

2024 FCC EEO Public File Report for New Knoxville Telecom

Auglaize County, Ohio

EEO Unit # 00048

This report covers 10/1/2023- 9/ 30/2024

Total number of full-time vacancies filled this period: 4

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 initiatives that do provide supplemental recruiting activities based on community involvement.

Community activities included:

- The Director of Networking and engineering assisted the New Knoxville Community Park Association for their annual festival on 6/28/24, which gives back to organizations within the community. This leader is also on the Technology Advisory Board at Tri-Star in Celina, Ohio.
- Our technical lead volunteered at St Henry Alumni Association for their annual festival that gives back to their school and community.
- They had 4 volunteers work with Agape Ministries on 6/23/24 to construct shelving in their expansion facility.
- The General Manager is on the Sidney-Shelby County Economic Development Board.
- The sales executive is on the Southwest Auglaize County Chamber of Commerce Board.

All employees can utilize the Career Development tool through our corporate UKG portal. This company activated courses for employees to take through Jones NCTI (National Cable Telecom Institute) which will benefit their professional development in the future. The company had 2 people take 3 different courses during the reporting period. This property took at 60% drop in enrollments and a 50% drop in courses being taken.

On 8/29/2024, all the employees of this unit, participated in a virtual training titled- "Anti-Harassment for Bystanders". 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. All associates were required to attest to the Harassment Avoidance Policy in our UKG HR system by 9/6/24. Managers were required to take the course "Anti-Harassment for Managers" with the same deadlines outlined above.

Additionally, all managers were required to participate in a Legal Issues refresher on 9/25/24 that discusses the Americans with Disabilities Act, Family Medical Leave, pay considerations around pay transparency laws, EEOC changes, and the Pregnancy Worker Fairness Act. These courses help supervisors answer legal questions that commonly occur in our workplaces. These explanations of relevant laws will help supervisors respond appropriately when faced with issues of fairness, scheduling, employee requests for leave or accommodations, and the challenges presented by social media in the workplace.

Our women's network named WISE (Women in Support of Excellence) delivered quarterly speakers in 2024 that were offered to the entire Schurz organization. One of the WISE officers works at this location. Additionally, they did quarterly virtual coffees, quarterly newsletters, and offered mentoring opportunities to encourage participation, career development, and networking for all interested employees.

All employees had the opportunity to participate in a Mental health awareness seminar offered on 3/13/24. The Schurz diversity task force also hosted a Pride interactive event on 6/11/24 that was titled "How do you Ally" and a Generational session on 8/22/24 for all employees.

Leaders also had the opportunity to attend virtual leadership courses delivered by People and Culture. Our quarterly sessions this year are based on John Maxwell's book- "The 21 Irrefutable Laws of Leadership." Sessions are recorded and placed in our HRIS to be listened to at convenient times if leaders are unable to attend.