

Consolidated Cable Vision, Inc.
EEO Program Information
Reporting Period 9/1/2021 to 8/31/2022

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

Customer Service Representative
IT Systems Specialist
Accountant
Locator
Customer Service Representative
Customer Service Representative

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

Customer Service Representative – Dickinson Press, ND Job Service, Consolidated’s Website, Facebook, Jobs HQ Website, Tribal Business Council

IT Systems Specialist – Dickinson Press, ND Job Service, Consolidated’s Website, Facebook, Jobs HQ Website, Tribal Business Council

Accountant – Dickinson Press, ND Job Service, Consolidated’s Website, Facebook, Jobs HQ Website, Tribal Business Council

Locator – Dickinson Press, ND Job Service, Consolidated’s Website, Facebook, Jobs HQ Website, Tribal Business Council

Customer Service Representative – Dickinson Press, ND Job Service, Consolidated’s Website, Facebook, Jobs HQ Website, Tribal Business Council

Customer Service Representative – Dickinson Press, ND Job Service, Consolidated’s Website, Facebook, Jobs HQ Website, Tribal Business Council

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

Customer Service Representative – Consolidated’s Website
IT Systems Specialist – Consolidated’s Website
Accountant – Referral from Friend
Locator – Referral from Friend
Customer Service Representative – Referral from Friend
Customer Service Representative – Referral from Friend

4. Interviewee Data:

Customer Service Representative – 3 interviews; source of interviewees: ND Job Service (1), Dickinson Press (1), Consolidated Website (1)

IT Systems Specialist – 7 interviews; sources of interviewees: Internal applicants (2), Consolidated Website (4), Referral from Family/Friend (1)

Accountant – 3 interviews; sources of interviewees: Jobs HQ Website (1), Referral from Family/Friend (1), Consolidated Website (1)

Locator – 1 interview; sources of interviewees: Referral from Family/Friend (1)

Customer Service Representative – 4 interviews; sources of interviewees: Referral from Family/Friend (2), Consolidated Website (2)

Customer Service Representative – 4 interviews; sources of interviewees: Referral from Family/Friend (2), Consolidated Website (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 supervisor and management level personnel on August 9, 2022