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

   - Construction Technician
   - Combination Technician (3)
   - Engineering Services Coordinator
   - Combination Technician (2)
   - Construction Technician (2)
   - Service Center Supervisor

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

   - Construction Technician – Internal posting
   - Combination Technician – Internal posting
   - Engineering Services Coordinator – Internal posting
   - Combination Technician - Dickinson Press, ND Job Service, Consolidated’s Website, Facebook
   - Construction Technician - Dickinson Press, ND Job Service, Consolidated’s Website, Facebook
   - Service Center Supervisor – Internal posting

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

   - Construction Technician – Internal Transfer
   - Combination Technician (3) – Internal Transfers (3)
   - Engineering Services Coordinator – Internal Transfer
   - Combination Technician (2) – Referral from Friend (2)
   - Construction Technician (2) – Internal Transfers (2)
   - Service Center Supervisor – Internal Transfer

4. Interviewee Data:
Construction Technician- 1 interview; source of interviewee: Internal Applicant

Combination Technician- 3 interviews; source of interviewees: Internal Applicants

Engineering Services Coordinator- 1 interview; source of interviewee: Internal Applicant

Combination Technician- 4 interviews; source of interviewees: ND Job Service, Consolidated’s Website, Referral from Friend (2)

Construction Technician- 2 interviews; source of interviewees: Internal Applicants (2)

Service Center Supervisor- 4 interviews; source of interviewees: Internal Applicants (4)

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 August 18, 2015- 1 hour training time