

**2009 FCC EEO Public File Report for
Bresnan Communications, LLC
Billings, MT
Yellowstone County, MT
Employment Unit # 11017**

This report covers October 1, 2008 through September 30, 2009

This employment unit filled 19 full-time job vacancies in this time period.

| Position | Number of Persons Interviewed | Referral Source of Successful Applicant |
|---|--------------------------------------|---|
| Field Service Tech (6 positions) | 14 | Bresnan.com – 2 Employee Referral – 3 Word of Mouth – 1 |
| Field Collection Specialist (1 position) | 3 | Internal Job Posting– 1 |
| Administrative Assistant (1 position) | 9 | Internal Job Posting – 1 |
| Supervisor, NOC (2 positions) | 10 | Bresnan.com – 2 |
| Network Analyst (1 position) | 4 | Bresnan.com – 1 |
| AUP Fulfillment Specialist (1 position) | 3 | Internal Job Posting – 1 |
| Sr. Engineer – Network Support (1 position) | 3 | Bresnan.com – 1 |
| Change Management Coordinator (1 position) | 5 | Internal Job Posting – 1 |
| Staff Engineer – Facility (1 position) | 4 | DICE – 1 |
| Project Analyst – Billing Services (1 position) | 6 | Employee Referral – 1 |
| Manager, NOC (1 position) | 7 | Internal Job Posting – 1 Bresnan.com – 5 DICE – 1 |
| Staff Engineer – Field Integration (1 position) | 6 | Indeed – 1 |
| Associate Engineer – Microwave Services (1 position) | 10 | Bresnan.com – 1 |

Total Number of Persons Interviewed for Full-Time Vacancies in this time period: 84

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

| Position | Recruitment Sources Contacted | Number of Interviewees Referred by Recruitment Source |
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| Field Service Tech (6 positions) | Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; Montana State University – Billings; Bresnan Career Spot; Billings Gazette | Employee Referral – 6 Bresnan Website – 7 Word of Mouth – 1 |
| Field Collection Specialist (1 Position) | Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; Montana State University – Billings; Bresnan Career Spot | Internal Job Posting – 3 |
| Administrative Assistant (1 position) | Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; Montana State University – Billings; NAMIC; Bresnan Career Spot | Employee Referral – 1 Bresnan.com – 2 Internal Job Posting – 6 |
| Supervisor, NOC (2 positions) | Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health | Internal Job Posting – 5 Bresnan.com – 5 |

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| | Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; Montana State University; Montana State University – Billings; NAMIC; Bresnan Career Spot; Billings Gazette | |
| Network Analyst (1 position) | Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; Montana State University – Billings; NAMIC; Bresnan Career Spot | Internal Job Posting – 3 Bresnan.com – 1 |
| AUP Fulfillment Specialist (1 position) | Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; Montana State University – Billings; NAMIC; Bresnan Career Spot | Internal Job Posting – 3 |
| Sr. Engineer – Network Support (1 position) | Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; NAMIC; Bresnan Career Spot | Employee Referral – 2 Bresnan.com – 1 |

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| <p>Change Management Coordinator (1 position)</p> | <p>Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; NAMIC; Bresnan Career Spot</p> | <p>Bresnan.com – 2 Internal Job Posting – 3</p> |
| <p>Staff Engineer – Facility (1 position)</p> | <p>Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; NAMIC; Bresnan Career Spot; SCTE; DICE; Monster.com; Billings Gazette</p> | <p>Internal Job Posting – 2 Bresnan.com – 1 DICE – 1</p> |
| <p>Project Analyst – Billing Services (1 position)</p> | <p>Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; NAMIC; Bresnan Career Spot; SCTE; DICE; Monster.com; Craigslist; Billings Gazette; Montana State University – Billings</p> | <p>Internal Job Posting – 5 Employee Referral – 1</p> |
| <p>Manager, NOC (1 position)</p> | <p>Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work</p> | |

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| | Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; NAMIC; Bresnan Career Spot; SCTE; DICE; Monster.com; Craigslist | |
| Staff Engineer – Field Integration (1 position) | Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; NAMIC; Bresnan Career Spot; SCTE; Indeed; DICE; Monster.com | Monster – 2 Indeed – 1 SCTE – 1 DICE – 1 NAMIC – 1 |
| Associate Engineer – Microwave Services (1 position) | Internal Job Posting; Bresnan Website; Montana Job Service; YWCA; Rural Employee Opportunities; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Combined Medical Work Assessment; Vet Center; Rocky Mountain College; Family Services, Inc.; Bresnan Career Spot | Bresnan.com – 10 |

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 SUMMARY SHEET

During Period of October 1, 2008 through September 30, 2009

| Recruitment Source | Contact Person | Address | Phone |
|-------------------------------------|------------------------|---|----------------|
| Rural Employee Opportunities | | 1739 Grand Ave, Suite A, Billings MT 59104 | (406) 256-1140 |
| HRDC | Sheryl Matthews | PO Box 2016, Billings MT 59103 | (406) 247-4732 |
| Rocky Mountain College | Bonnie Knapp | 1511 Poly Dr, Billings MT 59102 | |
| Indian Health Board | Adrienne | 1127 Alderson Ave, Billings MT 59102 | (406) 259-3890 |
| Job Connection | Job Placement | 1501 14 th St W #220, Billings MT 59101 | (406) 245-6323 |
| Montana Migrant Council | Employee Opportunities | 3318 3 rd Ave N., Suite 100, Billings MT 59101 | (406) 248-3149 |
| Combined Med & Work Assess. | Carlotta Hecker | 3325 Dove Ave, Billings MT 59101 | |
| Vet Center | Luanne Oakland | 1234 Avenue C, Billings MT 59102 | (406) 657-6071 |
| YWCA Employ. & Training Center | Bill | bill@ywcabillings.org | |
| Family Service, Inc | Linda Robbins | PO Box 1020, Billings MT 59103 | (406) 259-2269 |
| Montana Job Service | Tom Martin | tmartin@mt.gov | |
| Billings Gazette | Teresa Liter | Terersa.liter@lee.net | |
| Internal Job Posting | Cayanne Ott | 1860 Monad Road, Billings MT 59102 | (406) 869-5652 |
| Bresnan.com | Cayanne Ott | http://bresnan.com/careers/ | (406) 869-5652 |
| Bresnan Career Spot | Cayanne Ott | http://www.bresnan.spotsense.net/ | (406) 869-5652 |
| Montana State University – Billings | Cayanne Ott | http://www.msubillings.edu/careers | (406) 869-5652 |
| Montana State University | Cayanne Ott | http://www.montana.edu/careers/ | (406) 869-5652 |
| SCTE | Patty Shkreli | www.scte.org | 914-641-3354 |
| DICE | Patty Shkreli | www.dice.com | 914-641-3354 |
| Monster.com | Patty Shkreli | www.monster.com | 914-641-3354 |
| Craigslist | Patty Shkreli | www.craigslist.com | 914-641-3354 |
| Indeed | Patty Shkreli | www.indeed.com | 914-641-3354 |
| Employee Referral | Employee Referral | 1860 Monad Road, Billings MT 59102 | |
| Word of Mouth / Walk In | Retail Personnel | 1860 Monad Road, Billings MT 59102 | |
| NAMIC | Patty Shkreli | http://www.namic.com/ | 914-641-3354 |