



May 21, 2019

**VIA ECFS**

Federal Communications Commission  
Wireline Competition Bureau  
Industry Analysis and Technology Division  
445 12<sup>th</sup> Street, S.W.  
Washington, DC 20554

**RE:      *Puerto Rico Telephone Company, Inc. d/b/a CLARO***  
***2018 Form 395 WC Docket 16-233***

On behalf of Puerto Rico Telephone Company, Inc. d/b/a "CLARO" (CLARO), included herein please find the Common Carrier Annual Employment Report FCC Form 395, for the year of 2018.

The information included in the report is based on the data collected for the Affirmative Action Program (AAP) that the company maintains to comply with the requirements established in 41 CFR Ch. 60 – *Office of Federal Contract Compliance Programs Equal Employment Opportunity, Department of Labor*, and all related laws and executive orders that rule against employment discrimination. CLARO's AAP is updated annually on its anniversary date, which is August 31. Due to the fact that the AAP is the base to prepare FCC Form 395, and its reporting period is August 31, please note that the reporting period for CLARO's FCC Form 395 is also August 31. CLARO has consistently reported data as of this period on each year.

We respectfully request that the Commission accepts the reporting period as of August 31, since changing it will represent to CLARO a significant increase in the "burden estimate for collection of information", because it would not be able to use the AAP for these purposes.

Should you have any questions regarding this matter or need additional information, please contact me (787) 782-9046.

Respectfully submitted,

**Carlos D. Ruiz Mantilla**  
Regulatory Compliance Manager

Enclosures

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**Regulatory Compliance Division of Legal Department**

P.O. Box 360998, San Juan PR 00936-0998

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**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

Claro  
P.O. Box 360998  
San Juan, P. R. 00936-0998

☐ Check here if this  
is a change of  
address.

2. Year Report Filed

2017-2018

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

August 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		
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
Executive/Senior Level Officials and Managers		1.1	26	10												36	
First/Mid-Level Officials and Managers		1.2	347	183												530	
Professionals		2	219	236												455	
Technicians		3	274	12												286	
Sales Workers		4	88	76												164	
Administrative Support Workers		5	302	569												871	
Craft Workers		6	548	10												558	
Operatives		7	159	56												215	
Laborers and Helpers		8	27	0												27	
Service Workers		9	7	0												7	
TOTAL		10	1,997	1,152	0	0	0	0	0	0	0	0	0	0	0	3,149	
PREVIOUS YEAR TOTAL		11	2,165	1,230												3,395	

## 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		Not-Hispanic or Latino								Female					
				Male				Two or more races									
		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	
	1.2	22														22	
Professionals	2															0	
Technicians	3															0	
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	22	0	0	0	0	0	0	0	0	0	0	0	0	0	22	
PREVIOUS YEAR TOTAL	11															0	


## 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	05/16/2019	Typed or Printed Name of Person Signing	José Pulido Fregoso	Signature		Telephone No.	(787) 706-6300
Title of Person Signing		Director of Labor Affairs and 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).							

## SECTION IV

REPORT OF DISCRIMINATION CLAIMS  
JULY 2017 THRU AUGUST 2018

PARTIES	FILING DATE	CASE NO.	COURT OR AGENCY	CURRENT STATUS
Eustacio Laguna	20-Dec-17	515-2018-0770	EEOC	Case closed. Facts alleged fail to state a claim.
José A. Rodríguez	06-Dec-17	515-2018-00177	EEOC	Waiting for determination.
Miguel Rolón	10-Jan-18	515-2018-00084	EEOC	Case closed. No probable cause determination.
Marvin Hernández	02-Jan-18	515-2018-0074	EEOC	Case closed. No probable cause determination.
Maridany Alcázar	12-Sep-17	EPE-17-0214	Puerto Rico Court of First Instance	Case closed. Parties settled all claims.
Jorge Rohena	05-Jul-18	BY2018CV01175	Puerto Rico Court of First Instance	Case closed. Judgment dismissing all claims against PRTC.
Zulma Rodríguez	12-Jun-18	18-216cp	Antidiscrimination Unit	Waiting for determination.