

# Staci L. Pies

## EXECUTIVE SUMMARY

Innovative and impact-driven executive with a unique blend of public policy expertise and deep technical fluency in broadband, AI-driven networks, and telecommunications. Known for translating complex regulatory landscapes into growth opportunities by shaping forward-looking policies that reduce barriers, unlock funding, and drive innovation in digital infrastructure. Combines strategic advocacy with business acumen to deliver measurable, long-term impact.

A proven builder of high-performing teams and public affairs functions, with a track record of launching and scaling government affairs and policy divisions from the ground up. Brings clarity, structure, and momentum to complex environments, navigating legislative and regulatory challenges while aligning internal stakeholders around shared goals. Recognized for influencing national broadband, spectrum, and permitting policy through coalition building and cross-sector collaboration.

A trusted advisor to boards and C-suite leaders, uniquely positioned at the intersection of business, policy, and technology. Delivers strategic value by aligning public policy with commercial objectives, enabling market expansion, regulatory clarity, and industry leadership. Dedicated to advancing innovation, fostering inclusive digital transformation, and creating lasting value for organizations and the communities they serve.

## AREAS OF EXPERTISE

Public Policy | Government Affairs | Strategic Advocacy | Legislative Engagement | Business Development | Market Expansion | Executive Leadership | Organizational Strategy | Innovation & Digital Transformation | Advocacy Campaigns

## PROFESSIONAL EXPERIENCE – HIGHLIGHTS

**Senior Vice President, Government Relations and Policy – INCOMPAS, Washington, DC**      **June 2025 - present**

- Lead and execute the government affairs strategy for INCOMPAS and its member companies, directly influencing federal and state policy in the competitive networks industry.
- Direct all lobbying efforts on Capitol Hill and with key federal agencies, advocating for policies that promote competition, innovation, and investment in digital infrastructure.
- Cultivate high-level relationships with the White House, Congress, and regulatory officials at the FCC to advance the organization's legislative agenda.
- Manage a team of government relations professionals, providing strategic guidance on policy development, legislative tracking, and member engagement.
- Represent INCOMPAS as a leading voice in public forums, media interviews, and industry coalitions to shape the narrative on critical telecommunications and technology issues.

**Vice President, Public Policy and Government Affairs – Crown Castle, Washington, DC****2019 – 2024**

- Launched the first company-wide Washington, D.C. office and public policy team to establish a brand presence among key government, industry, and public interest stakeholders and customers, drive internal support, develop commercial partnerships, and secure federal funding to deploy and utilize digital assets.
- Positioned Crown Castle as a key player in digital infrastructure deployment, creating long-term regulatory improvements that facilitate broadband access in underserved communities.
- Aligned public policy with business objectives, securing increased federal funding, optimizing spectrum utilization strategies, and guiding government procurement initiatives to expand market opportunities.
- Developed and led national advocacy strategy to streamline broadband infrastructure permitting, secured federal legislative sponsorship, and influenced broadband policy at the state and national levels to reduce costly and regulatory burdens on enterprise-level services.
  - Designed and executed a federal policy solution that incentivized state and local governments to modernize permitting processes through financial incentives.
  - Drove policy adoption across multiple states, securing language from proposed federal legislation into state-level broadband policies, thereby reducing permitting timelines, lowering deployment costs, and advancing national broadband expansion efforts.
  - Built coalitions with smaller broadband providers, amplifying industry concerns and securing broader support for policy change, thereby positioning Crown Castle as a leader in regulatory engagement and ensuring long-term industry sustainability and market clarity.
- Devised and led an advocacy campaign to secure an FCC ruling that limited broadband labeling requirements to mass-market consumer services, exempting enterprise-level broadband providers.
  - Developed a data-driven policy strategy, leveraging internal compliance insights and regulatory impact assessments to build a compelling case for regulatory reconsideration.

**Senior Policy Counsel – Google, Washington, DC****2014 – 2019**

- Expanded market opportunities by ensuring new regulations supported digital infrastructure deployment and minimized broadband expansion barriers, protecting YouTube's profitability and influencing Google hardware standards; additionally, advised on AI and blockchain initiatives that contributed to the establishment of the Google Cloud Startup Program.
- Advanced policy initiatives for alternative access technologies by leading legislative proposals, industry coalitions, and spectrum access strategies for 5G, contributing to the U.S. Government's National Spectrum Policy and \$500 billion in U.S. economic value.
- Integrated cybersecurity and privacy protections into connectivity and telecom products by developing and implementing public policy strategies to enhance digital security and regulatory compliance.

**Director, Government and Regulatory Affairs – Microsoft & Skype, Washington, DC****2008 – 2014**

- Secured support from key business champions within Skype and the Speaker of the House, resulting in the successful implementation of a rule change that enabled Skype usage in Congress.
  - Collaborated with the House and Senate Committees on Administration to educate members on Skype's security protocols and benefits, securing full endorsement.
  - Developed a comprehensive action plan that included technology demonstrations, an educational initiative, and customized user agreements for Congress and federal agencies.

**Vice President, Government and Regulatory Affairs – PointOne, Washington, DC**

**2004 – 2007**

- Launched the Washington D.C. government and regulatory affairs office, establishing political goals and priorities while overseeing regulatory strategy and compliance, ensuring minimal regulation for internet-enabled voice services.
- Spearheaded corporate federal and state advocacy efforts, securing key legislative support for VoIP deregulation, reducing operational risks, and fostering government relationships to streamline regulatory processes and reduce compliance costs.

**PREVIOUS LEADERSHIP ROLES**

**Director, Federal Regulatory Affairs – Level 3 Communications, LLC**

**2001 – 2004**

**Deputy Chief, Common Carrier Bureau, Federal Communications Commission**

**1994 – 2001**

**EDUCATION**

**Juris Doctorate – Washington College of Law, The American University, Washington, D.C.**

**Bachelor of Arts – Pepperdine University, Malibu, CA, and Heidelberg, Germany Political Science**

**BOARD EXPERIENCE**

**United Way of the National Capital Area**

**2018 – Present**