



ALASKA POWER & TELEPHONE COMPANY

193 OTTO STREET | PO BOX 3222

PORT TOWNSEND, WA 98368

PHONE: (800) 982-0136 | FAX: (360) 385-5177

May 30, 2019

Federal Communications Commission
Wireline Competition Bureau
Industry Analysis and Technology Division
Washington, DC 20554

ATTN: Wireline Competition Bureau
Industry Analysis and Technology Division

Re: Form 395-WC Docket No. 16-233
North Country Telephone, Inc.

To Whom It May Concern,

On behalf of the above referenced company, I submit the attached Common Carrier Annual Employment Report FCC Form 395 for 2019. This company has fewer than 16 employees and has had no equal employment complaints pending or filed against them.

Sincerely,

Steven J. Kramer
Senior Director of Regulatory Affairs
North Country Telephone, Inc.
P.O. Box 3222
Port Townsend WA 98368
Phone: (907) 864-3211
Fax: (907) 864-0663
Email: steve.k@aptalaska.com

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

North Country Telephone, Inc.
P.O. Box 3222
Port Townsend, WA

2. Year Report Filed

2019

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

3/24/2019

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)

☐ Check here if this
is a change of
address.

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 | | | | | | | | | | | | | | 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 III - Part-Time Employees.

| Job Categories | | Number of Employees (Report employees in only one category) | | | | | | | | | | | | Total Columns A - N | | |
|---|-----|--|--------|------------------------|---------------------------|---|-------|----------------------------------|-------------------|--------|---------------------------|---|-------|------------------------|----------------------------------|-------------------|
| | | Hispanic or Latino | | Not-Hispanic or Latino | | | | | | 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 |
| 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 | 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 | 05/30/2019 | Typed or Printed Name of Person Signing | Mrsy Jo Quandt | Signature | <i>Mary Jo Quandt</i> | Telephone No. | (800) 982-0136 |
| Title of Person Signing | | | | Vice President/Chief Customer 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). | | | | | | | |