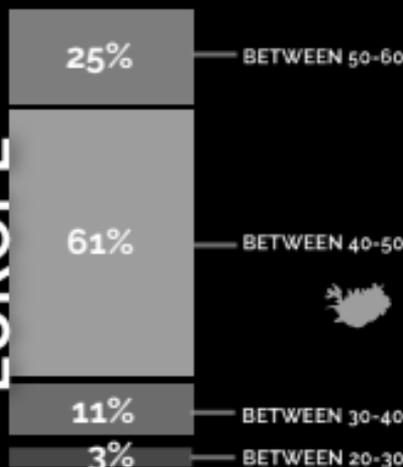
AGE GROUPS BY REGION

Africa is the region that has the highest percentage of influential people in the youngest age group (8% in the 20-30 bracket). Asia presents the highest shares of candidates in the middle age groups (40% in both 30-40 and 40-50 brackets). Finally, the region that has the highest share of candidates in the 50-60 age group (33%) is the Middle East.

"AFRICA HAS THE HIGHEST SHARE OF NOMINEES IN THE YOUNGEST AGE -GROUP"



EUROPE



AGE GROUPS BY REGION

AMERICAS



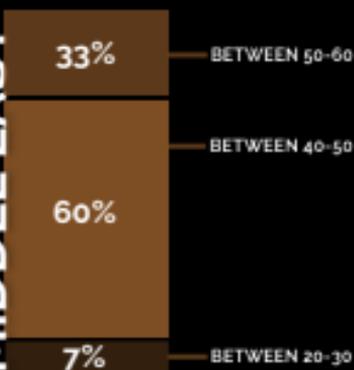
ASIA



AGE GROUPS BY REGION

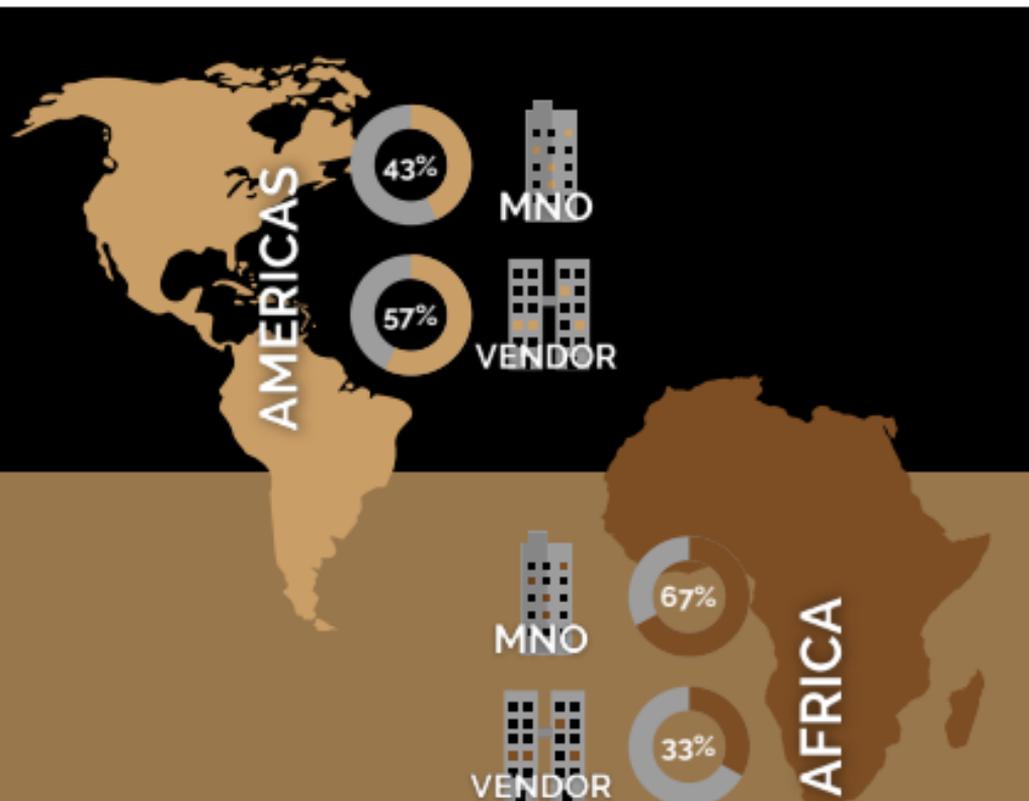
"THE MIDDLE EAST PRESENTS THE HIGHEST SHARE OF SENIOR CANDIDATES"

MIDDLE EAST



COMPANY TYPE BY REGION

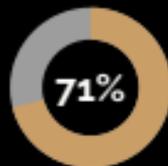
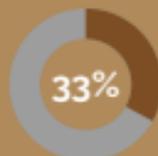
The distribution of candidates who work for operators and vendors is not homogeneous across regions. For instance, in the case of the Americas, **57%** of candidates work for vendors. In contrast, in both Africa and the Middle East, MNOs employ the majority of candidates (**67%** in both regions). Finally, Europe is the region where most candidates work for a vendor (**71%**), whereas in Asia candidates are evenly distributed across company types.



"MNOS HAVE A STRONG DOMINANCE IN AFRICA AND THE MIDDLE EAST"

COMPANY TYPE BY REGION

MIDDLE EAST



EUROPE

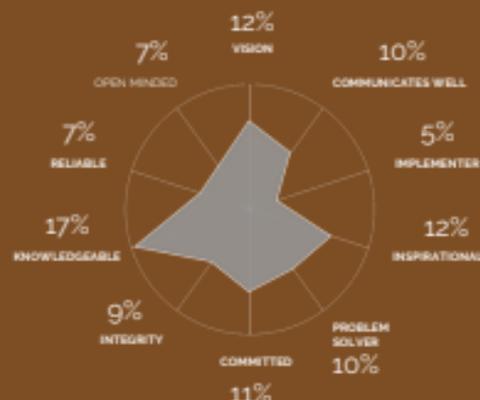
EUROPE PRESENTS THE HIGHEST SHARE OF CANDIDATES THAT WORK FOR A VENDOR

ASIA

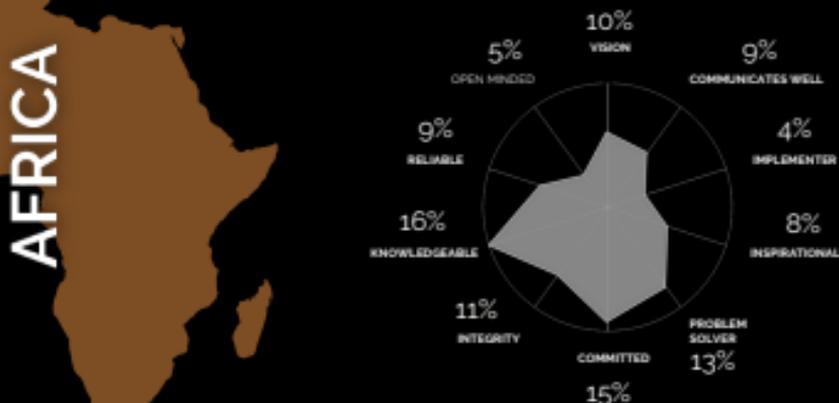


ATTRIBUTES: PERCENTAGES BY REGION

The analysis of attributes per region shows that, in general, knowledgeable is the main attribute of candidates in these regions. The only exception is the Middle East where Vision is the attribute that has the highest share of votes. In the case of the Americas, Asia and Europe, Vision is the second-most voted attribute for candidates based in these regions. Interestingly, in Africa being committed is a key attribute for a person to be influential.

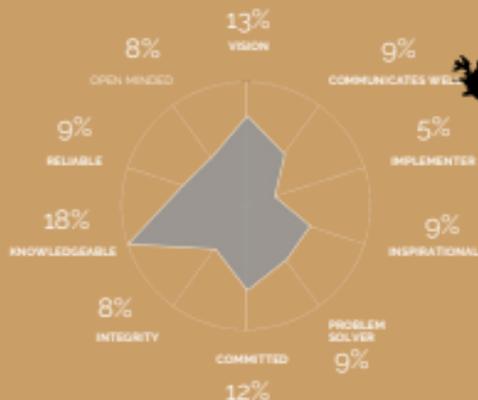


AMERICAS



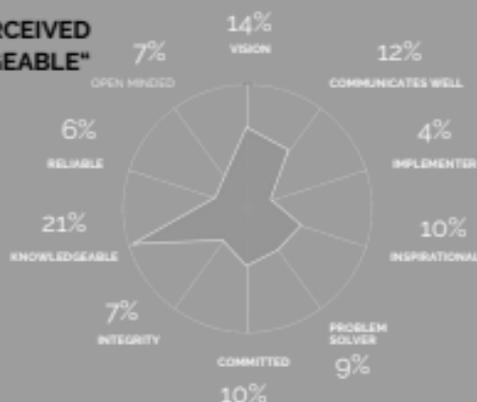
AFRICA

REGION



PERCENTAGES BY

"ASIAN CANDIDATES ARE PERCEIVED TO BE THE MOST KNOWLEDGEABLE"



ASIA

ATTRIBUTES:



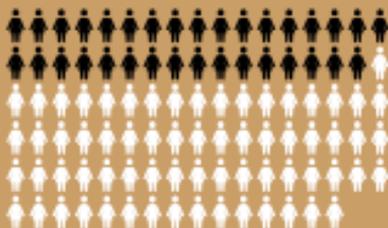
"MIDDLE EAST CANDIDATES ARE PERCEIVED TO BE THE MOST VISIONARY"

GENDER DISTRIBUTION BY COMPANY TYPE

"ALTHOUGH THE GENDER GAP HAS INCREASED ACROSS COMPANY TYPES, IT IS STILL LOWER FOR MOBILE OPERATORS THAN FOR VENDORS"

The analysis of gender distribution by company type has shifted since the previous edition. Given that the number of female candidates has decreased, there has been a rise in the gender gap across company types. Whereas for MNOs, women represent **33%** of all candidates. In the case of vendors, only **16%** are women. All in all, this points out the necessity of having more influential women in the telecom industry.

MNOs



WOMEN 33%

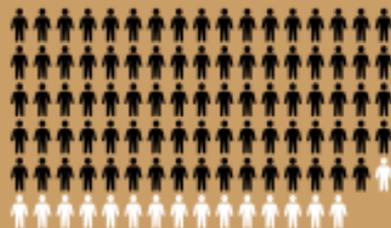


MEN 67%

VENDORS



WOMEN 16%



MEN 84%

REGIONAL DISTRIBUTION BY COMPANY TYPE



MNOs

The results show that the percentage of influential people is more evenly distributed across regions for mobile operators. In contrast, for vendors, there is a high representation of candidates from one region which is Europe (68%).



VENDORS

With regards to age, for vendors, there is a higher representation of candidates who are in the youngest age brackets (7% in 20-30 and 17% in 30-40). In contrast, mobile operators have candidates who, on average, are older when compared to the previous case.

**"THE YOUNGEST CANDIDATES OF THE ROCCO
100 WORK FOR VENDORS"**

MNOs

24%

BETWEEN 50-60

71%

BETWEEN 40-50

5%

BETWEEN 30-40

VENDORS

24%

BETWEEN 50-60

52%

BETWEEN 40-50

17%

BETWEEN 30-40

7%

BETWEEN 20-30

"VENDOR CANDIDATES ARE PERCEIVED TO BE MORE VISIONARY AND INSPIRATIONAL THAN MNO CANDIDATES"

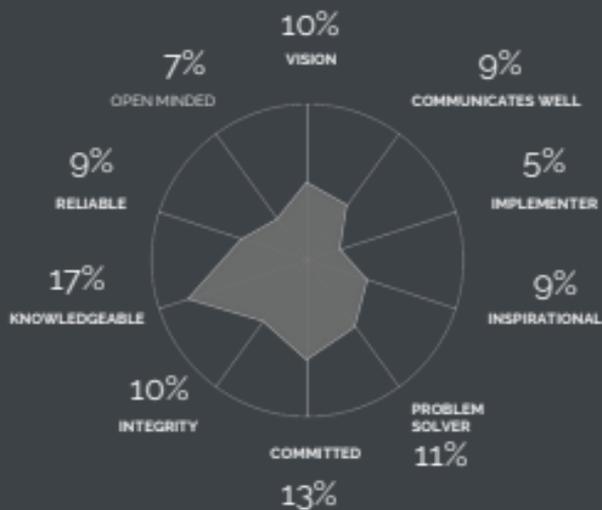
"MNO CANDIDATES ARE PERCEIVED TO BE MORE COMMITTED AND BETTER AT SOLVING PROBLEMS"

In terms of attributes distribution between MNOs and vendors, there are no significant differences in terms of being knowledgeable. However, candidates who work for a vendor are, on average, perceived to have more vision than their MNO counterparts.

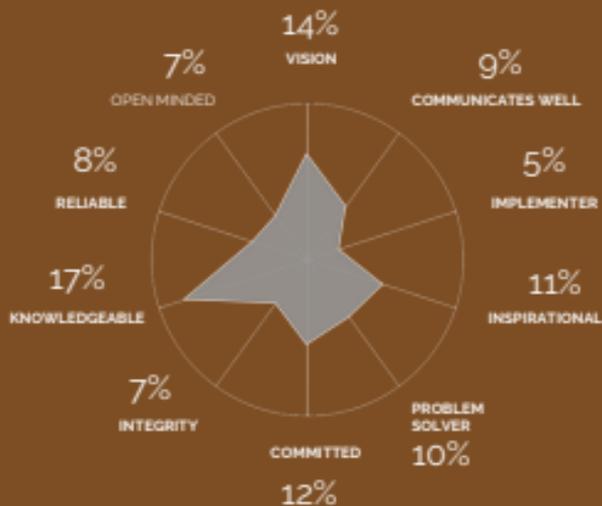
MNOS

VENDORS

BY ROCCO



ATTRIBUTES BY COMPANY TYPE



ATTRIBUTES BY COMPANY TYPE

GENDER DISTRIBUTION BY AGE GROUP

**"THERE IS NOT A SENIORITY GENDER GAP
AS FEMALE PARTICIPATION DO NOT
DECREASE IN THE OLD AGE GROUPS"**

20-30 YEARS



30-40 YEARS



40-50 YEARS



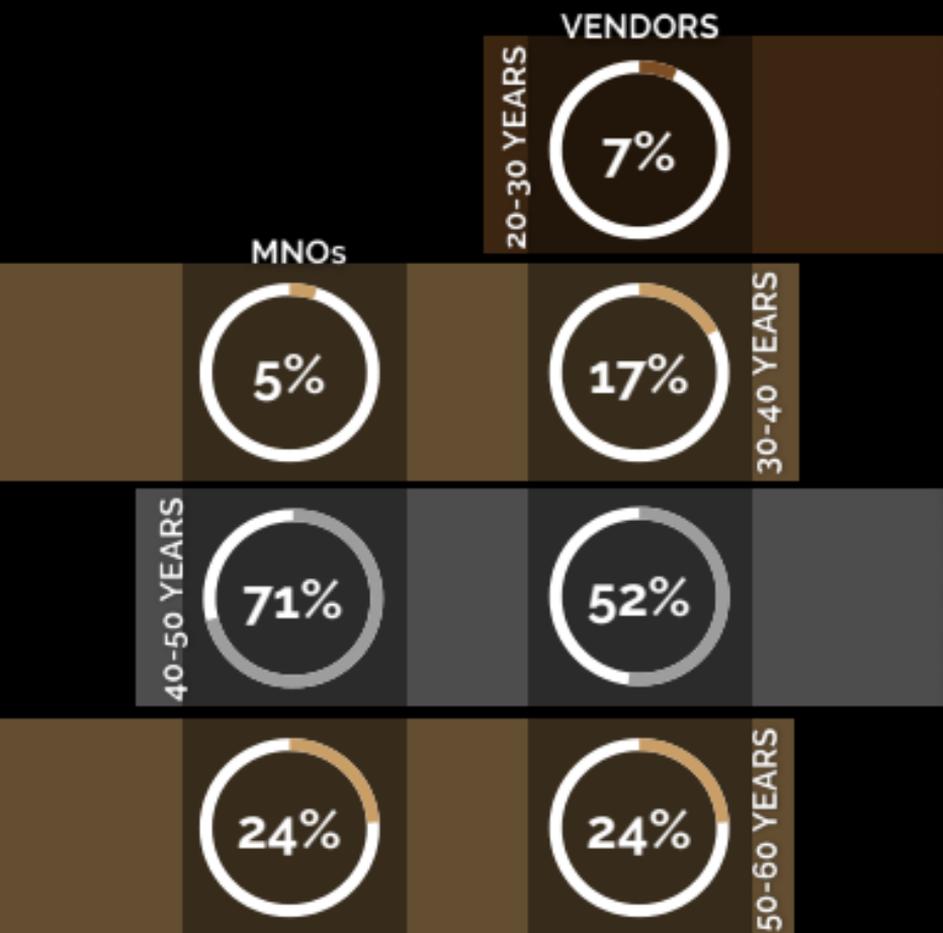
50-60 YEARS



In contrast to the results of the previous edition, the percentage of female candidates in the different age groups does not decline in the most senior age brackets. Specifically, The highest percentage of female candidates is in the 50-60 age group (29%). Moreover, the highest gender gap is in the 30-40 age group where male candidates represent 83% of the total. In this regard, the fact that women face the dilemma of giving up their careers to support their families might have an impact on this gap.

