

Consolidated Cable Vision, Inc.  
EEO Program Information  
Reporting Period 9/1/14 to 8/31/15

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

Construction Technician  
Combination Technician (3)  
Engineering Services Coordinator  
Combination Technician (2)  
Construction Technician (2)  
Service Center Supervisor

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

Construction Technician – Internal posting

Combination Technician – Internal posting

Engineering Services Coordinator – Internal posting

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

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

Service Center Supervisor – Internal posting

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

Construction Technician – Internal Transfer  
Combination Technician (3) – Internal Transfers (3)  
Engineering Services Coordinator – Internal Transfer  
Combination Technician (2) – Referral from Friend (2)  
Construction Technician (2) – Internal Transfers (2)  
Service Center Supervisor – Internal Transfer

4. Interviewee Data:

Construction Technician- 1 interview; source of interviewee: Internal Applicant

Combination Technician- 3 interviews; source of interviewees: Internal Applicants

Engineering Services Coordinator- 1 interview; source of interviewee: Internal Applicant

Combination Technician- 4 interviews; source of interviewees: ND Job Service, Consolidated's Website, Referral from Friend (2)

Construction Technician- 2 interviews; source of interviewees: Internal Applicants (2)

Service Center Supervisor- 4 interviews; source of interviewees: Internal Applicants (4)

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 18, 2015- 1 hour training time