

SECTION I - General Information

1. Name and Mailing Address of Respondent

TWIN LAKES TELEPHONE COOPERATIVE

PO BOX 67

GAINESBORO TN 38562

☐ 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)

January 18, 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.

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							
			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				
Executive/Senior Level Officials and Managers	1.1																	
First/Mid-Level Officials and Managers	1.2																	
Professionals	2																	
Technicians	3																	
Sales Workers	4																	
Administrative Support Workers	5																	
Craft Workers	6																	
Operatives	7																	
Laborers and Helpers	8																	
Service Workers	9																	
TOTAL	10	0	0	76	0	0	0	0	0	29	1	0	0	0	0	106		
PREVIOUS YEAR TOTAL	11			75						32	1					108		

## SECTION III - Part-Time Employees.

Job Categories		Number of Employees (Report employees in only one category)												Total Columns A - N			
		Hispanic or Latino		Not-Hispanic or Latino													
				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									1							1
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	1	0	0	0	0	0	0	1
PREVIOUS YEAR TOTAL	11			1						0							1

## SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.188, 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	04/15/2019	Typed or Printed Name of Person Signing	Signature	Telephone No.
		Ricky E. Strong	<i>Ricky E. Strong</i>	(931) 268-2151
Title of Person Signing		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).		
President, Board of Directors				