

Consolidated Cable Vision, Inc.
EEO Program Information
Reporting Period 9/1/18 to 8/31/19

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

IT Systems Specialist
Internet Customer Service Representative (CSR)

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

IT Systems Specialist - Dickinson Press, Fargo Forum, Grand Forks Herald, Jamestown Press, ND Job Service, Consolidated's Website, Facebook, Jobs HQ Website, Tribal Business Council

Internet CSR - IT Systems Specialist - Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Jobs HQ Website, Tribal Business Council

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

IT Systems Specialist – Internal Applicant
Internet CSR – Referral from Friend

4. Interviewee Data:

IT Systems Specialist- 2 interviews; source of interviewees: Referral from Friend, Internal Applicant

Internet CSR- 5 interviews; source of interviewees: Referral from Friend (2), Referral from Relative, Consolidated Website, Dickinson Press

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 20, 2019