

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

Frontier Communications, 401 Merrit 7, Norwalk, CT 06851

☐ 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)
3/31/2019

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

Number of Employees
(Report employees in only one category)

Race/Ethnicity

Job Categories	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		
Executive/Senior Level Officials and Managers	1.1	9	2	104	2	2	1		38	5		3		1	167	
First/Mid-Level Officials and Managers	1.2	100	55	926	94	14	38	9	16	485	85	9	14	7	8	1,860
Professionals	2	75	33	1,118	111	40	109	14	18	621	81	12	44	5	5	2,286
Technicians	3	825	67	5,312	499	31	160	85	64	561	173	5	13	6	15	7,816
Sales Workers	4	56	83	327	59	5	13	2	12	379	151	1	7	10	13	1,118
Administrative Support Workers	5	462	439	1,575	313	18	81	8	37	1,465	549	12	34	7	38	5,038
Craft Workers	6	121	1	1,838	51	12	25	19	6	102	20	1		1		2,197
Operatives	7	2		65	8			1		68	5	1				150
Laborers and Helpers	8															0
Service Workers	9		2													2
TOTAL	10	1,650	680	11,267	1,137	122	427	138	153	3,719	1,069	41	115	36	80	20,634
PREVIOUS YEAR TOTAL	11	1,731	729	12,053	1,256	130	456	146	171	4,072	1,198	47	115	44	97	22,245
ECC 305																

SECTION III - Part-Time Employees.

Number of Employees
(Report employees in only one category)

Race/Ethnicity

Job Categories	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	
First/Mid-Level Officials and Managers	1.2														0	
Professionals	2		1						4						5	
Technicians	3		3	3					3	3					12	
Sales Workers	4			1					2						3	
Administrative Support Workers	5								7	1					8	
Craft Workers	6														0	
Operatives	7														0	
Laborers and Helpers	8														0	
Service Workers	9														0	
TOTAL	10	0	0	5	3	0	0	0	16	4	0	0	0	0	28	
PREVIOUS YEAR TOTAL	11	1	3	4	3		1		14	1					27	


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 07/22/2019	Typed or Printed Name of Person Signing Lynne A Erikson	Signature 	Telephone No. (203) 614-5138
Title of Person Signing St. HRIS Data Analyst		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).	

Information required under Section IV of FCC 395 concerning complaints filed against Frontier Communications Corporation or its affiliates for alleged violations of any equal opportunity statute from April 1, 2018 through March 31, 2019, including the parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition is listed below:

- Arrington, Shyra v. Frontier Communications Corporation; filed 04/17/2018; EEOC Charge No. 480-2018-02481; no probable cause determination dated 07/26/18
- Arrington, Shyra v. Frontier Communications Corporation; filed 07/02/2018; EEOC Charge No. 480-2018-03873; no probable cause determination dated 09/28/18
- Estrada, Paul v. Frontier Communications Corporation; demand letter received 06/05/18; response to the demand denying the allegations was sent in September 2018; matter closed due to inactivity 06/10/19
- Mendoza, Enoc v. Frontier Communications; filed 08/17/18; EEOC Charge No. 485-2018-00556; position statement submitted on 9/24/18; no probable cause determination dated 9/28/18; settled 04/11/19
- Nagey, Andrea v. Citizens Telecom Services Company LLC; DFEH complaint No. 201806-02665821 filed 07/06/18; position statement submitted 08/27/18; case closure due to insufficient evidence and right to sue issued 03/08/19
- Ortega, Sonia v. Frontier Communications; DFEH complaint No. 201812-04414205 filed 12/05/18; immediate RTS letter requested and issued
- Palmer, Donald v. Frontier Communications; demand letter received 06/15/18; settled 03/28/19
- Prendiz, Anthony v. Frontier Communications; filed 03/08/19; CA Superior Court for Ventura County; Case No. 56-2019-005258833-CU-WT-VTA; investigation is ongoing
- Stokes, Rubin v. Frontier Communications Corporation, et al; filed 12/12/18; WI District Court Case No. 18-cv-1963; investigation is ongoing
- Tetteh, Esi v. Frontier Communications; EEOC Charge No. 480-2018-01421 filed 3/22/18; right to sue issued 3/21/18; closed due to inactivity.
- Weiss, Steven v. Frontier Communications; DFEH complaint No. 201805-02213510 filed 08/13/18; no probable cause by EEOC issued 09/10/18; right to sue from DFEH issued 08/14/18; investigation is ongoing
- Wernet, Laurie v. Frontier Communications Corporation; DFEH complaint No. 201808-03090301 filed 01/13/19; right to sue issued 02/21/19; investigation is ongoing
- Young, Eric F. III. Frontier Communications; EEOC Charge No. 480-2019-00733 filed 03/07/19; no probable cause issued on 03/15/19; right to sue issued on 03/07/19; investigation is ongoing

- Ballesteros v. Frontier Communication; filed 10/15/2018 TOHR Charge No. 463201900001; EEOC Charge No. 15J-2019-00001; investigation is ongoing
- Briggs v. Frontier Communications; filed 11/12/2018; EEOC Charge No. 470-2019-00552; settled 4/18/2019
- Cochran, Kodi v. Frontier Communications; served on 2/15/2019; Kanawha County Circuit Court, WV Docket No. 19-D-113; investigation is ongoing
- Dean v. Frontier; served on 9/26/2018; US District Court – Florida (Tampa Division) Case No. 8:18-cv-02259-WFJ-SPF; investigation is ongoing
- Harris, Glen v. Frontier Communications; filed 11/19/2018; CHRO Charge No. 1910212; EEOC Charge No. 16A-2019-00321; investigation is ongoing
- Marrs, Abby v. Frontier Communications; filed 12/27/2018 ; EEOC Charge No. 470-2019-00890; investigation is ongoing
- Pittman v. Frontier Communications; filed 1/14/2019; NYDHR Case No. 10198970; no probable cause determination dated 04/08/2019
- Smith, Condra v. Frontier Communications; filed 12/13/2018; EEOC Charge No. 470-2019-00945; investigation is ongoing
- Williams, Frank v. Frontier Communications; filed on 3/12/2019; EEOC Charge No. 470-2019-00877; case closure due to insufficient evidence and right to sue issued 4/16/2019
- Wilson, Wanda v. Frontier Communications; filed 11/19/2018; NDHR Case No. 10197880; withdrawal of complaint on 11/30/2018
- White, Jerald v. Frontier Communications; filed on 11/8/2018; TOHR case No. 436201900003; EEOC Charge No. 15J-2019-00003; no reasonable cause determination on 5/21/2019