

2023 FCC EEO Public File Report for Orbitel

Pinal County, Arizona

EEO Unit #406602

This report covers October 1,2023- September 30,2024

Total number of full-time vacancies filled this period: 10

Total number of people interviewed for full time vacancies this period: 25

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 and completed one recruitment initiative.

Community outreach activities included:

- Cooper Sky Concerts in the Parks, Maricopa (October 2023)
- Mrs. Santa's workshop, Maricopa Meadows (December 2023)
- Sunbird Community Day (November 2023)
- Feed My Starving Children community volunteering (September 2024)

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 10 NCTI courses during the reporting period. Enrollment decreased by 25% for this reporting period and there was a 66% increase in course completions.

On 8/29/2024, all the employees of this unit, participated in a virtual training titled- "Anti-Harassment for Bystanders". The objectives of this course were to help employees identify the two main types of sexual harassment and learn courses of action available to employees that become victims of this behavior. 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 employers an outline of responsibilities if this behavior occurred in the workplace. Managers required to take the course "Anti-Harassment for Managers" with the same deadlines outlined above. Additionally, all managers were required to participate in a Legal Issues refresher on 9/25/24 that discusses the Americans with Disabilities Act, Family Medical Leave, pay considerations around pay transparency laws, EEOC changes, and the

Pregnancy Worker Fairness Act. 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.

Our women's network named WISE (Women in Support of Excellence) delivered quarterly speakers in 2024 that were offered to the entire Schurz organization. Additionally, they did quarterly virtual coffees, quarterly newsletters, and offered mentoring opportunities to encourage participation, career development, and networking for all interested employees.

All employees had the opportunity to participate in a Mental health awareness seminar offered on 3/13/24. The Schurz diversity task force also hosted a Pride interactive event on 6/11/24 that was titled "How do you Ally" and a Generational session on 8/22/24 for all employees.

Leaders also had the opportunity to attend virtual leadership courses quarterly delivered by People and Culture. Our quarterly sessions this year were based on John Maxwell's book-"The 21 Irrefutable Laws of Leadership." Sessions are recorded and placed in our HRIS to be listened to at convenient times if they are unable to attend.