

**2009 FCC EEO Public File Report for  
Bresnan Communications, LLC  
Kalispell, MT  
Flathead County, MT  
Employment Unit # 11022**

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

**This employment unit filled 6 full-time job vacancies in this time period.**

<b>Position</b>	<b>Number of Persons Interviewed</b>	<b>Referral Source of Successful Applicant</b>
Field Service Tech (4 positions)	16	Employee Referral – 2 Bresnan.com – 1 Word of Mouth - 1
Technical Supervisor (1 position)	3	Internal Job Posting – 1
Advanced Tech (1 position)	5	Employee Referral – 1

Total Number of Persons Interviewed for Full-Time Vacancies in this time period: 24

**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>
Field Service Tech (4 positions)	Flathead Job Service; Polson Job Service; Women’s Center; Flathead Reservation/SKC Tribe; Internal Job Posting; Libby Job Service; Bresnan.com; Bresnan Career Spot; NAMIC	Employee Referral – 4 Bresnan.com – 9 Job Service – 1 Word of Mouth – 1 Internal Job Posting – 1
Technical Supervisor (1 position)	Flathead Job Service; Polson Job Service; Flathead Reservation/SKC Tribe; Internal Job Posting; Bresnan Career Spot; Libby Job Service; Bresnan.com; NAMIC	Internal – 3
Advanced Tech (1 position)	Flathead Job Service; Polson Job Service; Flathead Reservation/SKC Tribe; Internal Job Posting; Bresnan Career Spot; Libby Job Service; Bresnan.com	Employee Referral – 1 Bresnan.com – 4

### **Supplemental Recruitment Initiatives**

Flathead 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**

1. Organization: Flathead Job Service  
Address: 427 First Avenue East  
Kalispell, MT 59901  
Phone: 406-758-6200  
Contact: Staff Member
  
2. Organization: Polson Job Service  
Address: PO Box 970  
Polson, MT 59860  
Phone: 406-883-7880  
Contact: Staff Member
  
3. Organization: Women's Center  
Address: U of M  
Missoula, MT 59812  
Phone: 406-243-4153  
Contact: Staff Member
  
4. Organization: Flathead/Reservation/SKC Tribe  
Address: PO Box 278  
Pablo, MT 59855  
Phone: 406-644-2217  
Fax: 406-644-2343  
Contact: Tribal Business Office
  
5. Organization: Internal Job Posting – Bresweb  
Address: 333 1<sup>st</sup> Avenue East  
Kalispell, MT 59901  
Phone: 406-758-2323  
Fax: 406-7557204  
Contact: Bresnan Communications
  
6. Organization: Libby Job Service  
Address: 417 Mineral Avenue Suite 4

- Libby, MT 59923  
Phone: 406-293-6282  
Contact: Staff Member
7. Organization: Employee Referral  
Address: 333 1<sup>st</sup> Avenue East  
Kalispell, MT 59901  
Phone: 406-758-2323  
Contact: Internal Referral
8. Organization: Walk-In  
Address: 333 1<sup>st</sup> Avenue East  
Kalispell, MT 59901  
Phone: 406-758-2323
9. Organization: Bresnan Career Spot  
Address: <http://www.bresnan.spotsense.net/>  
Contact: Cayanne Ott
10. Organization: Bresnan.com  
Address: <http://www.bresnan.com/careers>  
Contact: Cayanne Ott
11. Organization: NAMIC  
Address: <http://www.namic.com/>  
Contact: Patty Shkreli
12. Organization: Walk-In  
Address: 333 1<sup>st</sup> Avenue East  
Kalispell, MT 59901  
Phone: 406-758-2323  
Fax: 406-7557204  
Contact: Patty Faloon/Weldon Plympton
13. Organization: Bresnan Television Advertisement (Career Spot)  
Address: <http://bresnan.spotsense.net/>  
Contact: Cayanne Ott
14. Organization: Bresnan.com  
Address: <http://bresnan.com/careers>  
Contact: Cayanne Ott
15. Organization: NAMIC  
Contact: Bresnan Communications - Patty Shkreli