"THE STRONGEST DIFFERENCES BETWEEN MNOs AND VENDORS ARE FOUND IN THE YOUNGEST AGE GROUPS"

When analysing the age distribution by company types it is striking the existing differences across age groups. For instance, in the case of the 20-30 and 30-40 age groups, the vast majority of candidates work for a vendor. However, this changes in the other age groups where the percentage of candidates is either the same or there is not a high difference.

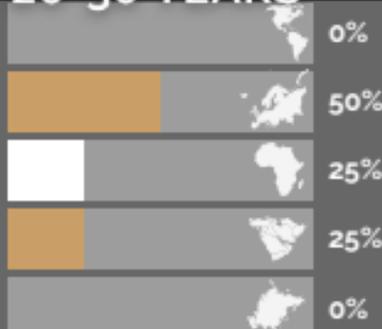


COMPANY TYPE DISTRIBUTION BY AGE GROUPS

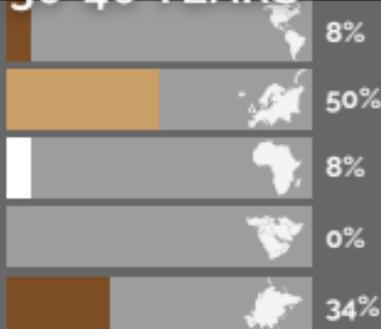
REGIONS BY AGE GROUPS

Europe is the region that leads across all age groups as it is the region with the highest number of candidates.

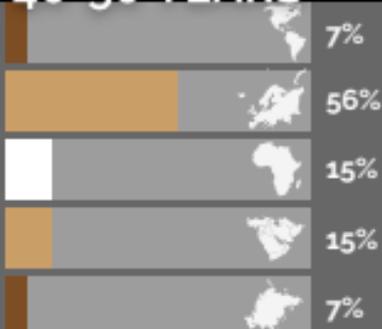
20-30 YEARS



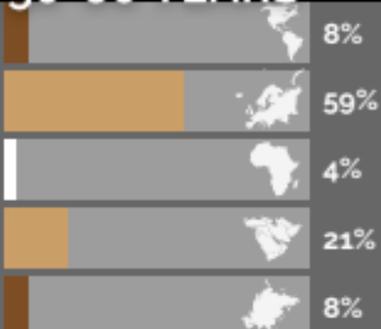
30-40 YEARS



40-50 YEARS



50-60 YEARS



BY ROCCO



"AGE DOES NOT IMPLY HAVING MORE KNOWLEDGE"

One of the most remarkable findings is that the attribute that receives the highest share of votes across all age groups is knowledgeable. What can be inferred from this is that age does not represent an obstacle to becoming savvy in the Roaming & Interconnect space. Regarding vision, candidates who are in the 50-60 age group have the highest share of votes in this attribute. This is an expected result as vision is highly related to experience, therefore candidates who have been in this industry for several decades are more likely to be visionary.

“

“SENIORITY PLAYS A STRONG
ROLE FOR A CANDIDATE TO BE
CONSIDERED AS VISIONARY”

“THE YOUNGEST
CANDIDATES ARE PERCEIVED
AS THE MOST RELIABLE AND
OPEN-MINDED”

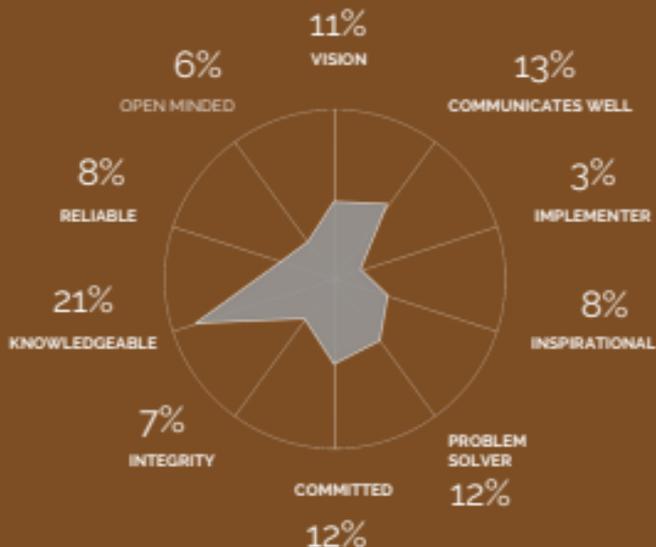
“THE BEST COMMUNICATORS
ARE PERCEIVED TO BE IN THE
30-40 AGE GROUP”

“THERE ARE NO DIFFERENCES IN
TERMS OF BEING COMMITTED
ACROSS ALL AGE GROUPS”

ATTRIBUTES: BY AGE GROUP



20-30 YEARS

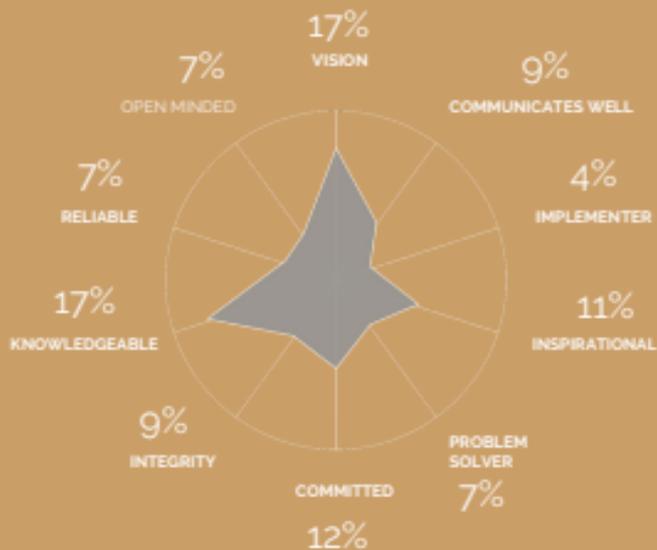


30-40 YEARS

ATTRIBUTES: BY AGE GROUP



40-50 YEARS



50-60 YEARS

ROCCO 100 TOP 25 2022

ANURAG AGGARWAL	54
NERMEEN SOBHY	56
FLORIN NEAMTU	58
GEOK CHWEE ONG	60
GIDEON NDOGO	62
MOUNTASSER HACHEM	64
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RAJDIP GUPTA	68
SILVIO KUTIĆ	70
MANUELA MONTAGNA	72
DAVID BISHAY	46
ATIM AKEH-OSU	76
NASREEN IBRAHEEM	78
FABIO BOTTAN	80
ANDREAS CONSTANTINIDES	82
CHRIS LENNARTZ	84
DAVID VIGAR	86
ALEX PEREIRA	88
JORDI MARTINEZ	90
IVAN RAMOS	92
TRAVIA STEWART	92
JUAN FELIPE SANTOS SEGURA	96
ANDY GLADWIN	98
DMITRY STRELKOV	100
ADEEP MAHARAJ	102

FROM 26 TO 100

26. IRFAN ABUBAID
27. NABIL BACCOUCHE
28. MILENA DEKOVA
29. MOHAMED FAWZY
30. TAMARA AL-BAKRI
31. RAVINDER SINGH
32. BENJAMIN ZATO
33. OBAID RAHMAN
34. AVIRAM RONEN
35. TIM BIDDLE
36. ALEXANDROS MYGDALIAS
37. DEEPAK BISHT
38. WALID BEN CHAMEKH
39. ORNELLA SICILIANO
40. ELI KATZ
41. DARIO CALOGERO
42. ROBERT GERSTMANN
43. PATRICK GEORGE
44. HATEM DOWIDAR
45. JOSÉ GARCÍA
46. HENNING LAGERBIELKE
47. ANDREAS MANN
48. AHMAD DAAMOUSH
49. ISABELLE PARADIS
50. JOHN MURTAGH
51. HASSAN MANSOUR
52. ARNE CASTELEYN
53. NASSIA SKOULIKARITI
54. JAMES WILLIAMS
55. BRIAN D'ARCY
56. CEDRIC GONIN
57. ANNA GUSSMANN
58. SARAH BARAKAT
59. SUNDIP RAVAL
60. CAMERON DUNN
61. FREDRIK SÓDERLUND
62. MARK PAGE
63. NINA HURST
64. CHARLES BERNARD
65. SEBASTIAAN JOUSTRA
66. TAREK ZEID
67. JAYMY TEH
68. VANESSA SMITH
69. KATLEGO KAPARI
70. GIRINDAR SINGH
71. STEPHEN BREEN
72. TOLA WARD
73. ROBERTO LIMA
74. DAWOOD GHALAIENY
75. MANOS GARBIS
76. NICK MILWARD
77. JASON OLIVIERI
78. MATTIAS STILLNÉRUS
79. CHIAMAKA EZEH
80. BRUNO MOURA
81. MAJD SHEEHA
82. MIHAELA AMBROZIE
83. NILA ROHEEN NAZIR
84. SUNIL JOSHI
85. ORI SHARON
86. JOHN WILKINSON
87. ANDREAS NEOCLEOUS
88. FREDERIC SCHEPENS
89. SHALINI TAMHANKAR
90. ANDREAS SOMMERWERK
91. RIADH BOUKRIS
92. VIVEK JHAMB
93. NADEEM LADHA
94. SHIKHA GUPTA
95. KEVIN CHAN
96. TOM POSTI
97. MUHAMMAD DAWUD
98. SAIFULLAH BIN FADLULLAH
99. RYAN ROCHFORD
100. ZANA NOVAKOVIC
100. MD MAHBUB HASSAN

The previous section features aggregate information about the candidates' scores by considering several criteria. The following pages include a more detailed analysis of the candidates. For the top 25 candidates, a pie chart is included that shows their attributes distribution according to the votes they have received as well as a set of comments. Regarding the comments, these emphasise the contribution of candidates over the last two years.

CANDIDATES

TOP 25



! Everytime that you see this quotation mark ” please note it represents a quote from a voter



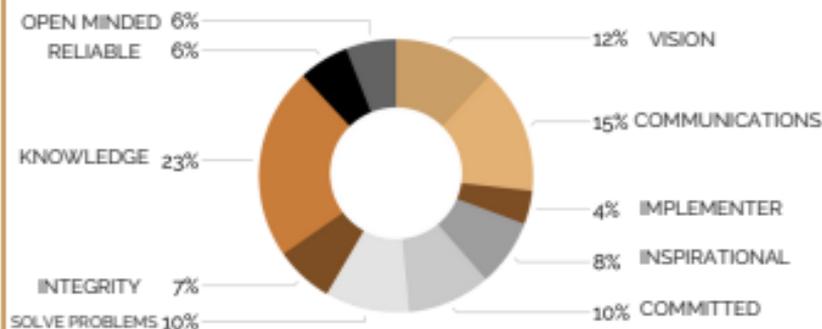
1

ANURAG AGGARWAL

VP OF PARTNERSHIPS & ALLIANCES
TANLA PLATFORMS LIMITED

"Anurag was instrumental in building the TATA business across a wide geographic business area. He started with a very small network and was positive, open-minded and eager to learn and meet new contacts during the course of his Telco career. His work with the MEF board proved him to be a great public speaker, easily discussing a broad range of products, industry trends, and key learnings from his experiences. Anurag is an all-around positive influencer."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Anurag Aggarwal comes with decade-plus experience in the CPaaS industry and has worked across telecom operators and solution providers. He has a great understanding of the overall A2P industry and CPaaS. He has built the A2P business for organizations from scratch. He has also contributed to the A2P industry across multiple forums and events."



"I know Anurag from TATA day where he was instrumental in starting A2P business, continue to give strategic direction to the organization. I met in several events such as GTS and TATA communications and found to be thinking about innovative models, technology based on Blockchain, crypto. Anurag will support industry to create platforms to block frauds."

"Anurag has extensive knowledge in emerging technologies and market trends. He has added value in providing vision and guidance within the various departments in the Company."



"Anurag has been in the Roaming industry for many years while working at TATA Communications. He has recently joined Tanla but he keeps being an active member of i3Forum, MEF and other Telecom events. He participated as an expert in numerous online panel discussions & webinars over the last 2 years. He is an inspiration for many people and a true visionary in our business."





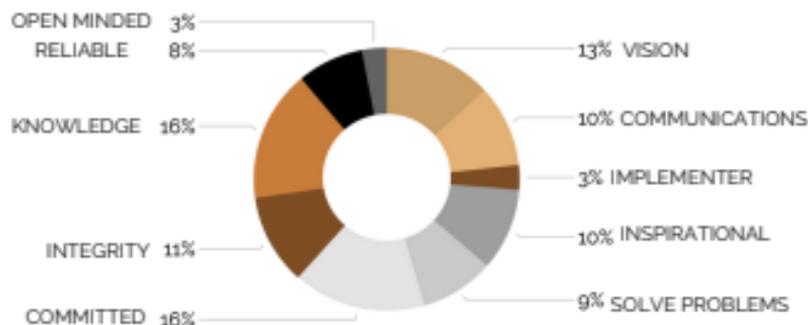
2

NERMEEN SOBHY

HEAD OF COMMERCIAL ROAMING OPERATIONS
ETISALAT MISR

"Nermeen has been the face of Etisalat Egypt for a very long time, and it has been a complete pleasure to interact with her and collaborate with her on A2P/CPaaS opportunities. Unlike many other operators in the region, Nermeen is extremely polite, humble and affable, which makes it very easy to conduct business with her. She also possesses tremendous knowledge about the industry and every conversation with her has helped to gain new insights and understanding, not only of the Egypt market but of the industry as a whole."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Nermeen is one of the influential leaders in her profession. During the COVID period, she managed to come up with new initiatives that secured roaming customers' experience during the lockdown and keep them connected to their home network and aware of emergency numbers that they may need."



"During the last couple of years, all the world was suffering from COVID and lockdown. Nermeen managed to secure the Business and ensure that all needed work is done from home through her team. Where all our roaming customers got the service normally. Also, education and informative SMS were sent to roamers who have stuck abroad and at airports to guide them on the needed information."

"Nermeen has been a great leader in revamping the roaming commercial & international business which has been affected by the pandemic and OTTs. She is aiming to recast the B2O by pioneering new technologies leading to new international revenue streams and unparalleled digital CX."



"Nermeen is not only a visionary leader, but also is an inspirational one across the industry. She can see the future and smoothly influence all stakeholders to win and build strong synergies and partnerships. During the past couple of years, Nermeen created a new partnership model to perfectly monetize the international A2P SMS revenue, where she managed to build great synergy between the best SMS firewall vendor and one of the leading SMS hubs to ensure double-digit growth in both revenues and monetized traffic volumes. If the concept seems magical enough that many across the industry tried to replicate, the real magic lies in the leadership to maintain this partnership successful for years where every one of the three parties is working to support and enrich this partnership. Now Etisalat Misr is recognized one of the most well-protected networks and perfectly managed to monetize the A2P SMS worldwide increase after the COVID."





3

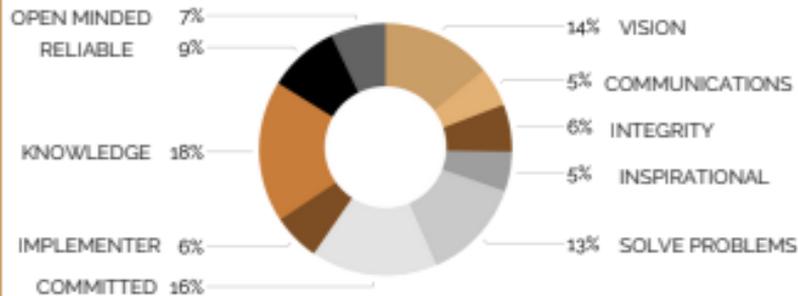
FLORIN NEAMTU

SENIOR SIGNALLING & SECURITY PRODUCT MANAGER
IBASIS



"He is driven, committed and forward-thinking. He has the ability and the professional knowledge to drive complex projects, and he can engage the entire team with his enthusiasm and communication skills. iBasis Cyber Security 360 Degrees solution portfolio which was launched last year is a clear example."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Florin is very forward-thinking and a very creative problem solver. He is always looking for new solutions to address what the market needs and sometimes even defines the new markets."



