

**Annual EEO Public File Report
RB3, LLC d/b/a Reach Broadband**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Company’s Employment Unit that is comprised of the following unit(s):

Arp, TX in Smith County

The information contained in this Report covers the time period beginning September 1, 2012 to and including August 31, 2012 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the unit(s) comprising the Company’s Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 7302080 (c) (1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 7302080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purpose of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from September 1, 2012 to August 31, 2013

Unit(s) Comprising Company's Employment Unit:
Arp, TX in Smith County.

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hire	Total Number of Interviewees From All Sources for This Position
1	Customer Service Representative	A – Texas Workforce Commission G – Express Personnel Services	12
2	Technician	C–Help Wanted Office Signs / Employee Referrals	8

Total Number of Persons Interviewed During Applicable Period: 21

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from September 1, 2012 to August 31, 2013

Unit(s) Comprising Company's Employment Unit:
Arp, TX in Smith County.

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for which This Source was Utilized
A	Texas Workforce Commission 4100 Troup Hwy. Tyler, TX 75703 PH) 903-561-8131 FX) 903-561-4204	8	1
B	Henderson Daily News PO Box 30 Henderson, TX 75653 PH) 903-657-2501 FX) 903-657-2452 Attn: Classifieds	1	0
C	Office Help Wanted Signs / Employee Referrals	9	2
D	Cable.Com Ad Postings www.cable.com	1	0
E	US Post Office Bulletin Board 104 E. Duval St. Troup, TX 75789	0	0
F	Tri County Leader 304 Hwy 110 N. Whitehouse, TX 75791 PH) 903-839-2353 FX) 903-839-8519 Attn: Classifieds	0	0

G	Express Personnel Services 5609 Donnybrook Avenue Tyler, TX 75703 PH) 903-592-9999 Faith Izard	1	1
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Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from September 1, 2012 to August 31, 2013

Unit(s) Comprising Company's Employment Unit:
Arp, TX in Smith County.

Section 3: Supplemental (Non-Vacancy Specific) recruitment Activities Undertaken by
Arp, TX in Smith County.

On March 14, 2013, our Office Manager, Shenetha Howland, met with the Troup City Hall personnel to reach out to local businesses to explain current and future job opportunities within our unit.

In March of 2013, our Office Manager, Shenetha Howland, reached out to the University of Tyler to get information on job fair events and possible registration. A response was received on June 4, 2013 informing us of an upcoming job fair to be held in October, 2013.

The Company Department Heads have weekly staff meetings where the HR-VP discusses in detail with the managers of all departments the EEO responsibilities and requirements in all hiring opportunities within the company.