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 1 - General Information

1. Name and Mailing Address of Respondent

Hawaiian Telcom, Inc.
P.O. Box 2200
Honolulu, HI 96841

☐ Check here if this is a change of address.

2. Year Report Filed

2017

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

March 31, 2017

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	O
Executive/Senior Level Officials and Managers	1.1			6			2			1		1				10
First/Mid-Level Officials and Managers	1.2	2	1	23	1	4	48		13	9		14	31		12	158
Professionals	2		4	13	1	8	37		9	7		9	52		11	151
Technicians	3			19	2	6	47		8	2		2	15		1	102
Sales Workers	4	5	6	19		4	18	1	9	12	2	16	31		18	141
Administrative Support Workers	5		8	14	5	6	26	1	8	10	2	9	58		16	163
Craft Workers	6	10		36	4	48	244	1	56	6		3	22		2	432
Operatives	7								2	2		2	2		1	9
Laborers and Helpers	8															0
Service Workers	9															0
TOTAL	10	17	19	130	13	76	422	3	105	49	4	56	211	0	61	1,166
PREVIOUS YEAR TOTAL	11	14	15	146	12	76	470	1	81	57	7	54	243	0	61	1,237

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
First/Mid-Level Officials and Managers	1.2												1			1
Professionals	2															0
Technicians	3															0
Sales Workers	4															0
Administrative Support Workers	5															0
Craft Workers	6															0
Operatives	7	1													2	3
Laborers and Helpers	8															0
Service Workers	9															0
TOTAL	10	1	0	0	0	0	0	0	0	0	0	0	1	0	2	4
PREVIOUS YEAR TOTAL	11	1	0	0	0	0	0	0	0	0	0	0	2	1	0	4

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.
05/22/2017	Sunshine Topping		(808) 546-3828

Title of Person Signing	
VP - 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. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).