

**METROCAST CABLEVISION OF NEW HAMPSHIRE LLC**  
**ROCHESTER, NH**  
**EEO PUBLIC FILE REPORT**  
**10/01/08-09/30/09**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>	<b>Date Open</b>	<b>Date Filled</b>
[Insert name of job title, e.g. Account Executive]	[Insert numbers corresponding to RS's in the MRSL, e.g., 1-10, 15, 18-23]	[Insert number corresponding to RS in the MRSL, e.g., 23]		
Technical Service Representative 1	1,6,8,19	1	10/05/08	11/10/08
Technical Service Representative 2	1,6,8,19	1	12/08/08	12/15/08
Technical Service Representative 3	1,6,8,19	19	12/08/08	12/22/08
Technical Service Representative 4	1,6,8,19	1	01/05/09	01/12/09
Technical Service Representative 5	1,6,8,19	1	01/09/09	02/02/09
Technical Service Representative 6	1,6,8,19	19	01/19/09	03/23/09
Technical Service Representative 7	1,6,8,19	19	01/19/09	03/30/09
Technical Service Representative 8	1,6,8,19	19	03/04/09	03/30/09
Technical Service Representative 9	1,6,8,19	1	02/01/09	07/20/09
Technical Service Representative 10	1,6,8,19	19	03/31/09	05/25/09
Technical Service Representative 11	1,6,8,19	1	02/01/09	06/08/09
Technical Service Representative 12	1,6,8,19	1	05/01/09	07/27/09
Customer Service Representative 1	1,6,8,19	1	10/27/08	11/12/08
Customer Service Representative 2	1,6,8,19	1	12/12/08	12/15/08
Customer Service Representative 3	1,6,8,19	6	12/11/08	02/02/09
Customer Service Representative 4	1,6,8,19	1	02/01/09	02/09/09
Customer Service Representative 5	1,6,8,19	1	01/01/09	03/03/09
Customer Service Representative 6	1,6,8,19	1	01/01/09	03/05/09
Customer Service Representative 7	1,6,8,19	1	02/01/09	03/23/09
Customer Service Representative 8	1,6,8,19	1	06/01/09	04/20/09
Customer Service Representative 9	1,6,8,19	1	05/30/09	07/08/09
Customer Service Representative 11	1,6,8,19	6	06/16/09	07/20/09
Customer Service Representative 13	1,6,8,19	6	09/01/09	08/24/09
Customer Service Representative 14	1,6,8,19	1	08/24/09	08/31/09
Installer / Service Technician 1	1,6,8,16,19	9	9/01/08	11/10/08
Installer / Service Technician 2	1,6,8,16,19	1	11/01/08	11/21/08
Installer / Service Technician 3	1,6,8,16,19	6	11/19/08	01/19/09
Installer / Service Technician 4	1,6,8,16,19	1	04/07/09	04/23/09

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree	Date Open	Date Filled
Installer / Service Technician 5	1,6,8,16,19	1	04/07/09	05/11/09
Installer / Service Technician 6	1,6,8,16,19	6	02/01/09	05/11/09

## II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information *Insert 1) recruitment source name, 2) contact person, 3) full mailing address, and 4) telephone number	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period	Job Fair Personal & Date
1	Referrals	No	68	
2	Internship	No		
3	Citizen/Fosters Newspapers/ Jean Cowing, 171 Fair St, Laconia, NH 03246, (603) 524-3800	No		
4	Online Job Opportunity Posting Service/ Jay Bouvier, Monster, 5 Clock Tower Place, Suite 500, Maynard MA 01754 <a href="http://www.monster.com">www.monster.com</a> , 1-800-666-7837	No	5	
5	NH State Employment Security/Carol Cantin, 426 Union Avenue, Laconia, NH 03246, (603) 524-3960	Yes		
6	Walk-Ins	No	10	
7	MetroCast Community Bulletin Board	No		
8	Word of Mouth	No	34	
9	Central NH Employment/Mary Lawson, 25 Beacon St. East, Suite 201, Laconia, NH 03246, (603) 528-2828	Yes		
10	Internet Bulletin Board, <a href="http://www.yahogroups/rocketjobs.com">www.yahogroups/rocketjobs.com</a>	No		
11	Boston Globe, Boston, MA 888-566-4JOB, X3 <a href="mailto:Newspaper/accountmanagement@bostonworks.com">Newspaper/accountmanagement@bostonworks.com</a>	No		
12	AllStaff Contracting Services/Marilyn Pullman, 930 Laconia Rd, Belmont, NH 03220 (603) 528-2828	No		
13	New Hampshire Technical College, 31 College Drive, Concord, NH 03301-7412 (603) 528-2828	No		
14	Concord Monitor Newspaper, Concord, NH 03301	Yes		
15	NH State Employment Security, Rte 108, Somersworth, NH 03878 (603) 742-3600	Yes		
16	Fosters Daily Democrat, Main St, Rochester, NH 03867 <a href="http://www.fosters.com">www.fosters.com</a>	No	2	
17	Craigs List Website, <a href="http://www.craigslist.org">www.craigslist.org</a>	No		
18	Franklin Pierce College 73 Corporate Dr Portsmouth, NH 03801 603-772-5922	No		
19	MetroCast Cablevision Website/Liane Champagne, 9 Apple Rd, Belmont, NH 03220 (603) 524-3767 <a href="http://www.metrocast.com">www.metrocast.com</a>	No	20	
20	Cable Search Associates, 1358 Green Trails Drive, Naperville, IL 60540 <a href="mailto:wickkirby@comcast.net">wickkirby@comcast.net</a> (630) 369-2620	Yes		
21	Think Resources Account Executive, 225 Scientific Dr, Norcross, GA 30092	Yes		
22	Lakes Region Job Fair, NH Employment Security/Carol Cantin, 426 Union Ave, Laconia, NH 03246 (603) 524-2960	No		

RS Number	RS Information *Insert 1) recruitment source name, 2) contact person, 3) full mailing address, and 4) telephone number	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period	Job Fair Personal & Date
23	State of New Hampshire Job Fair: N.H. Motor Speedway Loudon N.H.	No	4	8/27/09 Cathy Plotkin, Marc Sylvester
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>143</b>	

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	2(i) Participation in at least two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions.	MetroCast participated in two job fairs: the Lakes Region Job Fair hosted by the Laconia NH State Employment Security office and another hosted by NH State Employment Security office Job Fair which was held at NH Motor Speedway Loudon NH
2	2(v) Establishment of an internship program designed to assist members of the community in acquiring skills needed for multi-channel video programming distributor employment.	MetroCast has a yearly agreement with NH Technical Institute, Concord, NH, to provide internships for up to 2 students in the Broadband Communications Technology degree program.
3	2(viii) Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.	MetroCast provides paid educational reimbursement programs to further any business related skills.
4	2(ix) Establishment of a mentoring program for unit personnel.	MetroCast provides on-site mentoring programs for all new employees, as well as employees that transfer to new positions.