

EEO PUBLIC FILE REPORT

2009 FCC EEO Public File Report for *Suddenlink Communications* Putnam Co., WV, Kanawha Co., WV & Wayne Co., WV - FCC EEO # 12052

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

Total Number of Full-Time Vacancies Filled During This Period: 35

Total Number of People Interviewed For Full-Time Vacancies During This Period: 214

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 I	3	Newspaper – 1 / Walk –In - 2	Internal Posting	0	13
				www.work4suddenlink.com	2	
				Newspaper Ad - Charleston Gazette	1	
				Charleston Job Corps Center	0	
				College Recruitment (WV State College, University of Charleston, The Community & Technical College at Institute of Technology WVU)	0	
				State Job Service - Workforce WV	1	
				Religious Coalition for Community Renewal	0	
				Native American History Council	0	
				WV Human Rights Commission	0	
				Friend	4	
				Walk In	2	
				Relative	2	
Employee Referral	1					

2	Project Coordinator	1	Internal Posting	Internal Posting	5	6
				www.work4suddenlink.com	0	
				Religious Coalition for Community Renewal	0	
				Native American History Council	0	
				College Recruitment (WV State College, University of Charleston, The Community & Technical College at Institute of Technology WVU)	0	
				State Job Service - Workforce WV	0	
				Newspaper	0	
				Other / Surfing the net	0	
				Internet Job Board	1	
				Internet / Other	0	
3	Broadband Technician IV	1	Internal Posting	Internal Posting	4	4
				www.work4suddenlink.com	0	
4	Broadband Technician I	1	Employee Referral	Internal Posting	0	12
				www.work4suddenlink.com	1	
				State Job Service - Workforce WV	0	
				Employee Referral	3	
				Other / Word of Mouth	0	
				Newspaper	3	
				Friend	1	
				Suddenlink Vehicle Magnet	1	
				Other / Television	1	
				College - Mountain State University	0	
				Walk In	1	
Other / Web Search	1					
5	Accounts Receivable Clerk	1	Internal Posting	Internal Posting	2	2
				www.work4suddenlink.com	0	

6	Broadband Technician I	1	Employee Referral	Internal Posting	0	15
				www.work4suddenlink.com	2	
				State Job Service - Workforce WV	1	
				College Recruitment (WV State College, University of Charleston)	0	
				Religious Coalition for Community Renewal	0	
				Hotjobs.com	1	
				Newspaper	5	
				Friend	1	
				Employee Referral	3	
				Internet Job Board	0	
				Other / Online	1	
				Simply Hired Website	1	
				Oodle.com	0	
7	Construction Coordinator	1	Internal Posting	Internal Posting	3	3
				www.work4suddenlink.com	0	
8	Broadband Customer Counter Rep	1	Internal Posting	Internal Posting	1	1
				www.work4suddenlink.com	0	
				Newspaper (Charleston Gazette, 3 metros and 7 days Yahoo Hot Job)	0	
				State Job Service - Workforce WV	0	
				College Recruitment (WV State College, University of Charleston)	0	
				Religious Coalition for Community Renewal	0	
				Friend	0	
				Employee Referral	0	
Other	0					

9	Broadband Technician I	3	Newspaper / Other – Internet / Employee Referral	Internal Posting	0	29
				www.work4suddenlink.com	0	
				Newspaper (Charleston Gazette, 3 metros and 7 days Yahoo Hot Job)	7	
				State Job Service - Workforce WV	0	
				College Recruitment (WV State College, University of Charleston)	0	
				Religious Coalition for Community Renewal	0	
				Yahoo Hot Jobs	6	
				Other / Internet	2	
				Employee Referral	8	
				Family Friend	1	
				Internet Job Board	0	
				Other / Online	1	
				Indeed.com	0	
				Other / Television	0	
Other / Unknown	2					
Rehire	1					
Job Fair	1					
10	Construction Technician I	1	Internal Posting	Internal Posting	5	5
				www.work4suddenlink.com	0	
11	Quality Assurance Inspector	1	Internal Posting	Internal Posting	5	5
				www.work4suddenlink.com	0	
12	Broadband Technician IV	1	Internal Posting	Internal Posting	3	3
				www.work4suddenlink.com	0	

