

EEO PUBLIC FILE REPORT

2009 FCC EEO Public File Report for *Suddenlink Communications-Eureka, California*

Humboldt, CA - FCC EEO # 4628

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

Total Number of Full-Time Vacancies Fill During This Period: 5

Total Number of People Interviewed For Full-Time Vacancies During This Period: 65

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	(162) BBT I 1. Quintin Williams-Gillespie 2. Deven Smith 3. Jeremiah Elliott	3	1. Employee Referral-Mike Ramer 2. Internet-Craigslist.com 3. Internet-Work4Suddenlink.com	www.work4suddenlink.com EDD-Cal Jobs Craigslist.com Newspaper-Northcoast Journal TV Commercials Employee Referral Program “Now Hiring” Vehicle Magnets	6-Recruitment Ad-Unknown 4-Friend-Unknown 2-Relative-Unknown 1-Walk In 3-Employment Agency-Unknown 6-Internet-Unknown 3-Internet-Work4Suddenlink.com 7-Employee Referral 1-Internet-Craigslist.com 1-College-Unknown 1-“Now Hiring” Vehicle Magnet 6-TV Commercial 7-Internet-CalJobs.com 1-Word of Mouth 1-Former Employee 1-Job Fair 1-Unknown	52
2	Dispatcher II 1. Preston Boldt	1	1. Internal Recruitment	www.work4suddenlink.com - (Internal Only Posting)	1-Internal Recruitment	1

3	<p>BBT I 1. Rollans Wilson</p>	1	1-Other-Company Reputation	<p>www.work4suddenlink.com EDD-Cal Jobs Craigslis.com Newspaper-Northcoast Journal “Now Hiring” Vehicle Magnets Times Standard Newspaper Internal Recruitment College of The Redwoods-Disabled Student Services CR-Career Center Humboldt State University-Career Center Redwood Vet Center Job Market Trinity Occupation Training, Inc Indian Action Council Dept of Health & Human Services Senior Resource Center Employment Training Division Hoopa/Yurok Vocation Rehabilitation Program Northern CA Indian Development Council Humboldt County Veterans Service Office Northcoast Veterans Resource Center Tri-County Independent Living Workforce Center Redwood Employment Service Multiple Assistance Center Department of Rehab Humboldt State University-Alumni Career Network</p>	<p>2-Internet-CalJobs 1-Internet-Unknown 2-Employee Referral 2-Internet-Craigslis 1-Other-Company Reputation 1-Internet-Newspaper Website 1-Internet-Indeed.com 1-Word of Mouth 1-Internet- Work4Suddenlink.com</p>	12
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Supplemental Recruitment Initiatives

NAME OF INITIATIVE: Northcoast Employment and Trade Expo 2008

DATE(S) OF INITIATIVE: September 20, 2008

DESCRIPTION OF INITIATIVE: This event provided potential job seekers the opportunity to meet and interview with employers, find out about job opportunities, attend workshops, and receive resume critiques.

SCOPE OF EMPLOYMENT UNIT'S PARTICIPATION: Suddenlink Eureka had a booth containing job descriptions and information regarding our application process and company. We discussed our employment opportunities with people as they inquired.

NAMES AND TITLES OF PARTICIPATING EMPLOYMENT UNIT PERSONNEL: Kendra O'Brien-Human Resources Generalist, Morgan Tully-Administrative Specialist III (responsible for pre-screening applicants).

NAME OF INITIATIVE: Humboldt State University Career Expo & Volunteer Fair 2009

DATE(S) OF INITIATIVE: February 20, 2009

DESCRIPTION OF INITIATIVE: This event provided organizations the opportunity to interact with numerous students from HSU (over 1,000 were expected to attend). The students could find out more about what our organization does, what types of opportunities are available, what kind of training and education our organization looks for, application procedures and suggestions on what they can do now to become more employable in their field of study.

SCOPE OF EMPLOYMENT UNIT'S PARTICIPATION: Suddenlink Eureka had a booth containing a laptop with our career website open and available showing all of Suddenlink's job openings. We also provided general information about Suddenlink and our benefits package. We discussed our employment opportunities with people as they inquired.

NAMES AND TITLES OF PARTICIPATING EMPLOYMENT UNIT PERSONNEL: Kendra O'Brien-Human Resources Generalist, Elisa Rosado-Customer Service Supervisor, Casey Kelly, Broadband Technician Supervisor

NAME OF INITIATIVE: Redwood Coast Opportunity Fair

DATE(S) OF INITIATIVE: May 29, 2009

DESCRIPTION OF INITIATIVE: This event provided potential job seekers the opportunity to meet employers, access training, network, access and register in CalJOBS, find out about job opportunities, get interview practice, and receive resume assistance.

SCOPE OF EMPLOYMENT UNIT'S PARTICIPATION: Suddenlink Eureka had a booth containing a laptop with our career website open and available showing all of Suddenlink's job openings. We also provided general information about Suddenlink and our benefits package. We discussed our employment opportunities with people as they inquired.

NAMES AND TITLES OF PARTICIPATING EMPLOYMENT UNIT PERSONNEL: Kendra O'Brien-Human Resources Generalist, Casey Kelly-Broadband Technician Supervisor, Chuck Harris-Operations Manager, Aaron Byers-Broadband Technician Supervisor

NAME OF INITIATIVE: Careerlink (Broadband Technician Career Progression)

DATE(S) OF INITIATIVE: Ongoing

DESCRIPTION OF INITIATIVE: Training program designed to enable unit personnel (Broadband Technicians) to acquire skills that could qualify them for higher level positions

SCOPE OF EMPLOYMENT UNIT'S PARTICIPATION: This unit provides advanced training for employees. Specifically, the unit pays for and facilitates attendance of online Jones/NCTI training courses for its technician employees as well as pays for SCTE certifications. Suddenlink also offers online BBT training courses through the Smartlink website.

