

HERMAN & WHITEAKER, LLC

DONALD L. HERMAN, JR
GREGORY W. WHITEAKER
ROBIN E. TUTTLE[†]
CARRIE L. DEVIER^{††}
CLARE C. LIEDQUIST
KENNETH C. JOHNSON^{†††}, of counsel

[†] Admitted in DC, SC and FL only

^{††} Admitted in SC only

^{†††} Admitted in DC and VA only

TEL 202-600-7272

FAX 202-706-6056

6720 B Rockledge Drive, Suite 150
Bethesda, MD 20817

February 15, 2018

Via ECFS

Marlene H. Dortch, Secretary
Office of the Secretary
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

Attn: Industry Analysis and Technology Division
Wireline Competition Bureau

**RE: WC Docket No. 16-233
Sandhill Telephone Cooperative, Inc.
Common Carrier Annual Employment Report and
Discrimination Complaint Requirement
FCC Form 395**

Dear Madam or Sir:

On behalf of Sandhill Telephone Cooperative, Inc. ("Sandhill"), attached is Sandhill's Common Carrier Annual Employment Report (FCC Form 395) for 2018.

Should the Commission have any questions concerning this filing, please communicate directly with the undersigned.

Respectfully submitted,



Donald L. Herman, Jr.

Attachment

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public burden.]

SECTION I - General Information

1. Name and Mailing Address of Respondent

Sandhill Telephone Cooperative, Inc.
P.O. Box 519
Jefferson, SC 29718☐ Check here if this
is a change of
address.

2. Year Report Filed

2018

3. Reporting Period (Ending Date of Pay
Period Covered by Report)
01/20/20184. Number of Full-Time Employees during Selected
Reporting Period (check one):a. ☐ Fewer than 16 (complete Sections I, IV, and V only)b. ☒ 16 or more (complete all sections)

SECTION II - Full-Time Employees.

Job Categories		Number of Employees (Report employees in only one category)															Total Columns A - N	
		Race/Ethnicity																
		Hispanic or Latino		Not-Hispanic or Latino							Female							
				Male				White			Two or more races		Black or African American		Native Hawaiian or Other Pacific Islander			Asian
		Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
Executive/Senior Level Officials and Managers		1.1		6						2						8		
First/Mid-Level Officials and Managers		1.2		7						2						9		
Professionals		2														0		
Technicians		3	1							1						2		
Sales Workers		4		5	1											6		
Administrative Support Workers		5		1						12	2					15		
Craft Workers		6														0		
Operatives		7														0		
Laborers and Helpers		8														0		
Service Workers		9		28	2											30		
TOTAL		10	0	47	3	0	0	0	0	17	2	0	0	0	0	70		
PREVIOUS YEAR TOTAL		11														0		

SECTION III - Part-Time Employees.

Job Categories	Number of Employees (Report employees in only one category)															Total Columns A - N
	Race/Ethnicity															
	Hispanic or Latino		Male							Not-Hispanic or Latino						
			Female													
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
Executive/Senior Level Officials and Managers	1.1														0	
First/Mid-Level Officials and Managers	1.2														0	
Professionals	2														0	
Technicians	3														0	
Sales Workers	4														0	
Administrative Support Workers	5														0	
Craft Workers	6														0	
Operatives	7														0	
Laborers and Helpers	8														0	
Service Workers	9														0	
TOTAL	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PREVIOUS YEAR TOTAL	11														0	

SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.



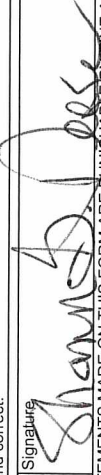
This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.



This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company. (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition.)

SECTION V - Certification

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date	02/01/2018	Typed or Printed Name of Person Signing	Signature	Telephone No.
Title of Person Signing	H/R Specialist	Shann G. Deese		(843) 658-6836
WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).				