

*2023 FCC EEO Public File Report for New Knoxville Telecom*

*Auglaize County, Ohio*

*EEO Unit # 00048*

This report covers 10/1/2022- September 30,2023

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

Total number of people interviewed for full time vacancies this period: 5.

*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.

Community/ recruiting activities included:

- The General Manager and Marketing Manager participated in a job fair at Tri Star Career Compact in Celina, OH.
- The Marketing Manager completed the Auglaize County VALU (Visioning Auglaize Leadership and Unity), which was a monthly program from September 2022 through June 2023.
- In August of 2023, the sales and management teams participated in presentations to four different counties to highlight our cloud management company offerings.

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 5 people take 7 different courses during the reporting period.

On 7/14/23, all the employees of this unit, including managers, participated in a virtual training titled- "Anti-Harassment for Everyone". 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 must attest to the Harassment Avoidance Policy in our UKG HR system by 8/12/23.

During the week of 9/4/23, the company leaders received three courses, which illustrate the kinds of legal questions that commonly occur in our workplaces. These courses were: "Americans with Disabilities Act for Managers", "Fair Labor Standards Act for Managers", and "Family Medical Leave for Managers." 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.

There were diversity initiatives offered to our employees in the reporting period. A women's network was established for all women of the Schurz organization to participate in. The first official meeting was on 8/31/23. All employees had the opportunity to participate in microlearning challenges for Black History Month from 2/21/23 through 2/23/23, which had 213 participants in total. Schurz People and Culture also hosted a Pride interactive event on 6/8/23 for all employees. Finally, the Schurz diversity task force also did a live presentation on Generational understanding on 9/18/23.

Leaders also had the opportunity to attend virtual leadership courses quarterly. Our first quarterly session was on Effective performance review writing on 2/14/23 and 2/17/23. The second quarter session was on "Reality Based Leadership" on 6/1/23. Finally, the third quarter training was on "Levels of Leadership" on 9/14/23 and 9/19/23.