

SECTION 1 - General Information

1. Name and Mailing Address of Respondent

3 Rivers Telephone Cooperative, Inc.
PO Box 429
Fairfield, MT 59436☐ 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 31, 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					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		
Executive/Senior Level Officials and Managers	1.1	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
				4							2					
First/Mid-Level Officials and Managers	1.2			8						8				1		17
Professionals	2			7						2						9
Technicians	3			21						2						23
Sales Workers	4			2				1								3
Administrative Support Workers	5			2						36						38
Craft Workers	6			34	1			3		2						40
Operatives	7															
Laborers and Helpers	8															0
Service Workers	9															0
TOTAL	10	0	0	78	1	0	0	4	0	52	0	0	0	1	0	136
PREVIOUS YEAR TOTAL	11			76	1			4		48				1		130

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					
		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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
																0
First/Mid-Level Officials and Managers	1.2															0
Professionals	2															0
Technicians	3			1												0
Sales Workers	4							2						1		1
Administrative Support Workers	5									1						3
Craft Workers	6															1
Operatives	7															0
Laborers and Helpers	8															0
Service Workers	9			3						1				2		6
TOTAL	10			4				2		2				3		11
PREVIOUS YEAR TOTAL	11			2				2		1				4		9

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

Typed or Printed Name of Person Signing

Signature

Telephone No.

5-8-19

David Gibson



406-467-4101

Title of Person Signing

General Manager

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).