

# NOTICE TO FILERS OF FCC FORM 395

**EFFECTIVE SEPTEMBER 1, 2016, RESPONDENTS MUST FILE ALL FCC FORM 395 REPORTS, INCLUDING RESUBMISSIONS, IN WC DOCKET NO. 16-233 USING THE COMMISSION'S ELECTRONIC COMMENT FILING SYSTEM (ECFS).<sup>1</sup>**

**NOTE: DO NOT SUBMIT CONFIDENTIAL DOCUMENTS USING ECFS. CONFIDENTIAL DOCUMENTS MUST BE SUBMITTED ON PAPER TO THE OFFICE OF THE SECRETARY. ALL DOCUMENTS SUBMITTED THROUGH ECFS ARE MADE AVAILABLE TO THE PUBLIC.**

All requests for confidential treatment of FCC Form 395 data should be filed consistent with Section 0.459 of the Commission's rules, 47 CFR § 0.459. A carrier seeking confidential treatment of certain Form 395 data must file a redacted (public) version of its Form 395 Report using ECFS, and also file a non-redacted version, for which confidentiality is requested, along with respondent's request for confidentiality, with the *Office of the Secretary, Federal Communications Commission, 445 12<sup>th</sup> Street SW, Washington, DC 20554*.

For a complete set of FCC Form 395 instructions, see <https://www.fcc.gov/licensing-databases/forms>. A Form 395, which is fillable in the Acrobat reader, follows this page.

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<sup>1</sup> See *Wireline Competition Bureau Announces Transition of FCC Form 395 Common Carrier Annual Employment Report to Electronic Filing*, Public Notice, DA 16-965, August 26, 2016.

## 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

Clarity Telecom, LLC dba Vast Broadband

☐ 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)

03/30/2018

4. 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		Male						Not-Hispanic or Latino							
			Female						Male							
	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				1								7	
First/Mid-Level Officials and Managers	1.2		13	1					5						19	
Professionals	2		11						5						16	
Technicians	3			10					3						13	
Sales Workers	4		18					2	8						28	
Administrative Support Workers	5	1	18	2					37						60	
Craft Workers	6		71				1		2						74	
Operatives	7		3												3	
Laborers and Helpers	8														0	
Service Workers	9														0	
TOTAL	10	1	2	140	13	0	2	2	60	0	0	0	0	0	220	
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							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			1						1						2
Administrative Support Workers 5															0
Craft Workers 6									1						1
Operatives 7															0
Laborers and Helpers 8															0
Service Workers 9															0
TOTAL 10	0	0	1	0	0	0	0	0	2	0	0	0	0	0	3
PREVIOUS YEAR TOTAL 11															0

## SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.158, 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

04/17/2018

Typed or Printed Name of Person Signing

James Gleason

Signature

Telephone No.

(573) 481-2266

Title of Person Signing

Chief Executive Officer

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).



# EEOC Respondent Portal

## Charge of Discrimination

Your Organization: **VAST BROADBAND**  
Your EEOC contact is : **Daniel Lim , daniel.lim@eeoc.gov**

### Contacts

**James Gleason (Primary)**  
CEO  
VAST BROADBAND  
5100 Broadband Lane  
Sioux Falls, SD 57108  
jim.gleason@vastbroadband.com  
(573) 481-2263 (main)

**Notice**

This charge is closed.

**Charge: 846-2017-29439**

The charge of employment discrimination that has been filed against your organization by **Timberly K. Swier**, Charge No. 846-2017-29439 is available for you to view. Please click [here to open and view](#) a copy of the charge.

Statutes and circumstances of alleged discrimination:

- Title VII of the Civil Rights Act (Title VII)
  - Retaliation
  - Sex

No records found.

### Charge Documents

**Notice of Charge**  
(Notice of Charge)  
Aug 14, 2017

**Swier\_Charge of Discrimination\_20170809**  
(Charge of Discrimination)  
Aug 14, 2017

UNITED STATES DISTRICT COURT  
DISTRICT OF SOUTH DAKOTA  
SOUTHERN DIVISION

TIMBERLY SWIER,

Plaintiff,

vs

CLARITY TELECOM, LLC d/b/a VAST  
BROADBAND,

Defendant.

CASE NO: 18-4036

COMPLAINT  
WITH REQUEST FOR  
TRIAL BY JURY