

Consolidated Cable Vision, Inc.
EEO Program Information
Reporting Period 9/1/13 to 8/31/14

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

Customer Service Representative (3)
Accountant (2)
Combination Technician (2)
Construction Technician (2)
Service Center Representative (2)
Purchasing Coordinator
Internet CSR (3)
Sales Consultant
CPE Technician (3)

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

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

Internet CSR- Dickinson Press, ND Job Service, Consolidated's Website, Facebook

Accountant- Dickinson Press, ND Job Service, Consolidated's Website, Facebook

Sales Consultant- Dickinson Press, ND Job Service, Consolidated's Website, Facebook

CPE Technician- Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Fargo Forum, Grand Forks Herald, Detroit Lakes Tribune

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

Purchasing Coordinator- Dickinson Press, ND Job Service, Consolidated's Website, Facebook

Accountant- Dickinson Press, ND Job Service, Consolidated's Website, Facebook

Service Center Representative- Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Fargo Forum, Grand Forks Herald, Detroit Lakes Tribune

Construction Technician- Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Fargo Forum, Grand Forks Herald, Detroit Lakes Tribune

Combination Technician- Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Fargo Forum, Grand Forks Herald, Detroit Lakes Tribune

Customer Service Representative- Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Fargo Forum, Grand Forks Herald, Detroit Lakes Tribune

CPE Technician- Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Fargo Forum, Grand Forks Herald, Detroit Lakes Tribune

Combination Technician- Dickinson Press, ND Job Service, Consolidated's Website, Facebook

Internet CSR- Dickinson Press, ND Job Service, Consolidated's Website, Facebook

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

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

Customer Service Representative (3)- Consolidated's Website (2), Referral from Friend

Accountant (2)- ND Job Service, Consolidated's Website

Combination Technician (2)- Referral from Friend, Referral from Friend

Construction Technician (2)- Consolidated's Website, Referral from Friend

Service Center Representative (2)- Referral from Relative, Referral from Friend

Purchasing Coordinator- Dickinson Press

Internet CSR (3)- Dickinson Press, Referral from Relative, Referral from Relative

Sales Consultant- Internal Transfer

CPE Technician (3)- Consolidated's Website (2), Dickinson Press

4. Interviewee Data:

Construction Technician- 2 interviews; sources of interviewees: Consolidated's Website (2)

Internet CSR- 2 interviews; sources of interviewees: Dickinson Press (2)

Accountant- 3 interviews; sources of interviewees: ND Job Service (3)

Sales Consultant- 2 interviews; sources of interviewees: Internal Applicants

CPE Technician- 4 interviews; sources of interviewees: Referral from Friend, Walk-In Applicant, Dickinson Press, Consolidated's Website

Service Center Representative- 2 interviews; sources of interviewees: Dickinson Press, Referral from Relative

Purchasing Coordinator- 4 interviews; sources of interviewees: Dickinson Press, Consolidated's Website, Facebook, Referral from Friend

Accountant- 1 interviews; sources of interviewees: Consolidated's Website

Service Center Representative- 1 interviews; sources of interviewees: Referral from Friend

Construction- 4 interviews; sources of interviewees: Referral from Friend (2), Walk-In Applicant, Consolidated's Website

Combination- 1 interviews; sources of interviewees: Referral from Friend

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

CPE Technician- 2 interviews; sources of interviewees: Consolidated's Website, Referral from Friend

Combination Technician- 2 interviews; sources of interviewees: Referral from Friend, Consolidated's Website

Internet CSR- 9 interviews; sources of interviewees: Dickinson Press, ND Job Service, Consolidated's Website (2), Walk-In Applicant, Referral from Relative (2), Referral from Friend (2)

Customer Service Representative- 3 interviews; sources of interviewees: Dickinson Press, ND Job Service, Referral from Friend

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 July 29, 2014- 1 hour training time