13	Broadband Technician I	2	State Job Service / Employee Referral	Internal Posting	0	14
				www.work4suddenlink.com	3	
				State Job Service - Workforce WV	2	
				College Recruitment (WV State College)	0	
				Religious Coalition for Community Renewal	0	
				Employee Referral	6	
				Newspaper (Did not run an Ad)	0	
				Internet Job Board	1	
				Other / Friend	2	
Other / Internet	0					
14	Broadband Technician I	4	College Recruitment / Internet Job Board / Employee Referral / Other - Internet	Internal Posting	0	24
				www.work4suddenlink.com	0	
				Newspaper (Charleston Gazette, 3 metros and 7 days Yahoo Hot Job)	11	
				State Job Service - Workforce WV	0	
				College Recruitment (The Community & Technical College at Institute of Technology WVU, WV State College, University of Charleston)	1	
				Religious Coalition for Community Renewal	0	
				Internet Job Board	2	
				Employee Referral	5	
				Yahoo HotJobs	3	
				Other / Website	1	
				Indeed.com	0	
				Other / Internet	1	

15	Director of Operations	1	Channel Crawls / Network WV and The Weather Channel	Internal Posting	0		16
				www.work4suddenlink.com	5		
				Newspaper (Charleston Gazette, 3 metros and 7 days Yahoo Hot Job)	1		
				State Job Service - Workforce WV	0		
				College Recruitment (The Community & Technical College at Institute of Technology WVU, WV State College, University of Charleston)	0		
				Religious Coalition for Community Renewal	0		
				Native American History Council	0		
				Channel Crawls / Network WV & The Weather Channel	1		
				CareerBuilder - On-line posting	2		
				Multichannel News Magazine	0		
				WICT - On-line posting	1		
				Monster	0		
				jobirn.com	0		
				Employee Referral	1		
				TheLadders.com	0		
				Yahoo HotJobs	2		
				Internet Job Board	1		
				Other / Unknown	1		
				Indeed.com	1		
				midohiovalleyjobs.com	0		
Other / Website	0						
Headhunter.net	0						
Other / Friend	0						
Other / Recruiter	0						

16	Network Engineer	1	Internal Posting	Internal Posting	1	11
				www.work4suddenlink.com	3	
				Newspaper (Charleston Gazette, 3 metros and 7 days Yahoo Hot Job)	0	
				State Job Service - Workforce WV	1	
				College Recruitment (The Community & Technical College at Institute of Technology WVU, WV State College, University of Charleston)	0	
				Religious Coalition for Community Renewal	0	
				CareerBuilder.com	4	
				Other / Friend	0	
				Job Fair	1	
				Employee Referral	0	
				Indeed.com	0	
				Internet Job Board	1	
17	Broadband Technician	2	Internet Job Board / Employee Referral	Internal Posting	0	9
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	0	
				Internet Job Board	2	
				Employee Referral	3	
				CareerBuilder.com	2	
				Other / Website	0	
				Newspaper (Did not run an Ad)	2	
				Other / Unknown	0	
				Hotjobs.com	0	
Other / Friend	0					

18	IT Specialist II	1	CareerBuilder.com	Internal Posting	1	13
				www.work4suddenlink.com	1	
				State Job Service - Workforce WV	0	
				College Recruitment (The Community & Technical College at Institute of Technology WVU, WV State College, University of Charleston)	0	
				Religious Coalition for Community Renewal	0	
				CareerBuilder.com	10	
				Other / Family	0	
				Newspaper	0	
				Website	0	
				Employee Referral	0	
				Other / Unknown	0	
				Indeed.com	0	
				Internet Job Board	0	
				Charlestonhelpwanted.com	0	
Ohiomeansjobs.com	1					
19	Broadband Technician I	1	Employee Referral	Internal Posting	0	6
				www.work4suddenlink.com	1	
				State Job Service - Workforce WV	0	
				College Recruitment (The Community & Technical College at Institute of Technology WVU, WV State College, University of Charleston)	0	
				Religious Coalition for Community Renewal	0	
				Internet Job Board	0	
				Employee Referral	2	
				Other / Unknown	0	
				CareerBuilder.com	1	
				Other / Television	0	
				Yahoo Hot Jobs	0	
				Newspaper (Did not place Ad)	2	
				Other / Family	0	
				Other / Friend	0	

