

2016 FCC EEO Public File Report for Fidelity Communications Unit 1435 (Sullivan)

Fidelity Cablevision , Inc.

Employment Unit 1435 (Sullivan)

This report covers from September 1, 2015 - August 31, 2016

Total # of Full-Time Vacancies Filled During Period: 42

Total # of people Interviewed for Full- Time Vacancies During Period: 164

Please see recruitment source list for recruitment source and contact information.

#	Position Title	# Hired	Dates of Hire	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill Vacancy	Number of Interviews Referred by all Sources	Total Number Interviewed
1	Broadcast Sales	1	9/14/2015	0 Emp. Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	EOE Journal, Talent Stream Recruiting(Career Builder, fidelitycommunications.com, Glass Door, Juju, Simply Hired) Minorities & Success National Black Review Indeed	0 Emp. Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	1
2	IT Manager	1	9/14/2015	0 Emp. Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	EOE Journal, Talent Stream Recruiting(Career Builder, fidelitycommunications.com, Glass Door, Juju, Simply Hired) Minorities & Success National Black Review Monster, NetEffects Internal Posting	0 Emp Referral 0 Internal 5 Internet 0 Job Fair 0 Newspaper 0 Rehire 3 Staffing Agency 0 Walk-in	8
3	Customer Service Rep	7	9/14/2015 10/5/2015 11/9/2015 2/29/2016 2/29/2016 2/29/2016 5/31/2016	5 Emp. Referral 0 Internal 2 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	EOE Journal, Talent Stream Recruiting(Career Builder, fidelitycommunications.com, Glass Door, Juju, Simply hired) Minorities & Success, National Black Review Fidelity Channel 6, 1560 AM Radio, Internal Posting Sullivan Independent News	9 Emp Referral 1 Internal 15 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 7 Walk-in	32
4	Broadband Product Manager	1	9/28/2015	1 Emp. Referral 0 Internal 0 Internet 0 Job Fair	National Black Review Minorities & Success, EOE Journal, Talent Stream Recruiting(Career Builder,	0 Emp Referral 0 Internal 1 Internet 0 Job Fair	1

				0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	fidelitycommunications.com, Glass Door, Juju, Simply hired)	0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	
5	I&R Technician	6	10/12/2015 11/23/2015 4/27/2016 7/27/2016 12/14/2015 12/14/2015	3 Emp. Referral 0 Internal 0 Internet 0 Job Fair 1 Newspaper 0 Rehire 0 Staffing Agency 2 Walk-in	EOE Journal, Talent Stream Recruiting(Career Builder, fidelitycommunications.com, Glass Door, Juju, Simply hired) Minorities & Success, National Black Review Internal Posting, 1560 AM radio Fidelity Channel 6 TV, Monster.com Lebanon Daily Record	3 Emp Referral 0 Internal 2 Internet 0 Job Fair 2 Newspaper 0 Rehire 0 Staffing Agency 3 Walk-in	10
6	Construction	1	11/23/2015	1 Emp. Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	EOE Journal, Talent Stream Recruiting(Career Builder, fidelitycommunications.com, Glass Door, Juju, Simply hired) Minorities & Success, National Black Review, Internal posting	3 Emp Referral 1 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	5
7	IT Support Specialist II	2	4/18/2016 4/18/2016	1 Emp. Referral 0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	EOE Journal, Talent Stream Recruiting(Career Builder, fidelitycommunications.com, Glass Door, Juju, Simply hired) Minorities & Success, National Black Review	1 Emp Referral 4 Internal 6 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	11
8	Billing And Traffic Clerk	1	10/26/2015	1 Emp. Referral 0 Internal 0 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	EOE Journal, Talent Stream Recruiting(Career Builder, fidelitycommunications.com, Glass Door, Juju, Simply hired) Minorities & Success, National Black Review	3 Emp Referral 1 Internal 3 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	7
10	Accounting	1	1/4/2016	0 Emp. Referral	EOE Journal, Talent Stream	1 Emp Referral	12

	Clerk			0 Internal 1 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 0 Walk-in	Recruiting(Career Builder, fidelitycommunications.com, Glass Door, Juju, Simply hired) Minorities & Success, National Black Review Monster.com	0 Internal 8 Internet 0 Job Fair 0 Newspaper 0 Rehire 0 Staffing Agency 3 Walk-in	
11	Helpdesk Technician	21	9/21/2015 9/21/2015 9/21/2015 9/21/2015 11/30/2015 12/8/2015 12/8/2015 12/14/2015 12/21/2015 2/3/2016 2/3/2016 4/11/2016 4/11/2016 4/11/2016 6/20/2016 6/20/2016 6/20/2016 6/20/2016 7/25/2016 8/29/2016 8/29/2016	5 Emp. Referral 0 Internal 4 Internet 0 Job Fair 4 Newspaper 1 Rehire 3 Staffing Agency 4 Walk-in	EOE Journal, Talent Stream Recruiting(Career Builder, fidelitycommunications.com, Glass Door, Juju, Simply hired) Minorities & Success, National Black Review, Sullivan Independent News Fidelity Channel 6 TV, 1560 AM radio Monster.com	11 Emp Referral 0 Internal 47 Internet 0 Job Fair 5 Newspaper 1 Rehire 3 Staffing Agency 10 Walk-in	77



