

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

HILL COUNTRY TELEPHONE COOPERATIVE, INC
P O BOX 768
INGRAM, TX 78025

☐ 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)

FEB 10, 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	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		
Executive/Senior Level Officials and Managers	1.1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
First/Mid-Level Officials and Managers	1.2	1	1	11	0	0	0	0	2	0	0	0	0	0	0	15
Professionals	2	0	4	6	0	0	0	0	2	1	0	0	0	0	0	13
Technicians	3	2	0	18	0	0	0	0	1	0	0	0	0	0	0	21
Sales Workers	4	0	0	1	0	0	0	0	2	0	0	0	0	0	0	3
Administrative Support Workers	5	3	3	6	0	0	0	0	19	0	0	0	0	0	0	31
Craft Workers	6	3	0	15	3	0	0	0	0	0	0	0	0	0	0	21
Operatives	7															0
Laborers and Helpers	8															0
Service Workers	9															0
TOTAL	10	9	8	59	3	0	0	0	26	1	0	0	0	0	0	106
PREVIOUS YEAR TOTAL	11	10	7	58	3	0	0	0	24	1	0	0	0	0	0	103

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												1			1	
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	1	0	0	1	
PREVIOUS YEAR TOTAL	11	0	0	1	0	0	0	0	0	0	0	0	1	0	0	2	

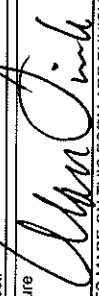
SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.

☐ 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	05/01/2018	Typed or Printed Name of Person Signing	Alan Link	Signature		Telephone No.	(830) 367-5333
Title of Person Signing				WILL FULLY 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).			
Chief Executive Officer							

Attachment A

On June 13, 2017, a former HCTC employee filed a lawsuit in Kerr County District Court for wrongful discharge and workplace harassment based on national origin discrimination. The suit was served on HCTC on June 20, 2017. Because the state court suit alleged violation of federal law, HCTC removed the case to federal court, and filed its notice of removal in the U.S. District Court, Western District of Texas – San Antonio Division on July 18, 2017.

After completing written discovery, HCTC took the former employee's deposition on December 1, 2017, and then filed on January 11, 2018 a partial Motion to Dismiss the workplace harassment claims based on failure to exhaust administrative remedies. The judge granted that motion on January 29, 2018. HCTC's defense team filed a Motion for Summary Judgment on April 4, 2018, requesting dismissal of the former employee's remaining discrimination claims for failure to present evidence disputing HCTC's legitimate business reason for the termination: excessive tardiness. The former employee responded to HCTC's motion on April 16, 2018, to which HCTC replied on April 23, 2018. The Motion for Summary Judgment, along with the responsive and reply briefs, are currently under the judge's consideration, and the judge has not yet ruled. If the case is not dismissed in its entirety, trial date is scheduled for January 22, 2019.

AL/bf
05/01/2018