

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

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

SECTION 1 - General Information

1. Name and Mailing Address of Respondent

Alaska Communications Systems
600 Telephone Avenue MS #15
Anchorage, AK 99503☐ Check here if this
is a change of
address.

2. Year Report Filed

2019

3. Reporting Period (Ending Date of Pay
Period Covered by Report)

01/05/2019

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.

SECTION II - Full-Time Employees

Job Categories	Number of Employees (Report employees in only one category)														
	Race/Ethnicity														
	Hispanic or Latino		Not-Hispanic or Latino												Total Columns A - N
			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	
Executive/Senior Level Officials and Managers	1.1			5			1			3			1		10
First/Mid-Level Officials and Managers	1.2		1	44	1		1		1	26	1		1	1	77
Professionals	2	3	1	120	5		10	1	8	42	1		4	1	201
Technicians	3			1											1
Sales Workers	4		2	15	4		1			16	1				39
Administrative Support Workers	5		4	9	3		4		2	54	9	1	9	4	104
Craft Workers	6	1		122	3		4	6	4	8				2	150
Operatives	7			3					1						4
Laborers and Helpers	8			1											1
Service Workers	9														0
TOTAL	10	4	8	320	16	0	21	7	16	149	12	1	15	7	587
PREVIOUS YEAR TOTAL	11	4	8	317	15	1	21	7	14	144	11	0	14	6	576

SECTION III - Part-Time Employees.

SECTION III - Full-Time Employees

Job Categories	Number of Employees (Report employees in only one category)														
	Race/Ethnicity														
	Hispanic or Latino		Not-Hispanic or Latino												Total Columns A - N
			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			1					2						3
Technicians	3														0
Sales Workers	4														0
Administrative Support Workers	5		1						4		1				6
Craft Workers	6						1								1
Operatives	7														0
Laborers and Helpers	8														0
Service Workers	9														0
TOTAL	10	0	1	1	0	0	0	1	0	6	0	1	0	0	10
PREVIOUS YEAR TOTAL	11	0	1	2	0	0	0	1	0	7	0	0	0	0	11

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 04/16/2019	Typed or Printed Name of Person Signing Diedre Williams	Signature 	Telephone No. (907) 564-1604
Title of Person Signing Vice President, Human Resources		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. 512 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).	

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STATEMENT OF ALASKA COMMUNICATIONS SYSTEMS HOLDINGS, INC.
REPORT OF DISCRIMINATION COMPLAINTS
PURSUANT TO 47 CFR, 22.321, 23.55, 101.4 AND 101.311

Pursuant to the Sections 22.321, 23.55, 101.4 AND 101.311 of the Commissions' Rules, Alaska Communications Systems Group of companies, hereby certifies that since the date of its last report, the following complaints have been filed before a body having competent jurisdiction, alleging violation of the equal employment provisions of federal, state, or local laws:

ASCHR = Alaska State Commission on Human Rights

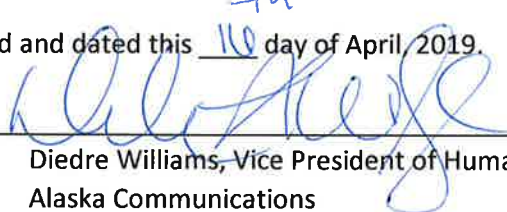
MOAERC = Municipality of Anchorage Equal Rights Commission

EEOC = Equal Employment Opportunity Commission

Claimant	Charge	Agency Filing(s)	Status
No Claims			

Signed and dated this th16 day of April, 2019.

By: _____


Diedre Williams, Vice President of Human Resources
Alaska Communications

Count of Race		Column Labels					
Row Labels	F		F Total	P		P Total	Grand Total
	Female	Male		Female	Male		
Administrative Support Workers							
American Indian/Alaska Native		4	4				4
Asian		9	4	13			13
Black or African American		9	3	12			12
Hispanic or Latino		4	4		1	1	5
Nat Hawaiian/Oth Pac Islander		1	1		1	1	2
Two or More Races		5	2	7			7
White		54	9	63	4	4	67
Administrative Support Workers Total		86	18	104	6	6	110
Craft Workers							
American Indian/Alaska Native		2	6	8		1	9
Asian			4	4			4
Black or African American			3	3			3
Hispanic or Latino			1	1			1
Two or More Races			4	4			4
White		8	122	130			130
Craft Workers Total		10	140	150		1	151
Exec/Sr Level Officials & Mgrs							
Asian		1	1	2			2
White		3	5	8			8
Exec/Sr Level Officials & Mgrs Total		4	6	10			10
First/Mid-lvl Officials & Mgrs							
Asian		1	1	2			2
Black or African American		1	1	2			2
Hispanic or Latino		1		1			1
Two or More Races		1	1	2			2
White		26	44	70			70
First/Mid-lvl Officials & Mgrs Total		30	47	77			77
Laborers and Helpers							
White			1	1			1
Laborers and Helpers Total			1	1			1
Operatives							
Two or More Races			1	1			1
White			3	3			3
Operatives Total			4	4			4
Professionals							
American Indian/Alaska Native		1	1	2			2
Asian		4	10	14			14
Black or African American		1	5	6			6
Hispanic or Latino		1	3	4			4
Two or More Races		5	8	13			13
White		42	120	162	2	1	165
Professionals Total		54	147	201	2	1	204
Sales Workers							
Asian			1	1			1
Black or African American		1	4	5			5
Hispanic or Latino		2		2			2
White		16	15	31			31
Sales Workers Total		19	20	39			39
Technicians							
White			1	1			1
Technicians Total			1	1			1
Grand Total		203	384	587	8	2	597