

2025 FCC EEO Public File Report/ Long Lines

Woodbury, Monona, Harrison, Sioux and Buena Vista County, Iowa and Dakota County, Nebraska

EEO Unit #508617

This report covers October 1, 2024- September 30, 2025

Total number of full-time vacancies filled this period: 7

Total number of people interviewed for full time vacancies this period: 14

Supplemental Recruitment Initiative:

This employment unit has more than ten full time employees and is in a metropolitan statistical area, as defined by the Office of Management and Budget, with a population in the three counties greater than 150,000. Accordingly, it is required to complete two supplemental recruitment initiatives during this period. Pursuant to 47 C.F.R. 77.75(b)(2)(xiv). This unit completed recruitment initiatives during the reporting period while participating in some community activities. The property donated and participated in several community events to promote the organization and improve visibility for talent attraction including:

- Dakota City Rock the Block: June 11, 2025
- Pioneer Valley Days Drive in Movie Sponsor: August 14, 2025
- Long Lines Employee Golf Tournament: August 28, 2025
- Dakota Thurston County Fair Exhibitor: July 30-August 3, 2025
- Dakota City Community Foundation Cornhole Fundraiser Sponsor: February 22, 2025
- Jefferson Days of '59 Parade: July 12, 2025

All employees can utilize the Career Development tool through our corporate Ulti Pro portal. Long Lines also encourages associates to acquire skills that could qualify them for higher level positions through NCTI. NCTI training helps increase their industry and technological knowledge base- which allows for pay increases after completion of each tier. This system had 14 people successfully complete 56 courses in total during the reporting period. This was a 224% increase in courses completed.

In February 2025, employees attended an onsite training provided by Calix. A lab with all the Calix equipment was used, ensuring hands-on training with the relevant devices. Calix specifically covered the devices we utilize, reinforcing previous discussions. Tier 2, CSRs, and the Data team were also present for the session.

In July 2025, we had an onsite training for members of the team on Gallup StrengthsFinder as a team building event. Employees expanded their soft skills by participating and learning more about their own as well as their peer strengths.

Leaders had the opportunity to attend a virtual leadership course on 3/11/2025 delivered by Dustin Kaehr from The Think. Lead. Live. The course was entitled "Navigating Me Through Change." They learned strategies to help better manage the changes they encounter every day.

On 5/14/2025, leaders had an opportunity to attend a virtual presentation led by Janilyn Daub and Michael Palmer, Partners at Barnes & Thornburg, focusing on the importance of employee documentation. This session covered why consistent and accurate documentation is essential to protecting both the company and its employees, how it supports fair and compliant decision-making, and the role it plays in minimizing legal risks

All of the employees of this unit, participated in a virtual training titled- "Harassment Prevention and the Respectful Workplace". This course provides a comprehensive guide to identifying unwelcome conduct, understanding legal definitions, and implementing proactive strategies for a safe and inclusive work environment. This training also reinforced the importance of being respectful of others regardless of race, ethnicity, sex, religion, or any other protected class. Lastly, the course also gave employees insight as to definitions of harassment and requirements for reporting is occurrences were to happen in the workplace. All associates are required to attest to the Harassment Prevention and the Respectful Workplace Policy in our UKG HR system by 9/15/25. Managers are required to take the same course with the same deadlines outlined above.

Additionally, all managers participate in a Legal Issues refresher on 9/17/25 that discusses the Americans with Disabilities Act, Family Medical Leave, pay considerations around pay transparency laws, and EEOC changes.. These courses help supervisors answer legal questions that commonly occur in our workplaces. These explanations of relevant laws will help supervisors respond appropriately when faced with issues of fairness, scheduling, employee requests for leave or accommodations, and the challenges presented by social media in the workplace.