20	Broadband Technician I	3	Employee Referral / Other – Word of Mouth	Internal Posting	0	10
				www.work4suddenlink.com	1	
				State Job Service - Workforce WV	3	
				College Recruitment (The Community & Technical College at Institute of Technology WVU, WV State College, University of Charleston)	0	
				Religious Coalition for Community Renewal	0	
				Institutional Education Programs	0	
				CareerBuilder - On-line posting	0	
				Employee Referral	3	
				Newspaper	1	
				Indeed.com	0	
				Trade Journal	0	
				CharlestonJobs.com	0	
				Walk In	0	
				Other / Word of Mouth	1	
				Google	0	
				Internet Job Board	1	
Other / Website	0					
Other / Internet	0					

21	Broadband Technician I	3	Rehire / Other -Unknown	Internal Posting	0	9
				www.work4suddenlink.com	2	
				State Job Service - Workforce WV	0	
				College Recruitment (The Community & Technical College at Institute of Technology WVU, WV State College, University of Charleston)	0	
				Religious Coalition for Community Renewal	0	
				Institutional Education Programs	0	
				Other / Friend	0	
				Employee Referral	2	
				Rehire	1	
				Other / Unknown	3	
				Other / Web	0	
				Company Van	0	
				Internet Job Board	0	
				Newspaper	0	
				Other / Family	0	
Job.com	1					

22	Dispatcher I	1	www.work4suddenlink.com	Internal Posting	0	4
				www.work4suddenlink.com	1	
				State Job Service - Workforce WV	0	
				College Recruitment (The Community & Technical College at Institute of Technology WVU, WV State College, University of Charleston)	0	
				Religious Coalition for Community Renewal	0	
				Institutional Education Programs	0	
				Other / Family	0	
				Internet Job Board	1	
				Employee Referral	2	
				CareerBuilder.com	0	
				Other / Friend	0	
				On-Line Job Search	0	
				Referral Networks	0	
				Other / Unknown	0	
				Walk In	0	
Monster	0					

Recruitment Source List

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification	Total Number of Referrals
WVU Institute of Technology		Cantrell Miller III	304-442-3185	No	1
The Community & Technical College at Institute of Technology WVU		Thomas Minnich	304-442-3245	No	
Marshall University		Trish	304-696-2370	No	
University of Charleston		Sherrri Washington	304-357-4745	No	
WV State College		Sherrri Cox	304-766-3250	No	
Institutional Education Programs		Judy Burkel	jburkle@access.k12.wv.us	Yes	
Black Ministerial Alliance	1342 Lewis Street Charleston, WV 25311	Rev. Lord Allan Hill		No	
YWCA	1114 Quarrier Street Charleston, WV 25301	Paula Smith	304-340-3615	No	
WV Human Rights	1321 Plaza East Room 108 A Charleston, WV 25301-1400	Ivin B. Lee	888-676-5546 / 304-558-2616	No	
Native American Council of WV		Darla Spencer	304-562-7233	No	
Charleston Newspaper		Terry Boswell	304-348-5140	No	178
NAACP	P.O. Box 222 Institute, WV 25112		304-768-6650	No	
Job Corp		Debbie Hart	304-925-3200 Ext. 269 / 304-561-7521	No	
Workforce WV		Stephen Janney	304-558-0342	Yes	34
WV Placement Project	218 Dickinson Street Charleston, WV 25301		304-344-2291	No	
Tri-County YMCA	P.O. Box 737 Scott Depot, WV 25560		304-757-0016	No	