NAMES AND TITLES OF PARTICIPATING EMPLOYMENT UNIT PERSONNEL: 20 BBTs, 3 BBT Supervisors, and the Operations Manager in Eureka have participated in this training program.

NAME OF INITIATIVE: Smartlink

DATE(S) OF INITIATIVE: Ongoing

DESCRIPTION OF INITIATIVE: Training program designed to enable unit personnel to acquire skills that could qualify them for higher level positions

SCOPE OF EMPLOYMENT UNIT'S PARTICIPATION: A variety of online courses are available through the Smartlink website to all employees so they have the ability to learn new skills, which could qualify them for higher level positions

NAMES AND TITLES OF PARTICIPATING EMPLOYMENT UNIT PERSONNEL: Varies by system

NAME OF INITIATIVE: Douglas Faust Memorial Scholarship Fund

DATE(S) OF INITIATIVE: Launched 8/18/09 ~ Ongoing

DESCRIPTION OF INITIATIVE: Scholarship program designed to assist students interested in pursuing a career in multichannel video programming communications

SCOPE OF EMPLOYMENT UNIT'S PARTICIPATION: Suddenlink Communications established a scholarship program to help finance higher education for employees or children of its employees. Awards are \$1,500 each with a total of three (3) scholarships awarded annually. Scholarship recipients are selected based on academic achievement, leadership and participation in school and community activities, honors, work experience, and statement of educational and career goals.

NAMES AND TITLES OF PARTICIPATING EMPLOYMENT UNIT PERSONNEL: Varies by system

Recruitment Source List

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification	Total Number of Referrals
“Now Hiring” Vehicle Magnets on system Suddenlink vehicles	Varies per system	Varies per system	Varies per system	No	1
TV Commercials (played across 40 assorted/diverse networks)	12444 Powers Court Drive, Ste 450 St. Louis, MO 63131	Daron Corbin	806-771-6123	NA	6
www.work4suddenlink.com Company Recruiting Website	911 W Wabash, Eureka, CA 95501	Kendra O’Brien	707-268-5314	NA	4
Employee Referrals/ Employee Referral Program	911 W Wabash, Eureka, CA 95501	Kendra O’Brien	707-268-5314	Yes	9
EDD-Cal Jobs	409 K Street, Eureka, CA 95501	Shannon Gallant	707-441-5707	No	9
Times Standard Newspaper	930 6 th Street, Eureka, CA 95501	Josh Pierson	707-441-0500	No	
Craigslist.com	Unknown-Website	NA	NA	No	3
North Coast Journal Newspaper	145 G Street, Arcata, CA 95521	Classified Department	707-826-2000	No	
Internal Recruitment	Posted on internal job board & notification sent out via email	Kendra O’Brien	707-268-5314	NA	1
College of the Redwoods-Disabled Student Services	7351 Tompkins Hill Road, Eureka, CA 95503	Mary Thompson	707-476-4280	No	
College of the Redwoods-Career Center	7351 Tompkins Hill Road, Eureka, CA 95503	Cindy Anderson	707-476-4159	No	
Humboldt State University-Career Center	1 Harpst Street, Arcata, CA 95521	Cherry Ouellette	707-826-3341	No	
Humboldt State University-Alumni Career Network	1 Harpst Street, Arcata, CA 95521	Website: Alumni.humboldt.edu	707-826-3232	No	
Hoopa/Yurok Vocational	PO Box 699, Hoopa, CA 95546	John Lynch	530-625-5081	No	

Rehabilitation Program					
Redwood Vet Center	2830 G Street, Eureka, CA 95501	None	707-444-8271	No	
Job Market	727 Cedar Street, Garberville, CA 95542	Colleen Bear	707-923-4953	No	
Trinity Occupational Training Inc	PO Drawer 1430, Weaverville, CA 96093	Sherri Whitam	530-623-7323	No	
Indian Action Council	2905 Hubbard Lane #C, Eureka, CA 95501	None	707-443-8401	No	
Humboldt County Department of Health/Human Service	JF Unit, 929 Koster Street, Eureka, CA 95501	Wendy Carnemolla	707-268-3438	No	
Senior Resource Center	1910 California Street, Eureka, CA 95501	Reception	707-443-9747	No	
Employment Training Division	930 6 th Street, 2 nd Floor, Eureka, CA 95501	Kathy Yoder	707-441-4600	No	
Northern CA Indian Development Council	241 F Street, Eureka, CA 95501	Donna Marie	707-445-8451	No	
Humboldt County Veterans Service Office	825 5 th Street, #310, Eureka, CA 95501	Jodie Burgess	707-445-7341	No	
Northcoast Veterans Resource Center	2107 3 rd Street, Eureka, CA 95501	Jennifer Mogg	707-442-4322	No	
Workforce Center	286 M Street, Crescent City, CA 95531	None	707-464-8347	No	
Tri County Independent Living	955 Myrtle Avenue, Eureka, CA 95501	None	707-445-8404	No	
Redwood Employment Service	720 Wood Street, Eureka, CA 95501	Seanna Willett	707-441-5249	No	
Multiple Assistance Center	2413 2 nd Street, Eureka, CA 95501	Teena Alvarado	707-269-9590	No	
Department of Rehabilitation	310 3 rd Street, Eureka, CA, 95501	David Perry	707-445-6300	No	