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Recruitment/Source List

Name of Recruitment Source	Contact Person	Contact Phone	Contact Email
EOE Journal	Brenda Galindo	800-396-3373	brenda.galindo@eoejournal.com
Talentstream Recruiting (juju, Simply Hired)	Mary Nichols	678-254-4548	Mary.Nichols@careerbuilder.com
Fidelity Communications	Mindy Anderson	573-468-1049	mindy.anderson@dfidelitycommunications.com
Minorities & Success		310-363-77876	www.minoritysuccess.us
Sullivan Independent News	Christine Hopwood	573-468-6511	nuz4u@fidnet.com
Glass Door			glassdoor.com
Career Builder	Mary Nichols	678-254-4548	Mary.Nichols@careerbuilder.com
Great Plains Technology Center Career Fair	Sunny Winginton	580-250-5684	swiginton@greatplains.edu
Monster	Richard Rockwood	480-567-3551	Richard.Rockwood@Monster.com
NetEffects	Brad Thomas	636-489-7117	
Fidelity Channel 6/1560 AM	John Rice	573-860-1535	
Lebanon Daily Record	Kim Dane	417-532-9131	kim@lebanondailyrecord.com

Address
5550-A Peachtree Parkway, Suite 200, Norcross, GA 30092
64 N. Clark St, Sullivan, MO 63080
3711 Lomita, Suite #196 Torrance, CA 90505
5550-A Peachtree Parkway, Suite 200, Norcross, GA 30092
4500 SW Lee Blvd Lawton OK 73505
500 Chesterfield Center, Suite 350 Chesterfield, MO 63017
229 Bud St Sullivan, MO 63080

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Recruitment/Outreach Initiatives

Date	Event	Participation/Description
8/11/2015	Missouri S&T Int'l Student Orientation	Booth and information about Fidelity services
8/26/2015	Missouri S&T Miner-Rama	Tent with food and flyers about services
November 2015	5% Fido Sales to Animal Shelters	Donated 5% of new Fido Sales to animal shelters
1/23/2016	Chamber Awards Banquet – Owensville	Sponsor food send employees to event
2/6/2016	United Methodist Church Chocolate Festival – Sullivan	
3/5/2016	Lutheran Church Dinner – Rosebud	Provide a gift basket for auction
3/19/2016	St. Anthony Dinner Auction – Sullivan	Donation and buy a table for the event
4/23/2016	Community Choir - Sullivan	Sponsor
5/7/2016	Spring Treasure Day – Rosebud	
5/18/2016	Baacalorette Service – Owensville	Sponsor
5/20/2016	OHS Graduation – Owensville	Sponsor Project Grad and related events
5/28/2016	St. John's UCC Bem Church Picnic – Owensville	Sponsor
6/21/2016	Meramec Community Fair/ Parade – Sullivan	Float in the Parade/Music sponsor/Work gate/Donated Wifi services/Job booth
6/21/2016	Gasconade County Threshers Show – Rosebud	Sponsor ad in program/send employees
7/15/2016	Gasconade County Fair – Owensville	Banner

7/27/2016	Little Mr & Miss Gasconade & Queen Contest – Owensville	
7/28/2015	Gasconade County Fair PARADE – Owensville	Float in the Parade
7/29/2016	Gasconade County Fair Lunch Stand – Owensville	Work lunch stand
8/27/2016	St. John's UCC Bem Church Picnic – Owensville	
10/3/2015	Employee Picnic	Fidelity gathering at Local Pumpkin Patch
10/21/2015	Trunk R Treat – Owensville	
1/1/2016	Jam the Gym	Sponsor
9/25/2015	New Haven Balloon Festival	Sponsor
4/25/2016	Salem Business Expo	Booth and information about Fidelity services
5/13/2016	Outdoor Movie Night - Finding Nemo	Movie night for the community
6/11/2016	Outdoor Movie Night - Finding Nemo	Movie night for the community
7/15/2016	Outdoor Movie Night - Star Wars- The Force Awakens	Movie night for the community
7/16/2016	Outdoor Movie Night-The Force Awakens	movie night for the community
8/12/2016	Outdoor Movie Night - Star Wars - The Force Awakens	Movie night for the community
8/9/2016	International Student Orientation Information Event	Booth and information about Fidelity services
8/12/2016	Sullivan High School Jamboree	Tailgating and booth
8/13/2016	Sullivan High School Fan Appreciation	Tailgating and booth

8/19/2016	Rolla Bulldog Pride Night	Tailgating and booth
2/1/2016	Sullivan career EXPO	Job Fair at the Highschool
3/9/2016	ECC Career Fair	Job Fair at East Central Collage