

**EEO PUBLIC FILE REPORT**

**2009 FCC EEO Public File Report for Suddenlink Communications  
Williamson County, TX - FCC EEO #11981**

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

**Total Number of Full-Time Vacancies Filled During This Period: 72**

**Total Number of People Interviewed For Full-Time Vacancies During This Period: 174**

*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	1	Walk In	Walk In	1	2
				Work In Texas	0	
				Suddenlink Website	0	
				Suddenlink Website	1	
2	CCR I Generalist	1	Suddenlink Website	Suddenlink Website	3	4
				Work In Texas	0	
				Victoria Advocate	1	
3	BBT IV	1	Friend Referral	Friend Referral	2	2
				Suddenlink Website	0	
				Work In Texas	0	
4	BBT I	1	Friend Referral	Friend Referral	2	2
				Suddenlink Website	0	
				Work In Texas	0	
5	Dispatcher II	1	Suddenlink Website	Suddenlink Website	1	1
				Work In Texas	0	
6	BBT III	1	Suddenlink Website	Suddenlink Website	2	2
				Work In Texas	0	
7	BBT I	1	Suddenlink Website	Suddenlink Website	2	2
				Work In Texas	0	
8	CCR I - Retail	1	Employee Referral	Employee Referral	2	9
				Work In Texas	1	
		1		Suddenlink Website	4	
				Walk In	2	
9	BBT IV	1	Internal	Internal	1	1
				Work In Texas	0	
				Suddenlink Website	0	
10	Dispatcher	1	Internal	Internal	1	2
				Suddenlink Website	1	
11	Plant Manager	1	Suddenlink Website	Employee Referral	1	2
				Work In Texas	0	

#	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
				Suddenlink Website	1	
12	DSR I	2	Austin Statesman	Austin Statesman	12	13
		1	Internal	Internal	1	
				Suddenlink Website	0	
				Work In Texas	0	
13	CCR I Retail	1	Suddenlink Website	Suddenlink Website	1	1
				Work In Texas	0	
14	HR Generalist	1	Careerbuilder	Careerbuilder	1	4
				SHRM	1	
				Yahoo Jobs	1	
				Suddenlink Website	0	
				Work In Texas	0	
				Linked In	1	
15	BBT I	1	Employee Referral	Employee Referral	1	1
				Suddenlink Website	0	
				Work In Texas	0	
16	Dispatcher II	1	Internal	Internal	1	1
				Suddenlink Website	0	
				Work In Texas	0	
17	BBT II	1	Employee Referral	Employee Referral	1	1
				Suddenlink Website	0	
				Work In Texas	0	
18	CCR I Retail	1	Work In Texas	Work In Texas	2	6
				Suddenlink Website	3	
				Newspaper Ad	1	
19	BBT I	3	Suddenlink Website	Suddenlink Website	3	5
				Recruitment Ad	1	
				Work In Texas	0	
				TV commercial	1	
20	BBT I	2	Employee Referral	Employee Referral	5	13
		6	Suddenlink Website	Suddenlink Website	8	
				Work In Texas	0	
				Austin Statesman	0	
21	Warehouse Worker II	1	Internal	Internal	1	1
				Suddenlink Website	0	
				Work In Texas	0	
22	BBT I	1	Walk In	Walk In	1	1
				Suddenlink Website	0	
				Work In Texas	0	
23	Dispatch Supervisor	1	Internal	Internal	2	3
				Work In Texas	0	
				Suddenlink Website	1	
24	Dispatch Supervisor	1	Internal	Internal	1	1
				Work In Texas	0	

