

Consolidated Cable Vision, Inc.
EEO Program Information
Reporting Period 9/1/11 to 8/31/12

1. All fulltime vacancies filled by the CATV employment unit during preceding year:

Customer Service Representative
Combination Technician
Construction Technician
Mapping System Developer
Accounting Coordinator I
Service Center Representative
Plant Accountant

2. For Each Vacancy, recruitment sources used to fill the vacancy:

Customer Service Representative- Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council, Facebook

Combination Technician- Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council, Facebook, Bismarck Tribune, Job HQ Online Sites

Construction Technician- Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council, Facebook

Mapping System Developer- Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council, Facebook

Accounting Coordinator I- Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council, Facebook

Service Center Representative- Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council, Facebook

Plant Accountant- Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council, Facebook

3. The Recruitment Source that referred the Hiree(s):

Customer Service Representative- Referral from Friend
Combination Technician- Referral from Friend
Construction Technician- Referral from Friend
Mapping System Developer- Internal Transfer
Accounting Coordinator I- Referral from Relative
Service Center Representative- ND Job Service
Plant Accountant- ND Job Service

4. Interviewee Data:

Customer Service Representative- 6 interviews; sources of interviewees: Dickinson Press (2), Consolidated's Website (2), ND Job Service (1) Referral from Friend (1)

Combination Technician- 5 interviews; sources of interviewees: Consolidated's Website (1), Referral from Friend (3), Facebook (1)

Construction Technician- 3 interviews; sources of interviewees: Referral from Friend (1), Internal (1), Consolidated's Website (1)

Mapping System Developer- 1 interview; source of interview: Internal

Accounting Coordinator I- 7 interviews; sources of interviewees: Referral from Relative (1), Dickinson Press (3), ND Job Service (3)

Service Center Representative- 3 interviews; sources of interviewees: Consolidated's Website (2), ND Job Service (1)

Plant Accountant- 4 interviews; sources of interviewees: Referral from Friend (1), ND Job Service (3)

5. EEO Program 76.75 (b)(2) Initiatives:

1 Required – Smaller Market less than 250,000 population

EEO, Discrimination and Harassment Policy Review and Compliance Training provided to employment unit's management and supervisor level personnel on August 7, 2012- 1 hour training time