

Consolidated Cable Vision, Inc.  
EEO Program Information  
Reporting Period 9/1/12 to 8/31/13

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

Customer Service Representative (2)  
Accounting Coordinator  
Combination Technician (2)  
Locator (3)  
Construction Technician  
Service Center Representative  
Plant Accounting Coordinator  
Warehouse Supervisor  
Locator

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

Accounting Coordinator- 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

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

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

Warehouse Supervisor- Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council, Facebook

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

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

Customer Service Representative (2)- Consolidated's Website, Dickinson Press

Accounting Coordinator- Referral from Friend

Combination Technician (2)- Internal Transfer, Referral from Relative

Locator (3)- Consolidated's Website, Referral from Friend, Dickinson Press

Construction Technician- Referral from Relative

Service Center Representative- Internal Transfer

Plant Accounting Coordinator- Internal Transfer

Warehouse Supervisor- Dickinson Press

Locator- Referral from Friend

4. Interviewee Data:

Customer Service Representative- 6 interviews; sources of interviewees:

Dickinson Press (1), Consolidated's Website (1), ND Job Service (1) Referral from Friend (1), Internal (2)

Accounting Coordinator- 3 interviews; sources of interviewees: Consolidated's Website (1), ND Job Service (1), Referral from Relative (1)

Combination Technician- 2 interviews; sources of interviewees: Referral from Friend, Internal (1)

Locator- 4 interviews; sources of interviewees: Dickinson Press (1), Consolidated's Website (2), Referral from Friend (1)

Construction Technician- 2 interviews; sources of interviewees: Referral from Relative (2)

Service Center Representative- 4 interviews; sources of interviewees: Dickinson Press (1), ND Job Service (2), Internal (1)

Plant Accounting Coordinator- 1 interview; source of interviewee: Internal (1)

Warehouse Supervisor- 4 interviews; sources of interviewees: Dickinson Press (1), Consolidated's Website (1), ND Job Service (1), Referral from Friend (1)

Locator- 2 interviews; sources of interviewees: ND Job Service (1), Referral from Friend (1)

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 13, 2013- 1 hour training time