Morris J. Groce, III *ENP*

Jay Groce began his career in public safety in 1971 as a police dispatcher. In 1974, he was promoted to Shift Supervisor when the fire and police communications operations were merged together. In 1977, Jay became Deputy Director of Emergency Services operations where he served until 1996. During that time, he managed the coordination of a new government services building and the transition of a traditional legacy radio system into a new 800 MHz radio system and CAD system. He now serves as Sr. Technical Coordination of the Technical Division. Jay received his Associates Degree in Applied Sciences from Delaware County Community College.

Jay also is an accredited law enforcement officer and holds the position of Chief of Police of a municipal police department in Chester County.

APCO/Communications Service

Mr. Groce joined APCO in 1977 through the Atlantic Chapter as a member of the Pennsylvania Committee. Jay was instrumental in establishing the Pennsylvania Committee as a chartered APCO Chapter in 1982. He has served in all of the positions in the Chapter and has been National Executive Council Representative since 1990. In 2000, Jay was awarded the honor of Life Member by APCO International.

He has also served in many other capacities:

- Chapter Enhancement Task Force (Membership & Chapter Services Committee)
- Served as Co-Chair to National Conference in Pittsburgh
- Served as chair of East Coast Regional Conference 2001
- Chaired Constitution and Bylaws Committee
- APCO 9-1-1 Emergency Number Committee
- Served as an Alternate Frequency Advisor

Public Safety Service

- Served as organizer and Chairman of the PA Public Utility Commission 911 Committee
- Serves as Vice Chairman of the Region 28 Planning Committee
- Serves as Chairman of the Interoperable Communications Work Group of the Southeast Pennsylvania Regional Task Force

APPENDIX I
EXPECTATIONS OF SERVICE TO THE APCO BOARD OF DIRECTORS

I, the undersigned, as a Regional Representative to the APCO Board of Directors will:

1. Secure the written approval of my employer (see Appendix II) to enable me to faithfully discharge my responsibilities [Note: This requirement is waived for a retired member.];
2. Commit to carry out my full term of service and participate in all scheduled meetings, either in person or by teleconference;
3. Schedule routine teleconferences to discuss concerns/issues with individual Chapter representatives in my Region;
4. Develop a communications strategy to solicit the views of the Chapters in my Region prior to Board meetings and to push information back out to the Chapters following Board action;
5. Give strong deference to each and every Chapter of my Region as the conduit on the Board to all Chapters in my Region, not just my own, and represent those Chapters and their issues as appropriate; and in concert with what is best for APCO International;
6. Be intellectually flexible enough to take a stand for my Region during deliberations, but ultimately support the consensus of the Board so as not to undermine the Association's position or create needless confusion;
7. Pay special heed to carry forward the concerns of individual Chapters in my Region that convey a disparate impact over a matter before the Board;
8. Review all supporting documents in advance so as to be well informed and actively engaged in Board meetings;
9. Handle sensitive issues/discussions as confidential and/or proprietary to not violate the Board's trust; and
10. Be a fully active and engaged participant of the Board of Directors and so committed as to assert that more than one unexcused absence from a scheduled Board meeting during the year is grounds for my removal.

Mario J Goretti — 7-10-09

Signature of Nominee — Date

APPENDIX II

EMPLOYER'S CONCURRENCE OF CANDIDACY

Regional Representative to the APCO Board of Directors

[Note: This requirement is waived for a retired member.]

Morris J. Groce III (Jay) has discussed the desire to seek election as Regional Representative to the Board of Directors of the Association of Public-Safety Communications Officials-International, Inc. (APCO). During our discussion, we reviewed the Expectations of Service and understand the support the employer may be required to provide from time to time to support this candidate's effective service as a Regional Representative to the APCO Board of Directors.

As the candidate's employer, I recognize the mutual benefits of service to one's profession and pledge my support of the candidate's Board service, which may include, but may not be limited to, the following:

1. Service for typically a two-year term with the option for one renewal term.
2. Attendance at minimally four meetings per fiscal year of typically one day's duration for which two or more may require out-of-state travel that is fully reimbursable by APCO. Such meetings are typically scheduled months in advance, though special meetings may be called on shorter notice. The opportunity to participate in any meeting by web conference or through toll-free phone access will always be an option, though when scheduled as a face-to-face gathering, attendance at the meeting in person is preferable.
3. Investment of modest amounts of time on an ongoing basis to stay current with APCO activities and to communicate with representatives of APCO chapters in the region.
4. Access to email, telephone, facsimile, mail and Internet services at the workplace during normal work hours with APCO prepared to reimburse any use for Association business as needed.
5. Access to an e-mail account during normal work hours that allows for incoming messages with attachments to be delivered to the candidate individually.
6. During Board deliberations, the candidate is obliged to put the professional interests of APCO first and represent all chapters of the region equally well and to show appropriate loyalty and fidelity to decisions arrived at by the Board without regard to employer views or interests.
7. Notwithstanding the commitments noted above, APCO understands that certain responsibilities of the candidate to his/her employer may need to take precedence and APCO will provide reasonable assistance in supporting such arrangements.

I hereby agree to provide the above support of my employee if elected to serve as a member of the Board of Directors of the Association of Public-Safety Communications Officials-International, Inc.

SIGNED: Michael J Spirito **DATE:** 10 July 09

PRINTED NAME OF SUPERVISOR: MICHAEL J SPIRITO

EMPLOYER NAME: Morris J. Groce III