

**2009 FCC EEO Public File Report for  
Bresnan Communications, LLC  
Billings, Yellowstone County, MT  
Employment Unit # 12018**

**This Report covers October 1, 2008 through September 30, 2009**

**This employment unit filled 42 full-time job vacancies in this time period.**

<b>Position</b>	<b>Number of Persons Interviewed</b>	<b>Referral Source of Successful Applicant</b>
Customer Care Associate ( 36 positions)	74	Bresnan.com – 7 Employee Referral – 23 Billings Job Service – 1 Walk-in – 3 Billings Gazette – 1 HotJobs.com - 1
Customer Care Supervisor ( 1 position)	3	Internal Job Posting – 1
Customer Care Lead (2 positions)	5	Internal Job Posting – 2
Customer Sales Associate ( 3 positions)	10	Employee Referral - 3

Total Number of Persons Interviewed for Full-Time Vacancies in this time period: 92

**Recruitment Sources Used to Fill Full-Time Vacancies in this Time Period:**

<b>Position</b>	<b>Recruitment Sources Contacted</b>	<b>Number of Interviewees Referred by Recruitment Source</b>
Customer Care Associate (36 positions)	Internal Job Posting; Bresnan.com; Billings Gazette; Montana Job Service; Combined Medical Work Assessment; Family Services, Inc.; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Montana State University – Billings; Rocky Mountain College; Rural Employee Opportunities; Vet Center; YWCA Training Center; NAMIC; Bresnan Career Spot; HotJobs.com; Craigslist.com	Bresnan.com – 14 Employee Referral – 42 Billings Job Service – 5 Walk-in – 6 Billings Gazette – 5 HotJobs.com - 2
Customer Care Supervisor (1 position)	Internal Job Posting; Bresnan.com; Montana Job Service; Billings Gazette	Internal Job Posting – 3

<b>Position</b>	<b>Recruitment Sources Contacted</b>	<b>Number of Interviewees Referred by Recruitment Source</b>
Customer Care Lead (2 positions)	Internal Job Posting; Bresnan.com	Internal Job Posting – 5
Customer Sales Associate (3 positions)	Internal Job Posting; Bresnan.com; Craigslis.com, Hotjobs.com; Billings Gazette	Internal Job Posting – 5 Billings Gazette - 5

**Supplemental Recruitment Initiative**

Yellowstone County, Montana has a population of less than 250,000. Pursuant to 47 C.F.R. § 76.75(b)(2), this employment unit is required to execute two supplemental recruitment initiative during the twelve month period covered by this Public File Report. This unit provides training to its employees designed to enable its employees to acquire skills that could qualify them for higher-level positions. Bresnan offers tuition reimbursement for any class an employee takes toward a degree or classes that will benefit job knowledge. In addition, Bresnan provides a training program for its technicians; specifically, they pay for and facilitate NCTI training courses and SCTE memberships, certification training and exams for these employees. The internal training programs, tuition reimbursement policy and NCTI and SCTE training each constitute a supplemental recruitment initiative endorsed by the Federal Communications Commission under 47 C.F.R. § 76.75(b)(2)(viii).

**Recruitment Sources Used to Fill Full-Time Vacancies in this Time Period:**  
**RECRUITMENT SOURCES SUMMARY SHEET**  
**DURING PERIOD OF OCTOBER 1, 2008 THROUGH SEPTEMBER 30, 2009**

<b>Recruitment Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone</b>
Combined Medical Work Assessment	Charlotta Hecker	3325 Dove Ave. Billings, MT 59101	406-252-5136
Family Services, Inc.	Linda Robbins	PO Box 1020 Billings, MT 59103	406-259-2269
Human Resource Development Council	Sheryl Matthews	PO Box 2016 Billings, MT 59103	406-247-4732
Indian Health Board	Adrienne	1127 Alderson Ave. Billings, MT 59102	406-259-3890
Indian Health Services	Attn: Personnel	PO Box 36600 Billings, MT 59107	406-247-7210
Job Connection	Job Placement	1501 14th St. W. #220 Billings, MT 59101	406-245-6323
Montana Job Service	Ryan Johnson	2121 B Rosebud De. Stop B Billings, MT 59102	406-655-6081
Montana Migrant Council	Employee Opportunities	3318 3rd Ave. N. Suite 100 Billings, MT 59101	406-248-3149
MSU-B Billings Career Services	Patricia Reuss	1500 N. 30th St. Billings, MT 59101	406-657-2011
Rocky Mountain College	Bonnie Knapp	1511 Poly Sr. Billings, MT 59102	406-657-1039
Rural Employee Opportunities	Attn: Personnel	1739 Grand Ave. Suite A Billings, MT 59104	406-256-1140
Vet Center	Luanne Oakland	1234 Ave. C. Billings, MT 59102	406-657-6071
YWCA Employ. & Training Center	Carol	909 Wyoming Ave. Billings, MT 59101	406-252-6303
Internal Job Posting	Bresnan Communications	1860 Monad Rd. Billings, MT 59101	406-238-7700
Bresnan.com	Bresnan Communications	<a href="http://www.bresnan.com">www.bresnan.com</a>	
Employee Referral	Internal Referral	1860 Monad Rd. Billings, MT 59101	406-238-7700
Billings Gazette	Karen Vaughn	401 N. Broadway Billings, MT 59101	406-657-1200
Bresnan Career Spot	Bresnan Communications	1860 Monad Rd. Billings, MT 59101	
Walk - In		1860 Monad Rd. Billings, MT59101	406-238-7700
NAMIC	Website Posting	<a href="http://www.namic.com/jobbank.php">http://www.namic.com/jobbank.php</a>	N/A
Hot Jobs	Website Posting	<a href="http://www.hotjobs.com">http://www.hotjobs.com</a>	N/A
Craigslist.com	Website Posting	<a href="http://www.craigslist.com">http://www.craigslist.com</a>	N/A