

### **EXHIBIT B-3 SERVICES – PROGRAM MANAGEMENT**

All project management functions at Sabre are carried out under the direction of the VP of Project Management. Departments are established for projects with tower steel only, towers with field construction and tower modification projects. Each department has its own department manager reporting directly to the VP of Project Management. Each department also has project managers reporting directly to the appropriate department manager.

Day to day project management functions are the responsibility of the project manager assigned to the project. Department managers provide guidance and assistance to the project managers to facilitate the completion of projects in a timely and accurate manner. Department managers also assist with the resolution of any issues that arise during the project. The VP of Project management provides information and assistance when needed to address any issues that may be encountered during the life of the project.