"He is conscious of his actions and of how others may perceive him. He focuses on ways to create an impact he wishes to have and achieve the outcomes he is aiming for. He gives constructive feedback and shows appreciation for hard work."

"Florin is an outstanding expert with a problem-solving attitude that is unique. He is open-minded and has a vision for our business and industry, which is driven by technical development with a customer focus."



"He is very influential because he is well known and respected in the industry. His wealth of experience and dedication to the old and new emerging technologies has been very inspirational. He is always one of my very first sources of truth for technology relations questions I have challenges with. He has been a positive impact on iBasis and many operators in the industries."





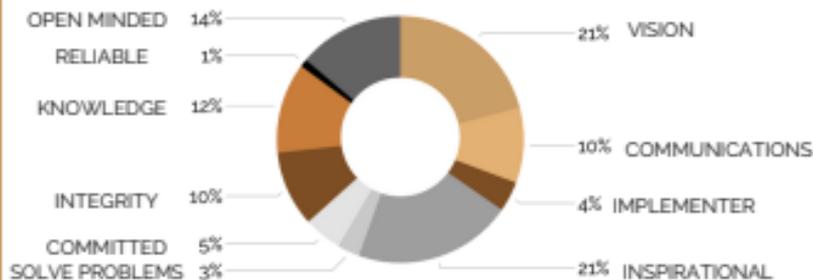
4

GEOK CHWEE ONG

CEO
BRIDGE ALLIANCE

"She is able to articulate her ideas and vision well. Through digesting and understanding the challenges faced by Bridge member operators, she has led Bridge to implement solutions and gathered the operators to work together for a common goal. Good leadership through looking at customer's pain point and design thinking."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Geok Chwee leads this alliance of market-leading telcos (by market share) in Asia-Pacific. Despite the legacy of the roaming industry, she has always sought to leverage the unique position of the alliance to drive new business in roaming by exploring data insights, partnerships with travel companies and empowering 'safe travel' initiatives during COVID. In terms of the day-to-day, she has fostered collaboration instead of conflict between operators in this challenging COVID-19 period through roaming internalisation and wholesale negotiation initiatives."



"She spearheads Communication Platform as a Service through collaboration with Mobile Operators across the region. She is a thought leader that is able to communicate the value of the course that she champions, such as the future of 5G, Unified Communications and the Internet of Things. She has an open mind and is quick to grasp the potential and value of these emerging technologies and their impact on telcos. She organizes and participates in sharing sessions with CXO of the major telco in this region too."

"Geok Chwee is a visionary in the mobility, IoT and 5G systems. Her formidable background and vast experience in the highest echelons of telecommunication and IT infrastructure gives her unique insights into the wicked problems that impact the roaming and interconnect sectors."



"Influencing the senior stakeholders of the 34 telcos to align to a common vision and helping them realize synergistic values in the area of roaming, IoT, and enterprise solutions is something that Geok Chwee has effectively driven as the CEO of Bridge Alliance."





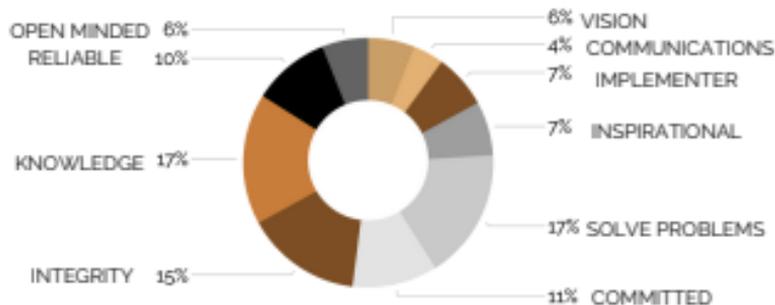
5

GIDEON NDOGO

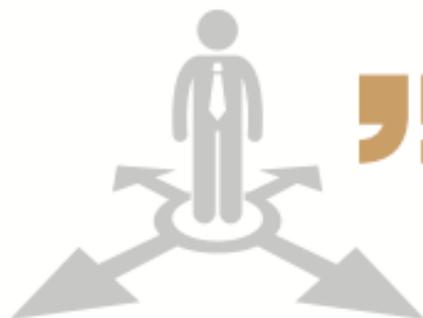
SENIOR CCS & BILLING ENGINEER
SAFARICOM

"He literally built the world in Kenya from scratch when mobile technology set in. The best practices that he has pioneered are a big influence on the industry in East Africa."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Very influencing in dealing with roaming charges dispute. There were moments when disputes would be high and heated. Gideon would manage to put different telcos together and address the issues. His quotient intelligence played a very good part. A powerful leader in guiding and influencing people positively."



"He has quite a clear vision on what he wants and how it would be achieved and total commitment. He is a team player and a key strategist in the new era."

"Gideon has been very instrumental in ensuring billing all roaming services for Safaricom PLC and coming up with analytics pertaining roamers which have helped Safaricom in terms of revenue and customer satisfaction."



"Gideon is the go-to person on all roaming matters, he definitely helps promptly. He's passionate. It's evident from how he does validations and other roaming related tasks and research."



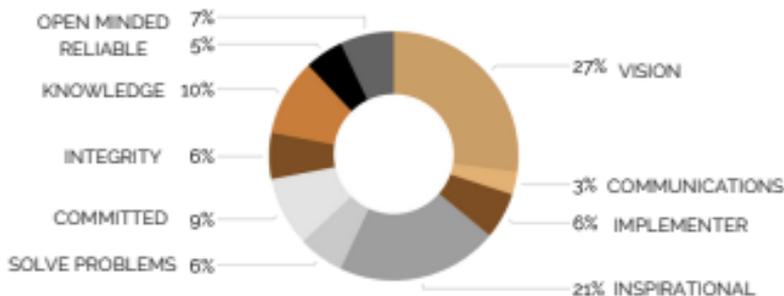
6

MOUNTASSER HACHEM

CEO
MONTY MOBILE

"He is creating a new mindset that inspires us all to excel at our work in addition to believing that despite what our country is passing in we can still make a good change and improve our boundaries."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Mountasser influence in solving huge problems for the MNOs globally that cannot be overlooked with products ranging from SMS Gateway and Billing solutions to A2P SMS Monetization and SMS Firewall."



"Mountasser Hachem influenced the Telecom industry through implementing new techniques for products like bulk SMS and VAS. He has also influenced the Fintech industry by introducing new forms of digital banking to service the underserved in Banking and the unbanked in the MEA and Europe regions."

"Mountasser Hachem is the proof that nothing is impossible. With his vision and determination, he progressed from a small office in one country to nine worldwide offices. Being the CEO of Monty Mobile, the latter is constantly evolving and exceeding customers' expectations."



"With all the problems that we are facing in Lebanon, He believed in staying in his country and giving new opportunities to work and stay in Lebanon."





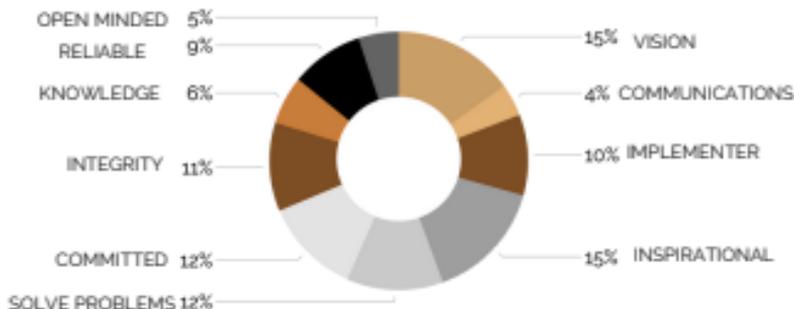
7

SAMUEL CHIWANDA

FOUNDER & CEO
CLICK-MOBILE

"Sam is talented and visionary. He is able to design resilient products suitable for both third world countries like Malawi and developed countries too. He comes from a humble background but has surpassed and created a company that is supporting countries beyond Malawi."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Emphasis on going fully digital, especially during the COVID-19 pandemic."



"Sam shared a lot of useful information on all his social media platforms and on WhatsApp. Very useful because one can learn a lesson or two on a daily if not weekly basis. He shared business ideas and how to grow. He shares content and ideas that help stimulate me for example to Look to starting out a business and staying positive. He has shared also the branches he has opened across at least 3 countries this South Africa, Spain, Malawi and most recently Kenya. I believe all these are going or have opened many opportunities to grow the industry to another level."



"Samuel Chiwanda built Click-Mobile from scratch to become a multinational tech company. Such a story from a Malawi young man with all odds against him, contributing to the ICT industry is influential and the world must know."



"He is a young man who has been a visionary from the time I met him. He is very innovative and has managed to grow Click Mobile from a simple content company to a multinational company handling data, content, aggregation just to mention a few. We have been working with Click Mobile as an aggregator for the past 3 years and his management has helped us to seamlessly manage our VAS space, making sure we provide high-quality VAS services with as few complaints from customers as possible."



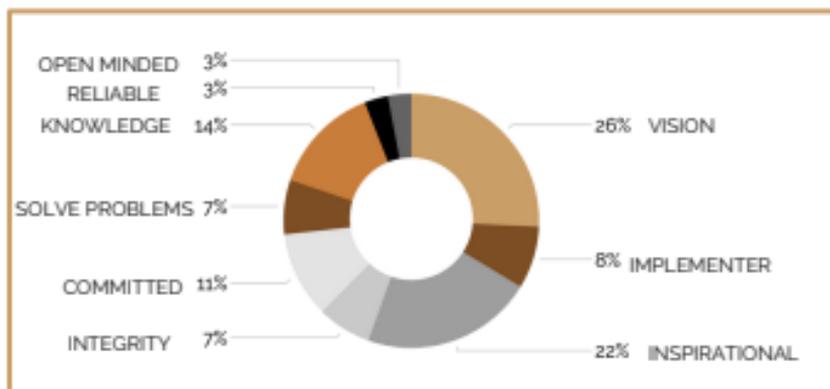
8

RAJDIP GUPTA

CEO
ROUTE MOBILE

"Rajdip has founded & grown Route Mobile to a leading A2P SMS player globally. He has developed superior international connectivity to help international & domestic enterprises/brands to reach their customers in a reliable manner. Furthermore, he has given the A2P/CPaaS industry wider visibility by listing the company publicly."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"The term CPaaS was not so popular in Asia. Route Mobile IPO and established leader in Gartner changed the perspective of the CPaaS industry, especially in India in the last couple of years. I vote for Rajid sir for pioneering this journey for the last 17+ years."



"Rajidip Gupta has got a very clear vision and he is a peoples person. He always leads with example and makes sure that his people are not missing out on anything. He is committed to making RML the best company in the industry. Innovation is the key to success. Always been a person you can trust and rely on. From Bootstrap to a public listed company on the Indian Stock exchange is in itself an example of true commitment. Rajidip Gupta is the best leader one can ever get."

"Taking from startup to a Unicorn listed company and spreading across the globe is such an amazing journey. The way Rajidip keeps the Route Mobile team inspired is truly amazing. A great leader who really influences the changes in the industry."

"As a founder of Route Mobile, Rajidip Gupta has steered the organization from a Bootstrap company that look shape in his apartment to the IPO in September 2020, to the company going global. At the time of the IPO launch, the stocks were listed at an 86 per cent premium, and have only continued to be on the rise ever since. Rajidip has led Route Mobile to be one of the leading cloud communications platform providers today, catering to enterprises, over-the-top players, and mobile network operators. Route Mobile's clientele today includes India's largest public sector bank, SBI, ICICI Bank, Bank of Baroda, Facebook, Google, and Samsung, among others. He has also championed a number of key acquisitions that increase our reach and capability. In May 2020, Route Mobile acquired an email technology platform - SendClean that enables customers to run marketing and enterprise email automation campaigns. Route Mobile is also one of the first implementers of RCS Business Messages in India. Rajidip has certainly been a catalyst in making Route Mobile a market leader and enabling its clients to provide superlative customer experiences using its simplified solutions."



9

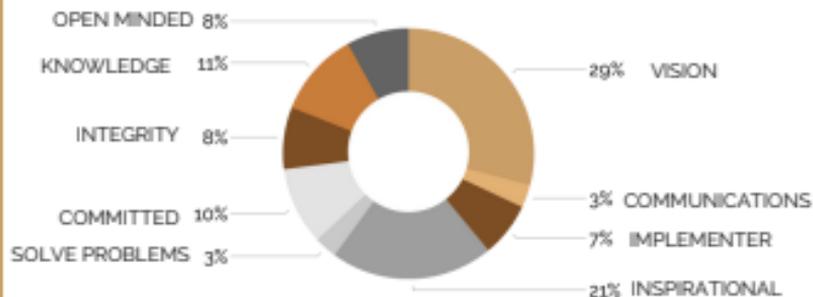
SILVIO KUTIĆ

CEO
INFOBIP



"Visionary leader in driving the organisation forward. Strategies the business with the team in bringing the company to the next level. Got his eyes on the upbringing of global employees while on the driver seat for the IPO."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"COVID-19 response giving technology for free influencing and inspiring new models of conversations and conversations commerce."



"Taken IB to Unicorn status without external funding, and after that milestone - enabled 4 M&As in less than 12 months, driving revenues to 1B+ numbers. At the same time, setting the conversational era foundations in the industry and being able to compete worldwide in an aggressive competitive landscape not only in the CPaaS industry. He constantly portrays his vision which is a couple of years ahead of market happenings and takes the Company with himself on that journey. As a true engineer, the company is always in pursuit of the new challenges that need to be solved, enabling its employees to constantly have a diverse working environment."

"As the founder and chief visionary of Infobip, in the past 2 years, Silvio has led the company to new heights, securing the first outside investment ever for Infobip, overseeing the first two acquisitions for Infobip, both major competitors in the messaging and SMS firewall space, and is leading the company to a historic listing in the US, expected sometime in the next 2 years. Silvio's vision, energy, intuition for business as well as technology, coupled with his approachability as a leader and CEO of the company, continue to inspire and motivate Infobippers regardless of how long they've been with the company. Infobip has grown into a global leader in the CPaaS, business messaging and telco spaces, and that would be impossible without Silvio at the helm."



"Silvio has been very visionary in building and growing a world-leading Communications Platform as a Service (CPaaS). Every direction is purposeful, innovative and meets a gap in the market. Recent acquisitions have shown his ability to identify key technology components to grow the business and increase revenue and market penetration. His communications and leadership style inspires those within the company. He is extremely approachable and allows his teams to drive innovation and direction in open, transparent dialogues. I have been in the industry for over 20 years and Silvio is perhaps the most impressive CEO with the utmost integrity and empathy for his people whom I have had the pleasure to serve under."





10

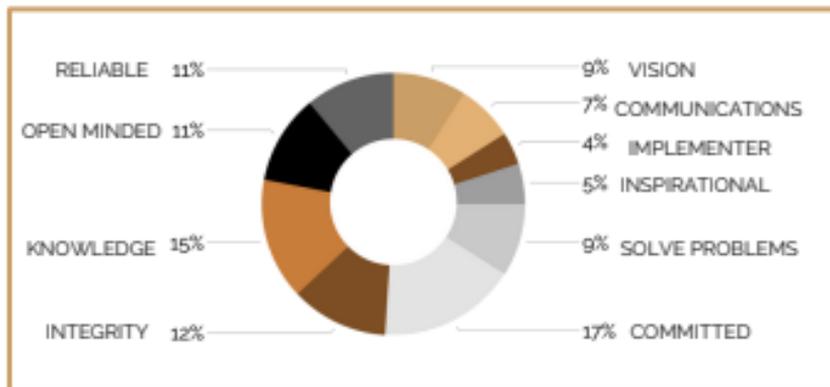
MANUELA MONTAGNA

QUALITY OF SERVICE & CUSTOMER EXPERIENCE MANAGER
CKH IOD HUTCHISON



"Manuela was the visionary behind CKHlod creating QoS covering all possible measures of QoS into a single KPI and then driving that across the whole group. Manuela is truly passionate about driving quality improvements for our customers."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Manuela is pioneering a real change in the way QoS is measured, monitored and reported - something that is becoming more critical to customers and as such should be at the forefront of the strategy for all businesses offering roaming."



