

# Holland & Knight

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May 30, 2019

*Via ECFS*

Ms. Marlene H. Dortch, Secretary  
Federal Communications Commission  
445 12th Street, SW  
Washington, DC 20054

Re: Common Carrier Annual Employment Report

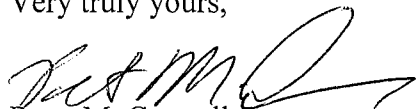
Dear Ms. Dortch:

Transmitted herewith, pursuant to Section 90.168 of the FCC's Rules, on behalf of United States Cellular Corporation ("U.S. Cellular") and the attached list of its affiliates and subsidiaries is a redacted Form 395 – Common Carrier Annual Employment Report for 2019.<sup>1</sup> Attached to the Form 395, in partially redacted form, is a current report of complaints against U.S. Cellular alleging violations of federal and state equal employment opportunity laws and regulations.

U.S. Cellular notes that it is submitting its unredacted Form 395 and EEO complaint report under separate cover with a request for confidential treatment under Sections 0.457 and 0.459 of the FCC's Rules. The unredacted Form 395 and complaint report are being filed with the Office of the Secretary.

Please contact the undersigned with any questions regarding this submission.

Very truly yours,



Peter M. Connolly

Enclosures

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<sup>1</sup> The Form 395 is being filed by USCC Services, LLC, U.S. Cellular's "employment" subsidiary.

**United States Cellular Corporation Common Carrier Licensee Subsidiaries Covered by Form 395**

BANGOR CELLULAR TELEPHONE, L.P.  
CALIFORNIA RURAL SERVICE AREA #1, INC.  
CEDAR RAPIDS CELLULAR TELEPHONE, L.P.  
DUBUQUE CELLULAR TELEPHONE, L.P.  
FARMERS CELLULAR TELEPHONE COMPANY, INC.  
HARDY CELLULAR TELEPHONE COMPANY  
IOWA RSA NO. 12 LIMITED PARTNERSHIP  
JACKSONVILLE CELLULAR TELEPHONE COMPANY  
KANSAS #15 LIMITED PARTNERSHIP  
KENOSHA CELLULAR TELEPHONE, L.P.  
MADISON CELLULAR TELEPHONE COMPANY  
MAINE RSA #1, INC.  
MAINE RSA #4, INC.  
MCDANIEL CELLULAR TELEPHONE COMPANY  
NH #1 RURAL CELLULAR, INC.  
OREGON RSA #2, INC.  
RACINE CELLULAR TELEPHONE COMPANY  
TENNESSEE RSA NO. 3 LIMITED PARTNERSHIP  
TEXAHOMA CELLULAR LIMITED PARTNERSHIP  
UNITED STATES CELLULAR OPERATING COMPANY LLC  
UNITED STATES CELLULAR OPERATING COMPANY OF KNOXVILLE  
UNITED STATES CELLULAR OPERATING COMPANY OF MEDFORD  
UNITED STATES CELLULAR TELEPHONE COMPANY (GREATER KNOXVILLE), L.P.  
USCC DISTRIBUTION CO., LLC  
USCC SERVICES, LLC  
USCOC NEBRASKA/KANSAS, LLC  
USCOC OF CENTRAL ILLINOIS, LLC  
USCOC OF CUMBERLAND, LLC  
USCOC OF GREATER IOWA, LLC  
USCOC OF GREATER MISSOURI, LLC  
USCOC OF GREATER NORTH CAROLINA, LLC  
USCOC OF GREATER OKLAHOMA, LLC  
USCOC OF LACROSSE, LLC  
USCOC OF OREGON RSA #5, INC.  
USCOC OF RICHLAND, INC.  
USCOC OF VIRGINIA RSA #3, INC.  
YAKIMA MSA LIMITED PARTNERSHIP

## 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

USCC SERVICES, LLC  
8410 BRYN MAWR AVE  
CHICAGO, IL 60631☐ 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)

March 30, 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)														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																
First/Mid-Level Officials and Managers 1.2																
Professionals 2																
Technicians 3																
Sales Workers 4																
Administrative Support Workers 5																
Craft Workers 6																
Operatives 7																
Laborers and Helpers 8																
Service Workers 9																
TOTAL 10																
PREVIOUS YEAR TOTAL 11																

**SECTION III - Part-Time Employees.**

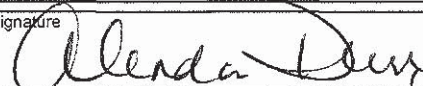
Job Categories		Number of Employees (Report employees in only one category)														
		Race/Ethnicity														
		Hispanic or Latino		Not-Hispanic or Latino												Total Columns A - N
				Male						Female						
		Male	Female	White	Black or African American	Native Hawaiian or Other Pacific 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															
First/Mid-Level Officials and Managers	1.2															
Professionals	2															
Technicians	3															
Sales Workers	4															
Administrative Support Workers	5															
Craft Workers	6															
Operatives	7															
Laborers and Helpers	8															
Service Workers	9															
<b>TOTAL</b>	10															
<b>PREVIOUS YEAR TOTAL</b>	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 05/22/2019	Typed or Printed Name of Person Signing ALENDA DURR	Signature 	Telephone No. (773) 355-3248
Title of Person Signing GOV'T COMPLIANCE MANAGER		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).	

**FCC ANNUAL EMPLOYMENT REPORT  
FOR USCC SERVICES, LLC**

(Matters filed March 31, 2018 - March 30, 2019)

Parties Involved	File Number	Forum	Date of Filing	Disposition or Current Status
	Charge No. 440-2018-02859	EEOC (Chicago)	April 14, 2018	Pending
	Charge No. 440-2019-00242	EEOC (Chicago)	October 18, 2018	Dismissed
	ERD Case No. CR201803076 and EEOC Charge No. 26G201900281C	Wisconsin Equal Rights Division	November 15, 2018	Pending
		Western District of Wisconsin	November 21, 2018	Dismissed
	Charge No. 564-2019-00211	EEOC (Oklahoma City)	December 11, 2018	Pending
	ERD Case No. CR201900196 and EEOC Charge No. 26G201900456C	Wisconsin Equal Rights Division	January 23, 2019	Pending
	EEOC Charge No. 443-2019-00655 and ERD Case No. CR201900703	EEOC (Milwaukee)	March 5, 2019	Pending