2026 EEO Public File Report for Antietam Broadband, Inc.

Washington County, MD

EEO Unit # 600568

This report covers October 1, 2025 – September 30, 2026

Total number of full-time vacancies filled this period: 15

Total number of people interviewed for full-time vacancies this period: 43

Supplemental Recruitment Initiative:

Antietam Broadband, Inc. is committed to making affirmative outreach efforts consistent with Commission regulations. To achieve broad outreach when recruiting to fill vacancies, this unit uses a mix of national, regional, and local recruitment sources compliant with the outreach provisions of 47 C.F.R. § 76.75(b). This unit satisfied its two required supplemental recruitment initiatives during the reporting period as follows:

Pursuant to 47 C.F.R. § 76.75(b)(2)(vi), this unit engaged a recruiting consultant to utilize a dedicated LinkedIn Recruiter seat throughout the reporting period to build ongoing relationships with prospective candidates across the broadband and technical trades industries, independent of any specific vacancy. This outreach broadened the unit's visibility to a wider and more diverse pool of potential applicants and established a pipeline of engaged candidates for future openings.

Pursuant to 47 C.F.R. § 76.75(b)(2)(xiv), this unit provided training to management-level personnel on methods of ensuring equal employment opportunity and preventing discrimination. Hiring managers completed a four-part hiring manager training series covering resume review, interviewing, compliance and bias awareness, and offer/onboarding, including FCC EEO compliance content, UKG Pro Recruiting workflow guidance, and scenario-based content addressing national origin bias and inconsistent interview questioning.

In addition to the two supplemental recruitment initiatives described above, this unit also participated in the Washington County Career Expo on March 27, 2026, at Hagerstown Community College, staffed by a People & Culture Senior Manager and two senior staff members. The expo connected the unit with students, alumni, and community members, providing an opportunity for one-on-one conversations about employment opportunities at Antietam Broadband.

Community outreach and partnerships during the reporting period included:

- Attended and sponsored the Public Safety Awards in Washington County and Carroll County.
- Served as season sponsor and ran booths at Boxcars Stadium (July, August, and September).
- Served as season sponsor of the Maryland Theatre.
- Sponsored and hosted a table at the BCA Step N Stride.
- Hosted the Carroll County Chamber of Commerce for a networking event at the Antietam Broadband office in Westminster.
- Served as named sponsor and ran a booth at the City of Hagerstown's Fall Fest (September 19, 2026).

- Sponsored and ran a booth at Touch a Truck and Train in Hagerstown (May 9, 2026).
- Sponsored and ran a booth at the Mt. Airy Duck Race.

Antietam Broadband, Inc. associates are automatically eligible to enroll in an array of certification programs and college-accredited courses from NCTI designed to advance their professional growth, including degree programs in Broadband Technology, Broadband Leadership, and Broadband Customer Care. We had 16 individuals successfully complete 40 courses in the reporting period.

Company-Wide Training Initiatives:

All employees and managers of this unit were assigned a four-part Harassment Prevention and the Respectful Workplace video training series, delivered via UKG Learning. The training reinforced the importance of treating others with respect regardless of race, ethnicity, sex, religion, or any other protected class, and covered identification of unwelcome conduct, legal definitions, and reporting requirements. All associates were required to view the Harassment Prevention and the Respectful Workplace Policy in UKG within 30 days.

Hiring managers for this unit completed a four-part hiring manager training series covering resume review, interviewing, compliance and bias awareness, and offer/onboarding, including FCC EEO compliance content, UKG Pro Recruiting workflow guidance, and scenario-based content addressing national origin bias and inconsistent interview questioning. This training was delivered live on June 23rd and then developed into a training video that is available to all new managers via UKG Learning.

All employees of this unit completed a Personnel Confidentiality and Respectful Workplace Communication training, addressing what is and is not appropriate to share about coworkers and a praise-in-public, coach-in-private approach to feedback, and reinforcing that coworkers should be treated with the same respect and care as customers. Delivered on August 20th.

Employees of this unit completed a four-part AI workplace training series covering AI safety, confidentiality, and policy compliance, aligned to the company's AI Acceptable Use Policy and including role-specific use cases for broadband and cloud services roles. Delivered via UKG Learning on May 19th.

This unit's leaders also participated in a company-wide quarterly leadership development series featuring live sessions from outside facilitators, recorded for anyone unable to attend. On March 19, 2026, John Maxwell-certified leadership trainer and author Jay Foreman led a session equipping leaders with the mindset, tools, and practical strategies to navigate organizational change with confidence and resilience, reframing disruption as an opportunity for growth. On May 20, 2026, Sierra Collins led a session on emotional intelligence, focusing on self-awareness, self-regulation, and relational effectiveness to help leaders recognize emotional triggers, regulate their responses under pressure, and better understand the emotional dynamics of their teams. On August 19, 2026, Sierra Collins led a follow-up session on the GROW coaching model.

Finally, our network, WISE (Women in Support of Excellence), continued to deliver quarterly virtual coffee networking events for interested employees. During the reporting period, WISE hosted a panel discussion featuring three accomplished Schurz leaders, who shared their career journeys, leadership insights, and lessons learned to offer valuable perspectives on professional growth and development. WISE also launched a WISE Reads book club, which met weekly for eight weeks beginning February 10, 2026, and brought in a DISC facilitator to lead a DISC assessment and training session open to participants across all units. During the reporting period, WISE membership was also opened to all employees, not only women, broadening access to these networking and development opportunities.