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From the General Manager - Blake Callaham



ell, we made it to another Christmas season filled with drive-thru light shows and parades full of candy and smiling faces. As we look back on the past year, we can't help but be amazed by the incredible journey our great cooperative has undertaken. It's been a year of remarkable technological transformation, where we've embraced the power of fiber optics and are excited to announce a fantastic new opportunity for our Cooperative membership: Enhanced A-CAM. This program will allow Pioneer to bring cutting-edge fiber optic connectivity to 100% of our Cooperative Members over the next five years. Internally, we are identifying this opportunity as the Pioneer Broadband Revolution and are extremely excited to begin the journey of Connecting What Matters for every Cooperative Member.

Over the last year, we've worked diligently to make significant changes to our infrastructure. We are saying goodbye to the traditional copper cables which have served us well for years, and we are welcoming the incredible potential of fiber optics to provide the gateway to future products and services. The journey hasn't been without its challenges,

but our commitment to providing you, our valued Members, with the very best in broadband services has never wavered and committing to 100% fiber connectivity will take tremendous effort, but that is what we do here at Pioneer.

You might wonder what's so special about fiber optics. Well, it's more than just technology; it's a game-changer. Fiber optics offers a unique blend of advantages which make it the future of connectivity:

- Lightning-Fast Speed: Fiber optics is all about speed. It's like trading in your old broomstick for a Firebolt. Whether you're streaming, gaming, or video conferencing, you can do it faster and smoother than ever before.
- Holographic Clarity: The clarity and quality of your online interactions will be as sharp as a lightsaber's blade. It's like going from a grainy hologram to the crystal-clear communication used by the Jedi Council.
- Future-Proofing: We're investing in the future. Fiber optics ensures you'll always be at the cutting edge of technology, no matter how fast it evolves.
- Reliability: Say goodbye to internet hiccups due to bad weather or other disturbances. Fiber optics is incredibly resilient, providing consistent connectivity.
- Symmetrical Speeds: You'll enjoy equally fast upload and download speeds, making it perfect for all your online activities, from uploading large files to seamless video chats.

We're thrilled to announce our ambitious goal: to connect 100% of our Members to the wonders of fiber optics through the Pioneer Broadband Revolution. This means

every single one of you will be able to experience the incredible benefits of this technology. Our plan to achieve 100% fiber connectivity is as strategic as the Grand Admiral Thrawn's tactics. We are investing in expanding our fiber optic network to cover every inch of our Cooperative footprint, just like the Empire expanded its reach across the galaxy. No stone will be left unturned, and no Member will be left without access to fiber connectivity.

Back by popular demand, our Annual "Santa Call-in" will be held on Tuesday, December 5th, from 5:30 p.m. until 7:30 p.m. A secret line to the North Pole has been established through Pioneer Long Distance for children of Pioneer subscribers to call Santa Claus - free of any longdistance charges!! Yes, we know Santa personally and have committed to not giving out his personal line as he claims he already gets too many SPAM calls. To avoid getting blocked by Santa, please use this secure number: 1-866-92-SANTA or 1-866-927-2682. Santa, Mrs. Claus, and their helpers will be waiting for your calls.

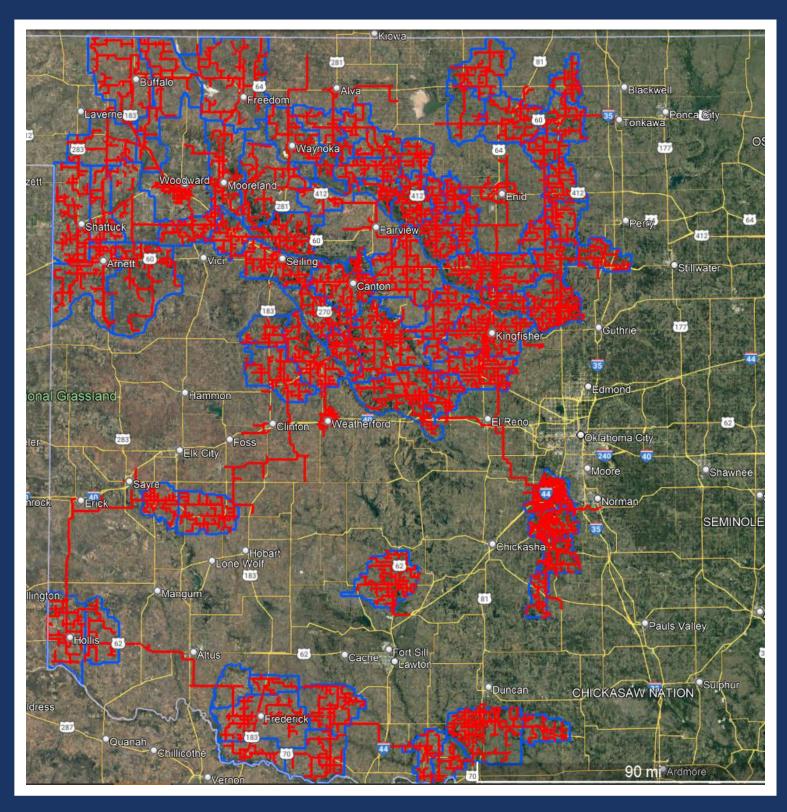
Lastly, looking back on this year of transformation, we're deeply grateful for your trust and we are excited about the journey which lies ahead as we work relentlessly to bring the magic of fiber optics to 100% of our Cooperative Members through the Pioneer Broadband Revolution. Together, we will continue to explore the endless possibilities technology offers as we Connect What Matters today just like we have for the last 70 years. Merry Christmas and Happy New Year!



