EEO Public File Report

Fidelity Cablevision, Inc.

Employment Unit 1435 (Sullivan), October 1, 2011 – September 30, 2012

Full-time job vacancies filled and recruitment information:

Job Title: Plant Engineer
Hire Source: Contractor brought in-house based on specialized skill and experience with company; Job created specifically for contractor.
Hire date: 9/3/2012
Recruitment source(s): N/A
Total number of persons interviewed: N/A

Job Title: Marketing Rep.
Hire Source: Employee Referral
Hire date: 3/12/2012
Recruitment source(s): Employee and Industry Contacts Referrals
Total number of persons interviewed: 5
Total number of interviewees referred: 5 or more

Job Title: Customer Service Rep.
Hire Source: Employee Referral
Hire date: 3/12/2012
Recruitment source(s): Employee Referral
Total number of persons interviewed: 1
Total number of interviewees referred: 1

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47 C.F.R. § 76.75(b)(2) Outreach Initiatives:

Participation in two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions, 47 C.F.R. § 76.75(b)(2)(i): Fidelity Cablevision, Inc. ("Fidelity") from time-to-time holds jobs fairs onsite in its Sullivan office promoting current openings. Unit personnel involved include the Director of Human Resources.

Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific job vacancies), 47 C.F.R. § 76.75(b)(2)(vi): Fidelity widely disseminates its job vacancies. Fidelity utilizes Internet-based sources, the company's website, local newspapers, and local employment offices as recruitment sources, including:

- Company website (www.fidelitycommunications.com);
- Careerbuilder website;
- Cable360;
- Monster.com website;
- Local cable television access channels; and
- Job fairs in the greater Sullivan, MO area attended by the human resources team.

Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions, 47 C.F.R. § 76.75(b)(2)(viii): Fidelity established training programs to qualify unit personnel for higher level positions, and supports the efforts of employees to further their education in areas which will benefit their work with the company, or which are required for advancement to higher level positions. For example, Fidelity supports and encourages continuing education through National Cable Television Institute (NCTI) courses and the Society of Cable Telecommunications Engineers (SCTE) Certification Programs. The company pays for unit employees to participate in all courses by these two industry professional organizations. These courses provide the skills and knowledge required for advancement in many of this unit's job classifications.

Establishment of a mentoring program for unit personnel, 47 C.F.R. § 76.75(b)(2)(ix): Fidelity has in place a mentoring program for technical staff. Fidelity's technical supervisors mentor technical staff to provide them with the skills to move into more skilled positions, manages the program. This mentoring program has historically resulted in internal promotions.