

JUN 04 2018

FCC Mail Room

May 25, 2018

VIA CERTIFIED MAIL AND ECFS

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

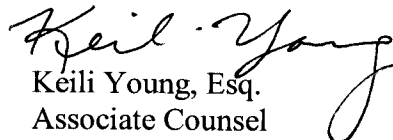
**RE: Shenandoah Telephone Company
Shenandoah Personal Communications, LLC
Shentel Communications, LLC
Form 395
WC Docket 16-233**

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) 984-5553 or by e-mail at Keili.Young@emp.shentel.com

Sincerely,


Keili Young, Esq.
Associate Counsel

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

No. of Copies rec'd 041
List ABCDE

KKY
Enclosures

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

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

2017

3. Reporting Period (Ending Date of Pay
Period Covered by Report)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		
Executive/Senior Level Officials and Managers	1.1	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
First/Mid-Level Officials and Managers	1.2	2		85	2					33						15
Professionals	2	2	1	95	3		2	1	3	54						122
Technicians	3			21	2					1						161
Sales Workers	4	13	5	160	16		1		3	88	12		1		4	303
Administrative Support Workers	5	2	4	51	9		1			161	10		2		2	242
Craft Workers	6	2		165	5			1		2						175
Operatives	7			1												1
Laborers and Hcipers	8			7												7
Service Workers	9															0
TOTAL	10	21	10	599	37	0	4	2	6	339	23	0	3	0	6	1,050
PREVIOUS YEAR TOTAL	11	22	13	643	48	0	6	2	8	404	31	0	9	0	11	1,197

**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		Not-Hispanic or Latino							Female						
				Male			Female				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									2						2	
Professionals	2															0	
Technicians	3															0	
Sales Workers	4			1	1											2	
Administrative Support Workers	5			5	1					8	1				1	16	
Craft Workers	6			1												1	
Operatives	7															0	
Laborers and Helpers	8															0	
Service Workers	9															0	
TOTAL	10	0	0	7	2	0	0	0	0	10	1	0	0	0	1	21	
PREVIOUS YEAR TOTAL	11	3	0	16	4	0	0	0	1	10	3	0	0	0	0	37	

SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311


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	05/25/2018	Typed or Printed Name of Person Signing	Ann Flowers	Signature		Telephone No.	(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

Shenandoah Personal Communications, LLC *(See note, below)
 PO Box 459
 Edinburg, VA 22824

☐ Check here if this
 is a change of
 address.

2. Year Report Filed

2017

3. Reporting Period (Ending Date or Pay
Period Covered by Report)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							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		
Executive/Senior Level Officials and Managers	1.1	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
				14							1					15	
First/Mid-Level Officials and Managers	1.2	2		85	2					33						122	
Professionals	2	2	1	95	3		2	1	3	54						161	
Technicians	3			21	2					1						24	
Sales Workers	4	13	5	160	16		1		3	88	12		1		4	303	
Administrative Support Workers	5	2	4	51	9		1			161	10		2		2	242	
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	10	599	37	0	4	2	6	339	23	0	3	0	6	1,050	
PREVIOUS YEAR TOTAL	11	22	13	643	48	0	6	2	8	404	31	0	9	0	11	1,197	

**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						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	
Executive/Senior Level Officials and Managers	1.1	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
First/Mid-Level Officials and Managers	1.2									2						0
Professionals	2															2
Technicians	3															0
Sales Workers	4			1	1											2
Administrative Support Workers	5			5	1					8	1				1	16
Craft Workers	6			1												1
Operatives	7															0
Laborers and Helpers	8															0
Service Workers	9															0
TOTAL	10	0	0	7	2	0	0	0	0	10	1	0	0	0	1	21
PREVIOUS YEAR TOTAL	11	3	0	16	4	0	0	0	1	10	3	0	0	0	0	37

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

05/25/2018

Typed or Printed Name of Person Signing

Ann Flowers

Signature



Telephone No.

(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).

FEDERAL COMMUNICATIONS COMMISSION
Washington, DC 20554Approved by OMB
3060-0076
Est. time per response:
1 hour

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

Shentel Communications, LLC *(See note, below)
PO Box 459
Edinburg, VA 22824☐ Check here if this
is a change of
address.

2. Year Report Filed

2017

3. Reporting Period (Ending Date of Pay
Period Covered by Report)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					Total
			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		
Executive/Senior Level Officials and Managers	1.1		B	C	D	E	F	G	H	I	J	K	L	M	N	O		
				14							1					15		
First/Mid-Level Officials and Managers	1.2	2			85	2				33						122		
Professionals	2	2	1	95	3		2	1	3	54						161		
Technicians	3			21	2					1						24		
Sales Workers	4	13	5	160	16		1		3	88	12		1		4	303		
Administrative Support Workers	5	2	4	51	9		1			161	10		2		2	242		
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	10	599	37	0	4	2	6	339	23	0	3	0	6	1,050		
PREVIOUS YEAR TOTAL	11	22	13	643	48	0	6	2	8	404	31	0	9	0	11	1,197		

**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)														
	Race/Ethnicity														
	Hispanic or Latino		Not-Hispanic or Latino								Total Columns A - N				
	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	
Executive/Senior Level Officials and Managers 1.1	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
First/Mid-Level Officials and Managers 1.2									2						0
Professionals 2															2
Technicians 3															0
Sales Workers 4			1	1											0
Administrative Support Workers 5			5	1				8	1					1	16
Craft Workers 6			1												1
Operatives 7															0
Laborers and Helpers 8															0
Service Workers 9															0
TOTAL 10	0	0	7	2	0	0	0	0	10	1	0	0	0	1	21
PREVIOUS YEAR TOTAL 11	3	0	16	4	0	0	0	1	10	3	0	0	0	0	37

SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.188, 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	05/25/2018	Typed or Printed Name of Person Signing	Signature	Telephone No.
		Ann Flowers	<i>Ann Flowers</i>	(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).				