

## **2025 EEO Public File Report for Antietam Broadband, Inc.**

### **Washington County, MD**

#### **EEO Unit # 600568**

This report covers October 1, 2024- September 30, 2025

***Total number of full-time vacancies filled this period: 34***

***Total number of people interviewed for full-time vacancies this period: 118***

#### **Supplemental Recruitment Initiative:**

Antietam Broadband 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 outreach provisions of 47 C.F.R. Section 76.75(b). Antietam satisfied both recruitment initiatives during the reporting period. Antietam participated in a virtual job fair on 7/22/25 that was presented by Carroll County Workforce Development. There was also an in-person job fair at Winters Mill High School in Westminster, MD on 5/15/25 that we participated in.

Antietam Broadband was fortunate that they were able to step to the forefront and help our community partners. We were able to continue to honor our commitments to key organizations such as:

- Season sponsor of the Maryland Symphony Orchestra
- Washington County Chamber of Commerce – Public Safety Awards Sponsorship 8/7/25.
- National Night out- Boonsboro, MD. 8/4/25 (ice cream sponsorship)
- National Night Out – Manchester, MD.– (booth at event with giveaways)
- Meritus School of Osteopathic Medicine – Sponsorship classroom and dorm buildings Internet services.
- Antietam participated in the New Teacher reception for Washington County on 8/13/25. We had a vendor table and did giveaways and credits for educators that would be new or current subscribers.
- Antietam also hosted a booth at the Washington County Homebuilders association show in March 2025. Employees were able to discuss upgrades and complete those on the spot.
- Additionally, we had Antietam volunteers participate in the Cumberland County Step and Stride for breast cancer awareness in October 2025 and the Muddy Mama Mud Run for Girls Inc. of Washington County was 9/20/2025.

Antietam Broadband associates are automatically eligible to enroll in an array of certification programs and college accredited courses from NCTI designed to advance their professional growth. These include degree programs in Broadband Technology, Broadband Leadership and Broadband Customer Care. We had 34 individuals successfully complete 115 courses in the reporting period. Participation remained the same, but we had 7% drop in enrollments.

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.