

**2020 EEO Public File Report for Antietam Broadband, Inc.**

**Washington County, MD**

**EEO Unit # 600568**

**This report covers October 1, 2019- September 30, 2020**

*Total number of full-time vacancies filled this period: 20*

*Total number of people interviewed for full time vacancies this period: 52*

**Supplemental Recruitment Initiative:**

Antietam Broadband is committed to making affirmative outreach efforts consistent with Commission regulations. In order 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).

The 3 recruitment initiatives for this reporting period were tied to community outreach. Our ability to participate in traditional job fairs in 2020 was not possible due to the COVID crisis. Antietam Media Services graciously offered their services to produce the "Together We Rise" video for the Joint Information Counsel that is comprised of the local chamber and other business owners to deliver a message of hope to the community as they began to reopen. Please see below:

[https://vimeo.com/449755689?1&ref=fb-share&fbclid=IwAR2vtrcaSyfGGKCKLf5YnM3dv20Ibot0SROA\\_IslpFAwX1WJkaPjIo8Q2tw](https://vimeo.com/449755689?1&ref=fb-share&fbclid=IwAR2vtrcaSyfGGKCKLf5YnM3dv20Ibot0SROA_IslpFAwX1WJkaPjIo8Q2tw)

Antietam Broadband was happy to partner with Washington County Public Schools and Hagerstown Community College, providing families without Internet access connectivity to support remote learning.

Antietam will provide to student families free:

- 25 Mbps, symmetrical Internet access
- Wi-Fi device
- Installation

To make this easy for families, this program eliminates the application process for our current discount programs and Edu-Net. Families only need to provide Antietam Broadband with their name, add contact information and school the child is attending to determine service availability. This link provides further explanation about the program in the community connections section:

<https://www.antietambroadband.com>

Antietam also ran this marketing spot over the Summer of 2020 outlining our pledge to our customers and our community, which does reference our desire to fill our jobs with local applicants when possible. The attached Mp4 produced in November 2019 was also broadcast on various stations to advertise our past telecom executive opening.

. <https://www.youtube.com/watch?v=fIIRRG5YI2CE>



Antietam Sales Job  
HD.mp4

Antietam Broadband associates are automatically eligible to enroll in an array of certification programs and college accredited courses from the National Cable Television Institute that are designed to advance their professional growth. These licenses are paid for by the company and include degree programs in Broadband Technology, Broadband Leadership and Broadband Customer Care. In 2019 we set up a tiered training program that allowed for biannual increases, if the course requirements were satisfied. We had 28 individuals successfully complete 101 courses in the reporting period.

On 8/11/20 and 8/21/20, all the employees of this unit, including managers, participated in onsite training given by corporate Human Resources titled- "Training for a Harassment Free Workplace". 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.

The company leaders participated in a course titled- "Employment Laws-what supervisors need to know", that shows a series of stories to illustrate the kinds of legal questions that commonly occur in our workplaces. These stories, along with an explanation of relevant laws, help supervisors answer legal questions that commonly occur in our workplaces. These stories, along with an explanation 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. Finally, all employees participated in a training the week of 9/14/20, that explained the differences between diversity and inclusion. All associates were also provided a digital copy of the Schurz diversity statement and pledge.