

2024 EEO Public File Report for Antietam Broadband, Inc.

Washington County, MD

EEO Unit # 600568

This report covers October 1, 2023- September 30, 2024

Total number of full-time vacancies filled this period: 21.

Total number of people interviewed for full time vacancies this period: 45.

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 engaged in the following recruitment initiatives during the reporting period, in satisfaction of 47 C.F.R. Section 76.75(b)(2):

1. Antietam participated in the New Teacher reception for Washington County in August of this year. They had a vendor table and did giveaways and credits for educators that would be new or current subscribers. They also hosted a booth at the Washington County Homebuilders association show in March of 2024. Employees were able to discuss upgrades and complete those on the spot.
2. Antietam Broadband was able to continue to honor our commitments to key organizations such as:
 - Season sponsor of the Maryland Symphony Orchestra
 - Big Brothers Big Sisters of Washington County- sponsored Totally 80's bowl
 - Maryland Theatre - Century Club Producer Level
 - National Night Out - Boonsboro (Police Dept ran event in August 2024)
 - University System of Maryland - Sponsor of Scholarship funds (December 2024)
3. Additionally, we had Antietam volunteers participate in the Cumberland County Step and Stride for breast cancer awareness in October 2023 and the Muddy Mama Mud Run for Girls Inc. of Washington County was 9/21/24.
4. 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 123 courses in the reporting period. This was a 23% drop in participation and a 37% drop in enrollments.
5. 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 managers are required to attest to the course “Anti-Harassment for Managers” with the same deadlines outlined above.

6. Additionally, all managers participated 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.
7. Our women’s network named WISE (Women in Support of Excellence) delivered quarterly speakers in 2024 that are 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.
8. 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 titled “How do you Ally” and a Generational session on 8/22/24 for all employees.
9. 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.
10. Antietam Broadband uses LinkedIn to promote public outreach generally.

The foregoing programs and events satisfy the requirement of at least two supplemental initiatives specified in 47 C.F.R. Section 76.75(b)(2), including: subsections (iv) – participation in at least two events sponsored by organizations representing groups present in the community interested in multichannel video programming distributor employment issues, including conventions, career days, workshops, and similar activities; (vi) - participation in job banks, Internet programs, and other programs designed to promote outreach generally; (vii) participation in a scholarship program designed to assist students interested in pursuing a career in multichannel video programming communications (viii) establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions; (xi) sponsorship of at least one event in the community designed to inform and educate members of the public as to employment opportunities in multichannel video programming communications; (xii) listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities; (xiv) provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination; and (xvi) participation in other activities reasonably calculated by the unit to further the goal of disseminating

information as to employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities.