

**2025 FCC EEO Public File Report for Orbitel**

**Pinal County, Arizona**

**EEO Unit #406602**

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

**Total number of full-time vacancies filled this period: 11**

**Total number of people interviewed for full time vacancies this period: 31**

*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 county greater than 250,000. 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 participated in various community initiatives to engage brand awareness and recruitment opportunities.

**Community outreach activities included:**

- *Copper Sky Concerts in the Parks, Maricopa (October 19 & November 2, 2024)*
- *Sunbird Community Day (November 2024)*
- *Mrs. Santa's workshop, Maricopa Meadows (December 2024)*
- *Wild West Music Fest, Maricopa (April 2025)*
- *Maricopa City Easter Egg Hunt, Maricopa (March 2025)*
- *Best Moms Day Sponsor, Maricopa (May 2025)*
- *Maricopa High School Graduation, Maricopa (May 2025)*
- *Best Dads Day Sponsor, Maricopa (June 2025)*

Orbitel posts jobs externally through the Schurz corporate website but also is dedicated to promoting qualified candidates from within. We also posted our openings on numerous diversity websites through our partnership with E Quest.

Orbitel also encourages associates to acquire skills that could qualify them for higher level positions through Jones/NCTI. NCTI training helps increase their industry and technological knowledge base, which allows for hourly pay increases for successful completion of each module. This property had three associates graduate with 3 NCTI courses during the reporting period.

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.