

**FCC 395**

**FEDERAL COMMUNICATIONS COMMISSION**  
**Washington, DC 20554**

Approved by OMB  
 3060-0076  
 Est. time per response:  
 1 hour

**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**

Windstream Services, LLC  
 4001 N. Rodney Parham Rd.  
 Little Rock, AR 72212

☐ 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)**

January 6, 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)														
		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	2	0	96	0	3	1	1	0	23	0	0	2	0	1	129
First/Mid-Level Officials and Managers	1.2	37	10	797	49	4	21	1	8	364	30	2	3	3	1	1,330
Professionals	2	48	20	1,792	147	32	78	9	19	973	148	8	34	8	13	3,329
Technicians	3	127	12	2,408	290	3	43	22	34	236	59	2	5	1	5	3,247
Sales Workers	4	40	35	658	54	2	16	4	17	395	42	0	3	1	6	1,273
Administrative Support Workers	5	50	85	605	154	5	8	2	17	1,045	380	3	14	12	32	2,412
Craft Workers	6	53	0	996	22	0	2	11	3	30	3	0	0	0	0	1,120
Operatives	7	0	0	14	3	0	0	0	0	5	0	0	0	0	0	22
Laborers and Helpers	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	9	1	0	1	0	0	0	1	0	3	0	0	0	0	0	6
TOTAL	10	358	162	7,367	719	49	169	51	98	3,074	662	15	61	25	58	12,868
PREVIOUS YEAR TOTAL	11	316	139	6,843	712	7	151	51	78	2,711	694	4	58	23	53	11,840

**SECTION III - Part-Time Employees.**

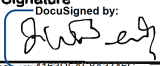
Job Categories		Number of Employees (Report employees in only one category)														
		Race/Ethnicity														
		Hispanic or Latino		Not-Hispanic or Latino												Total Columns A - N
				Male						Female						
		Male	Female	White	Black or African American	Native Hawaiian or Other Pacific 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	0	0	0	0	0	0	0	0	0	0	0	0	0	
First/Mid-Level Officials and Managers	1.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	2	0	0	3	0	0	0	0	0	4	0	0	0	0	7	
Technicians	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Sales Workers	4	0	0	0	0	0	0	0	0	1	0	0	1	0	2	
Administrative Support Workers	5	0	0	0	1	1	0	0	1	3	0	0	0	0	6	
Craft Workers	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Operatives	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Laborers and Helpers	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Workers	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	10	0	0	3	1	1	0	0	1	7	1	0	0	1	15	
PREVIOUS YEAR TOTAL	11	0	2	0	0	0	0	0	0	5	0	0	0	1	8	

**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 <b>05/01/2018</b>	Typed or Printed Name of Person Signing <b>Jack W. Brooks, Jr.</b>	Signature DocuSigned by: 	Telephone No. <b>(214) 435-8930</b>
Title of Person Signing <b>Chief Human Resources Officer</b>		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).	

**Windstream Services, LLC – Report for FCC-395  
Employment Discrimination Claims Commenced in 2017**

CLAIMANT	CHARGE/CASE NUMBER	DATE OF FILING	AGENCY/COURT	BASIS	STATUS
Bussey, Carl	511-2017-02247	6/28/2017	EEOC	Age	Dismissed
Coady, Michael	531-2017-01057	3/10/2017	EEOC	Age, Disability	Open
Bremmer, William	E18-011; 28C-2018-00011C	10/24/2017	Kansas City Civil Rights Division	Age	Open
Cooper, Brandy	NYDHR Case No. 10185576	1/3/2017	NYDHR	Failure to Hire/Criminal Record	Dismissed
Fulks, Lucius	430-2017-02217	9/5/2017	EEOC	Race, Sex, Retaliation	Dismissed
Kearins, Jack	530-2017-01166	1/25/2017	EEOC	Age	Dismissed
Magliato, Michael	580-2017-02056	9/25/2017	EEOC	Disability, Retaliation	Dismissed
Rojas, Robert	471-2017-00931	1/24/2017	EEOC	Retaliation, National Origin	Dismissed
Rodriguez, Francine	493-2017-01279	7/17/2017	EEOC	Retaliation, Disability	Open
Fewell, William	436-2017-00394	1/30/2017	EEOC	Sex, Race	Dismissed
Marquez, Karl	487-2017-00831	9/6/2017	EEOC	Race, Age, Retaliation	Dismissed
<b>LITIGATION</b>					
Nicholas, Marsha	2:17-cv-00361	3/27/2017	US District Court, New Mexico	Hostile Work Environment	Active
McNeese, Dwayne	117CV02483SCJJSA	6/30/2017	US District Court, Northern District of Georgia	Race/Retaliation	Settled
Adcock, Erin	3:17-cv-00045	2/1/2017	US District Court, Western District of North Carolina	FLSA	Settled
Barnett, Jonte	3:17-cv-528	9/1/2017	US District Court, Western District of North Carolina	FLSA	Settled
Elizalde, Allison	3:17-cv-00045	2/1/2017	US District Court, Western District of North Carolina	FLSA	Settled
Huburn, Alicia	3:17-cv-00045	2/1/2017	US District Court, Western District of North Carolina	FLSA	Settled
Kearins, John	17-3207	7/18/2017	US District Court, Eastern District of Pennsylvania	Age Discrimination	Settled