

Consolidated Cable Vision, Inc.
EEO Program Information
Reporting Period 9/1/10 to 8/31/11

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

Accountant
Accounting Coordinator I
Service Center Representative

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

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

Accounting Coordinator I-Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council

Service Center Representative-Dickinson Press, ND Job Service, Consolidated's Website, Tribal Business Council, DSU Job Fair

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

Accountant- ND Job Service
Accounting Coordinator I- Referral from Friend
Service Center Representative- DSU Job Fair

4. Interviewee Data:

Accountant- 7 interviews; sources of interviewees: ND Job Service (1), Dickinson Press (3), Friend (1), Consolidated's Website (2)

Accounting Coordinator I- 4 interviews; sources of interviewees: Dickinson Press (1), Friend (1), Consolidated's Website (2)

Service Center Representative- 4 interviews; sources of interviewees: ND Job Service (1), DSU Job Fair (1), Friend (1), Consolidated's Website (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 management and supervisor level personnel on July 28, 2011- 1 hour training time

Dickinson State University Job Fair – April 6, 2011 – 3 hours