"Manuela is able to find innovative ideas by breaking out from the regular ways of doing things - she applies new patterns and perspectives in novel ways. She is a thought leader for QoS and Customer experience and always promotes the importance of these two key aspects in 5G deployments."

"Starting an initiative addressing roaming quality as a group issue, Manuela successfully managed to improve QoS and QoE of roamers on HUTCHISON networks worldwide."



"Tenacious in seeking to improve the roaming services of voice, data, SMS and VoLTE by defining KPIs and associated thresholds thereby improving the whole roaming experience for our customers."



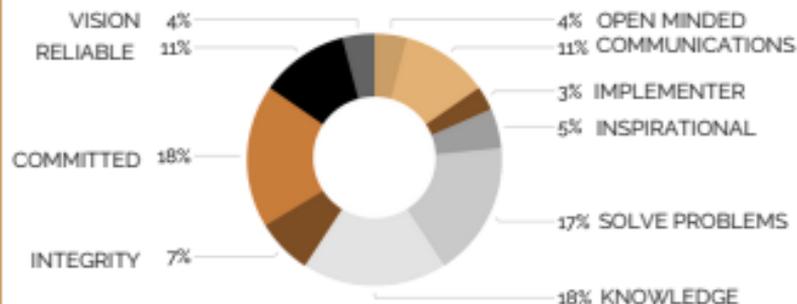
11

DAVID BISHAY

SENIOR IOT TEAM LEADER
NEXTGEN CLEARING

"David has always been a great and added value not just to the team since we work closely but to the company overall and clients he interacts with solving the most problematic issues no matter how long, hard or complex it may be on top of being very knowledgeable he doesn't mind to help other departments and other operators which may not be part of his duties to do so but definitely part of his commitment."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"He is suggesting new procedures and solutions to improve industry services. He is seeking to resolve the customer needs & issues to get them satisfied. Motivating and helping his team to meet goals."



"David has gone beyond the call of duty to provide excellent customer support, especially during and after a group migration of a major. He has been praised for spotting potential problems and finding solutions before they become troublesome. In so many cases, David has looked beyond standard methods and found effective and creative solutions to benefit customers. Beyond that, David knows his customers' individual needs, gets things done and goes the extra mile to provide service with a genuine smile."

"David almost singlehandedly manages the financial settlement portfolio for the MTN group of networks and their partners. This constitutes financial settlements over 20million dollars yearly."



"He has consistently good performance in making decisions and action plans with precision and vision. 2. He is very knowledgeable, he always seeks to learn more and everything that is new in the field of work. 3. He has a talent for dealing with problems and a permanent commitment to work. 4. He always helps everyone around him. 5. He is always an effective and influential element at work and a source of positive energy for everyone around him, even in moments of work pressure."





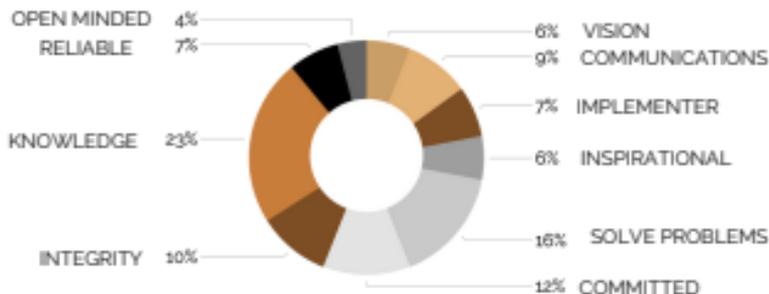
12

ATIM AKEH-OSU

MANAGER INTERNATIONAL ROAMING & WHOLESALE NEGOTIATIONS
MTN GLOBALCONNECT

"Atim is the chair of The African Roaming Alliance leading changes and delivery of roaming processes in Africa. She led the first and largest number of LTE roaming launched in Nigeria (MTN Nigeria) Led MNOs discussions on regional regulations Key support person for all roaming related matters affecting our Customers. Created reduced cost and more attractive retail rates to improve consumer and partner roaming experience. She is highly knowledgeable, reliable, supportive."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Alim has consistently brought her A-game to the MTN roaming business. Currently, she chairs the African Roaming Alliance leading changes and delivery in roaming processes in Africa and successfully managing the end to end wholesale and retail roaming businesses in MTN Nigeria. Alim has managed MTN Nigeria roaming network planning delivery on various technologies like 2G 3G and LTE roaming. With these few points, I nominate her for this award given her immense contribution to the industry."



"Alim has always been at the forefront of innovations. She has championed MTN Connect innovations and steered it to enviable heights almost single-handedly. The most infectious thing about her is her zeal and passion which drives her thoughts. She has the unusual ability to think out of the box even when the rest of the team gives up an idea. Her can-do spirit, complete candour and strong understanding of the subject matter stand her out and I believe she deserves to be honoured and celebrated in a special way."



"Alim is a front runner in ensuring global alliance in offering best roaming user experience across African Operators. She continues to collaborate with industry players to chart the path for continued growth in the roaming services space, and currently expanding her scope of opportunities into the VOLTE and 5G space. Alim has also made immense contributions to ensure that effective regulations are in place to protect the customers; while offering affordable and user-friendly roaming services to the customers, yet mindful of profitability to service providers. And ensuring that corporate governance is adhered to."



"Alim has done so much in the Africa region for roaming. Has a decade of experience. She has been instrumental in the roaming business for MTN Nigeria and now for some years, she has expanded in the MTN GlobalConnect team taking up the role of wholesale negotiations for APAC, whilst taking the chair in the Innovative Operators lab African Roaming Alliance which supports the African MNOs with their particular regional challenges. She's reached great heights and is a spokesperson for the African region."



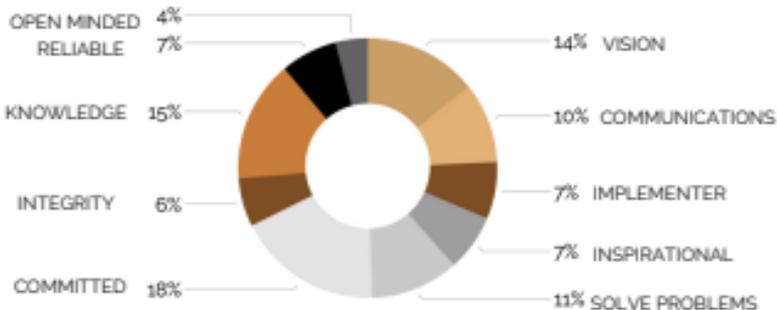
13

NASREEN IBRAHEEM

DIRECTOR OF WHOLESAL
ZAIN SUDAN

"Changed the wholesale landscape of Zain Sudan through breakthrough roaming and interconnect agreements. Lead the team with desire and inspiration despite the political and economic challenges of the country."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"She was the main stakeholder for roaming and interconnect part of a big transformation program, and her vision and deep knowledge influenced some of our global solutions in this area which is now coming as features for our customers in other markets."



"She has this commitment to success and seeking perfection she drives her team and other stockholders to achieve our company vision also on personal she has a very positive attitude and always let you cooperate with her on a very friendly manner."

"Sudan has been during hard times. In this period, Nasreen worked very hard to provide the customers with the best tariff and enabled the youth segment to be connected to the world after an embargo of 30 years."



"She is successful in leading a critical, pivotal and big team in her company. She is very active in the women empowerment committee and accordingly impacted the lives of many females working in the Zain Sudan. The clear, confident and direct way she communicates allowed her to have an influence on the audience she addresses."



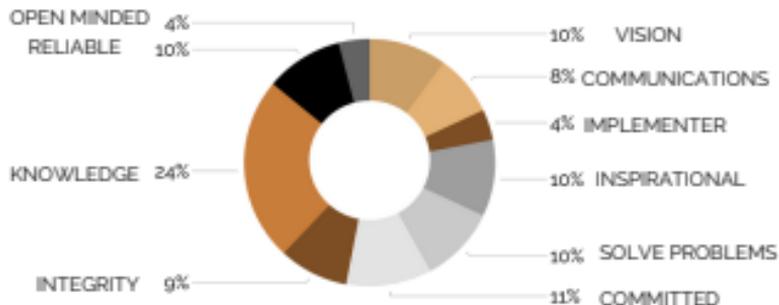
14

FABIO BOTTAN

SENIOR MESSAGING SPECIALIST
ARELION

"Fabio has been a key person in launching Telia messaging hub in Europe. Thanks to his efforts and exceptional knowledge in the Telecom industry Telia has managed to create a hub connecting all Telia group OPCOs and providing a single access point for aggregators, mobile operators & enterprise customers within a very short period of time."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Fabio has been a very well-known personality within the Mobility industry. He has worked with a number of large brands such as Tata, PCCW and now with Arelion. He brings with him a vast wealth of knowledge and expertise, combined with an extremely affable personality that makes it interesting to work with him! I wish him all the very best!"



"Fabio is committed to evolving the way A2P is working to help businesses communicate more efficiently and fight the cybersecurity issues in this area."

"He contributed significantly to an important A2P SMS project (Launch of SMS Hub in Telia) and shows a good understanding of the whole value chain."



"Fabio came in and went from 0 to 100 in less than a year implementing and creating a new service (A2P) we could trade and sell. His knowledge and competence made it all possible in such a quick and smooth way. Telia Carrier will forever be in debt to him."





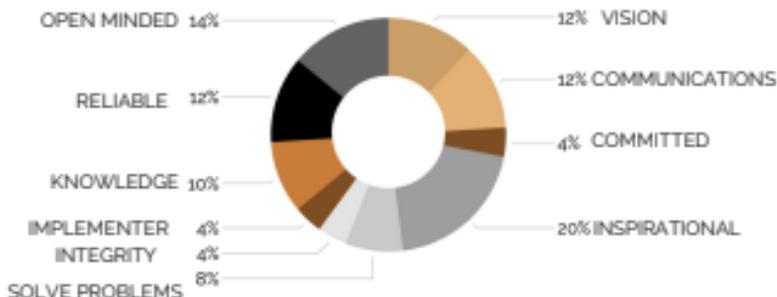
15

ANDREAS CONSTANTINIDES

CEO
Morethan160

"He is a great listener, a great speaker and a vocational influencer, bringing his views and expertise for the improvement of the mobile industry and ecosystem. He built the first Telecom HR company and first Academy for the Wholesale SMS industry, being a pioneer in these domains."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Andreas saw an opportunity in the Telco market when he created 'more than 160'. Following his posts, I see how much he supported others in the industry in their niche superhero talent. For this he is inspirational. He helps pass on the education and learnings from Telco to the wider audience by engaging the best talent. He is giving back in the best way possible to the industry by sourcing the right people, offering them top class training and making them their best selves. He has a great network and is much applauded in the industry for his efforts to get a business off the ground and build a team around him that will advocate for his great ideas. I think Andreas will also be solving problems and doing it with future vision and inspiring solutions."



"Because he is a pioneer, has brilliant initiatives and opens new ways to promote the industry. He is an excellent team player inspiring the best out of his collaborators. A true problem solver with innovative ideas, a committed hard worker who walks the talk in everything he believes and stands for."

"Andreas is a well-known figure in the messaging industry, with a remarkable track and exceptional communication skills. He was able to position himself among the top references of this industry."

"With his mindset, Andreas accomplished to be the great entrepreneur and innovator of our industry, creating a new stream of education for professionals, and by helping strengthen the telecom communities."





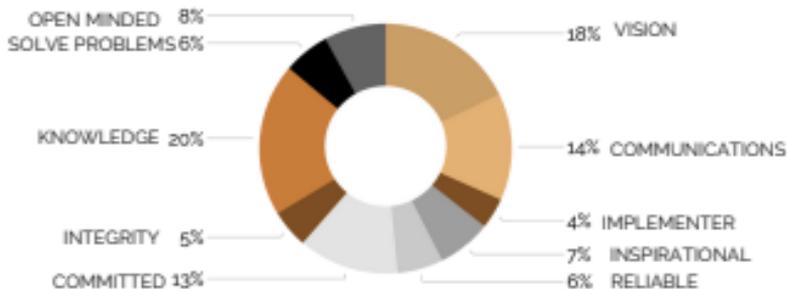
16

CHRIS LENNARTZ

VP PRODUCT MANAGEMENT OF MOBILE SERVICES
IBASIS

"Chris has been pivotal in driving initiatives to help drive services forward with iBasis ran sessions and workgroups supporting VoLTE deployments, 5GNSA, and 5GSA. Chris is a clear communicator and has a vision of where our community needs to be. Chris is also very approachable and is happy to share information, contacts, and ideas on ways to assist anyone operator in the industry, whether that operator is an iBasis customer or not."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Chris has been a leading light in the world of IPX. His positive and knowledgeable approach has not only driven iBasis forward but the industry as a whole. It has been a tough few years yet Chris has maintained a positive vision that has not only benefited iBASIS but also his peers, customers, vendors and competitors alike. His openness and willingness to collaborate sets Chris apart."



"Chris is open to innovate based on new technologies and customers' needs, using its extensive product/market knowledge, and able to position it as attractive new product/feature combinations to the market."

"Chris vision and leadership help team to define and build best IPX SOLUTION Chris leadership in implementing iBasis solution for IPX, GRX and now 5G enabling to build innovative adaptive massive scale solutions."



"His team created Europe's first 5G-SA sandbox testbed, stimulating and encouraging MNOs/IoT-providers to take the next step in the mobile communications evolution."





17

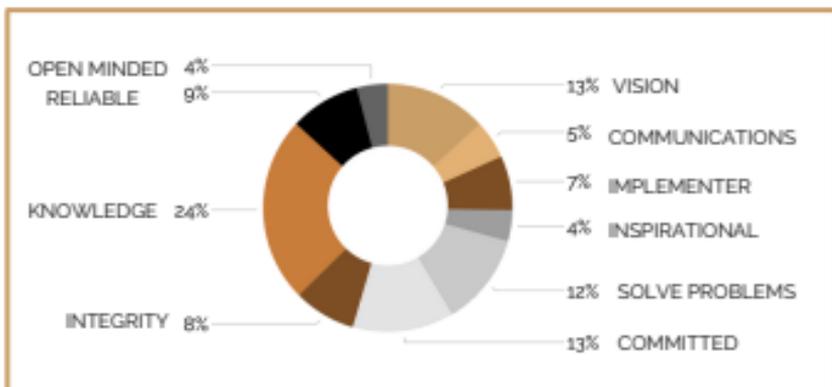
DAVID VIGAR

DIRECTOR OF CARRIER PARTNERSHIPS
TWILIO



"Implemented several new processes around interoperability between providers, thought leader in the industry."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Few people in the industry with his vision, his knowledge of the market and the ability to match expectations with reality. David was a key driver for Nexmo's success by spreading the word about worldwide connectivity and leading a team which executed his vision and ideas."



"A leader in the A2P business. David was one of the first carrier relations Directors to fully understand the value of direct connectivity. David went on to build the carrier relations team at Vonage and became one of the real global experts in A2P SMS. He is a thought-leader, often appearing in industry panels as well as one of the few all-rounders which understand A2P from a commercial, operational and technical level."

"David has worked across some large names, including Nexmo, Google and now Twilio. In all these roles, he has shown immense knowledge about the CPaaS and A2P industry. He's great to interact with and a great addition to which organization he works with."



"David really understands "trust" in the ecosystem and how important that is for the conversational messaging use cases to come. Working with all partners he pushes not to take shortcuts but to do things the way they should be done, so we can benefit in the long run as well."





18

ALEX PEREIRA

HEAD OF OPERATOR PARTNERSHIPS, AMERICAS
INFOBIP

"He has so huge experience that allowed huge growth in terms to match our company with MNO's.. thanks to his good skill to relate with other people he has been able to convince MNO's to besides traditional services, explore the new tenders and opportunities in the Digital world."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Alex has been instrumental in Infobip's growth in Latin America in the telco segment. Not only is he a highly knowledgeable industry veteran, but he's also able to communicate his rich expertise to his team and inspire them to go above and beyond. The right person at the right position."



"They have a very good vision on what is the path that the market has to take, in terms of business models and technical part. Alex sees in the future MNOs and omnichannel platform as one."

"Alex is well known and appreciated for his improvements in our industry within the entire America region for the past decades. He has been influential in developing the business and providing telecommunications services to all countries, especially those less developed."



"Alex, through knowledge and outside of the box thinking has been able to get through many hurdles and blockers with different MNO partners, allowing us to win trust and business from our partners."