Blake Callaham General Manager

E-ACAM Project Map

Per the "From the General Manager" note, Pioneer is participating in the FCC's new initiative: Enhanced A-CAM. This program enables Pioneer to provide state-of-the-art fiber optic connections to all our cooperative members within the upcoming 5 years. The map below highlights a completed project for 2028! Pioneer's exchange line is highlighted in blue, and both existing and planned Pioneer fiber routes are marked in red.



EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

It is the policy of Pioneer Telephone Cooperative, Inc. to pledge its full support to equal employment opportunity and be free of unlawful discrimination and harassment for all persons, regardless of race, color, religion, national origin, age, sex, pregnancy, gender identity and expression, sexual orientation, marital status, disability status, protected veteran status, genetic information, and any other status protected by applicable laws. This policy applies to recruitment, hiring, training, promotion and all other terms and conditions of employment, provided the individual is qualified to perform the work available.

Accordingly, all employment decisions shall be consistent with the principles of Equal Employment Opportunity ('EEO') and comply with applicable federal, state and local laws. All hiring and promotion decisions shall be consistent with the principles of EEO. All other personnel actions or programs such as compensation, benefits, transfers, layoffs, recalls, Cooperative-sponsored training, education, tuition assistance, and social and recreational programs, will also be administered in compliance with EEO principles.

Further, it is the policy of the Cooperative to comply with the concepts and practices of affirmative action.

Pursuant thereto, this policy establishes an Affirmative Action program composed of specific steps that will be undertaken in order to implement this policy. In compliance with regulations provided by the Secretary of Labor in 41 C.F.R. Chapter 60 (as amended from time to time), when hiring or promoting in those job categories in which women, minorities, individuals with disabilities, veterans of the Vietnam era, other protected veterans or veterans with disabilities are underutilized, the Cooperative will take affirmative action to seek out qualified applicants without regard to sex, race, religion, marital status, color, age, national origin, disability, veteran status or other protected status. An executive of this Cooperative, currently the Human Resources Manager, has been designated to administer the Cooperative's Affirmative Action Compliance Plan and will monitor that program and make reports on a periodic and continuing basis to Executive Management. Administration will be in accordance with Policy No, 1300 – Affirmative Action Compliance.

The Affirmative Action Compliance Plan is available for inspection by applicants and employees in the Human Resources Department between the hours of 9:00 a.m. and 3:00 p.m., Monday through Friday, excluding holidays.

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Santa Call-In!

Santa is making his list, and checking it twice, so don't miss the chance to let your children help Santa with their Christmas lists. Each year Pioneer helps Santa by creating direct telephone lines to the North Pole and Santa's workshop. Pioneer is honored and excited to offer this special service again!

This year's event will be held from 5:30 p.m. to 7:30 p.m. CST on Tuesday, December 5. This **ONE NIGHT ONLY** event will be your children's chance to speak directly to Santa Clause, Mrs. Clause or one of his many Elves in the Christmas workshop.

Call toll free 1-866-92-SANTA or 1-866-927-2682. Due to the overwhelming response in previous years, this service is only available to residents of Oklahoma. We hope we can help connect you to Santa this Holiday Season!

Tuesday, Dec. 5 5:30-7:30 p.m.

1-866-92-SANTA or 1-866-927-2682

Take 5, Win \$25!

