

2022 FCC EEO Public File Report for New Knoxville Telecom

Auglaize County, Ohio

EEO Unit #

This report covers December 2, 2021- September 30,2022

Total number of full-time vacancies filled this period: 2

Total number of people interviewed for full time vacancies this period: 15

*Supplemental Recruitment Initiative:*

This employment unit has more than ten full time employees and is in a statistical area, as defined by the Office of Management and Budget, with a population in the county of 45,700. Accordingly, it was required to complete two supplemental recruitment initiatives during this period. Pursuant to 47 C.F.R. 77.75(b)(2)(xiv), this unit completed two training programs to management level personnel as methods of ensuring equal employment opportunity and preventing discrimination.

*Please note that we did not purchase this property until 12/1/2021, which only allows us to report on a portion of the reporting period. There are a few community outreach items included below but recruiting was not a priority until later in the Summer. All published jobs were posted internally and externally utilizing our partnership with E Quest to promote the jobs at many diversity related websites locally and nationally.*

Community activities include:

- NKT productions produces a series called Brushpile Fishing and they hosted a fishing tournament on 4/29 and 4/30 at Grand Lake St. Mary's. They also produced live video in July for the Country Concert, which is the largest musical festival in Ohio.
- NKT provided free Wi-Fi connection for the Botkin's Carousel and participated in the parade from 6/10-6/12. They also participated in the Bremen fest Parade in New Bremen, OH.
- The Director of IT, Mark Spring, was one of the featured speakers at the Sidney-Shelby County Chamber of Commerce Cybersecurity forums on 8/19/22.
- NKT also broadcasts local high school and college sporting events for the 2021 and 2022 season

All employees can utilize the Career Development tool through our corporate UKG portal. This company has not yet activated courses for employees to take through Jones NCTI (National Cable Telecom Institute) which will benefit their professional development in the future.

Regarding the training programs completed, all the employees of this unit, including managers, participated in an 8/23/22 live training given by corporate Human Resources, titled- "A Culture of Prevention". The objectives of this course were to help employees identify the two main types of sexual harassment and learn courses of action available to employees that become victims of this behavior. This training also reinforced the importance of being respectful of others regardless of race, ethnicity, sex, religion, or any other protected class. Lastly, the course also gave employers an outline of responsibilities if this behavior occurred in the workplace. Employees signed off on the harassment avoidance policy in our UKG HR system by 8/31/2022.

On 9/1/22, the company leaders participated in a course titled- "Legal Issues Refresher" that illustrate the kinds of legal questions that commonly occur in our workplaces. These case studies, along with an explanation of relevant laws, help supervisors answer legal questions that commonly occur in our workplaces. These stories will help supervisors respond appropriately when faced with issues of fairness, scheduling, employee requests for leave or accommodations.

Finally, we offered employees the chance to participate in open, diversity forums on the topic of belonging on 3/1/22. We also had five employees participate in a facilitated session titled Transgender 101 to better understand how to interact respectfully with this important population. Leaders also had the opportunity to attend sessions called "Winning with People" on 7/8/22 and "Connectable" on 8/24/22 to improve connection with their teams.