

## 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  
**Hargray Communications**  
**P.O. Box 5986**  
**Hilton Head Island, SC 29938**

☐ 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)  
**3/20/2018**

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					
Executive/Senior Level Officials and Managers	1.1	1	1	23	2		1		14			1			43			
First/Mid-Level Officials and Managers	1.2		1	27	3		3		15	2		1		1	53			
Professionals	2			32	3		3		18	4		1			62			
Technicians	3	7		80	21			1	9	4				1	123			
Sales Workers	4	1	1	21	7				16	15					61			
Administrative Support Workers	5	6		30	5				26	13				1	81			
Craft Workers	6			29	4				1						34			
Operatives	7														0			
Laborers and Helpers	8			2	3										5			
Service Workers	9			9					1						10			
TOTAL	10	15	3	253	48	0	7	0	2	100	38	0	3	0	472			
PREVIOUS YEAR TOTAL	11	12	3	244	40	1	2	0	2	85	31	1	3	0	426			

## SECTION III - Part-Time Employees.

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

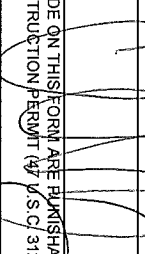
## SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.

☐ 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	Typed or Printed Name of Person Signing	Signature	Telephone No.
05/16/2018	Carrie Barth		(843) 815-1942
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).	

**Report of Discrimination Complaints for FCC 395**

**Parties involved:** Person filing charge - [REDACTED]

**Date filed:** 1/12/2018

**Courts/ agencies where the matter was heard:** Matter was not heard.

**File number:** EEOC Charge No. – 415-2018-00187

**Current Status or disposition:** Dismissed, EEOC unable to conclude information obtained establishes violations of the statutes. No other finding made.

**Parties involved:** [REDACTED]

**Date filed:** 2/17/2018

**Courts/ agencies where the matter was heard:** Matter was not heard.

**File number:** EEOC Charge No. – 415-2018-00308

**Current Status or disposition:** OPEN