

**2009 FCC EEO Public File Report for
Bresnan Communications, LLC
Missoula, MT
Missoula County, MT
Employment Unit # 11023**

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

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

Position	Number of Persons Interviewed	Referral Source of Successful Applicant
Installer I (3 positions)	20	Bresnan.com – 3
Warehouse Person (1 position)	5	Bresnan.com – 1
Counter Service & Sales Rep (2 positions)	8	Bresnan.com – 1 Internal Job Posting – 1

Total Number of Persons Interviewed for Full-Time Vacancies in this time period: 33

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

Position	Recruitment Sources Contacted	Number of Interviewees Referred by Recruitment Source
Installer I (3 positions)	Job Corps Recruitment & Placement Project; Missoula Job Service; Internal Job Posting; Bresnan.com; Bresnan Career Spot	Job Corps. Recruitment – 7 Missoula Job Service – 4 Bresnan.com – 9
Warehouse Person (1 position)	Job Corps Recruitment & Placement; Career Planning & Placement Services; Missoula Job Service; Internal Job Posting; Bresnan.com; Bresnan Career Spot	Bresnan.com – 4 Missoula Job Service – 1
Counter Service & Sales Rep (2 positions)	Job Corps Recruitment & Placement Project; Career Planning & Placement Services; Native American Studies; Flathead Reservation Confederated Salish & Kootenai Tribe; Missoula Job Service; Missoula Women’s Center; Missoulian Newspaper; Bresnan.com; Internal Job Posting; Bresnan Career Spot	Missoula Job Service – 4 Bresnan.com – 2 Business Assoc Referral – 1 Internal Job Posting – 1

Supplemental Recruitment Initiative

Missoula 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 Used to Fill Full-Time Vacancies in this Time Period:

RECRUITMENT SOURCES SUMMARY SHEET				
During Period of October 1, 2008 through September 30, 2009				
Recruitment Source	Contact Person	Address	Phone	Fax
Job Corps Recruitment & Placement Project	Placement Office	617 S. Higgins Ave Missoula, MT 59801	800-544-5627	406-542-5798
Career Planning & Placement Services	Placement Office	Univ Montana, the Lodge, Rm 148 Missoula, MT 59812	406-243-2022	406-243-5866
Missoula Job Service	Placement Office	539 S. 3rd West Missoula, MT 59801	406-728-7060	406-721-7094
Native American Studies	Matt Brehe	University of Montana	406-243-5831	406-243-6432
Women's Center	Caitlin Copple	Univ Ctr Rm 210, University of Montana	406-243-4153	N/A
Flathead Reservation Confederated Salish & Kootenai Tribe	Tribal Business Office	PO Box 278, Pablo MT 59855	406-644-2217	406-644-2343
Internal Job Posting	Bresnan Communications	924 S. 3 rd St. W. Missoula, MT 59801	406-542-3900	406-542-3914
Newspaper - Missoulian	Missoulian	500 S. Higgins, Missoula 59801	406-523-5200	406-523-5221
Bresnan.com	Cayanne Ott	http://bresnan.com/careers	406-869-5652	
Bresnan Career Spot	Cayanne Ott	http://www.bresnan.spotsense.net/	406-869-5652	
Business Associate Referral	Employee Referral			
Word of Mouth / Walk In	Retail Personnel	924 S 3 rd St W, Missoula, MT 59801		