

Consolidated Cable Vision, Inc.
EEO Program Information
Reporting Period 9/1/2022 to 8/31/2023

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

IT Systems Specialist
Internet Technician
CPE Technician (2)
Construction Technician
Accountant
Service Center Representative
Combination Technician
CPE Technician

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

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

Internet Technician - Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Jobs HQ Website, Tribal Business Council

CPE Technician (2) - Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Jobs HQ Website, Tribal Business Council

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

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

Service Center Representative - Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Jobs HQ Website, Tribal Business Council

Combination Technician - Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Jobs HQ Website, Tribal Business Council

CPE Technician - Dickinson Press, ND Job Service, Consolidated's Website, Facebook, Jobs HQ Website, Tribal Business Council

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

IT Systems Specialist – Consolidated's Website
Internet Technician – Referral from Family/Friend

CPE Technician (2) – Internal applicants
Construction Technician – Consolidated's Website
Accountant – Consolidated's Website
Service Center Representative – Referral from Family/Friend
Combination Technician – Internal applicant
CPE Technician – Did not fill this position

4. Interviewee Data:

IT Systems Specialist – 4 interviews; source of interviewees: ND Job Service (1), Internal Applicant (1), Consolidated Website (2)

Internet Technician – 3 interviews; source of interviewees: Referral from Family/Friend (2), Consolidated Website (1)

CPE Technician (2) – 2 interviews; source of interviewees: Internal Applicants (2)

Construction Technician – 1 interview; source of interviewees: Consolidated Website (1)

Accountant – 2 interviews; source of interviewees: Consolidated Website (2)

Service Center Representative – 4 interviews; source of interviewees: Consolidated Website (1), Referral of Family/Friend (1), JobsHQ (1), ND Job Service (1)

Combination Technician – 1 interview; source of interviewees: Internal Applicant (1)

CPE Technician – 5 interviews; source of interviewees: Consolidated Website (2), Referral of Family/Friend (2), JobsHQ (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 supervisor and management level personnel on August 15, 2023.