

NOTICE TO FILERS OF FCC FORM 395

EFFECTIVE SEPTEMBER 1, 2016, RESPONDENTS MUST FILE ALL FCC FORM 395 REPORTS, INCLUDING RESUBMISSIONS, IN WC DOCKET NO. 16-233 USING THE COMMISSION'S ELECTRONIC COMMENT FILING SYSTEM (ECFS).¹

NOTE: DO NOT SUBMIT CONFIDENTIAL DOCUMENTS USING ECFS. CONFIDENTIAL DOCUMENTS MUST BE SUBMITTED ON PAPER TO THE OFFICE OF THE SECRETARY. ALL DOCUMENTS SUBMITTED THROUGH ECFS ARE MADE AVAILABLE TO THE PUBLIC.

All requests for confidential treatment of FCC Form 395 data should be filed consistent with Section 0.459 of the Commission's rules, 47 CFR § 0.459. A carrier seeking confidential treatment of certain Form 395 data must file a redacted (public) version of its Form 395 Report using ECFS, and also file a non-redacted version, for which confidentiality is requested, along with respondent's request for confidentiality, with the *Office of the Secretary, Federal Communications Commission, 445 12th Street SW, Washington, DC 20554*.

For a complete set of FCC Form 395 instructions, see <https://www.fcc.gov/licensing-databases/forms>. A Form 395, which is fillable in the Acrobat reader, follows this page.

¹ See *Wireline Competition Bureau Announces Transition of FCC Form 395 Common Carrier Annual Employment Report to Electronic Filing*, Public Notice, DA 16-965, August 26, 2016.

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 Rd.
Little Rock, AR 72212☐ Check here if this
is a change of
address.

2. Year Report Filed

2019

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

January 19, 2019

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	
Executive/Senior Level Officials and Managers	1.1	2	1	111	0	2	2	0	0	24	1	0	1	0	1	145
First/Mid-Level Officials and Managers	1.2	25	8	767	36	7	16	2	7	350	24	0	3	2	1	1,248
Professionals	2	50	28	1,606	130	22	78	9	18	976	145	9	31	8	9	3,119
Technicians	3	109	9	2,270	240	1	41	22	32	191	48	2	6	1	2	2,974
Sales Workers	4	34	29	606	53	1	13	1	17	377	38	2	4	2	5	1,182
Administrative Support Workers	5	26	69	487	109	4	6	2	9	864	255	3	14	11	27	1,886
Craft Workers	6	67	0	1,169	27	0	3	12	7	33	3	0	0	0	1	1,322
Operatives	7	0	0	16	2	0	0	0	0	5	0	0	0	0	0	23
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	0	0	3	0	0	0	0	0	5
TOTAL	10	314	144	7,033	597	37	159	48	90	2,823	514	16	59	24	46	11,904
PREVIOUS YEAR TOTAL	11	358	162	7,367	719	49	169	51	98	3,074	662	15	61	25	58	12,868

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	
Executive/Senior Level Officials and Managers	1.1	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	
Professionals	2	0	0	0	0	0	0	0	0	4	0	0	1	0	5	
Technicians	3	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	
Administrative Support Workers	5	1	0	1	0	0	0	0	0	5	1	0	0	1	10	
Craft Workers	6	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	
Laborers and Helpers	8	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	
TOTAL	10	1	0	1	0	0	0	0	0	9	1	0	1	1	15	
PREVIOUS YEAR TOTAL	11	0	0	3	1	1	0	0	1	7	1	0	0	1	15	

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 05/21/2019	Typed or Printed Name of Person Signing Jack Brooks	Signature 	Telephone No. (501) 748-4843
Title of Person Signing Chief Human Resources Officer		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 2018**

[illegible]