

8300 Greensboro Dr.  
Suite 1200  
Tysons, VA 22102

(703) 584-8678  
WWW.FCCLAW.COM

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LAFURIA  
GUTIERREZ  
& SACHS LLP

May 30, 2018

Rodger Woock, Chief  
Industry Analysis and Technology Division  
Wireline Competition Bureau  
Federal Communications Commission  
445 12<sup>th</sup> Street, S.W.  
Room 6-A224  
Washington, D.C. 20554

Re: Annual Employment Report 2018  
FCC Form 395  
WC Docket No. 16-233

Dear Mr. Woock:

On behalf of Cellular South, Inc. d/b/a C Spire submitted herewith is the company's  
Common Carrier Annual Employment Report for 2018.

Should any questions arise with respect to this matter, please communicate directly with this  
office.

Very truly yours,

A handwritten signature in black ink, reading "Pamela L. Gist". The signature is fluid and cursive, with the first name "Pamela" and last name "Gist" clearly legible.

Pamela L. Gist

## 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

Cellular South, Inc.  
1018 Highland Colony Parkway Suite 104  
Ridgeland, MS 39157☐ 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)

2/24/2018-3/8/2018

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.

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	0	0	33	4	0	0	0	0	9	1	0	0	0	0	47
First/Mid-Level Officials and Managers	1.2	1	3	134	30	0	4	0	2	47	15	1	0	0	0	237
Professionals	2	4	1	199	31	0	11	1	0	59	12	0	6	0	1	325
Technicians	3	3	1	151	32	0	0	0	2	8	7	0	0	0	0	204
Sales Workers	4	2	2	107	59	0	0	0	0	78	127	1	2	0	2	380
Administrative Support Workers	5	1	0	22	15	0	0	0	0	53	63	0	0	0	0	154
Craft Workers	6	1	0	18	15	0	1	0	0	1	9	0	0	0	0	45
Operatives	7	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2
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	12	7	665	187	0	16	1	4	255	234	2	8	0	3	1,394
PREVIOUS YEAR TOTAL	11	9	6	673	196	0	13	1	6	280	233	2	6	1	3	1,429

**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												
				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	1	0	0	0	0	0	1	
Professionals	2	0	0	1	1	0	0	0	0	0	0	0	0	0	2	
Technicians	3	0	0	1	3	0	0	0	1	5	11	0	0	0	21	
Sales Workers	4	0	0	0	1	0	0	0	0	0	0	0	0	0	1	
Administrative Support Workers	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
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	0	0	2	5	0	0	0	1	6	11	0	0	0	25	
PREVIOUS YEAR TOTAL	11	0	0	8	7	0	0	0	1	8	18	0	0	0	42	

**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 5/30/2018	Typed or Printed Name of Person Signing Tammie McCullough	Signature Tammie	Telephone No. 601-941-7160
Title of Person Signing Director, Human Resources		WILL FULLY 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).	

**Cellular South, Inc.**  
**EEOC Charges for 3/9/2017 to 3/8/2018**

**J'Shun Smith**

Date Filed: 1/3/2018

Charges: Race  
Gender

Status: Resolved

**Lakeisha Sims**

Date Filed: 7/20/2017

Charges: Race  
Gender

Status: Voluntary Dismissal