

**EEO PUBLIC FILE REPORT**

**2009 FCC EEO Public File Report for Suddenlink Communications  
Smith County, TX - FCC EEO #11973**

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

**Total Number of Full-Time Vacancies Fill During This Period: 24**

**Total Number of People Interviewed For Full-Time Vacancies During This Period: 108**

*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	BBT I	1	Suddenlink Website	Suddenlink Website	1	1
				Work in Texas	0	
2	BBT III	1	Suddenlink Website	Suddenlink Website	3	4
				Internal	1	
				Work in Texas	0	
3	BBT II	1	Suddenlink Website	Suddenlink Website	4	4
				Work in Texas	0	
4	CCR II - Retail	1	Suddenlink Website	Suddenlink Website	4	9
				Recruitment Ad	2	
				Internal	1	
				Employee Referral	1	
				Work in Texas	0	
				Tyler Paper	0	
other	1					

5	Dispatcher II	1	Employee Referral	Employee Referral	1	6
				Internal	5	
				Work in Texas	0	
6	Customer Care Supervisor	1	Internal	Internal	1	2
				Suddenlink Website	1	
				Work in Texas	0	
7	BBT II	1	Internal	Internal	1	2
				Tyler Paper	1	
				Work in Texas	0	
8	BBT I	6	Suddenlink Website	Suddenlink Website	21	36
				Tyler Paper	2	
				Walk In	1	
				Employee Referral	10	
				TV commercial	1	
				Internal	1	
9	CCR II - Retail	1	Internal	Internal	4	6
				Suddenlink Website	2	
				Work in Texas	0	
10	BBT I	1	Friend Referral	Friend Referral	1	5
				Suddenlink Website	4	
				Tyler Paper	0	
				Work in Texas	0	
11	CCR I Retail	1	Employee Referral	Employee Referral	1	1
				Suddenlink Website	0	
				Work in Texas	0	
12	Field Systems Supervisor	1	Internal	Internal	2	4
				Suddenlink Website	2	
				Work in Texas	0	
13	BBT II	1	Internal	Internal	1	1
				Work in Texas	0	
				Suddenlink Website	0	
14	BBT I	1	Suddenlink Website	Suddenlink Website	6	6
				Work in Texas	0	

15	CCR II - Retail	1	Internal	Internal	6	10
				Suddenlink Website	4	
				Work in Texas	0	
16	CCR II - Retail	1	Internal	Internal	1	1
				Tyler Paper	0	
				Work in Texas	0	
17	BBT IV	1	Referral	Referral	1	2
				Internal	1	
				Tyler Paper	0	
				Work in Texas	0	
18	Field Services Supervisor	1	Internal	Internal	4	7
				Suddenlink Website	1	
				Work in Texas	1	
				Referral	1	
19	BBT I	1	Internal	Internal	1	1
				Suddenlink Website	0	
				Work in Texas	0	

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

<b>NO.</b>	<b>DATE</b>	<b>INITIATIVE</b>	<b>DESCRIPTION</b>	<b>SCOPE OF INVOLVEMENT</b>	<b>PERSONNEL INVOLVED</b>
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
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### Recruitment Sources

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification	Total Number of Referrals
Suddenlink Career Network		<a href="http://www.work4suddenlink.com">www.work4suddenlink.com</a>		No	53
Work in Texas (TWC)		<a href="http://www.workintexas.com">www.workintexas.com</a>		No	1
Tyler Paper	410 W Erwin St Tyler, TX 75702	Leslie Sanford	903-597-8111	No	3
Walk In				No	1
Employee/Friends Referrals				No	16
TV Commercial	Suddenlink Cable Services			No	3
Internal				No	30
Other				No	1