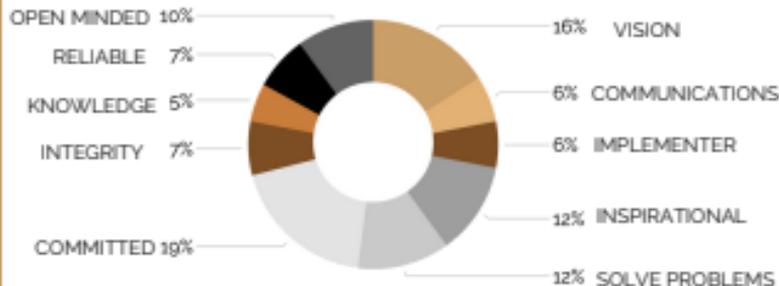
19

JORDI MARTINEZ

MANAGER IPX ENGINEERING & CARRIERS
VODAFONE CARRIER SERVICES

"Achieved global presence (the US and Asia) His team managed to increase data traffic by 50% Developed the 1st 5G roaming SA lab in the world They experienced zero downtime Developed and launched Roaming Data Science Big Data Tool."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Jordi has influenced the development of 5G SA to help contribute to a model that is close to being adopted by GSMA. This will be used on an industry-wide level."



"Jordi has managed the team for the implementation of a trial for the development of a SEEP in collaboration with NTT DATA and the testing in collaboration with Emblasoft from Oct 2020 to Mar 2021; he had the vision to support the idea; he committed to the target and supported the project through the difficulties and coordination of 3 parties; he also relentlessly managed the internal communication process to issue the press release."



"Jordi is responsible for the Vodafone Roaming IPX strategy that is becoming one of the biggest growth areas in the entire Telecom Industry with the Roaming traffic increasing year on year basis. 5G together with IoT will bring even more impact on it and Jordi is directly managing the way Vodafone is preparing itself for it. Besides, that is leadership is contagious and an amazing influence."



"Jordi made an enormous effort to have one of the first 5G SEPP PoC Roaming solutions implemented. That commitment was noted internationally."





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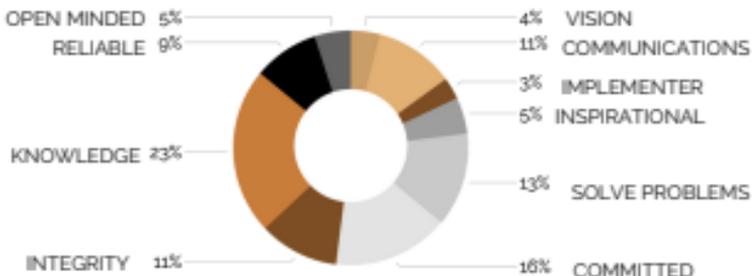
IVAN RAMOS

VP OF CONNECTIVITY SERVICES
TELNA



"Ivan Ramos knows the telecommunications industry very well and offers solutions that adjust to the development of the current market. He is a person who inspires confidence and knows how to explain new issues very well."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Ivan knows very well about the industry - He also knows the current challenges we are facing in the industry and knows how to solve them, or knows how to find ways to solve them. - He is open-minded that all options are heard and considered on his side before recommending the most suitable solutions."



"Ivan was able to drive the growth of demand for M2M/IoT connectivity in LATAM, especially in highly regulated destinations."

"I consider Ivan one of the most influential and knowledgeable Roaming Manager, especially in the American Continent. I can include several accomplishments in different companies he was part of, however, I prefer to mention his collaboration and contribution to GSMA Latam events, starting in the former BARG Latam as a responsible of that group."



"Influential in terms of educating operators on the benefits of IoT and cloud infrastructure. Assisting smaller operators in understanding permanent roaming traffic and how it can be identified and addressed. New pricing strategies for IoT for operators."



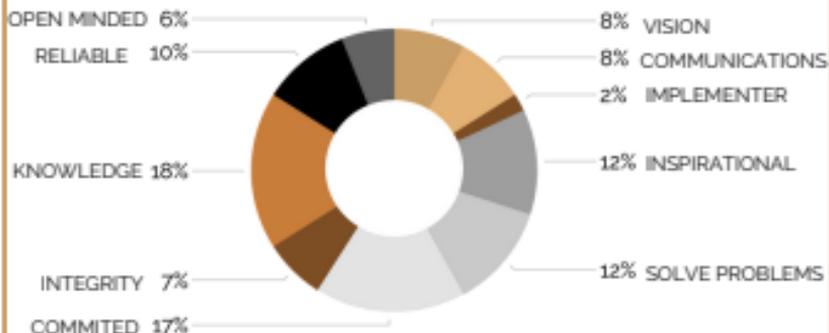
21

TRAVIA STEWART

HUBS BUSINESS DEVELOPMENT MANAGER
GMS

"Travia has one of the best records in Telecoms she was able to implement over 100 roaming partners in less than 90 days. At that time this was unheard of in telecoms. She has a vast knowledge of her area that she has been able to train/mentor many people in this field across the world, from the Caribbean to South Pacific to Latin America to Europe, Oceania and beyond."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Travia has been instrumental in driving growth and development of roaming products and commercial structures across the industry. The work she has done has made roaming experiences much more efficient, cost-effective and seamless for consumers and businesses."



"Travia is keen to improve whatever she's doing and bring high quality of messaging service with the partners. She shares her knowledge with people and improves customer satisfaction by enabling the best quality of SMS for Enterprises, Operators, as well as end-users."

"From Travia's first entry into the world of ICT and Telecoms, she has been dogged at being at the top of her game. A lifelong learner, spirited, out of the box thinker. She continues to inspire and grow, from her humble beginnings in Jamaica to where she has reached now, I am so proud to have hired her for her first job as a contact centre agent at Digicel."

"Travia has a very high view on quality and does things in a very professional way. The last year she has improved processes a lot during the lockdown."





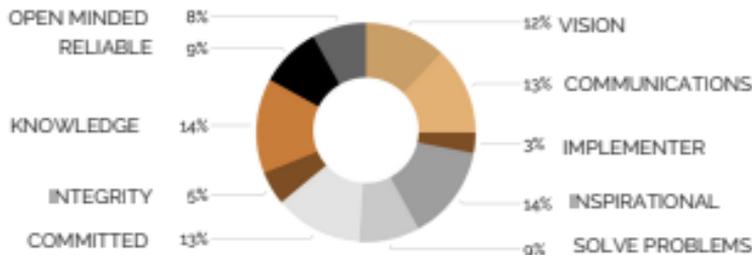
22

JUAN FELIPE SANTOS SEGURA

VP OF STRATEGIC PARTNERSHIPS LATAM
VOX CARRIER

"We started interacting recently but I'm really happy with his determination to work in the industry & the way he completes the projects. His helpful attitude makes it clear that you can continue to take on new challenges and grow with the company. I would like to thank him for his extra efforts."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Juan is instrumental in raising awareness among Latin American MNOs of the rising incidence of A2P Voice (Flash Calls)."



"Juan Felipe Santos is enforcing his role in the MNOs education by promoting technologies and services and helping operators monetize business segments such as A2P SMS, A2P Voice and P2P Voice. He is a visionary, hard-working and ambitious individual who always shares good insights and fulfils every task perfectly always with a contagious smile on his face. Today he is a key promoter of the A2P Voice (Flash Call) Monetization, helping MNOs with today's newest bypass and fraud challenges and offering next-generation solutions."



"I consider that he has worked really hard in the Latin America region to help and guide the MNO's consolidate, protect and increase their A2P business. Bringing the knowledge from all the regions to be adapted in his region. He really deserves all the best."



"He is constantly on the vanguard of new technologies within the industry and looking for ways in which they can be implemented in a region where most companies are reluctant to modernize what is currently being offered to consumers/users."





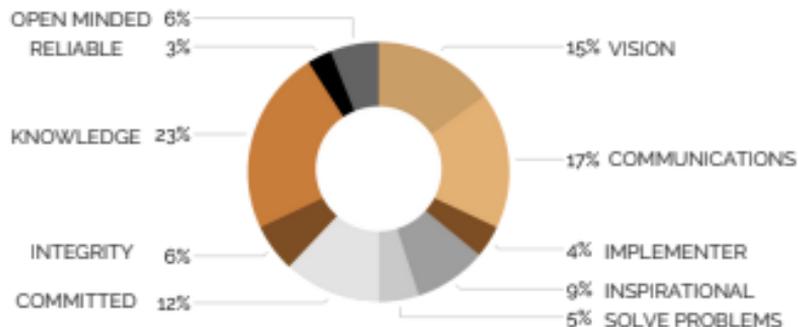
23

ANDY GLADWIN

HEAD OF GLOBAL MOBILE GTM
CHEETAH DIGITAL

"Andy is always keeping up with the latest mobile trends and technologies. He meets regularly with customers to understand their mobile challenges and recommend the best solution for them. That is sometimes his company's own solutions and sometimes a partner's solution. He is regularly leading mobile-focused events for Cheetah such as "Thinking Caps" as well as industry events like MEF. Andy is a pleasure to work with - approachable, trustworthy and all-around great guy!"

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Andy has been at Cheetah for just over a year and has made a massive transformation for our clients in mobile. He's helped drive successful results across the board, clients I've introduced him to are biting his arm off for more time with him as he's just so knowledgeable and well connected in the industry. He's helped Cheetah bring our mobile to a whole new level."



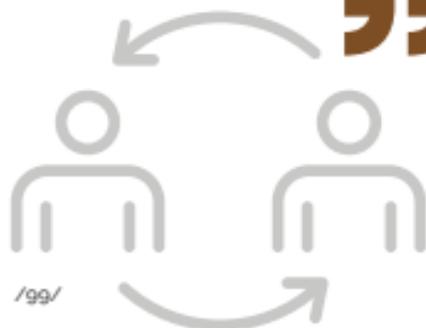
"Andy's understanding, foresight, and vision of the mobile ecosystem and consumers' current and future needs have guided businesses of all sizes on the solutions and engagement they need to provide. He's helped enable and guide businesses to provide the types of mobile engagements that consumers demand helping both consumers' experience and the industry's effectiveness in delivering to those expectations."



"Andy has helped our global clients to understand the power of mobile, both from an overall thought leadership perspective & also enabling our strategy teams to directly influence client's plans; specifically to use it in the right way to enhance the customer experience rather than the opposite."



"Andy is a thought-leader and is passionate about introducing a disruptive, positive digital shift to the global messaging industry."





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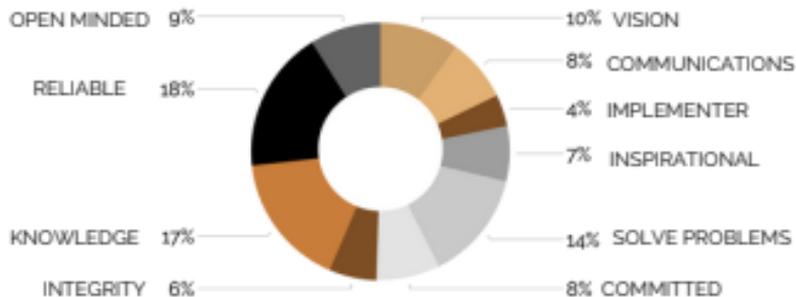
DMITRY STRELKOV

MESSAGING & PRODUCT DIRECTOR
LANCK TELECOM



"Dmitry influenced much the SMS business development. His vision, new ideas and experience have had a positive impact on our industry."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"A proven leader in a very competitive environment, achieving and surpassing yearly goals, a visionary of RCS and new technologies in Messaging."



"Dmitry's expertise and ambition have pushed the industry forward. His contribution to our work has expanded the market of telecommunication services."

"Dmitry has been working in the industry for many years, he has a profound understanding of Messaging market, Voice business, Signalling & Roaming services. He has been actively communicating with mobile operators in Europe, Asia and CIS on the development of SMS business as well as RCS. He inspires people around him to participate in projects that are helping to improve mobile industry and ecosystem."



"Dmitry is very knowledgeable in whatever concerns messaging - wholesale and enterprise, mobile carriers and OTTs, signalling, firewalls, routing, anything. He's also quite strong in RCS, and he has been using his knowledge and experience in this area to educate quite a lot of industry colleagues around, especially on the side of mobile operators hesitant whether it makes sense to enter the RCS game."





25

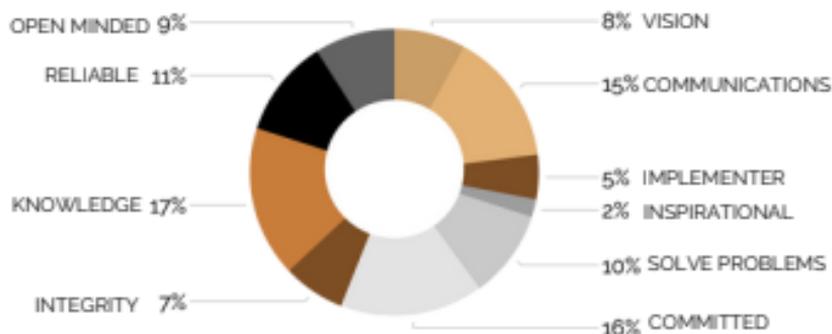
ADEEP MAHARAJ

MANAGER INTERNATIONAL ROAMING
MTN GLOBALCONNECT



"Adeep is very cooperative, pragmatic, and has a vision for the Telecom blockchain. As a member of the first roaming blockchain network for telecommunications, he played an important role in developing and promoting it."

ATTRIBUTES SELECTED BY VOTERS TO DESCRIBE THIS CANDIDATE



"Adeep is very passionate about the telecommunication progress in the African continent, especially through his involvement in the African Roaming Alliance"



"Adeep works on a continent with huge challenges. His work to approach all these challenges in order to move and promote the roaming business forward is inspirational."



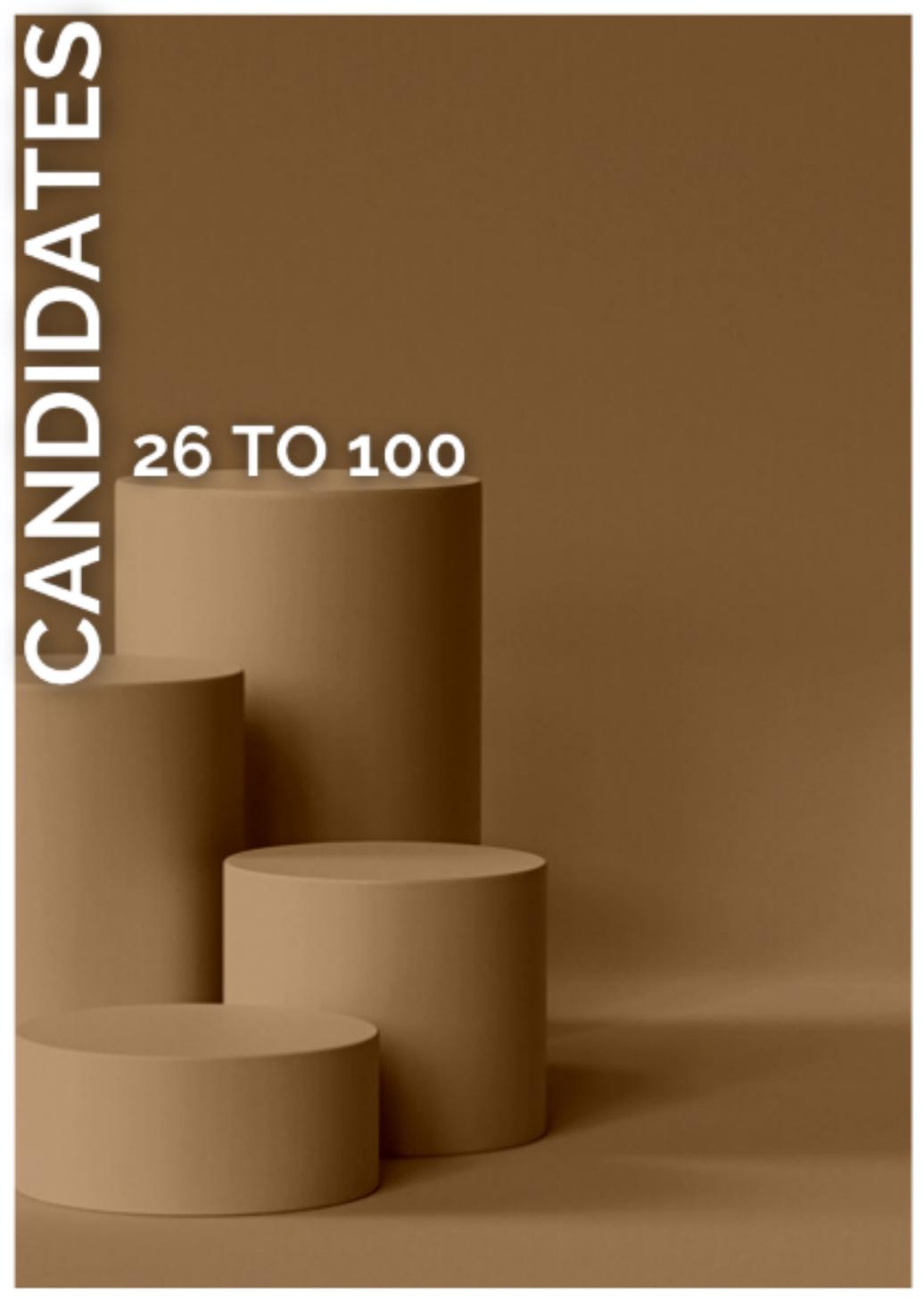
"Adeep always has the bigger picture in place and is able to communicate well across Internal & External stakeholders despite the challenges faced, consolidating all these problems into actionable solutions on top of being fun to work with."



