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May 24, 2019

VIA CERTIFIED MAIL AND ECFS

Marlene H. Dortch, Secretary
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

COCKET FILE COPY ORIGINAL

**RE: Shenandoah Telephone Company
Shenandoah Personal Communications, LLC
Shentel Communications, LLC
Form 395
WC Docket 16-233**

Dear Ms. Dortch:

Enclosed please find one signed copy of Form 395 for each of the following: Shenandoah Telephone Company, Shenandoah Personal Communications, LLC, and Shentel Communications, LLC. These companies are all subsidiaries of Shenandoah Telecommunications Company, and all employees are managed by another subsidiary: Shentel Management Company.

If you have any questions or need any additional information please feel free to contact me by phone at (540) 984-3273 or by e-mail at Cameron.Sealey@emp.shentel.com.

Sincerely,

Cameron F. Sealey
Senior Legal Analyst

cc: Wireline Competition Bureau
Industry Analysis and Technology Division
445 12th St, SW
Washington, DC 20554

Enclosures

No. of Copies rec'd 0
List ABCDE

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

Shenandoah Telephone Company *(See note, below)
PO Box 459
Edinburg, VA 22824☐ 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)

1/14/2018

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)															Total Columns A - N
	Race/Ethnicity															
	Hispanic or Latino		Male							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		14							1					15	
First/Mid-Level Officials and Managers	1.2	2	87	2					31						122	
Professionals	2	2	98	3		2	1	3	59						169	
Technicians	3		10	2											12	
Sales Workers	4	13	164	17		1		3	89	13		1		4	309	
Administrative Support Workers	5	2	59	8		1			166	10		2		2	254	
Craft Workers	6	2	165	5			1		2						175	
Operatives	7		1												1	
Laborers and Helpers	8		7												7	
Service Workers	9														0	
TOTAL	10	21	605	37	0	4	2	6	347	24	0	3	0	6	1,064	
PREVIOUS YEAR TOTAL	11	21	599	37	0	4	2	6	339	23	0	3	0	6	1,050	

FCC 395

Revised December 2007

**Note: All individuals are employed by an affiliate -
Shentel Management Company

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		Male							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			1	1										2		
Administrative Support Workers	5			6	1				6	1				1	15		
Craft Workers	6														0		
Operatives	7														0		
Laborers and Helpers	8														0		
Service Workers	9														0		
TOTAL	10	0	0	7	2	0	0	0	6	1	0	0	0	1	17		
PREVIOUS YEAR TOTAL	11	0	0	7	2	0	0	0	10	1	0	0	0	1	21		

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	05/24/2019	Typed or Printed Name of Person Signing	Signature	Telephone No.
		Ann Flowers		(540) 984-5320
Title of Person Signing		Assistant Secretary Assoc. General Counsel		

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).

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

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2. Year Report Filed

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Period Covered by Report)

1/14/2018

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)															Total Columns A - N
	Race/Ethnicity															
	Hispanic or Latino		Not-Hispanic or Latino								Female					
			Male													
	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			14							1					15	
First/Mid-Level Officials and Managers 1.2	2		87	2					31						122	
Professionals 2	2	1	98	3		2	1	3	59						169	
Technicians 3			10	2											12	
Sales Workers 4	13	4	164	17		1		3	89	13		1		4	309	
Administrative Support Workers 5	2	4	59	8		1			166	10		2		2	254	
Craft Workers 6	2		165	5			1		2						175	
Operatives 7			1												1	
Laborers and Helpers 8			7												7	
Service Workers 9															0	
TOTAL 10	21	9	605	37	0	4	2	6	347	24	0	3	0	6	1,064	
PREVIOUS YEAR TOTAL 11	21	10	599	37	0	4	2	6	339	23	0	3	0	6	1,050	

**Note: All individuals are employed by an affiliate -

Shentel Management Company

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		Male						Not-Hispanic or Latino								
			Female						Two or more races								
	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			1	1										2		
Administrative Support Workers	5			6	1				6	1				1	15		
Craft Workers	6														0		
Operatives	7														0		
Laborers and Helpers	8														0		
Service Workers	9														0		
TOTAL	10	0	0	7	2	0	0	0	6	1	0	0	0	1	17		
PREVIOUS YEAR TOTAL	11	0	0	7	2	0	0	0	10	1	0	0	0	1	21		

SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 30.168, 101.4, and 101.311.



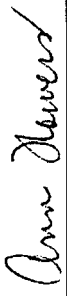
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I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date	05/24/2019	Typed or Printed Name of Person Signing	Ann Flowers	Signature		Telephone No.	(540) 984-5320
Title of Person Signing		Assistant Secretary Assoc. General Counsel					
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	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			
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				14						1						15	
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Technicians	3			10	2											12	
Sales Workers	4	13	4	164	17		1		3	89	13		1		4	309	
Administrative Support Workers	5	2	4	59	8		1			166	10		2		2	254	
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Professionals		2														0	
Technicians		3														0	
Sales Workers		4			1	1										2	
Administrative Support Workers		5			6	1				6	1				1	15	
Craft Workers		6														0	
Operatives		7														0	
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Date

05/24/2019

Typed or Printed Name of Person Signing

Ann Flowers

Signature



Telephone No.

(540) 984-5320

Title of Person Signing

Assistant Secretary Assoc. General Counsel

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