

Consolidated Cable Vision, Inc.  
EEO Program Information  
Reporting Period 9/1/08 to 8/31/09

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

Combination Technician  
Construction Technician  
Service Center Representative

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

Combination Technician- Dickinson Press, Bowman Pioneer, Pennysaver, ND Job Service, Consolidated's Website, Tribal Business Council

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

Service Center Representative- Dickinson Press, Billings Gazette, Bismarck Tribune, Black Hills Pioneer, Weekly Prospector, ND Job Service, Consolidated's Website, Tribal Business Council

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

Combination Technician- ND Job Service  
Construction Technician- Dickinson Press  
Service Center Representative- Dickinson Press

4. Interviewee Data:

Combination Technician- 3 interviews; sources of interviewees: ND Job Service (2), Bowman Pioneer

Construction Technician- 1 interview: sources of interviewees: Dickinson Press

Service Center Representative- 3 interviews; sources of interviewees: Dickinson Press (2), ND Job Service

Accountant- 4 interviews; sources of interviewees: Dickinson Press (3), ND Job Service

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 June 26, 2009- 1 hour training time