

## EEO PUBLIC FILE REPORT

### 2009 FCC EEO Public File Report for *Suddenlink Communications* Calcasieu Parish, LA - FCC EEO # 11989 (Lake Charles, Deridder)

*This Report covers September 1, 2008-August 31, 2009.*

**Total Number of Full-Time Vacancies Filled During This Period: 21**

**Total Number of People Interviewed For Full-Time Vacancies During This Period: 73**

*Please see attached recruitment source list for recruitment source contact information.*

#### Full-Time Positions Filled

#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy	Number of Interviewees Referred by Each Recruitment Source	Total Number Interviewed
1	Broadband Technician	15	1 Job Fair/1 Internal/2 Internet Job Board/1 Other/6 Employee Referrals/2 Rehire/1 CareerBuilder/1 SL Website	SL Website & CareerBuilder	7 TV/1 Staffing Agency/8 CareerBuilder/2 Internal/10 Other/14 Employee Referrals/1 Job Fair/4 Internet Job Board/3 LA Workforce/3 Rehire/1 SL Website	54
2	Inventory Control Specialist	1	Internal	SL Website	2 Internal	2
3	Customer Care Rep	1	CareerBuilder	SL Website & CareerBuilder	2 Internet Job Board/3 CareerBuilder/1 Other	6
4	Dispatcher	1	Internal	SL Website	2 Internal/1 Other	3
5	Dispatch Supervisor	1	Internal	SL Website	1 Internal	1
6	Field System Supervisor	1	Internal	SL Website & CareerBuilder	1 Internal	1

7	General Sales Manager	1	Career Consultant	www.work4suddenlink.com Suddenlink commercials Careerbuilder.com	6 0 0	6
---	--------------------------	---	-------------------	--	-------------	---

### Supplemental Recruitment Initiatives

- McNeese University Job Fair/Lake Charles
- Suddenlink has developed and implemented a training and certification program designed to assist unit personnel in acquiring the skills & certificates necessary to qualify for promoting into higher level positions. Specifically, the unit pays for and facilitates attendance at NCTI training courses for its' technician employees.
- This unit has satisfied its supplemental recruitment initiative requirement by establishing tools and resources to educate and promote qualified employees.
- We also post job openings on Employee Bulletin Boards and have developed a new Employee Referral policy.
- Suddenlink also offers many online courses through the Smartlink website and offers various instructor led training.
- Supervisors participate in various supervisory training including Your Role as Supervisor, Managing Within The Law, Coaching Training, Behavioral Interviewing, Positive Employee Relations which covers their EEO responsibilities.

### Recruitment Source List

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification	Total Number of Referrals
Suddenlink Communications	700 Exchange Avenue Conway, AR 72032	Vickie Summar	501-269-8751	No	1
CareerBuilder	200 N. LaSalle St. Suite 110 Chicago, IL 60601	Na	800-6384212	No	11
LA Workforce	Alexandria, LA	Tracy Johnston	318-413-0958	No	3
McNeese University	Lake Charles, LA	Cheryl Bellard	337-475-5612	No	1