

EEO PUBLIC FILE REPORT

**2009 FCC EEO Public File Report for Suddenlink Communications
Raleigh County, WV - FCC EEO # 12054
(Raleigh Co, WV, Greenbrier Co., WV & Mercer Co., WV)**

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

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

Total Number of People Interviewed For Full-Time Vacancies During This Period: 71

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	Dispatcher I	1	Internal Posting	Internal Posting	2	5
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	0	
				Relative	1	
				Friend	2	

2	Broadband Technician I	1	Other - Unknown	Internal Posting	0	6
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	1	
				Newspaper Ad - Bluefield Daily Telegraph		
				Raleigh County Youth Council for NAACP		
				NAACP	0	
				College Recruitment (Bluefield State College-Beckley & Bluefield Campus, Mercer County Vocation Technical Center, The New River Community & Technical College, Mountain State University)		
				The Council of 3 Rivers American Indian Center, Inc.		
				WV Human Rights Commission	0	
				Charleston Job Corps	0	
				Native American History Council of WV		
				Relative	1	
				Other / Unknown	1	
				Walk In	0	
Friend	1					
3	Broadband Customer Counter Rep	1	Newspaper	Internal Posting	0	4
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	0	
				Newspaper Ad - Bluefield Daily Telegraph		
				NAACP	0	
				College Recruitment (Bluefield State College-Lewisburg & Bluefield Campus, Mercer County Vocation Technical Center, The New River Community & Technical College)	0	
				Employee Referral	1	
				Walk In	0	
				Other / Unknown	0	

4	Broadband Technician I	1	Newspaper	Internal Posting	0	6
				www.work4suddenlink.com	2	
				State Job Service - Workforce WV	1	
				Newspaper Ad - Register Herald	1	
				Raleigh County Youth Council for NAACP		
				The Council of 3 Rivers American Indian Center, Inc.		
				College Recruitment (Mountain State University & Bluefield State College)	0	
				Internet Job Board	1	
				Employee Referral	1	
				Other / Unknown	0	
5	Broadband Technician IV	1	Internal Posting	Internal Posting	1	1
				www.work4suddenlink.com	0	
6	Field Auditor	1	Newspaper	Internal Posting	0	4
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	0	
				Newspaper Ad - Register Herald	2	
				The Council of 3 Rivers American Indian Center, Inc.		
				College Recruitment (Mountain State University & Bluefield State College)	0	
				CareerBuilder	0	
				NAACP	0	
				southernwvjobs.com	0	
				Employee Referral	1	
				Other / Internet	0	
				Monster.com	0	
				Other / Unknown	0	
				snagajob.com	0	
Internet Job Board	0					
Virginia Employment Commission	1					

7	Warehouse Converter Technician	1	Internal Posting	Internal Posting	1	4
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	0	
				Newspaper Ad - Register Herald	1	
				Internet Job Board	0	
				Other / Internet	1	
				Employee Referral	1	
				Other / Unknown	0	
				Monster.com	0	
				Family Member	0	
				Search Engine / Google	0	
				Other / Website	0	
				Walk In	0	
				Department of Health and Human Resources		
8	Broadband Technician IV	1	Internal Posting	Internal Posting	1	1
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	0	
				CareerBuilder	0	
				Employee Referral	0	
9	Broadband Technician I	1	Newspaper	Internal Posting	0	6
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	0	
				Newspaper Ad - Register Herald / Bluefield Daily Telegraph/ Princeton Times	4	
				College Recruitment (Bluefield State College, Concord College & The New River Community & Technical College)	0	
				Channel Crawls - Network WV & The Weather Channel	1	
				Job Fair	0	
				Employee Referral	0	
				Internet Job Board	1	
				Rehire	0	
				Monster.com		

10	Broadband Technician I	2	Employee Referral	Internal Posting	0	7
				www.work4suddenlink.com	1	
				State Job Service - Workforce WV	0	
				Raleigh County Youth Council for NAACP		
				NAACP	0	
				The Council of 3 Rivers American Indian Center, Inc.		
				College Recruitment (Mountain State University & Bluefield State College)	0	
				Internet Job Board	0	
				Employee Referral	4	
				Newspaper	1	
				Other - Unknown	0	
				Other / Friend	0	
				Other / Website	0	
The Weather Channel Crawl	1					
11	Broadband Technician	2	Employee Referral / Newspaper	Internal Posting	0	3
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	1	
				NAACP	0	
				College Recruitment (Bluefield State College)		
				Internet Job Board	0	
				Employee Referral	1	
				Newspaper	1	
				Other / NRCTC	0	
				Other / General Inquiry	0	
				Other / Internet	0	
Other / Website	0					
Other / Friend	0					
12	Sales Retention Rep	1	Internal Posting	Internal Posting	1	1
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	0	
				CareerBuilder	0	
				Internet Job Board	0	
				Newspaper	0	
				Employee Referral	0	

13	Broadband Technician I	3	Employee Referral / Newspaper	Internal Posting	0	9
				www.work4suddenlink.com	2	
				State Job Service - Workforce WV	0	
				CareerBuilder	0	
				Employee Referral	2	
				Newspaper	2	
				Other / Google	0	
				Other / Unknown	0	
				Other / Internet	1	
				Internet Job Board	1	
Indeed.com	1					
14	Administrative Coordinator	1	Internal Posting	Internal Posting	4	4
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	0	
				Institutional Education Programs	0	
				NAACP	0	
				Raleigh County Youth Council for NAACP	0	
				College Recruitment (Mountain State University)	0	
				Yahoo Hotjobs	0	
				Newspaper	0	
				CareerBuilder	0	
				Employee Referral	0	
				Internet Job Board	0	
				Network WV	0	
Walk In	0					
Other / Friend	0					

