

EEO PUBLIC FILE REPORT

2009 FCC EEO Public File Report for *Suddenlink Communications* *Upshur County, WV - FCC EEO #12074* (Upshur Co, WV, Trumbull Co., OH, Pike Co. KY & Kanawha Co., WV)

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

Total Number of Full-Time Vacancies Fill During This Period: 14

Total Number of People Interviewed For Full-Time Vacancies During This Period: 48

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 II	1	Newspaper	Internal Posting	0	4
				www.work4suddenlink.com	1	
				State Job Service - Office of Employment training		
				Newspaper Ad - Journal Times	1	
				Other / Unknown	0	
				Friend	1	
2	Broadband Technician IV	1	Internal Posting	Internal Posting	1	1
				www.work4suddenlink.com	0	

3	Broadband Technician IV	1	Internal Posting	Internal Posting	2	2
				www.work4suddenlink.com	0	
				Newspaper Ad - The Inter-Mountain and The Record Delta	0	
				SCTE - 30 Day on-line posting	0	
				College Recruitment (Davis Elkins College, Eastern WV Community and Technical, United Career Center Technical)	0	
				Community Action Association, Inc	0	
				Chamber of Commerce	0	
				State of WV Health and Human Resources	0	
				Mountain Cap	0	
				State Job Service - Workforce WV	0	
				Employee Referral	0	
				Other / Unknown	0	
				CareerBuilder - On-line posting	0	
				Internet Job Board	0	
				Indeed.com	0	
midohiovalleyjobs.com	0					
Relative	0					
Walk In	0					
4	Broadband Technician V	1	Internal Posting	Internal Posting	2	2
				www.work4suddenlink.com	0	
5	Broadband Technician I	2	www.work4suddenlink.com / Other - Unknown	Internal Posting	0	12
				www.work4suddenlink.com	1	
				State Job Service - Workforce WV	0	
				Newspaper - Did not place an Ad	3	
				Internet Job Board	2	
				Hotjobs.com	1	
				Other / Unknown	3	
				Other / Website	0	
				Indeed.com	0	
				Employee Referral	1	
CareerBuilder - On-line posting	1					
Other / Friend	0					

6	Broadband Technician III	1	Employee Referral	Internal Posting	0	1
				www.work4suddenlink.com	0	
				State Job Service - Workforce WV	0	
				CareerBuilder - On-line posting	0	
				Internet Job Board / oodle.com	0	
				Americas Job Exchange	0	
				Internet Job Board	0	
				Other / Unknown	0	
				Newspaper	0	
				Employee Referral	1	
7	Broadband Technician I	2	www.work4suddenlink.com / Employee Referral	Internal Posting	0	2
				www.work4suddenlink.com	1	
				State Job Service - Workforce WV	0	
				Newspaper Ad - The Inter-Mountain	0	
				Employee Referral	1	
				Walk In	0	
				CareerBuilder - On-line posting	0	
				Internet Job Board	0	
				Other / Unknown	0	
				Other / Family	0	
Other / Net	0					
8	Broadband Technician IV	1	Internal Posting	Internal Posting	2	2
				www.work4suddenlink.com	0	
				CareerBuilder - On-line posting	0	
				State Job Service - Workforce WV	0	
				Newspaper - Did not place an Ad	0	
				Yahoo Hotjobs	0	
				Monster	0	
				Other / Television Ad	0	
				Internet Job Board	0	
				Employee Referral	0	
Walk In	0					

9	Work Order QA Specialist	1	Internal Posting	Internal Posting	4		6
				www.work4suddenlink.com	1		
				State Job Service - Workforce WV	0		
				Other / Website	0		
				CareerBuilder - On-line posting	0		
				Internet Job Board	0		
				Other / Family	0		
				Employee Referral	1		
10	Dispatcher I	1	State Job Service – Workforce WV	Internal Posting	0		5
				www.work4suddenlink.com	0		
				State Job Service - Workforce WV	3		
				Institutional Education Programs	0		
				Employee Referral	1		
				Walk In	0		
				CareerBuilder - On-line posting	1		
				Other / Unknown	0		
Internet Job Board	0						

