



May 24, 2019

***VIA CERTIFIED MAIL AND ECFS***

Marlene H. Dortch, Secretary  
Federal Communications Commission  
445 12<sup>th</sup> Street, SW  
Washington, DC 20554

**RE: Shenandoah Telephone Company  
Shenandoah Personal Communications, LLC  
Shentel Communications, LLC  
Form 395  
WC Docket 16-233**

Dear Ms. Dortch:

Enclosed please find one signed copy of Form 395 for each of the following: Shenandoah Telephone Company, Shenandoah Personal Communications, LLC, and Shentel Communications, LLC. These companies are all subsidiaries of Shenandoah Telecommunications Company, and all employees are managed by another subsidiary: Shentel Management Company.

If you have any questions or need any additional information please feel free to contact me by phone at (540) 984-3273 or by e-mail at [Cameron.Sealey@emp.shentel.com](mailto:Cameron.Sealey@emp.shentel.com).

Sincerely,

Cameron F. Sealey  
Senior Legal Analyst

cc: Wireline Competition Bureau  
Industry Analysis and Technology Division  
445 12<sup>th</sup> St, SW  
Washington, DC 20554

Enclosures

## 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

Shenandoah Telephone Company \*\*(See note, below)  
PO Box 459  
Edinburg, VA 22824☐ 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)

1/14/2018

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) 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	O									
A	B	C	D	E	F	G	H	I	J	K	L	M	N				O								
Executive/Senior Level Officials and Managers	1.1			14							1					15									
First/Mid-Level Officials and Managers	1.2	2		87	2					31						122									
Professionals	2	2	1	98	3		2	1	3	59						169									
Technicians	3			10	2											12									
Sales Workers	4	13	4	164	17		1		3	89	13		1		4	309									
Administrative Support Workers	5	2	4	59	8		1			166	10		2		2	254									
Craft Workers	6	2		165	5				1	2						175									
Operatives	7			1												1									
Laborers and Helpers	8			7												7									
Service Workers	9															0									
TOTAL	10	21	9	605	37	0	4	2	6	347	24	0	3	0	6	1,064									
PREVIOUS YEAR TOTAL	11	21	10	599	37	0	4	2	6	339	23	0	3	0	6	1,050									

\*\*Note: All individuals are employed by an affiliate -  
Shentel Management Company

## SECTION III - Part-Time Employees.

Job Categories															Number of Employees (Report employees in only one category)															
Race/Ethnicity															Not-Hispanic or Latino															
Hispanic or Latino				Male							Female							Total Columns A - N												
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		1	1								2				
Administrative Support Workers															5		6	1					6	1			15			
Craft Workers															6												0			
Operatives															7												0			
Laborers and Helpers															8												0			
Service Workers															9												0			
TOTAL															10	0	0	7	2	0	0	0	0	6	1	0	0	0	1	17
PREVIOUS YEAR TOTAL															11	0	0	7	2	0	0	0	0	10	1	0	0	0	1	21

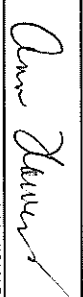
## SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.

☒ 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.
05/24/2019	Ann Flowers		(540) 984-5320
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).	
Assistant Secretary Assoc. General Counsel			

## COMMON CARRIER ANNUAL EMPLOYMENT REPORT

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## 1. Name and Mailing Address of Respondent

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## 2. Year Report Filed

2018

3. Reporting Period (Ending Date of Pay  
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1/14/2018

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		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			
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
Executive/Senior Level Officials and Managers	1.1		14						1					15		
First/Mid-Level Officials and Managers	1.2	2	87	2				31						122		
Professionals	2	2	1	98	3		2	1	3	59				169		
Technicians	3			10	2									12		
Sales Workers	4	13	4	164	17	1		3	89	13	1		4	309		
Administrative Support Workers	5	2	4	59	8	1		166	10		2		2	254		
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Operatives	7			1										1		
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Shentel Management Company

## SECTION III - Part-Time Employees.

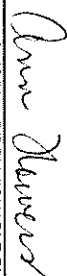
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Technicians	3														0	
Sales Workers	4			1	1										2	
Administrative Support Workers	5			6	1				6	1				1	15	
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## SECTION II - Full-Time Employees.

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Race/Ethnicity															
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**Number of Employees**  
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Race/Ethnicity

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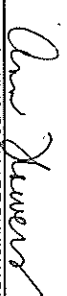
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