"For Adeep, his occupation is not a job - it's a personal mission that he wants to achieve the best in everything he does. Whether negotiating for the best deal, solving a quality, or billing, concern, Adeep will give his all to do the right thing."



CANDIDATES



26 TO 100

26 IRFAN ABUBAID

VP OF VOICE & MESSAGING
HGC GLOBAL COMMUNICATIONS

"Irfan has transformed our A2P, voice and messaging solutions to be better protected against cyber security issues such as fraud and phishing. He has uplifted consumers' confidence in our products and allowed a frictionless platform to exist for example such as e-commerce etc."



"Under Irfan's leadership, HGC digital services team progressively increased MNO partnership network to 400+. HGC is appointed as an exclusive aggregator and a single point of entry globally for all International A2P traffic, resulting in over 1100% revenue uplift for the MNOs that have selected HGC."

"Irfan is deeply committed to finding and implementing solutions enabling service providers to better their services, whether it is to communicate or authenticate users at scale. The 2021 efforts to launch mobile intelligence solutions, which improve UX, security and fraud reduction, is just an example of how Irfan consistently turns problems into solutions in our industry."

27 NABIL BACCOUCHE

VP OF INTERNATIONAL ROAMING & MOBILE SERVICES
ETISALAT GROUP

"Mentioning his name is an association for knowledge, inspiration, and a vision for a better future in business. Opportunities to resolve situations that require reliability and commitment. Always open to listening and accepting other opinions, and at the same time possibility to implement them in his vision for success in business."



"Enabled roaming even during COVID-19"



"Mentioning his name is an association for knowledge, inspiration, and a vision for a better future in business. Opportunities to resolve situations that require reliability and commitment. Always open to listening and accepting other opinions, and at the same time possibility to implement them in his vision for success in business."

28 MILENA DEKOVA

MANAGER VOICE & ROAMING SERVICES
VIVACOM BULGARIA

"Milena is a dedicated contributor to the development of the roaming industry with her inspirational and persuasive nature over a long period of time. She is highly respected in the roaming community for her excellent expertise and open communication culture."



"Influenced the resolution of inter-operator issues following the COVID-19 drop in roaming traffic."

"She helped organize the first IO meeting to which I was invited, and there I had the opportunity to meet many new colleagues and learn about the interesting experiences and the developments in our industry. Milena was very committed to the success of the event and I believe she contributes to the development of this industry with her knowledge and passion."



29 MOHAMED FAWZY

DIRECTOR OF WHOLESALE & OPERATIONS
STC KUWAIT

"Mohamed is always looking for the best in the market for the benefit of STC, he is open to listening to all ideas and translating them into a real value with commitment. Worked with him during my time with Mobileum and SIGOS and always managed to deliver good projects."



"Mohamed has always been a positive leader in our industry, always works according to a plan and with a futuristic vision, Mohamed's professional manners has always been an inspiration to his teams and colleagues."

"Fawzy is a true roaming champion who truly changed the retail roaming scene in the GCC. He went on to create massive volumes across the GCC and demonstrated what it means to have clarity and control on roaming pricing for customers & create new customer needs for roaming freely. Mohamed Fawzy turns around the roaming retail to a huge success backed by excellent Wholesale roaming deals, especially with the top groups & operators in the industry and this combined strength in both areas is what is leading to his huge success & achieving his targets although of the current COVID-19 situation worldwide."

30 TAMARA AL BAKRI

HEAD OF ROAMING & CARRIER SERVICES
VODAFONE QATAR

"She has been influential in ensuring Vodafone Qatar gives its roaming customers best possible experience through finding best and most reliable roaming partners across the globe and whenever there have been issues she is quick to act before the customer even realised to ensure a hassle-free experience for our customers."



"I worked with Tamara for over 6 years and she managed the roaming team and challenges in a very professional manner, especially during COVID."



"She has a very good vision of the market and she is a go-getter of any new technology that has been adopted to increase revenue, loyalty or cutting costs. I love her way of managing the roaming business."



31 RAVINDER SINGH

HEAD OF WHOLESALE VOICE ROAMING & MESSAGING
DU

"Ravinder Singh is a person with a great vision to diversify the voice business to counter the revenue erosion due to the OTT players. He is a great leader who influences others and implements things."



"In such situation of VoIP industry, I think Ravinder the only person who is doing very well for his company and sustainable during the pandemic time."



"Ravinder has always stood like a Rock against many ill practices like FAS fraud, Robo Calling etc...to name a few and has done a lot of work to get like-minded broader consensus in the industry amongst major players against such practices."



32 BENJAMIN ZATO

ROAMING MANAGER
MTN GHANA

"Ben's contributions to the roaming service in Ghana ha been nothing but phenomenal, growing the service in leaps and bounds. He is a proven problem solver who significantly inspires his team & colleagues to achieve beyond the call to duty."



"Ensured roaming revenue decline due to COVID was recovered after travel bans were lifted."

"I consider Benjamin to be influential because he is charismatic, humble and takes responsibility for himself and his team. Over the years, he has had a great influence and impact on the growth of MTN Ghana's Roaming and IDD portfolio by introducing competitive offers and tariffs which in turn has increased revenue and customer loyalty to the brand."



33 OBAID RAHMAN

HEAD OF WHOLESALE
AXIATA GROUP

"I believe Obaid is one of the most influential people in shaping this A2P SMS industry. His work in Ooredoo Group and in Axiata as Head of the function is commendable. He has been actively working with the senior telecom teams on challenges and the future of the A2P industry to help devise appropriate strategies. I wish him all the best!"



"Obaid took the role as Head of Wholesale, Axiata Group post an internal transformation on how wholesale units should function within Center and the 6 OpCos. The tasks involved multi-layer stakeholder engagement from working teams all the way up to the CEO level. Also with his past experience, he was able to influence many key partners to a collective discussion and bridge the gaps of Axiata working as ONE TEAM and capture more value both at strategic and commercial levels."



"Obaid join Axiata Wholesale as the 1st Head post an internal transformation journey. Since he joined Axiata in Oct 2020 he has been able to demonstrate a very practical approach to ensuring our Axiata DNA of working together as ONE via a redefined engagement model of Collective Brain. He was also able to strengthen the engagement models both internally as well as externally. Now on the mission to become Asia's preferred carrier Obaid has set the expectations well within his management and peers and got the endorsement to pursue other emerging carrier business verticals for wholesale."



34 AVIRAM RONEM

MANAGER ROAMING & INTERNATIONAL SERVICES
PELEPHONE ISRAEL

"Aviram always looks forward. Identifying the next step and investigating all the commercial, technical and operational aspects. He then shares this knowledge and vision with the industry, leading it forward. His integrity (both professional and personal), recognized by his peers is enabling this leading position."



"As an exemplary professional in the Roaming industry, Aviram has exhibited in the past 2 years his steadfast commitment and support to growth, especially in the areas of VoLTE and 5G Roaming."



"He was amazing in his support to us with VoLTE and 5G - he was dedicated, committed, reliable and a problem solver. There were many obstacles as both services are new but he managed to bypass all troubles successfully."



35 TIM BIDDLE

DIRECTOR OF OPERATOR RELATIONS
SINCH

"Tim spent several years at BT working directly with me before moving to Sinch. He has a particular passion for tackling smishing within the industry, not only to protect consumers but also to retain trust in SMS as a channel of communication. He was key to setting up the MEF registry in the UK, has directly contributed to a number of arrests and convictions in this area and continues his work at Sinch, educating networks to work wide as well as tackling smishing directly in the UK."



"Tim transformed the way BT approached SMS security, tackling smishing and continues to influence the industry in this space at Sinch."

"Worked closely with us to help deliver UK Government response to COVID-19 communications."



36 ALEXANDROS MYGDALIAS

CARRIER PARTNERSHIPS MANAGER
DIMOCO MESSAGING

"Alexandros has the calmness it takes to initiate a business, has the necessary skills to complete it and he also has the professionalism to look after ongoing business."



"Alexandros Mygdalias - DIMOCO Messaging AG has supported us a lot in doing business between the two parties, quickly solving problems and problems, enthusiastic support to help smooth business processes."

"Mr Mygdalias is always willing to expand business in a mutually beneficial way. Always persistent with attention to detail. He has 100% handshake quality. That makes working together very efficient."



37 DEEPAK BISHT

AVP OPERATOR RELATIONS
SINCH

"The strategy and the relationship maintained by him in the industry helps him in getting the things done. In the Indian market, it helped him gain operators' confidence."



"Very thorough on following up with prospects. Adept at identifying issues relevant to MNCs and crafting bespoke solutions."



"He has the knowledge, balanced attitude, superb people management and his leadership style are very effective. He motivates people around him and guides them towards positivity and reusability of the tasks at hand."



38 WALID BEN CHAMEKH

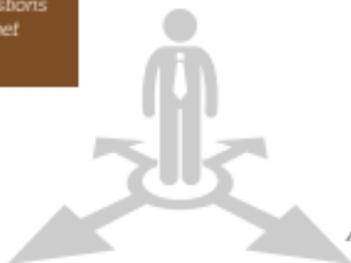
CEO
ROAMSMART

"He succeeded to enrich his products catalogue and getting new customers despite the crisis due to the COVID pandemic, he is always committed to his job and life excellence."



"I think that Walid has changed a lot in the roaming world, by helping the roaming industry grow every day. The development of different modules in the Unified platform gave the users access to a huge tool to facilitate the roaming business. Many incoming projects still yet to come."

"He (and his company) seek to help structure and minimize manual work within the increasing administrative workload in the industry. He does it in a very professional way, is a very kind and reliable person, is always open to new suggestions and works quickly with implementation. I have never met anyone in this industry that has been keener to help."



39 ORNELLA SICILIANO

KEY ACCOUNT MANAGER
CKH IOD

"Ornella has shown during the past two years, during a time when COVID has impacted the Roaming Community as a whole - the true face and nature of relationships and partnership. Her ability in this time to work with partners putting their fears at rest and continuing to work with them upon a future is a true testament and a skill which many could learn from."



"I have been working with Ornella for over three years now. She follows a very friendly, welcoming and supportive work ethic not only to her internal colleagues but also towards our roaming partners. I think this is exactly what we need in this industry- we are not racing with one another, we are working together to improve the roaming industry together and the approach we take should not be competitive. Instead, it should be amiable and encouraging as Ornella has influenced her colleagues and partners to be."

"Ornella has got the 7th sense in challenging negotiations. A high level of social competence in combination with a creative approach helps the industry to head in the right direction with the correct values."



40 ELI KATZ

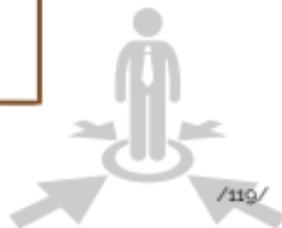
FOUNDER & CEO
XCONNECT

"Eli built the company from the ground and took it where it is now. He also had the vision to know that the industry was heading into the growing need of the number portability service and created the product. He mastered his craft in a way that everyone can benefit from it. Quality above all. Not behind his leadership; but right next to him all the time, his human side shone during the COVID pandemic and took special care that no one lose their jobs."



"Eli Katz is an inspirational leader of the XConnect business and his influence has had and continues to have a positive impact on the telecoms industry. His deep knowledge and experience across the telecoms industry have helped develop world-leading global number intelligence services which are helping the telecoms industry deliver voice and messaging solutions more effectively, preventing fraud and building trust with consumers."

"Eli has been an influential part of the UK telecoms industry for 25 years. He has had the vision to transform XConnect from a traditional voice business to a company that offers Number Information Services. As the key driver and innovator of the business Eli has overseen its successful growth that led to its purchase by Somas last year - a move that will enable even further growth in the future. His huge intelligence and personality motivate the XConnect team to strive to be the best they can be. He's also co-founder and chairman of the Comms Council UK meaning he represents and supports telecommunications companies across the UK."



41 DARIO CALOGERO

FOUNDER & CEO
KALEYRA

"Dario has the perfect combination of skillset that all the top managers should have. Carisma and leadership bring him to create value for the sector in which Kaleyra operates, allowing the growth of all the stakeholders involved. Implementing new technologies with a visionary mindset allowed him to improve the technological ecosystem in Italy and consequently expand the knowledge and expertise globally."



"Acquired Bandyer, now Kaleyra Video, that also provides a socially beneficial service - think about video visits with Doctors during this pandemic times"



"Took the major decision to acquire mGage and integrate with Kaleyra to forge the beginnings of a new and more powerful combined organization, and aim to become a trusted Top 5 CPaaS."



42 ROBERT GERSTMANN

CHIEF EVANGELIST & CO-FOUNDER
SINCH

"Robert, as a founder of Sinch and our Chief Evangelist as well as a long-time MEF Board Member helps set the direction of Sinch, based on industry trends. He's also helped build and guide Sinch to become one of the most influential CPaaS / Messaging providers in the industry. Through his Board membership at MEF, he helped establish the Future of Messaging program which has been instrumental in advancing various messaging initiatives."



"Robert is championing the cause for RCS as the hero asset of conversational messaging which is key to mobile operators remaining relevant in the world of OTT cannibalisation. While critics of RCS still abound, he keeps a keen eye on the potential of the technology and tirelessly promotes the benefits around the world while being a key contributor to industry forums."

"Robert has been a key force in this industry for many years now. He has inspired many, especially in the fantastic Sinch business that he co-founded. He is always looking to find growth opportunities, without compromising on ethics. Many would have retired or done something else, but he is still involved which is great to see."



43 PATRICK GEORGE

BUSINESS DEVELOPMENT
iBASIS

"Patrick is very open to new industry opportunities, turning that into a vision to enhance the industry with new products, and is inspiring both the team that builds as well as the customer groups to make it happen."



"With a solid background in product management, what struck me most was Patrick's knack and passion to consistently capture new user dynamics, map out operator requirements, forecast industry trends. As a result, this provided the necessary solutions for operators to faster react, faster grow."

"Patrick is a visionary for me. He is part of the rare persons that have strong expertise and management skills. The creation of Tofane / iBASIS and making it in a few years only ranking top best wholesale carrier in the world in 2021 is the proof."



44 HATEM DOWIDAR

GROUP CEO
ETISALAT GROUP

"Mr Hatem is an influencer in Telecom and Tech field. He is from the best Group CEOs that took the companies from one place to another by doing the best strategy and directions along with the support to the whole teams."



"Hatem change Etisalat from a Technology user to be a technology leader. Push Digital transformation as fact, not just a concept. Open new revenue streams in different areas."

"Hatem is moving Etisalat Group to be the top telco operator worldwide , moreover year over year Etisalat is climbing the ladder of success towards this goal"



45 JOSÉ GARCÍA

CEO & FOUNDER
GLOBAL TELCO CONSULT

"Jose is one of the most knowledgeable persons I've encountered within the CPaaS / A2P Messaging space. After starting GTC, he has done extremely well in interacting with players across the ecosystem, be it Operators, Enterprises or CPaaS Players. Even with Tanta Platforms, he is helping us in our global outreach within the community. A true gem within the industry, and a definite ROCCO 100 champ!"



"He helped in reducing grey A2P routes for many operator groups."

"José has created the only consultancy company specialized in the messaging industry. Many major customers across the industry are the best proof of his influence."



46 HENNING LAGERBIELKE

DIRECTOR BSS
ENGHOUSE NETWORKS

"Henning has been innovative in advocating BCE throughout the networking community and has been actively involved with Telco providers to drive the future of IoT and 5G, he has been driving the company initiatives towards an effective future. Well deserved influencer within the community."



