

EEO PUBLIC FILE REPORT

**2009 FCC EEO Public File Report for *Suddenlink Communications*
Gainesville County, TX - FCC EEO #11971**

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

Total Number of Full-Time Vacancies Fill During This Period: 32

Total Number of People Interviewed For Full-Time Vacancies During This Period: 84

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

Full-Time Positions Filled

#	Position Title	Number Hired	Recruitment Source of Successful Applicants	Recruitment Source Used to Fill The Vacancy	Number of Interviewees Referred by Each Recruitment Source	Total Number Interviewed
1	CCR I Retail	1	Internal	Internal	1	1
				OK State Jobsite	0	
				Suddenlink Website	0	
2	Headend Supervisor	1	Suddenlink Website	Suddenlink Website	1	1
				Work In Texas	0	
3	CCR I Retail	1	Recruitment Ad	Recruitment Ad	1	5
				Friend Referral	1	
				Walk In	2	
				OK State Jobsite	0	
				Suddenlink Website	1	
4	BBT I	1	Work In Texas	Work In Texas	1	3
				Relative Referral	1	
				Suddenlink Website	1	
5	BBT I	1	Suddenlink Website	Suddenlink Website	1	2
				Friend Referral	1	
				OK State Jobsite	0	
6	Dispatcher I	1	Suddenlink Website	Suddenlink Website	1	2
				OK State Jobsite	0	
				Walk In	1	
7	CCR I Retail	1	Friend Referral	Friend Referral	2	9
				Walk In	1	
				Recruitment Ad	2	
				Work In Texas	2	

				Suddenlink Website	2	
8	BBT III	1	Employee Referral	Employee Referral	2	4
				Work In Texas	0	
				Suddenlink Website	1	
				Walk In	1	
9	BBT I	1	Walk In	Walk In	3	4
				OK State Jobsite	0	
				Suddenlink Website	1	
10	BBT I	3	Suddenlink Website	Suddenlink Website	9	9
				Work In Texas	0	
11	BBT I	1	Suddenlink Website	Suddenlink Website	2	3
				Internal	1	
				Work In Texas	0	
12	BBT I	1	Employee Referral	Employee Referral	3	5
		1	Suddenlink Website	Suddenlink Website	1	
				Work In Texas	0	
				Veterans Assoc.	1	
13	BBT I	1	Suddenlink Website	Suddenlink Website	2	6
		1	Employee Referral	Employee Referral	1	
				Work In Texas	0	
				Walk In	1	
				other	2	
14	CCR I - Retail	1	Employee Referral	Employee Referral	1	1
				Work In Texas	0	
				Suddenlink Website	0	
15	BBT I	1	Employee Referral	Employee Referral	1	2
				Work In Texas	0	
				Suddenlink Website	1	
16	Customer Care Supervisor	1	Internal	Internal	1	1
				Suddenlink Website	0	
				Work In Texas	0	
17	Field Services Supervisor	1	Internal	Internal	1	1
				Work In Texas	0	
				Suddenlink Website	0	
18	BBT I	1	Employee Referral	Employee Referral	1	2
				Work In Texas	0	
				Suddenlink Website	1	
19	BBT I	1	OK State Jobsite	OK State Jobsite	1	5
				Suddenlink Website	3	
				Friend Referral	1	
20	BBT I	1	Recruitment Ad	Recruitment Ad	1	6
				OK State Jobsite	0	
				Suddenlink Website	5	

21	BBT II	1	Suddenlink Website	Suddenlink Website	3	3
				Work In Texas	0	
22	BBT I	1	Suddenlink Website	Suddenlink Website	1	1
				Work In Texas	0	
22	BBT I	1	Walk-in	Walk-in	2	3
				OK State Jobsite	0	
				Suddenlink Website	1	
24	BBT II	1	Suddenlink Website	Suddenlink Website	1	1
				Work In Texas	0	
25	BBT II	1	Referral	Referral	1	2
				Suddenlink Website	1	
				Work In Texas	0	
		1	Suddenlink Website	Suddenlink Website	1	1
				Work In Texas	0	0
26	BBT II	1	Rehire	Rehire	1	1
				Work In Texas	0	
				Suddenlink Website	0	

Implemented During Previous Year

September 1, 2008 - August 31, 2009

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	Ongoing	Careerlink	Self promotion program for Broadband Technicians to acquire skills and education to qualify them for higher level positions.	HR personnel promotes program and monitors progress of technicians.	Alex Montoya, Brian McNamire, Karen Haas, Claribel Cardona, and Catrina Johnson
2	Ongoing	Post all internal and external openings	Texoma Region posts all internal and external openings on Suddenlink Careers Website	Available to all Suddenlink employees and the public in general	Catrina Johnson

3	Ongoing	External Websites	Post external positions on state job boards and a variety of external public websites to include Careerbuilder which cross posts to diversity websites to the extent possible.	Available to all Suddenlink employees and the public in general	Catrina Johnson
4	9/1/2008	Recruitment Management System Contract	Peopleclick was introduced as company's recruitment management system.	Company-wide system that facilitates the tracking of all job candidates / applicants and related analysis of recruitment / hiring practices.	Corporate HR and Field HR and hiring managers.
5	6/1/2009	Job Fair	Congressman Louie Gohmert's East Texas Job Fair held in Lufkin, TX	Attended job fair and talked to potential candidates; gave info on how to apply online	Karen Haas
6	6/29/2009	Job Fair	Congressman Louie Gohmert's East Texas Job Fair held in Longview, TX	Attended job fair and talked to potential candidates; gave info on how to apply online	Catrina Johnson
7	7/1/2009	Employee Referral	Launched Employee Referral Incentive Program	Available to all Suddenlink employees; pays employees for referrals	All Suddenlink Employees

Recruitment Sources

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification	Total Number of Referrals
Suddenlink Career Network		www.work4suddenlink.com		No	43
Work in Texas (TWC)		www.workintexas.com		No	2
OK State Jobsite		www.service.oesc.state.ok.us		No	1
Walk In				No	11
Employee/Friends Referrals				No	16

TV Commercial	Suddenlink Cable Services		No	4
Veterans Assoc.		www.workintexas.com	No	1
Internal			No	3
Rehire			No	1
Other			No	2

