

**SERVICE AREA 5 CABLE LLC
EEO PUBLIC FILE REPORT
September 1, 2021-August 31, 2022**

| | |
|----------------------------------|-----------------------------------|
| Reporting period | September 1, 2021-August 31, 2022 |
| Number of new fulltime employees | 3 |
| Small Market Exemption: | Yes |

During the Reporting Period, a total of 3 full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the information that follows.

OUTREACH INITIATIVES

The employment unit engaged in the following outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions

Technicians were trained on new work order software and product pricing. This software, accessed through their tablets, now enables the technicians to make changes to customers' accounts and provision equipment without having to call into the office. Technicians can upgrade and add services while in the home and receive commission for doing so.

In-house and field personnel were trained on our new models of wireless devices. This training was designed to improve their overall product knowledge and to enhance their troubleshooting skills. This also increased the commissions they can earn..

Provision of training to management Personnel as to the methods of ensuring Equal employment and preventing Discrimination

Annually, the managers of Service Area 5 Cable LLC participate in EEO policy training which provides an understanding of the responsibilities of managers and supervisors. During this training the state and federal policies to ensure that the workplace is free from unlawful discrimination and harassment are reviewed, discussed and updated if necessary . Once the updates and changes to the EEO policy have been reviewed and approved by management they are distributed to all employees.

This past year the company formed a diversity group. The goal of this group is to manage diversity in the workplace, tackle unconscious bias, and foster inclusive conversations. The group meets once a month. We believe that this group will help to make sure that our recruiting practices and workplace will be free of discrimination.

VACANCY LIST

| Vacancies Filed | Recruitment Sources (RS) Used to Fill Vacancy | Interviewed | Hired |
|--|--|-------------|-------|
| Job Title: Jr Network Administrator Date Opened: September 1, 2021 Date Filled: September 27, 2021 | Service Area 5 Cable LLC Career site | 0 | 0 |
| | Job Board - Indeed | 1 | 1 |
| | Referral (employee referral) | 0 | 0 |
| | Television Commercial | 0 | 0 |
| Job Title: Service Technician Date Opened: September 1, 2021 Date Filled: July 25, 2022 | Service Area 5 Cable LLC Career site | 0 | 0 |
| | Job Board - Indeed | 4 | 1 |
| | Referral (employee referral) | 0 | 0 |
| | Television Commercial | 0 | 0 |
| Job Title: Customer Service Representative Date Opened: September 1, 2021 Date Filled: May 2, 2022 | Service Area 5 Cable LLC Career site | 0 | 0 |
| | Job Board - Indeed | 5 | 1 |
| | Referral (employee referral) | 0 | 0 |
| | Television Commercial | 0 | 0 |

Amend

Print



EEO Form 396-C

File No.: CB20001720

Filing Status: Ready for Review

7861

Reference
Copy
OMB Control
No. 3060-1033

General Information

FCC Registration Number (FRN)
0003596293

Filing Year
2022

Employment Unit ID (EUID)
7861

Section I - Identifying Information

Has the identifying information associated with this EUID changed?
Yes

Operator Legal Name
i3 Broadband

Operator Address 1
57 Everett Street

Operator City
WARREN

Operator state
RI

Operator Zip Code
02885

State of Employment Office
RI

County of Employment Office
Bristol

Application Purpose
New Program Report

Supplemental Investigation Sheet (SIS)
Required
true

Category of Respondent
Six (6) or more full-time employees during the selected reporting period

Reporting Period Start Date
2021-09-01

Reporting Period End Date
2022-08-31

Section II - Community Information

Section III - EEO Policy and Program Requirements

Complied with outreach provisions

Yes

Disseminated widely EEO Program

Yes

Contacted multiple sources of applicants

Yes

Offered promotions in nondiscriminatory manner

Yes

Sought out entrepreneurs in a nondiscriminatory manner

Yes

Analyzed the results of efforts to recruit hire promote and use services

Yes

Defined responsibility of management

Yes

Conducted continuing program to exclude prejudice

Yes

Conducted continuing review of job structure

Yes

Section IV - Additional Information

FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

Exhibit Employee Job Descriptions

part 1 employee job description.docx

PART II - Inquiries Concerning EEO Program and Practices

SIS Question 1

question 1.docx

SIS Question 8

question 8.docx

PART III - EEO Public File Report

EEO Public File Report for Previous Year

previous year report.pdf

Exhibits

Exhibit Employee Job Descriptions
part 1 employee job description.docx

EEO Public File Report for Previous Year
previous year report.pdf

SIS Question 1
question 1.docx

SIS Question 7
question 7.docx

SIS Question 8
question 8.docx

Certifications

I certify that to the best of my knowledge, information and belief, all statements contained in this filing are true and correct. WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Certifier Information

Certifying Official Name and Signature
Janet Unangst

Certifying Official Title
Controller

Certifying Official Phone
401-310-0110

Certifying Official Email
janet.unangst@i3roadband.com

Certifying Date Signed
2022-09-27