"Henning has been instrumental in listening to the voice of the customer and carefully guiding/developing a cloud-based wholesale revenue management solution that satisfies clients and helps them evolve their approach to serving the market efficiently and effectively."

"Henning is truly understanding the industry and has through a deep knowledge to explain how the future will look. The way he does it makes people understand and adapt to this."



47 ANDREAS MANN

PRINCIPAL PRODUCT MANAGER
VODAFONE CARRIER SERVICES

"Andreas has been involved in the mobile industry for many years and has been involved in GSMA working groups. As part of Vodafone Carrier Services, he has driven the messaging product capability expertly including driving RCS in the industry. He has shared the benefit of his knowledge and experience in events like Capacity Europe. I have a lot of respect and trust in him as an influential industry player."



"Andreas has this unique ability to communicate short term achievable milestones for business without off-tracking from long term global vision for the business. He is very articulate, collaborative and strongly believes in working with the industry to drive a measurable foreseeable future vision for Business Messaging."

"Andreas has been leading the rollout of RCS Business Messaging across Europe. Under his leadership, Vodafone has launched multiple RCS campaigns with various brands. Additionally, he's been a crucial member of industry events, such as the MEF or the GSMA, where he contributed to driving RCS adoption by brands and messaging partners. His expertise in messaging and his many years in the business has been vital and a key reason why RCS is picking up and getting more awareness."



48 AHMAD DAAMOUSH

CEO
ANTWERP TECHNOLOGIES

"Ahmad's vision is second to none, he never stops at a limit. To me, this is what a true influence can be."



"He is a leadership and playing a role model to push us forward. We appreciate all the knowledge and skills he has imparted to us."

"Ahmad has grown his business into a heaven, building the blocks of various features and functionalities into a cross functionalities CPaaS platform."



49 ISABELLE PARADIS

FOUNDER & PRESIDENT
HOT TELECOM

"She is active in the industry. Visible on social media. Confident on screen. Visiting almost all the shows. Having a good number of people that knows her. HOT TELECOM is a reputable company providing research reports - which is led by her."



"Thinking about wholesale voice and messaging from a different perspective. Shaking the way telcos should prepare for the future."



"Isabelle has always been at the forefront of innovation, particularly in the wholesale sector, for example in the promotion of IPX within this community. Isabelle has established her credibility by listening to influential market players among major telecom operators."



50 JOHN MURTAGH

CTO
ANAM TECHNOLOGIES

"John has been in Messaging since the very beginning. His knowledge of SMS is very impressive. He is the person who developed 'home routing' that is used by over 70% of the world's mobile operators. As CTO of Anam, the technology he oversees has protected hundreds of millions of subscribers from security breaches."



"I have been working with John for a few years when I worked in Telenor Group, and he is the most knowledgeable person on monetising A2P revenues and blocking grey route traffic I have ever met. He has made a major impact with his technical expertise on telcos increasing their revenues by implementing ANAM Firewalls. He has really inspired me on the way I see this industry and how it can monetise their traffic."

"John's expertise in the industry is unrivalled. He has been a significant contributor to the company's achievement in securing the top spot in the ROCCO SMS Firewall Vendor performance report for 4 consecutive years."



51 HASSAN MANSOUR

CEO
MONTY MOBILE

"He is a very hard working person in addition to he set up productive daily routines that help them stay focused on accomplishing their goals. Also, he values others by spending time really listening to those around him."



"He is so reliable and hard worker manager that inspires all his team members to give the best of their work."



"Mr Hassan is an inspirational person who treats his workers as part of his family. He helped Monty Mobile to develop top trend projects."



52 ARNE CASTELEYN

GROUP HEAD OF ROAMING
MTN GLOBAL CONNECT

"Arne is a very knowledgeable man who never fails to inspire anyone who crosses paths with him. His guidance and support have been instrumental in helping to achieve professional goals."



"He has changed the African roaming market at MTN and has been instrumental to propel MTN and Africa operators into 4G and recently 5G and VoLTE."

"Arne is a man with a vision to make MTN GlobalConnect roaming hub one of the leading roaming hubs in the roaming business. He is very knowledgeable, doesn't hesitate to share his knowledge and experience with his team. He was the core element to establish MTN GlobalConnect roaming hub and made tremendous effort to map qualified employees to the newly established hub."



53 NASSIA SKOULIKARITI

FOUNDER & CEO
APIRO DATA

"Nassia is a doer, driven, talented, sassy, smart and in the telco industry for many years, she has shared her knowledge in commercial dealing with many a newbie, understands the agility needs to stay in the game, is adept at reinvention and even though she was a little shy at networking events in the beginnings, once she is on topic, that being IoT today, she is in full flow and understands the challenges, opportunities and use cases for digitalisation. She knows how to take a measured risk and she knows how to create an innovative solution to a problem. She can lead, and articulate very well the trends in the IoT market and has a top-notch network."



"She has dedicated an enormous amount of time and energy to make an impact, especially in very challenging circumstances"

"Nassia is focused and dedicated and has remained so throughout the pandemic. She has committed herself to the goals she set and strived to achieve these through hard work and determination."



54 JAMES WILLIAMS

DIRECTOR OF PROGRAMMES
MEF

"James is by far THE most knowledgeable and networked person within the CPaaS space. He has helped SO many carriers, enterprises, aggregators and other CPaaS players in shaping their service offerings, fine-tuning their strategies and overall creating a positive impact on their businesses and the overall industry. Through his role at MEF now, he is able to further contribute to the industry by bringing together all players under the same umbrella and helping ensure meaningful collaboration and action, that shall benefit all within the CPaaS industry as a whole! A definite ROCCO-100 player! Cheers!"



"James has led the way in delivering content in person, in online sessions and in our LinkedIn feed on a daily basis. Up-to-speed and inclusive when working across his wide network, by following James' many activities my own knowledge of these industries, and the players who lead them, have benefitted greatly. Generous with his time, enthusiasm and his feedback, James is a prime example of what industry leaders look like."



"Brought the MEF front and centre by evoking valuable commentary and insight from online panels of telco industry leaders and professionals."



55 BRIAN D'ARCY

GROUP COO & BOARD MEMBER
ANAM TECHNOLOGIES

"Brian has led the commercial transformation of Anam from a niche technology vendor, to the leading SMS Firewall vendor responsible for securing subscriber messaging services and driving huge customer revenues. This success has culminated in Anam's recent acquisition by infobip which brings together two leading SMS players, with a broad product portfolio."



"In Telefonica o2 Ireland, Brian led one of the first successful MNO A2P monetization initiatives. He then crossed over to the vendor side to lead Anam's transformation from a Technology supplier to a Trusted A2P monetization partner for MNOs globally. Anam has led the way with their MNO messaging firewall proposition and today they protect more subscribers than any other solution."

"Brian has been influential with the growth and adaptation of the economical potential of A2P SMS. Which has garnered incremental revenue in the clients' business strategy landscape. Also as a leader in my career growth to appreciate the SMS and Business development industry in using tools and techniques to execute objectives to complement the organization's vision and goals in the short and long term."



56 CÉDRIC GONIN

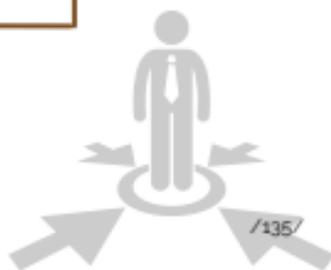
SENIOR MARKETING DIRECTOR INTERNATIONAL MOBILE SERVICES
ORANGE INTERNATIONAL CARRIERS

"Cédric has extensive knowledge on roaming and is participating in several working groups with his pairs from the industry. He opened my mind situ regards to Wifi roaming by SIM Authentication."



"Cédric has been inspirational in how he has rolled out solutions across the Orange Mobile Operators. Mobile Groups can find it hard to get their affiliates to buy into their strategy but Cedric has managed to do this and, as a result he has achieved impressive results."

"Cedric has successfully built messaging services for operators - Orange affiliates and others - which have proven to meet operator needs. These services operate in all parts of the world and address many operators. To achieve this he has selected leading vendors to participate in the OIC offering, a strategy which has been hugely successful"



57 ANNA GUSSMAN

SENIOR DIRECTOR CUSTOMER PRODUCTS & INDUSTRY RELATIONS
SYNIVERSE

"Anna has led the Billing and Charging Evolution. She's shown vision by chairing the GSMA's BCE working group and sparing no time or expense to spread the good news and explain to the roaming industry why BCE is needed and how it can be implemented. Naturally, Anna has ensured that Syniverse was first to market with a BCE clearing and settlement offer, ensuring that the Billing and Charging Evolution in fact is now happening with the first operators using the standard commercially."



"As the Chair of the GSMA BCE Working Group, Anna has played a pivotal role in leading the industry through the next evolution of clearing and settlement for 5G and IoT technologies."



"Anna has been leading the path towards standards creation around 5G / BCE which are transformative technologies for the industry and her thought leadership is key for the creation of a thriving ecosystem that will support the evolution around IoT and new digital business models."



58 SARAH BARAKAT

BUSINESS MANAGER
MONTY MOBILE

"Sarah is a persistent and ambitious woman who does not let anything stop her ambitions. She helped the company to grow and get progress, as she made a great deal and she can follow all details on more than service provided by the company, especially in SMS and value-added services."



"A true visionary with an outstanding impact on the telecom industry. Ms Barakat continues to surprise with her innovative ideas on mainstreaming telecom channels and expanding the capabilities of providers to accommodate the latest Fintech solutions."

"Ms Barakat is a dedicated person with a vision full of innovative ideas, her dedication to the industry is outstanding! She works hard to create new opportunities for her clients and aims to expand the capabilities of providers to accommodate the latest Fintech solutions."



59 SUNDIP RAVAL

ACCOUNT MANAGER
CKH IOD

"Sundip's creativity, drive and intelligence, combined with an amazing way of communication open doors, from which most people don't even note their existence."



"Sundip understands commercials. He is energetic and not afraid to take risks that almost always pull off. Sundip makes business happen with a warm smile."

"Sundip is bringing value to strong roaming partner relationships by always combining commercial and technical. He helps in elaborating technical solutions to be beneficial in commercial negotiations."



60 CAMERON DUNN

DIRECTOR OF ROAMING PRODUCT DEVELOPMENT & STRATEGY
AT&T

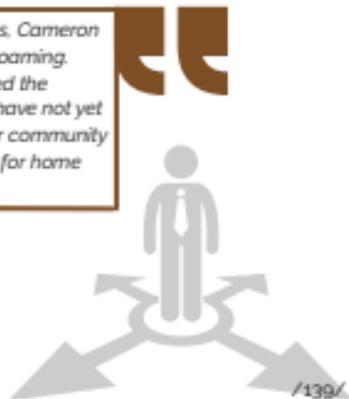
"Cameron has been at the forefront of key global roaming initiatives such as 3G shutdown impacts/solutions, VoLTE roaming adoption, device OEM carrier profile default enablement for VoLTE and VoLTE roaming, 5G NSA and SA, and private access interconnect/interworking solutions. His drive to define a problem/opportunity facing the industry, clearly identifies the impacts both functionally and commercially, align with standards and industry groups to solve for and adopt in practice, and determine the most effective options to deploy have been paramount in its benefit to the industry."



"Cameron is an industry leader in roaming solutions. Through Cameron's influence, AT&T has been on the leading edge of establishing LTE and 5G roaming partnerships. He and his team continue to positively influence the industry through GSMA and WBA participation and leadership. In 2021 and 2022, Cameron was the driving force behind a hosted IMS solution. Cameron influenced vendors to produce a third-party hosted IMS solution and then led AT&T in implementing the solution in AT&T enabling inbound roaming from roamers whose operator has not launched VoLTE roaming with AT&T."



"Through GSMA influence and as well as direct conversations, Cameron has been a major force in moving the industry towards LTE roaming. As 3G shutdown approaches, Cameron and his team have led the charge in implementing roaming solutions for partners who have not yet implemented 4G networks. He influenced some of the vendor community to come up with technical solutions to allow VoLTE roaming for home operators that don't have VoLTE."



61 FREDRIK SÖDERLUND

PRINCIPAL SECURITY RESEARCHER
REDSHIELD

"He leads the research function of RedShield which is a cutting edge security product. He organised weekly 'Research Fridays' to encourage internal information sharing and innovations, supporting younger staff to get more experience and enhancing our research capabilities. He encouraged and supported RedShield team members to present on interesting topics or problems they had solved."



"One of the most knowledgeable persons on the planet when it comes to SS7, Signalling and SMS fraud and security."

"He has contributed to industry recommendations on cloud and virtualization security, signalling security and IoT security research. Acted as a mentor in both commercial and university-driven mentoring programs to help professionals and students understand the mobile ecosystem, devices and core networks."



62 MARK PAGE

VP SALES & PURCHASES
TMT ANALYSIS

*Influence comes from within, from Mark's ability to inspire and motivate those around him. Becoming an influential leader has nothing to do with titles and everything to do with gaining the admiration, confidence and trust of those around him.**



*Mark has a wealth of industry knowledge that he uses to adopt new strategies when working with his clients.**



*His integrity and transparency while offering solutions that improve the quality of this industry.**



63 NINA HURST

SENIOR MANAGER OF FINANCE
T-MOBILE

"Nina definitely influenced why and how we implement BCE within T-Mobile. We all know that BCE is important for our industry and 5G."



"Throughout Nina's career on both the carrier and vendor sides of the business, she has always remained focused on what would provide the best customer experience. She is always there to lift the team/person, putting her needs behind those of others. Her commitment to excellence and a deep well of knowledge beyond just her sphere of influence has always made Nina the 'go-to' person. If she doesn't know the answer, she'll either find it or find the right person to help. Her knowledge and integrity make Nina is an asset to her company, team and the industry overall."



"Nina consistently shows up for work with her best self. She is friendly, approachable, knowledgeable, reliable and a legitimate advocate for Her company, T-Mobile. Nina deserves the recognition because she is a true ambassador in her line of work."



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64 CHARLES BERNARD

CTO
ZARIOT

"Charles's experience and immense knowledge are an asset for the industry as he can both bring forward groundbreaking concepts and implement them in the most time-sensitive manner."



"Thinking of new solutions and always having an open mind in tackling telecom industry problems, proven by winning GLOMO 2021."



"Charles is a veteran in this industry and has influenced me and many others with his knowledge, with his character, with his vision."



65 SEBASTIAAN JOUSTRA

VP SALES

VODAFONE CARRIER SERVICES

"I think Sebastiaan Joustra is a great person with loads of knowledge about the domain. He is committed to what he is doing and the team can rely on his advice. He brings lots of new ideas to the table and helps implement them. He is a true inspiration to all of us."



"Great commercial intervention and work done in getting several major market players to get together on the same table to put the future vision for the industry in place in terms of the overall strategy."



"Sebastiaan Joustra has built his experience in telecom from the ground up and is now responsible for managing key relationships with enterprise and strategic clients and wireless telecom industry contacts, having a major impact on the telecom industry."



66 TAREK ZEID

VP INTERNATIONAL BUSINESS
RAKUTEN SYMPHONY SINGAPORE

"Tarek has in-depth knowledge and experience on Roaming which compliments his great vision & eagerness to make a change & revolutionise Telecom. Over the last year, he built a team from scratch & made its members fall in love with the industry, believe in its prospects & most importantly the vision. He tackles problems strategically & inspires the team to always look for innovative ways to solve issues."



"Tarek Zeid is one of the most inspiring leaders I've ever met. Being in the roaming and telecommunication sector isn't simple, but he's led his team to success with his expertise and clear direction, which I admire. Very well-respected!"



"Tarek Zeid is bringing in a new era of a very niche area in telecommunications - International Roaming, with the solutions he is providing, newer services of cross border communications will be introduced in the industry for the first time."



67 JAYMY TEH

HEAD OF TELCO PARTNERSHIPS
BICS

"5G & Private networks use cases and how international carriers can make the difference in this space."



"While leading mobile IP product management at BICS, Jaymy has influenced the roadmap of IPX carrier services at BICS, bringing value to the industry as such. This considering that BICS is one of the top IPX providers"



"Jaymy is one of the visionary people who in the early days saw the importance of a strong IPX network to cater for the future of 5G. She is always on top of new technologies."



68 VANESSA SMITH

SENIOR MANAGER MOBILE SERVICES
ETISALAT GROUP

"She is the backbone of Etisalat international sales and since she is a customer-centric person"



"The market influence of encouraging more open dialogue with an oligopolistic attitude, this demonstrates true leadership."