#	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
				Suddenlink Website	0	
25	CSR - Field	1	Internal	Internal	1	1
				Suddenlink Website	0	
				Work In Texas	0	
26	BBT II	1	Employee Referral	Employee Referral	1	1
				Suddenlink Website	0	
				Work In Texas	0	
27	BBT IV	1	Suddenlink Website	Suddenlink Website	1	1
				Work In Texas	0	
28	BBT I	1	Suddenlink Website	Suddenlink Website	2	4
				Referral	2	
				Work In Texas	0	
29	CCR I - Retail	1	Employee Agency	Employee Agency	3	4
				Work In Texas	0	
				Suddenlink Website	1	
30	BBT I	1	Suddenlink Website	Suddenlink Website	4	4
				Work In Texas	0	
31	Inventory Control Spec	1	Internal	Internal	1	1
				Suddenlink Website	0	
				Work In Texas	0	
32	BBT I	1	Referral	Referral	1	3
				Suddenlink Website	2	
				Work In Texas	0	
33	CCR I - Retail	2	Suddenlink Website	Suddenlink Website	8	14
				Suddenlink Website	0	
				Newspaper	2	
				Work in Texas	1	
				Other	3	
34	BBT II	1	Internal	Internal	1	1
				Suddenlink Website	0	
				Work In Texas	0	
35	Field Systems Supervisor	1	Internal	Internal	1	1
				Suddenlink Website	0	
				Work In Texas	0	
36	BBT II	1	Internal	Internal	1	2
		1	Other	Suddenlink Website	0	
				Work In Texas	0	
				Other	1	
37	CCR I - Retail	1	Internal	Internal	1	1
				Suddenlink Website	0	
				Work In Texas	0	
38	Dispatcher II	1	Internal	Suddenlink Website	3	4
				Work In Texas	0	
				Internal	1	

#	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
39	BBT I	1	Employee Referral	Employee Referral	1	6
				Suddenlink Website	5	
				Work In Texas	0	
40	Warehouse Worker I	1	Suddenlink Website	Suddenlink Website	4	5
				Internal	1	
				Work In Texas	0	
41	Inventory Control Specialist I	1	Suddenlink Website	Suddenlink Website	3	4
				Internal	1	
				Work In Texas	0	
42	Dispatch Supervisor	1	Internal	Internal	1	1
				Suddenlink Website	0	
				Work In Texas	0	
43	BBT II	1	Employee Referral	Suddenlink Website	0	2
				Work In Texas	0	
				TV commercial	1	
				Employee Referral	1	
44	BBT I	1	Internal	Suddenlink Website	0	1
				Internal	1	
				Work In Texas	0	
45	BBT II	1	Internal	Suddenlink Website	0	1
				Internal	1	
				Work In Texas	0	
46	BBT I	1	Internal	Suddenlink Website	0	1
				Internal	1	
				Work In Texas	0	
				Suddenlink Website	0	
47	Inventory Control Specialist I	1	Internal	Suddenlink Website	0	1
				Internal	1	
				Work In Texas	0	
48	Direct Sales Rep	3	Austin Statesman	Suddenlink Website	0	5
				Work In Texas	0	
				Austin Statesman	5	
49	CCR I Retail	1	Work In Texas	Work In Texas	1	1
				Suddenlink Website	0	
50	BBT I	1	Employee Referral	Work In Texas	2	9
				Suddenlink Website	1	
				Employee Referral	5	
				Friend Referral	1	
51	Account Executive	1	Employee Referral	Suddenlink Website/commercia	3	3
52	Operations Assistant	1	Internal	Suddenlink Website/commercia	1	1
53	Traffic Coordinator	2	Internet Job Board/Emp Ref	Suddenlink Website/commercia	8	8
54	MDU-Account Executive	1	Employee Referral	Suddenlink Website/commercia	1	1
55	Sales Assistant	1	Internal/Rehire	Suddenlink Website/commercia	2	2

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

#	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
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NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	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.
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
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
Austin Statesman	305 S Congress Austin, TX 7870	Michelle Cook	512-445-3544	No	17

#	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
	Careerbuilder		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		No	1
	Referrals				No	26
	Internal				No	22
	Linked-In		<a href="http://www.linkedin.com">www.linkedin.com</a>		No	1
	Huntsville Item	1409 10th St Huntsville, TX	Sonya Youngbird	936-295-5407	No	3
	Other				No	4
	TV Commercial	Suddenlink Cable Services			No	3
	SHRM		<a href="http://www.shrm.org">www.shrm.org</a>	800-283-7476	No	1
	Suddenlink Website		<a href="http://www.work4suddenlink.com">www.work4suddenlink.com</a>		No	65
	Victoria Advocate	311 E Constituti Victoria, TX 779	Debbie Schulte	361-575-1451	No	1
	Walk in				No	4
	Work in Texas		<a href="http://www.workintexas.com">www.workintexas.com</a>		No	10
	Yahoo Jobs		<a href="http://www.yahoojobs.com">www.yahoojobs.com</a>		No	1