15	Dispatcher III (Lead)	1	Internal Posting	Internal Posting	2	2
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	0	
				Institutional Education Programs	0	
				CareerBuilder	0	
				Indeed.com	0	
				Other / Unknown	0	
				Internet Job Board	0	
Monster.com	0					
16	Dispatcher I	1	Internal Posting	Internal Posting	1	4
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	1	
				Institutional Education Programs	0	
				CareerBuilder	1	
				Indeed.com	1	
				Monster.com	0	
				Employee Referral	0	
				Other / Unknown	0	
				MSN Job Search	0	
				Internet Job Board	0	
				Other / Friend	0	
				Other / Website	0	
17	Broadband Technician I	1	Employee Referral	Internal Posting	0	4
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	2	
				Institutional Education Programs	0	
				Employee Referral	2	
				Virginia Employment Commission	0	
				Internet Job Board	0	
Other / Unknown	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	
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		Sherri Washington	304-357-4745	No	
WV State College		Sherri Cox	304-766-3250	No	
Mountain State University	PO Box 9003 Beckley, WV 25808	Anita Davis	304-929-1461	No	1
Bluefield State College	Harper Industrial Drive 167 Dye Drive Beckley, WV 25801		304-255-5812		
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	
Register Herald		Ann	304-255-4400	No	144
NAACP	207 9 th Street Beckley, WV 25801		304-253-5209	No	
Raleigh County Youth Council for NAACP	103 Pine Cove Drive Beckley, WV 25801		304-253-5209		
Workforce WV		Lisa Lilly	304-256-6792	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	
The Council of 3 Rivers American Indian Center, Inc.	201 Grey Flats Road Beckley, WV 25801		304-252-3407	No	
SCTE			On-Line Postings	No	
Monster			On-Line Postings	No	
Broadband Careers			On-Line Postings	No	
Network WV / Channel Crawl		Carol Prunty	304-422-6088	No	1
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	
Mercer County Vocation Tech Center	1397 Stafford Drive Princeton, WV 24740	Judy	304-425-2248	No	
The New River Community & Technical College	219 Rock Street Bluefield, WV 24701		304-327-4071	No	
Concord College	Vermillion Street PO Box 1000, Athens, WV 24712		800-344-6679	No	

Bluefield Daily Telegraph			304-327-2800	No	
NAACP	133 Clifford Street Bluefield, WV 24701		304-323-3383	No	
Workforce WV		Melissa Jennings	304-487-2248	No	
NAACP	P.O. Box 411 Matewan, WV 25676		304-235-3337	No	
Bluefiled State College	101 Church Street, Lewisburg, WV 24901		304-647-6560	Yes	
Ben Franklin Career Center Programs		Carol	coconnel@access. k12.wv.us	No	
WV Daily News & Ranger / Greenbrier Valley Ranger		Barbara Cordial	304-645-1206	No	
Raleigh Register			800-950-0250 / 304-255-4400	No	
NAACP	306 Oak Street Lewisburg, WV 24901		304-645-6596	No	1
Religious Coalition for Community Renewal		W.I. "Bill" Hairston	304-343-9632	No	
Magnets on Suddenlink Vehicles Advertising Recruiting				No	
CareerBuilder.com			On-Line Posting	No	70
Internet Job Board				No	44
Friend				No	14
Hotjobs.com			On-Line Posting	No	1
www.work4suddenlink.co m			Internal Posting	Yes	20
www.work4suddenlink.co m			External Posting	Yes	68
Employee Referral				No	57
Bettercharlestonjobs.com				No	
Other / Unknown				No	14
Other / Word of Mouth				No	
Mountain State				No	

University					
Walk In				No	4
Other / Web Search				No	3
Other / Web Site				No	15
Indeed.com				No	18
Rehire				No	
Other / Family				No	6
Job.com				No	
Other / Internet				No	9
Simply Hired Website				No	
Oodle.com				No	
Job Fair				No	1
Trade Journal				No	
Google				No	
Jobirn.com				No	
TheLadders.com			On-Line Posting	No	
WICT			On-Line Posting	No	
Midohiovalleyjobs.com			On-Line Posting	No	
Multichannel News			Publication	No	
Headhunter.net				No	
Other / Recruiter				No	
Referral Networks				No	
Ohiomeansjobs.com				No	
Workintexas.com				No	
America's Job				No	
Department of Health and Human Resources				No	1
Other / NRCTC				No	1
Monster				No	7
Snagajob.com				No	1
WVJobs.com				No	1
Virginia Employment Commission				No	1

Recruitment Initiatives

No	Date	Initiative	Description	Scope of Involvement	Personnel Involved	Location
1	10/20/2008	Job Fair	Workforce WV Job Fair	Participant / Had Booth	Laura Surface / Barbara Miller	200 Armory Drive Beckley, WV 25801
2	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
3	2/14/09 & 2/15/09	Suddenlink Women's Expo	Expo show featuring businesses and services geared toward female consumers	Naming Sponsor of event / Had Booth	Trish Lindsay, Beverly Whitt, Tammy Willoughby, Roslyn Penn, Donna Cassell	Armory in Beckley, WV
4	1/21/2009	All Employee Email	EEO Reminder	All Employee Communication regarding Suddenlink's commitment to EEO practices	Jerry Kent, CEO	Via Email
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