

Consolidated Cable Vision, Inc.  
EEO Program Information  
Reporting Period 9/1/07 to 8/31/08

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

Combination Technician  
Accountant  
Internet Customer Service Representative  
Customer Service Representative  
Video Production Coordinator

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

Combination Technician- Dickinson Press, Billings Gazette, Bismarck Tribune, Bowman Pioneer, Pennysaver, Black Hills Pioneer, Weekly Prospector, ND Job Service, Consolidated's Website, Tribal Business Council

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

Internet CSR- Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council

Customer Service Rep.- Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council

Video Production Coordinator- Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council

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

Combination Technician- Consolidated's Website  
Accountant- Dickinson Press  
Internet CSR- Internal Applicant  
Customer Service Rep.- Dickinson Press  
Video Production Coordinator- Dickinson Press

4. Interviewee Data:

Combination Technician- 2 interviews; sources of interviewees: ND Job Service, Consolidated's website

Accountant- 4 interviews; sources of interviewees: Dickinson Press (3), Consolidated's website

Internet CSR- 3 interviews; sources of interviewees: Dickinson Press, ND Job Service, Internal Applicant

Customer Service Rep.- 3 interviews; sources of interviewees: Dickinson Press (3)

Video Production Coordinator- 1 interview; source of interviewee: Dickinson Press

5. EEO Program 76.75 (b)(2) Initiatives:

1 Required – Smaller Market less than 250,000 population

EEO and Discrimination Policy Review and Compliance Training provided to employment unit's management level personnel on August 7, 2008- 1 hour training time