

Consolidated Cable Vision, Inc.
EEO Program Information
Reporting Period 9/1/19 to 8/31/20

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

IT Systems Specialist
IT Systems Supervisor

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

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

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

IT Systems Specialist – Jobs HQ
IT Systems Supervisor – Internal Applicant

4. Interviewee Data:

IT Systems Specialist- 3 interviews; source of interviewees: Jobs HQ (2), Internal Applicant

IT Systems Supervisor- 3 interviews; source of interviewees: Consolidated's Website, Internal Applicant (2)

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 level personnel on August 12, 2020