

2021 EEO Public File Report for Antietam Broadband, Inc.

Washington County, MD

EEO Unit # 600568

This report covers October 1, 2020- September 30, 2021

Total number of full-time vacancies filled this period: 29

Total number of people interviewed for full time vacancies this period: 54

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).

The recruitment initiatives for this reporting period were primarily tied to community outreach. However, Antietam participated in a job fair that was sponsored by the Hagerstown Chamber of Commerce on 9/1/2021.

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 installed over 1100 new connections during the reporting period.

Antietam provided the following free to student families:

- 25 Mbps/3Mbps Internet access
- Wi-Fi device
- Installation

With the return of in person classroom instruction on Monday August 30th, 2021, the WCPS supported Edu-Net program was discontinued on August 31, 2021. We feel the investment in this program insured the continued remote education, work and business applications required by the residents of Washington County.

As we move forward, qualified families will be afforded several options to continue with Antietam's Edu-Net program after the August 31st deadline. Additionally, qualified families can apply for internet support through the **FCC Emergency Broadband Benefit program (EBB), for which Antietam Broadband is an approved provider.** For details and qualification information <https://getemergencybroadband.org/>.

Antietam Broadband was fortunate that they were able to step to the forefront and help many of our community partners. We were able to continue to honor our commitments to key organizations, and in some situations enhance those commitments, for organizations such as:

- Boys and Girls Club Preakness event,
- Big Brothers Big Sisters Bowl for Kid's Sake,
- Barbara Ingram School for the Arts Summer Academy,
- Brooke's House awareness program,

- Season sponsor of the Maryland Symphony Orchestra, supporting the Live Streaming Concert Platform.
- Toys for Tots – Washington County, MD Virtual Toy Drive
- Food Bank – Western Branch Virtual Food Drive
- Breast Cancer Awareness Cumberland County Step and Stride

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. We had 35 individuals successfully complete 138 courses in the reporting period.

Regarding the training programs completed, all the employees of this unit, including managers, participated in a live training given by corporate Human Resources in September, titled- “A Culture of Prevention”. 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. Employees signed off on the harassment avoidance policy in our UKG HR system by 9/30/2021.

On 3/29/21 and 8/26/21, the company leaders participated in a course titled- “Legal Issues Refresher” that illustrate the kinds of legal questions that commonly occur in our workplaces. These case studies, along with an explanation of relevant laws, help supervisors answer legal questions that commonly occur in our workplaces. These stories will help supervisors respond appropriately when faced with issues of fairness, scheduling, employee requests for leave or accommodations.

Finally, all employees participated in late June in a diversity session that explained microaggressions and different ISM’s, that explained the definitions and how to address those in the workplace.