Charleston Salvation Army	301 Tennessee Ave. Charleston, WV 25302		304-343-4548	No	
Goodwill Industries of Kanawha Valley, Inc	209 Virginia Street, West Charleston, WV 25302		304-346-0811	No	
WV Community Voices	1018 Kanawha Blvd. East Suite 1100, Charleston, WV 25302		304-558-0530	No	
WV Council of Churches	2207 Washington Street, East Charleston, WV 25311		304-344-3141	No	
WV Development Office	1900 Kanawha Blvd. East Bldg. 6 Room 553, Charleston, WV 25305		304-588-2001	No	
WV Municipal League	2020 Kanawha Blvd. East Charleston, WV 25311		304-342-5564	No	
WVU Extension	203 Cox Hall, 3110 MacCorkle Ave. SE Charleston, WV 25304	David Hughes, PHD	304-558-3497	No	
YMCA of Kanawha Valley	300 Hillcrest Drive, East Charleston, WV 25311		304-340-3527	No	
NAACP	Box 779 Oak Hill, WV 25901		304-465-5506	No	
SCTE			On-Line Postings	No	
Monster			On-Line Postings	No	2
Broadband Careers			On-Line Postings	No	
Network WV / Channel Crawl		Carol Prunty	304-422-6088	No	2
The Weather Channel / Channel Crawl		Carol Prunty	304-422-6088	No	2
Recruitment Ad for Television Broadcast		Carol Prunty and Trish Lindsay	304-422-6088	No	9
Fairmont State College	1201 Locust Ave, Fairmont, WV 26554		800-641-5678	No	
West Virginia University	P.O. Box 201 Morgantown, WV 26506		304-293-0111	No	
The Times West Virginia			304-367-2500	No	
The Shinnston News		Kim Gemono	304-592-1030	No	
NAACP	P.O. Box 274 Clarksburg, WV 26301			No	
NAACP	P.O. Box 893 Fairmont, WV			No	

	26554				
Workforce WV / Fairmont	P.O. Box 1468 Fairmont, WV 26554-1468		304-363-5550	No	
Ben Franklin Career Center Programs		Carol	coconnel@access.k12.wv.us	No	
Religious Coalition for Community Renewal		W.I. "Bill" Hairston	304-343-9632	No	
Magnets on Suddenlink Vehicles Advertising Recruiting				No	2
CareerBuilder.com			On-Line Posting	No	98
Internet Job Board				No	86
Friend				No	29
Hotjobs.com			On-Line Posting	No	51
www.work4suddenlink.com			Internal Posting	Yes	44
www.work4suddenlink.com			External Posting	Yes	133
Employee Referral				No	143
Bettercharlestonjobs.com				No	4
Other / Unknown				No	26
Other / Word of Mouth				No	2
Mountain State University				No	1
Walk In				No	8
Other / Web Search				No	4
Other / Web Site				No	16
Indeed.com				No	11
Rehire				No	3
Other / Family				No	10
Job.com				No	1
Other / Online				No	2
Simply Hired Website				No	1
Oodle.com				No	1
Job Fair				No	3

Trade Journal				No	1
Google				No	1
Jobirn.com				No	1
TheLadders.com			On-Line Posting	No	3
WICT			On-Line Posting	No	2
Midohiovalleyjobs.com			On-Line Posting	No	1
Multichannel News			Publication	No	3
Headhunter.net				No	1
Other / Recruiter				No	1
Referral Networks				No	1
Ohiomeansjobs.com				No	1

Recruitment Initiatives - FCC Unit # 12052

Main Reporting Unit - Scott Depot, WV

Subordinate Reporting System Locations **Charleston, WV (Town Center)**
Charleston, WV (Master Head end)
Shrewsbury, WV
Wayne, WV

No	Date	Initiative	Description	Scope of Involvement	Personnel Involved	Location
1	10/16/2008	Job Fair	West Virginia Tech	Participant / Had Booth	Laura Surface / Victor Canterbury	WV Tech
2	10/29/2008	Job Fair	2008 Fall Job Fair / Workforce WV and Charleston Newspapers	Participant / Had Booth	Laura Surface	Charleston Civic Center
3	11/6/08- School Year	College Programming	Marshall University student -produced programming	Partnered with Marshall University to air Journalism Student programming on Channel 19 and 22 on Thursday Nights	Kenny Phillips	Channels 19 & 22 / Every Thursday Evening
4	1/21/2009	All Employee Email	EEO Reminder	All Employee Communication regarding Suddenlink's	Jerry Kent, CEO	Via Email

				commitment to EEO practices		
5	Assigned 7/7/2008 Completion Required by 10/1/08	Management Training	On-Line Training / Suddenlink seeks to provide a culture that is fair, inclusive, diverse and ethical.	4 Courses - Managing Within the Law (Discrimination; Legal Guidelines for Interviewing; Preventing Sexual Harassment- Manager Version; Top Ten Ways for a Manager to Stay Out of Jail	Supervisors, Managers, Directors	Smartlink - Corporate Maintained On-Line University