

EEO PUBLIC FILE REPORT

**2009 FCC EEO Public File Report for Suddenlink Communications
Smith County, TX - FCC EEO #11972**

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

Total Number of Full-Time Vacancies Filled During This Period: 9

Total Number of People Interviewed For Full-Time Vacancies During This Period: 37

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

Full-Time Positions Filled

#	Position Title	Number Hired	Recruitment Source of Successful Applicant	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Each Recruitment Source	Total Number Interviewed
1	Regional Training Mgr	1	Friend Referral	Friend Referral	1	2
				Internal	1	
				Work in Texas	0	
				Suddenlink Website	0	
				ASTD	0	
				Tyler Paper	0	
2	Sales Mgr	1	Friend Referral	Friend Referral	1	1
				Work in Texas	0	
				Suddenlink Website	0	
3	Receptionist	1	Employee Referral	Employee Referral	1	5
				Friend Referral	1	
				Suddenlink Website	2	
				Work in Texas	0	
				Yahoo Jobs	1	
4	Director Contruction Svcs	1	Suddenlink Website	Suddenlink Website	1	3
				Employee Referral	1	
				Internal	1	
				Work in Texas	0	
				SCTE	0	
				Careerbuilder	0	
		1	Suddenlink Website	Suddenlink Website	4	5

5	Mgr Fiscal Operations			Internal	1	
				Work in Texas	0	
				Careerbuilder	0	
6	Data Analyst II	1	Referral	Referral	3	9
				Suddenlink Website	2	
				Internal	4	
				Work in Texas	0	
7	Regional Data Engineer	1	Internal	Internal	5	5
				Work in Texas	0	
				Suddenlink Website	0	
				Careerbuilder	0	
8	Billing Audit Analyst	1	Internal	Internal	6	6
				Work in Texas	0	
				Suddenlink Website	0	
9	Data Analyst II	1	Internal	Internal	1	1
				Work in Texas	0	
				Suddenlink Website	0	

Implemented During Previous Year September 1, 2008 - August 31, 2009

NO.	DATE	INITIATIVE	DESCRIPTION	COPE OF INVOLVEMEN	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.
6	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
7	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
8	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
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Suddenlink Care	www.work4suddenlink.com		No	9
Work in Texas (T	www.workintexas.com		No	
Walk In			No	
Employee/Friends Referrals			No	8
Careerbuilder	www.careerbuilder.com		No	
ASTD	www.astd.org		No	
Internal			No	19
SCTE	www.scte.com		No	
Yahoo Jobs	www.yahoojobs.com		No	1