"I consider Vanessa to be a highly professional and influential person in the industry because she has facilitated and streamlined important negotiations, generating great value for her company and her work community."



69 KATLEGO KAPARI

PARTNER SUCCES EXECUTIVE
INFOBIP

"He brings industries and partners together no matter the magnitude of the business also introducing industry trends for the African market"



"Katlego Kapari is customer orientated and ensures that there's us customer sustainability in investments within the company."

"Katlego Kapari has shown me how to be the most inspirational to other people and has cleared my vision to how I want to implement the certain things I am working on right now. Katlego Kapari has been committed to what he does and has shown me that commitment and wanting to improve yourself can actually build you as a human and you can receive wonderful things from that. Katlego is very open-minded and listens to everyone's idea and gives everyone the same amount of chances and tries to choose the best possible solution."

70 GIRINDAR SINGH

DIRECTOR
ERITEL

"Girindar Singh is one person who has communication skills. In this industry, you need to have communication skills as you will be communicating with different people. Honesty is also a key to this industry, Girindar is an honest person. No industry would like to have individuals who are not honest. Just to mention a few."



"Best leadership skills. Girindar always works with the team and provides support where it is needed immediately, he encourages his team members to take up big challenges and resolves issues which provides motivation and confidence among the team. Cares about his team."

"Girindar has been in the Roaming domain for a fairly long time and is highly knowledgeable about the technical as well as non-technical aspects of the Roaming business. He has been extremely pivotal in expanding the Roaming presence of the organizations he has been associated with."



71 STEPHEN BREEN

ROAMING & ILD DIRECTOR
VERIZON

"Placed Verizon at the centre of the leadership of the industry by committing his time and his team's time to resolving various VOLTE issues."



"Stephen has had a varied career across a number of operators gaining knowledge and experience along the way. He is detailed driven and has delivered many roaming projects in a consistently reliable manner. Always pushing for the best solution."



"As Director of International Marketing in Verizon, Stephen has played a leading role in defining the E2E roaming and long-distance product strategies for the Verizon suite of products, holding a key share in the industry. Managing all elements of the product life cycle and positioning himself as an approachable and inspirational Director, Stephen epitomises the kind of leader that adds value to our industry!"



72 TOLA WARD

INTERNATIONAL SALES & BUSINESS DEVELOPMENT MANAGER
HAUD SYSTEMS

"Delivered positive change helping with numerous issues with messaging during the pandemic. Excellent support from HAUD."



"Tola was always aware of how much communication can influence people and how much damage it can also do. She was always a smart user of technology and kept informing people about the benefit they can have from it but also forecasting the right network protection."

"I have been working with Tola on several projects Africa and South America region, her relentless spirit to get the business done and the way she has carried through and built up the relationship with the customer has brought significant results to our industry, therefore, it motivates us to follow her example."



73 ROBERTO LIMA

EVP HUBBING & CLEARING
COMFONE

"Roberto leads the Clearing and Hubbing team at Comfone and has spearheaded the implementation of Phoenix, the first industry BCE solution."



"He made several things happen: Created possibilities to make roaming possible between countries never thought before; orchestrated the players to make BCE a reality and brought live the 1st relations in the world."

"Roberto is highly knowledgeable and visionary at the same time, lately BCE and M2M attracted very much attention to Comfone as a company thanks to his involvement. The industry definitely gained with new solutions and ideas Comfone brought out in this area."



74 DAWOOD GHALAIENY

CEO
ZARIOT

"Dawood has a great influence in the messaging industry where his cutting edge software solutions have been implemented to help companies fight against networking vulnerabilities and fraud targeting end-users (smishing). His vision and dedication have enabled many Mobile Network Operators to monetise their investments but also has made the messaging industry more sustainable and profitable for all."



"Dawood is one of the industry's most inspiring visionaries and leaders. He not only pushes the boundaries of innovation, firstly in security and now in IoT, but he also is one of the advocates for encouraging the inclusion of the young leaders of tomorrow to take a central role in what will become the society of the future. He is an entrepreneur and innovator at heart who always has skin in the game. Respect! And he is just an all-around great guy."

"Telco founder and innovator who not only provides excellent products and services but keeps finding new niches to tap into."



75 MANOS GARBIS

SENIOR PRODUCT MANAGER
WIND HELLAS

"Manos has a great attitude for the business. he's committed to the success of roaming and showed a great understanding to support the wholesale roaming business during the COVID outbreak."



"Manos has been a great focal point for WIND Hellas for roaming - his understanding of roaming and technologies helps Hellas to stay in lock-step with the market for his subscribers as well as his partners."

"Manos can communicate well and treat everybody with respect no matter if is a partner or a friend or an unknown or even a competitor. His smile and kindness made him loved by the majority of the colleagues in the industry and that was vital for the growth of Wind's roaming business as everybody feels like they can deal with Manos no matter the business conditions are. His overall attitude and behaviour are inspiring all of us who are newer in the industry as respect to everyone is the key point."



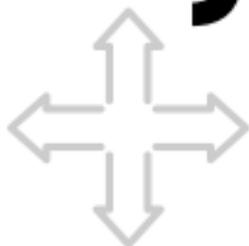
76 NICK MILLWARD

VP & GM EUROPE
KALEYRA

"Nick has been an inspiration to business stakeholders within the Kaleyra family as well as outside, always finding ways to grow the CPaaS ecosystem."



"Nick is always at the forefront of new developments and has been instrumental in helping our customers adopt technology solutions into positive business outcomes for over a decade."



"Nick is an excellent combination of charm and smarts. He focuses on what customers need and how to create win-win solutions. He is well known to be an expert in the mobile space."



77 JASON OLIVIERI

MANAGER PRODUCT DEVELOPMENT
VERIZON

"Jason is the spirit behind VoLTE Taskforce, he provided great support to expand the VoLTE roaming footprint."



"Jason is a grandad of wireless tech of the modern era. He's held the hand of edge to bring it to 5G. A brilliant mind, person and colleague."

"Possess a strong collaborative approach to working across the industry to advance 5G and VoLTE, bringing a solid sense of pragmatism, whilst leveraging deep technical knowledge gained from decades in the industry."



78 MATTIAS STILLNÉRUS

REGIONAL MANAGER ROAMING
TELENOR GLOBAL SERVICES

"Mattias has a long experience in the field of roaming business and he is easily approachable, pragmatic and always willing to find a solution. So has been the case also in the past two years even when there has been maybe greater pressure on the industry than ever."



"Mattias has extensive experience in roaming and is willing to share it with colleagues. He is resolving challenges in a way that is fair and beneficial for all parties involved, making roaming world less competitive and more collaborative environment."

"Mattias has a great understanding of the industry and is one of the most dedicated people I know."



79 CHIAMAKA JANEVIVE EZEH

INTERNATIONAL ROAMING COORDINATOR
MTN GLOBAL CONNECT

"Roaming test numbers and launch by Chiamaka is impressive, particularly closing a healthy number of LTE Roaming"



"Chiamaka has displayed tenacity and integrity in all her endeavours. Her valuable contributions to the team cannot be underestimated. A very reliable colleague indeed."

"With the slim Roaming team in MTN Nigeria, Chiamaka has actively been so committed to implementing Roaming strategies agreed upon for at least the past 7 years in MTN Nigeria. Her dedication and commitment to resolving the daily operational challenges are second to none within her team. This has helped in positioning MTN Nigeria as one of the biggest Roaming hubs in Africa. Also within the larger Roaming team of Global Connect, she's been acknowledged to bring value to the team."



80 BRUNO MOURA

COMMERCIAL MANAGER
TELEFONICA GLOBAL ROAMING

"Bruno has worked very hard to improve things in Telefonica despite a lot of challenges during lockdown"



"Bruno is an outstanding person both personally and professionally. His approach to every situation with an open mind, his dedication to the job and the innovations that he brings to the table help to shape the roaming business in a direction that improves overall for every stakeholder. He is always there at first hand to support and make sure that everything has been dotted."

"Bruno is extremely knowledgeable and innovative when it comes to wholesale roaming deals. He sees the new opportunities and is ready to implement them. It can be anything from the new scheme of cooperation to the synergies between the different business streams."



81 MAJD SHEEHA

MARKETING - HEAD OF SERVICES & INTERCONNECT MANAGEMENT
WAFU TELECOM

"During the latest circumstances in Syria, Majd was able to achieve success stories on Roaming business by bringing the latest technologies although of sanctions impact. Also, he was eager to develop and spread positive energy to his team in spite of bad conditions."



"Has really made a huge difference during a challenging time."



82 MIHAELA AMBROZIE

PRINCIPAL SERVICE & DIGITAL APPLICATIONS MANAGER
VODAFONE ROAMING SERVICES

"Very important work and major contributions are done in relation to standardization for 5G evolution among GSMA workgroups. Also internally on Vodafone, big coordination and investigation done together with several vertical teams from the most various areas."



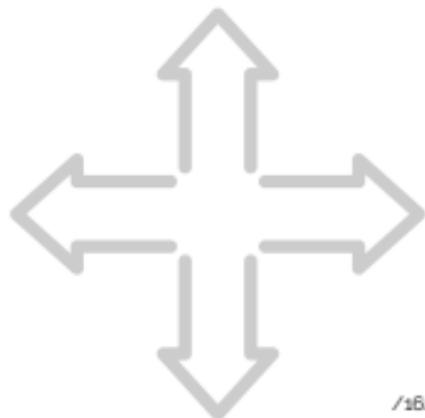
"Mihaela drove various industry standards both directly and through and inspires her team to deliver innovative projects and initiatives."



83 NILA ROHEEN NAZIR

SENIOR MANAGER CARRIER OPERATIONS
MTN AFGHANISTAN

"She always identifies the problem and finds a solution for it. Determines the root causes of any mistake in the report."



84 SUNIL JOSHI

HEAD OF ROAMING
BT

"He really understands the 5G landscape and offers tremendous and valuable mobile operator insight. His contribution to panels and workshops has generated development, guidance and direction for others."



"Led the roaming strategy of BT ensuring that they deliver against that to delight UK roamers"



85 ORI SHARON

WHOLESALE DIRECTOR
SALT MOBILE

"In the past two years COVID had a huge impact on the Roaming industry and Ori was one of those few who proved that during even the most adverse conditions, integrity, knowledge and commitment to results can really make a difference in minimizing the negative impact and promoting growth and progress on every level."



"Ori is one of the most inspirational, knowledgeable and committed colleagues I've met in the Roaming industry."



86 JOHN WILKINSON

CEO
TMT ANALYSIS

"Expands the use cases for number insight and mobile identity beyond traditional telco"



"Clear strategic vision"



87 ANDREAS NEOCLEUS

CEO
CYTA

"Managed to make a shift in Cyta's bureaucratic procedures being appointed as CEO coming from outside the organisation (which was the previous practice) and was largely behind Cyta receiving the Ookla award for a fastest mobile network in Europe."



"Andreas projects exceptional leadership into navigating large corporations into success."

"Andreas transformed the telecom industry in Cyprus with factual and strategic decisions, especially regarding 5G."



88 FREDERIC SCHEPENS

GROUP EXECUTIVE & CEO
MTN GLOBALCONNECT

"Fred has built GC from ground up generating double-digit growth year over year, he built a great team around him from world-class professionals with an amazing environment that is healthy and promotes innovation."



"Launched MTN Global connect to great success."



89 SHALINI TAMHANKAR

AVP PRODUCT MANAGEMENT
MOBILEUM

"Shalini has visioned and implemented monetization of the multiple networks on A2P SMS and in parallel grew the PCCWG A2P business to new heights."



"Shalini is demonstrating a strong commitment to everything she does. She is very professional and always willing to help or clarify what's needed. She definitely has an influence on the people she is working with in terms of inspiration and motivation. It's such a pleasure to work with her and learn from her experience and expertise."

"Shalini in a professional way and has run a very complicated implementation of SMS monetization service. she was dedicated to the project and problem-solving. she was open-minded to listening to our needs and our ideas, with a lot of flexibility. applause!"



90 ANDREAS SOMMERWERK

SERVICE DESIGN LEAD
DEUTSCHE TELEKOM

"For three years, Andreas is leading the development of our roaming blockchain platform which we 'donated' as open-source to the GSMA and developed further with 7 other operators. Andreas is still overseeing the technical development of the open-source project. Without him & his enthusiasm, the commercial roaming open-source platform would not be there where it is now."



"We worked together in several blockchain projects and he managed to drive some projects across several organisations and bring inspiring ideas to reality."



91 RIADH BOUKHRIS

FOUNDER & CEO
BLUE MENA GROUP

"Inspirator, fire starter, digital transformation of front office services in the financial industry in the Middle East."



"Transforming digital communications of the financial industry in the Middle East"



92 VIVEK JHAMB

GROUP EXECUTIVE & GROUP CHIEF
OOREDOO

"Moved Ooredoo group wholesale and enterprise strategy from chaos to the strategic clear result-driven team"



"Track record of leading innovation in all global mobile operator groups globally."



93 NADEEM LADHA

VP IDENTITY
TMT ANALYSIS

"Nadeem is an all-around industry expert on mobile messaging and mobile information services. He brings not only extensive knowledge on any subject in discussion but a truly honest, reliable and trustworthy mindset to the table. Knowing Nadeem for over 15 years, I can say without a doubt he is someone to turn to for valuable insights, advice and a straight answer. The industry needs more influencers like him."



"He is motivating and inspiring. It is fun to work with him and talk to him. He has knowledge in various fields around SMS and HLR."



"I know Nadeem from his previous company and learn a lot about number lookup or HLR in our industry. He knows about his product."



94 SHIKHA GUPTA

VP GLOBAL BUSINESS
AIRTEL BUSINESS

"She has managed Roaming and Vendor partnership very well."



"She inspires the people around her and the work she has done in the roaming field is commendable, the kind of knowledge she possesses is something I believe is exceptional."

"I've known Shikha for the last 6 years and she is not only the upper body but also keenly checks everything is working well into operations as well as other areas of product."



95 KEVIN CHAN

DEPUTY HEAD CARRIER BUSINESS
CHINA MOBILE INTERNATIONAL

"I think his knowledge of the overall business industry beyond just Roaming or interconnect is immense. He is well versed with today's constantly changing environment, be it the OTT or technologies like Blockchain, AI."



96 TOM POSTI

HEAD OF ROAMING
GIBTELECOM

Tom is a true all-rounder in the international communications business, not only roaming. He has a great can-do attitude, strong representational skills and is also capable of making things happen. On top of that, he can even speak Swedish and Finnish fluently!



Tom is an industry veteran and brings a wealth of knowledge in both roaming and A2P messaging. Down to earth, honest and an expert in his field.



97 MUHAMMAD DAWUD FADLULLAH WILMOT

HEAD OF INFORMATION SYSTEMS & SECURITY
MAXIS MALAYSIA

"Dawud always act as adviser and reference for security threats on telco, not only for the internal organization but also for external. He was passionate and always kept up to date on any possible threats and vulnerabilities."



"Dawud is very knowledgeable in this field and persistent in pursuing the truth."



98 RYAN ROCHFORD

ACCOUNT MANAGER
SINCH

"Only been in our industry 18 months but has really engaged & understood our challenges & opportunities and the fact he has been nominated is testament to him."



"Shown a hunger to get results - extremely proactive"

"To join an industry and to put that amount of hard work in from day one is inspiring."



99

ZANA NOVAKOVIC

INTERNATIONAL ROAMING COORDINATOR
MTEL MONTENEGRO

"Super fast and smart delivery for all roaming services and agreements in roaming."



"Zana is an open-minded and inspirational person. She is having a lot of communication with worldwide persons from the telco world. I know personally that Zana has Viber/WhatsApp groups with a lot of colleagues from the roaming world and you can count on her in each moment that can and will supply on time and correct info and the job done. All the best for Zana."

"She is simply special! Once you know her, you will understand how precious knowledge and strength that women have."



100 MD MAHBUB HASSAN

BUSINESS INFORMATION SECURITY OFFICER
AXIATA GROUP

"Going above and beyond the call of duty"



"Mahbub had put his efforts to firm up the proper security process, security framework as well as always challenges and inquires for any possible vulnerabilities which might impact their network. Very active and open minded person, able to accept opinion and always challenges to make security more hardening"



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THANKS FOR NOMINATING AND VOTING FOR THE ROCCO 100 IN 2021/22

ROCCO 100 WILL RETURN IN 2024

**"FEELING GRATITUDE AND NOT EXPRESSING
IT IS LIKE WRAPPING A PRESENT AND NOT
GIVING IT"**

WILLIAM ARTHUR WARD

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