

Amend

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EEO Form 396-C

Reference Copy
OMB Control
No. 3060-1033

File No.: CBL0010329

Filing Status: **Ready for Review**

862861

General Information

FCC Registration Number (FRN)

0016210437

Filing Year

2023

Employment Unit ID (EUID)

862861

Section I - Identifying Information

Has the identifying information associated with this EUID changed?

No

Operator Legal Name

SIERRA NEVADA COMMUNICATIONS

Operator Address 1

PO Box 281

Operator City

STANDARD

Operator state

CA

Operator Zip Code

95373

State of Employment Office

CA

County of Employment Office

Tuolumne

Application Purpose

Amendment to 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

2022-10-01

Reporting Period End Date

2023-09-30

Section II - Community Information

PSID

005686, 009046, 015468, 015469

Communities

CA1515, CA1514, CA1343, CA1344, CA0786, CA0281, CA0762

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

Job Description

Sales Workers

Exhibit Employee Job Descriptions

Customer Service Representative at Sierra Nevada Communications LLC.pdf

PART II - Inquiries Concerning EEO Program and Practices

SIS Question 2

Sierra Nevada
Communications_EEO_2023_Question_2.pdf

SIS Question 3

Sierra Nevada
Communications_EEO_2023_Question_3.pdf

SIS Question 6

Sierra Nevada
Communications_EEO_2023_Question_6.pdf

PART III - EEO Public File Report

EEO Public File Report for Previous Year

EEO PUBLIC REPORT 2023 - AMENDED.pdf

Exhibits

Exhibit Employee Job Descriptions

Customer Service Representative at Sierra Nevada Communications LLC.pdf

EEO Public File Report for Previous Year

EEO PUBLIC REPORT 2023 - AMENDED.pdf

SIS Question 2

Sierra Nevada
Communications_EEO_2023_Question_2.pdf

SIS Question 3

Sierra Nevada
Communications_EEO_2023_Question_3.pdf

SIS Question 6

Sierra Nevada
Communications_EEO_2023_Question_6.pdf

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

LINDA POPE

Certifying Official Title

OWNER/MANAGER

Certifying Official Phone

209-588-9601

Certifying Official Email

LINDA@GOSNC.COM

Certifying Date Signed

2023-12-11



EEO Public File Report
 Employment Unit #: 862861
 Reporting Period: 10/1/2022 - 9/30/2023

Full-Time Vacancies	Position Job Title	Recruitment Sources	Interviewed	Hired	Date Filled	Status
1	Customer Service Representative	www.indeed.com gethired.com	7	1	9/26/2023	Closed
		Internal Positng				
2	Installation & Repair Technician	www.indeed.com gethired.com	17	2	11/15/2022 11/15/2022	Closed
		Internal Posting				
3	Cable Installer Technician	www.indeed.com gethired.com	22	3	3/13/2022 3/27/2022 4/3/2022	Closed
		Internal Posting				



Date	Event Name	Location	Participants	Description	Initiative
Ongoing	Orientation Training	On Site	All New Hires, HR, and Executives	All New Hires receive orientation training that includes company and industry-focused fundamentals and position expectations. This training is delivered by HR and Executives.	8
Ongoing	New Hire Hands-On Training	On Site	All New Hires, Supervisors, Managers	All New Hires receive initial hands-on training with their supervisor/manager focused on company-specific plant, networks, systems, operations and procedures.	8
Ongoing	CATV Technician Training	Online, CATV Training Institute	All New Technician Hires, Management	Required self-guided training program focused on developing skills and knowledge for field technicians. This program addresses the following: field safety, customer satisfaction, broadband installation, radio frequency, tech essentials, premise troubleshooting, wireless communication, and fiber to the home.	8
Ongoing	Periodic Training	On Site	All Company Employees	Staff members periodically participate in classroom style training for customer service and technician specific training for newly introduced industry standards, changes in technology, systems management, safety, etc.	8
7/30/2023 - 8/2/2023	Independent Show 2023	Minneapolis, MN	Executives & Management	Industry-Focused Education, Networking, Collaboration, and Exhibits convention.	10
10/3/2022 - 10/6/2022	Wispalooza 2022	Las Vegas, NV	Executives & Management	Industry-Focused Education, Networking, Collaboration, and Exhibits convention.	10