Complete the entry form (all fields must be completed), clip out and mail to: Pioneer Tele-Topics, PO Box 539, Kingfisher, OK 73750 OR visit bit.ly/T5WIN25

	City & Zip: Email:
Pioneer Telephone #: ()	
1. This year's Santa Call-In is scheduled for Tuesday,	
December 5, from 5:30 p.m. to 7:30 p.m True False	4. Call 1-866-92-SANTA or 1-866-927-2682 to speak directly to Santa's workshop at the North Pole. ☐ True
2. This is a ONE NIGHT ONLY event on Dec. 5.	□ False
□ False	5. Due to the overwhelming response in past years, I understand that this event is only for Oklahoma residents.
3. Children will have the chance to talk to: ☐ Santa ☐ Santa's Elves	☐ True ☐ Yes
☐ Mrs. Claus ☐ All of the Above	Skip the stamp! Fill this form out online at: bit.ly/T5WIN25

IF WE DRAW YOUR ENTRY AND YOUR ANSWERS ARE CORRECT, YOU WIN \$25! ELIGIBILITY: Correctly answer all the questions. You must be a current member/subscriber of Pioneer Telephone Cooperative, Inc., 18 years of age or older. One entry per household. No photocopies. Employees of Pioneer or its subsidiaries, and their immediate household members are not eligible to enter. Winners will be contacted by letter and announced in the next issue of Tele-Topics. Clip out and mail to: Pioneer Telephone Cooperative, Pioneer Tele-Topics Take 5, PO Box 539, Kingfisher, OK 73750. Entries must be received by Dec. 15, 2023



USDA Non-Discrimination Statement

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Person with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202)720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800)877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at

https://www.ascr.usda.gov/ad-3027-usda-program-discrimination-complaint-form and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

(1) mail: U.S. Department of Agriculture Office of the Assistant Secretary for Civil Rights 1400 Independence Avenue, SW Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: program.intake@usda.gov.

Pioneer Telephone Cooperative, Inc., its subsidiaries and affiliates is an equal opportunity provider and employer.

USDA Non-Discrimination Statement (Spanish Translation)

De acuerdo con la ley federal de derechos civiles y las reglamentaciones y politicas de derechos civiles del Departamento de Agricultura de Estados Unidos (U.S. Department of Agriculture, USDA), se prohlbe al USDA, sus agencias, oficinas y empleados, e instituciones que participan o administran los programas del USDA, discriminar por motivos de raza, color, origen nacional, religión, género, identidad de género (incluidas las expresiones de género), orientación sexual, discapacidad, edad, estado civil, estado familiar/parental, ingresos derivados de un programa de asistencia pública, creencias políticas, o reprimendas o represalias por actividades previas sobre derechos civiles, en cualquier programa o actividad llevados a cabo o financiados por el USDA (no todas las bases se aplican a todos los programas). Las fechas límite para la presentación de remedios y denuncias varían según el programa o el incidente.

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Para presentar una denuncia por discriminación en el programa, complete el Formulario de denuncias por discriminación en el programa del USDA, AD-3027, que se encuentra en linea en https://www.ascr.usda.gov/ad-3027-usda-program-discrimination-complaint-form o en cualquier oficina del USDA, o escriba una carta dirigida al USDA e incluya en la carta toda la información solicitada en el formulario . Para solicitar una copia del formulario de denuncias, llame al (866) 632-9992 . Envle su formulario completado o su carta al USDA por las siguientes medios:

(1) correo: U.S. Department of Agriculture,
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;
(2) fax: (202) 690-7442; o
(3) correo electrónico: program.intake@usda.gov.

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Attn: Capital Credit Department

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Issue 3 Take 5, Win \$25 Winners

\$25 Winners will receive their checks by mail within a few days of this publication.

District #1 winner — Willie Gonzelez, Isabella District #2 winner — Glen Blood, Canton District #3 winner — Alta Burke, Grandfield District #4 winner — Emily Stinson, Oakwood

District #4 winner — Emily Sunson, Oakwood

District #5 winner — Lynsey Nunley, Blanchard

District #6 winner — Betty Tarter, Okarche
District #7 winner — Kay Allen, Drummond

District #8 winner — Adrian Downard, Pond Creek
District #9 winner — Gary Koch, Orlando
District #10 winner — Denise Ingle, Dover
District #11 winner — Dawn Grove, Greenfield
District #12 winner — Jeffrey Brown, Newcastle
District At-Large winner — J.T. Winters, Mooreland