11	Broadband Technician	2	Internal Posting / www.work4suddenlink.com	Internal Posting	2	11
				www.work4suddenlink.com	4	
				CareerBuilder - On-line posting	1	
				State Job Service - Workforce WV	2	
				College Recruitment (University of Charleston & WV State College)	0	
				Institutional Education Programs	0	
				Religious Coalition for Community Renewal	0	
				Indeed.com	0	
				Newspaepr - Did not place an Ad	1	
				Ohioeansjobs.com	0	
				Other / Online	0	
				Employee Referral	1	
				Other / Friend	0	
				Other / Internet	0	
Internet Job Board	0					
Other / Website	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	
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	36
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	4
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 Tennesse 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	1
Broadband Careers			On-Line Postings	No	
Network WV / Channel Crawl		Carol Prunty	304-422-6088	No	
The Weather Channel / Channel Crawl		Carol Prunty	304-422-6088	No	
Recruitment Ad for Television Broadcast		Carol Prunty and Trish Lindsay	304-422-6088	No	1
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	3
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	
Big Sandy Community & Tech College	1 Bert T. Combs Drive, Prestonsburg, KY 41653		606-886-3863	No	
Floyd County Area Technology Center	HC 79, Box 205 Martin, KY 41649		606-285-3088	No	
The David School	PO Box 1 David, KY 41616		606-226-9911	No	
Floyd County Time		Kim	606-886-8506	No	
The Mountain Citizen			606-298-7570	No	
Big Sandy News			606-638-4581	No	
NAACP – Williamson Unit #3825	P.O. Box 411 Matewan, WV 25676		304235-3337	No	
Office of Employment Training		Jerry	606-889-1772	Yes	
Big Sandy Area Community Action Program	313 Westminster St. Prestonburg, KY 41653		606-886-2929	No	
Office of Vocational Rehabilitation	207 West Court St. Prestonsburg, KY 41653		606-886-9461	No	
Carl D Perkins Job Corps Center	475 Meadows Branch Prestonsburg, KY 41653-1503		606-886-1037	No	
Mountain Cap	26 N Kanawha Street Buckhannon, WV 26201		304-472-1500	No	
Channel 3 – WBUC TV	PO Box 237 Buckhannon, WV 26201		304-472-2191	No	
State of WV Health and Human Resources	PO Box 460 Buckhannon, WV 26201		304-472-4230	No	
Chamber of Commerce	PO Box 422 Buckhannon, WV		304-472-1722	No	

	26201				
Community Action Accoc. Inc.	938 S. Davis Ave Elkins, WV 26241		304-636-5008	No	
United Career Center Tech	RR 3 Box 43-C Clarksburg, WV 26301			No	
Eastern WV Community & Tech	341 2 nd Street Parsons, WV 26287			No	
Davis & Elkins College	100 Campus Drive, Elkins, WV 26241	Ken McCoy		No	
Workforce WV - Elkins	1 Pleasant Ave. Suite 2 Elkins, WV 26241		304-637-0255	Yes	
Workforce WV - Clarksburg	PO Box 1960 Clarksburg, WV 26302-1960		304-627-2125	Yes	
The Record Delta	7 North Locust St. Buckhannon, WV 26201		304-472-0537	No	21
The Intermountain	520 Railroad Ave Elkins, WV 26241		304-472-6416	No	
KSU – Cooperative Extension Pike County	148 Trivette Drive Pikeville, KY 41501-1271		606-432-2534	No	
Kentucky Commission on Human Rights	332 W Broadway 7 th Floor Louisville, KY 40202		502-595-4024	No	
Office of Employment Training	138 College Street Pikeville, KY 41501	Trina Coleman	606-433-7721	Yes	
Pikeville College	147 Sycamore Street Pikeville, KY 41501	Jimmy Fuller	606-218-5250	No	7
Appalachian News-Express	PO Box 802 Pikeville, KY 41501		606-437-4054	No	2
Branches Domestic Violence Shelter, Inc.		Ive	dv@aol.com	No	
Central WV Aging Services, Ince			btaalbott@wdsl.net	No	
CareerBuilder.com			On-Line Posting	No	34
Internet Job Board				No	27
Friend				No	3
Hotjobs.com			On-Line Posting	No	5

www.work4suddenlink.com			Internal Posting	Yes	16
www.work4suddenlink.com			External Posting	Yes	40
Employee Referral				No	25
Bettercharlestonjobs.com				No	
Other / Unknown				No	19
Other / Word of Mouth				No	
Mountain State University				No	
Walk In				No	7
Other / Web Search				No	2
Other / Web Site				No	3
Indeed.com				No	4
Rehire				No	
Other / Family				No	4
Job.com				No	
Other / Online				No	1
Simply Hired Website				No	
Oodle.com				No	1
Job Fair				No	
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	1
Multichannel News			Publication	No	
Headhunter.net				No	
Other / Recruiter				No	
Referral Networks				No	
Ohiomeansjobs.com				No	1
Exchange.com				No	1

Recruitment Initiatives - FCC Unit # 12074

No	Date	Initiative	Description	Scope of Involvement	Personnel Involved	Location
1	11/6/08- School Year	College Programming	Marshall University student -produced programing	Partnered with Marshall University to air Journalism Student programming on Channel 19 amd 22 on Thursday Nights	Kenny Phillips	Channels 19 & 22 / Every Thursday Evening
2	1/21/2009	All Employee Email	EEO Reminder	All Employee Communication regarding Suddenlink's commitment to EEO practices	Jerry Kent, CEO	Via Email
3	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
4	10/16/2008	Job Fair	West Virginia Tech	Participant / Had Booth	Laura Surface / Victor Canterbury	WV Tech
5	10/29/2008	Job Fair	2008 Fall Job Fair / Workfoce WV and Charleston Newspapers	Participant / Had Booth	Laura Surface	Charleston Civic Center