

**2009 FCC EEO Public File Report for  
Bresnan Communications, LLC  
Helena, MT  
Lewis and Clark County, MT  
Employment Unit # 11021**

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

**This employment unit filled 9 full-time job vacancies in this time period.**

<b>Position</b>	<b>Number of Persons Interviewed</b>	<b>Referral Source of Successful Applicant</b>
Account Executive (4 positions)	11	Employee Referral – 1 GF Tribune – 1 Bresnan Career Spot – 1 Internal Job Posting – 1
Admin Assistant (2 positions)	12	Bresnan.com – 1 Employee Referral - 1
Field Service Technician (3 positions)	5	Word of Mouth – 2 Newspaper (Helena IR) – 1

Total Number of Persons Interviewed for Full-Time Vacancies in this time period: 28

**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>
Account Executive (4 positions)	Bresnan.com; Internal Job Posting; Bresnan Career Spot; Newspaper (GF Tribune); NAMIC; Employee Referral	Employee Referral – 1 GF Tribune – 1 Bresnan.com – 5 Bresnan Career Spot – 3 Internal Job Posting – 1
Admin Assistant (2 positions)	Bresnan.com; Internal Job Posting; Helena Independent Record Newspaper; Bresnan Career Spot; NAMIC; Employee Referral	IR Newspaper – 4 Employee Referral – 3 Bresnan.com – 4 Internal Job Posting – 1
Field Service Technician (3 positions)	Helena Job Service; Newspaper (Helena IR); Helena Indian Alliance; Career Training Institute; Rocky Mountain Development Center; Helena College of Technology; Bresnan.com; Bresnan Career Spot; Internal Job Posting	Word of Mouth – 3 Newspaper (Helena IR) – 2

### **Supplemental Recruitment Initiative**

Lewis and Clark 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 initiatives 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 - Helena, MT  
 During Period of October 1,2008 through September 30, 2009

<b>Recruitment Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone</b>	<b>Fax</b>
Helena Job Service	Staff Member	715 Front St. Helena, MT 59620	406-447-3200	406-447-3224
Newspaper – Helena IR	Classified Dept	P.O. Box 4249, Helena, MT 59604	406-447-4040	406-447-4052
Newspaper – Great Falls Tribune	Classified Dept	205 River Drive South   Great Falls, MT 59405	406-791-1444	
Helena Indian Alliance	Staff Member	436 N. Jackson, Helena, MT 59601	406-442-9224	406-449-5797
Career Training Institute	Staff Member	347 N Last Chance Gulch St. Helena, MT 59601	406-443-0800	406-442-2745
Rocky Mountain Development Center	Staff Member	200 S. Cruse Ave., Helena, MT 59624	406-447-1680	406-447-1629
Helena College of Technology	E-mail Server	<a href="mailto:nctcs@umh.umt.edu">nctcs@umh.umt.edu</a>		
Internal Job Posting	Bresnan Communications	951 W. Custer Ave, Helena, MT 59602	406-442-8619	406-443-5843
Bresnan.com	Cayanne Ott	<a href="http://www.bresnan.com/careers">http://www.bresnan.com/careers</a>	406-869-5652	
Bresnan Career Spot	Cayanne Ott	<a href="http://www.bresnan.spotsense.net/">http://www.bresnan.spotsense.net/</a>	406-869-5652	
Employee Referral	Employee Referral	951 W Custer Ave, Helena, MT 59602		
Word Of Mouth / Walk In	Retail Personnel	951 W Custer Ave, Helena, MT 59602		
NAMIC	Bresnan Communications	HR – Patty Shkreli	914-641-3354	