

Recruitment Initiatives for Pioneer Telephone Association, Inc. Pursuant to §76.75(b)(2)

(vii) Sponsoring scholarships – Pioneer provides scholarships to students within the Pioneer service area. Pioneer also widely disseminates scholarship information for the Foundation for Rural Education Development (FRED), NTCA's FRS and PRIMO scholarships available to the public that encourages students to bring learned skills back to the rural communities. The FRED scholarships focus on industry specific education, while the Pioneer scholarships provide scholarship money to local service area students who qualify.

(xiv) Provision of management training – Managers receive discrimination prevention training annually; discuss personnel conflicts and issues and receive management training on various topics monthly, and follow the Hiring Process Policy in all job openings. All of our employees are highly trained, and very marketable. All employees are aware of Pioneer's policy regarding equal employment opportunities. Candidates are selected by the criteria of skills, education, experience, attitude, and behavior, without regard to protected classifications. This policy has worked well for Pioneer in employing the best possible candidates for each position. In order to ensure that equal employment is a mandate at Pioneer the company created a Hiring Policy and it is included in the Personnel Handbook and provided to all employees.

(xvi) Other activities – Pioneer participates in other local activities with the school district. Pioneer participates in the junior high school job fair where Pioneer provides employees to present what they do and the education acquired to do it. Pioneer employees also participate in "Senior Mock Interview Day" where employees of Pioneer mock interview senior students to give students the opportunity to understand what the interview process is like. Pioneer also provides employees to participate in Careers On Wheels where employees allow children to look inside their work-trucks and gives a description of their job. Lastly, Pioneer provides employees participate in Lunch Bunch where the employees get to eat lunch with 5th Grade students to provide mentoring while participating in actives geared to provide students with skills to make real life choices.