

*2025 FCC EEO Public File Report for New Knoxville Telecom*

*Auglaize County, Ohio*

*EEO Unit # 00048*

This report covers 10/1/2024- 9/ 30/2025

Total number of full-time vacancies filled this period: 7

Total number of people interviewed for full-time vacancies this period: 17.

*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. Our hiring went up 75% this year and our interviewees remained flat. 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 6/27/25, which gives back to organizations within the community. This leader is also on the Technology Advisory Board at Tri-Star in Celina, Ohio.
- The General Manager is on the Sidney-Shelby County Economic Development Board.
- The Customer Experience Manager is on the Southwest Auglaize County Chamber of Commerce Board.
- The purchasing & inventory administrator volunteered on June 18th to help at a camp for kids with disabilities called Kamp Dovetail. This is a week-long camp at Rocky Fork Lake in Hillsboro, Ohio. This camp creates opportunities for over 300 kids with disabilities to go swimming, fishing, boating, horseback riding, among many other activities.
- The customer experience manager also helped with the fishing group and the day camper group. She helped kids cast lines, bait hooks, untangle lines, fix poles, and help them fish in general. The group affiliated is S.A.T.H. (Supplementary Assistance to the Handicapped) which is a 501-C3 based in Highland County, Ohio

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 12 people take 52 different courses during the reporting period. This property took a 500% increase in enrollments and course completions went up 17 times over last year, which is a tremendous accomplishment.

Leaders had the opportunity to attend a virtual leadership course on 3/11/2025 delivered by Dustin Kaehr from The Think. Lead. Live. The course was entitled "Navigating Me Through Change." They learned strategies to help better manage the changes they encounter every day.

On 5/14/2025, leaders had an opportunity to attend a virtual presentation led by Janilyn Daub and Michael Palmer, Partners at Barnes & Thornburg, focusing on the importance of employee documentation. This session covered why consistent and accurate documentation is essential to

protecting both the company and its employees, how it supports fair and compliant decision-making, and the role it plays in minimizing legal risks

All the employees of this unit, participated in a virtual training titled- "Harassment Prevention and the Respectful Workplace". This course provides a comprehensive guide to identifying unwelcome conduct, understanding legal definitions, and implementing proactive strategies for a safe and inclusive work environment. 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 employees insight as to definitions of harassment and requirements for reporting occurrences were to happen in the workplace. All associates were required to attest to the Harassment Prevention and the Respectful Workplace Policy in our UKG HR system by 9/15/25. Managers are required to take the same course with the same deadlines outlined above.

Additionally, managers participated in a Legal Issues refresher on 9/17/25 that discussed the Americans with Disabilities Act, Family Medical Leave, pay considerations around pay transparency laws, and EEOC changes. 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 accommodation.

Finally, our women's network named WISE (Women in Support of Excellence) delivered speakers in 2025 that were available to the entire Schurz organization. Additionally, they did quarterly virtual coffees, quarterly newsletters, and offered mentoring opportunities to encourage participation, career development, and networking for all interested employees.