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

Windstream Services, LLC
4001 N. Rodney Parham Road
Little Rock, Arkansas 72212

☐ 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)

February 10, 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	1	0	90	0	0	0	0	1	27	0	0	3	0	0	122
First/Mid-Level Officials and Managers	1.2	24	4	731	41	1	15	2	3	267	24	0	5	3	2	1,122
Professionals	2	43	18	1,625	138	4	72	9	18	862	165	0	31	7	12	3,004
Technicians	3	110	14	2,304	307	1	41	19	30	233	67	2	5	1	6	3,140
Sales Workers	4	38	27	653	58	1	11	5	11	356	39	0	5	2	5	1,211
Administrative Support Workers	5	44	76	465	146	0	9	2	12	932	394	2	9	10	28	2,129
Craft Workers	6	55	0	958	19	0	3	13	2	25	5	0	0	0	0	1,080
Operatives	7	0	0	16	3	0	0	0	1	5	0	0	0	0	0	25
Laborers and Helpers	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	9	1	0	1	0	0	0	1	0	4	0	0	0	0	0	7
TOTAL	10	316	139	6,843	712	7	151	51	78	2,711	694	4	58	23	53	11,840
PREVIOUS YEAR TOTAL	11	317	136	6,941	701	8	144	48	79	2,814	698	2	53	20	58	12,019

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

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.
05/24/2017	John P. Fletcher	John Fletcher	(501) 748-7000

Title of Person Signing	
CHRO and General Counsel	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).

Windstream Services, LLC – Report for FCC-395
Employment Discrimination Claims Commenced in 2016

CLAIMANT	CHARGE/CASE NUMBER	DATE OF FILING	AGENCY/COURT	BASIS	STATUS
Ancrum, Geraldine	3-16-183D, RET/436-2016-00550	3/3/2016	EEOC/S.C. Human Affairs Commission	Disability, Retaliation	Dismissed
Birch, Glen	24G-2017-00001	10/19/2016	Kentucky Commission on Human Rights	Race	Dismissed
Cordell, Susan	436-2016-01210	9/7/2016	EEOC/S.C. Human Affairs Commission	Disability	Open
Corntassel, Kenneth	436-2017-00256	12/9/2016	EEOC	Race, Religion, Age	Dismissed
Dingler, Joseph	410-2016-06316	9/20/2016	EEOC	Race, Sex, Age	Dismissed
Gibson, Stephanie	511-2016-01578	4/19/2016	EEOC	Sex, Age	Dismissed
Guest, Janelle	493-2016-01860	9/13/2016	EEOC	Sex, Disability	Dismissed
Keeling, Paul	515-2016-00579	10/12/2016	EEOC	Age	Open
Kendall, Bobby	515-2016-00489	9/12/2016	EEOC	Race, Retaliation	Open
McNeese, Dwayne	410-2016-06193	9/1/2016	EEOC	Race, Retaliation, Color	Dismissed
Merrit, Kendrick	410-2016-02381	2/18/2016	EEOC	Race	Open
Nakdimen, Stephen	493-2016-01147	5/12/2016	EEOC	Disability	Dismissed
Nicholas, Marsha	453-2016-00866	7/11/2016	EEOC	Sex	Dismissed
Scherer, Robert	10183445	8/31/2016	NY Division of Human Rights	Age, Military Status, National Origin	Dismissed
Sutherland, David	511-2016-02388	7/13/2016	EEOC	Age	Dismissed
Whitlock, John	436-2016-00580	3/14/2016	EEOC/S.C. Human Affairs Commission	Race	Dismissed
Petersen, Cristal	32E-2017-00105	11/15/2016	EEOC/Nebraska Equal Opportunity Commission	Sex, Retaliation, Age, Disability	Open
LITIGATION					
Burke, Jeffrey D.	30-2015-00827431	02/01/2016	Superior Court of California, County of Orange	Wrongful termination and dispute over commissions paid	Open
Chapter 7 Trustee (Fatima)	1:16cv02082	06/21/2016	USDC Northern District Court, Northern District of Georgia, Atlanta Division	Gender, disability and retaliation	Settled
Dennison, Stephen	16-CL-490	07/12/2016	Commonwealth of Kentucky, Boyd Circuit Court Division I	Wrongful termination, harassment, retaliation, and discrimination	Settled
Gormley, April	16cv1756	02/03/2016	State of North Carolina, Mecklenburg County, In the General Court of Justice, Superior Court Division	Discrimination, hostile work environment, wrongful termination, and retaliation based on sex, pregnancy and disability	Settled
McCoy, Derrick J.	1:16-cv-04472	03/02/2016	In the Circuit Court of Cook County, Illinois	Wrongful termination and retaliation	Settled
Freedman, Seth	8:16cv488T27	03/03/2016	USDC Middle District of Florida	FCRA and ADA discrimination	Settled
Garcia, Linda	n/a	04/2016	Demand Letter Only	Age and gender discrimination	Settled
Shampo, Rene	16-CV-1278	09/25/2016	USDC, Eastern District of Wisconsin, Milwaukee Division	Gender discrimination and retaliation based on sex, and sexual harassment	Open