

**2008 FCC EEO Public File Report for
Bresnan Communications, LLC
Billings, Yellowstone County, MT
Employment Unit # 11017**

This Report covers October 1, 2007 though September 30, 2008

This employment report unit filled 40 full-time job vacancies in this time period.

Position	Number of Persons Interviewed	Referral Source of Successful Applicant
Lead Technician 1 position	3	Internal Job Posting – 1
FST I 6 positions	24	Bresnan.com Website – 4 Employee Referral – 2
Lead Counter Sales & Service Rep. 1 position	4	Internal Job Posting – 1
Counter Sales-Service Rep 1 position	5	Employee Referral – 1
Safety/Risk Manager 1 position	6	Bresnan.com Website – 1
Billings Services Administrator 1 position	5	Internal Job Posting – 1
IT Manager – Call Center 1 position	4	Employee Referral – 1
NOC Supervisor 2 positions	28	Internal Job Posting – 2
AUP Fulfillment Specialist 1 position	6	Internal Job Posting – 1
Telephone Supporting Engineer 1 position	17	Bresnan.com Website – 1
Network Support Engineer 1 position	23	Bresnan.com Website – 1
NOC Analyst 8 positions	54	Internal Job Posting – 4 Employee Referral – 1 Bresnan.com Website – 2 Recruiter – 1
Manager – Support Engineering 1 position	4	Recruiter – 1
Manager, Network Operations Center 2 positions	15	Internal Job Posting – 1 Bresnan.com Website – 1
Commercial Network Assurance Manager 1 position	4	Employee Referral – 1
Area Engineering Supervisor	11	Internal Job Posting – 1

1 position		
Field Engineer (Digital Video Services) 1 position	5	Bresnan.com Website – 1
Sales Engineer – Telephony 1 position	6	Internal Job Posting – 1
Operations Specialist 3 positions	12	Internal Job Posting – 2 Employee Referral – 1
HR Coordinator 1 position	4	Internal Job Posting – 1
IT Support Coordinator 1 position	5	Bresnan.com Website - 1
Network Engineer – Digital Video Services 1 position	2	MSU website – 1
Inside Sales Associate – Commercial Services 1 position	3	Internal Job Posting – 1
Account Executive – Advanced Services 1 position	4	Bresnan.com Website – 1

Total Number of Persons Interviewed for Full-Time Vacancies in this time period: 254

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

Position	Recruitment Sources Contacted	Number of Interviewees Referred by Recruitment Source
Lead Tech (1 position)	Internal Job Posting; Bresnan.com Website; Montana Job Service; Rural Employee Opportunities; 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; Vet Center; YWCA Training Center; Bresnan Job Spot	Internal Job Posting – 3
FST I (6 positions)	Internal Job Posting; Bresnan.com Website; Montana State University – Billings; Montana Job Service; Rural Employee Opportunities; 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; Vet Center; YWCA Training Center; Bresnan Job Spot; Billings Gazette; NAMIC; Employee Referral	Billings Gazette – 4 Internal Job Posting – 6 Employee Referral – 3 Bresnan.com Website – 11
Lead Counter Sales & Service Rep (1 position)	Internal Job Posting; Bresnan.com Website; Montana Job Service; Rural Employee Opportunities; 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; Vet Center; YWCA Training Center; BillingsHelpWanted.com; Bresnan Job Spot	Internal Job Posting – 4
Counter Sales & Service Rep (1 position)	Internal Job Posting; Bresnan.com Website; Montana Job Service; Rural Employee Opportunities; 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; Vet Center; YWCA Training Center; Bresnan Job Spot; Employee Referral	Internal Job Posting – 4 Employee Referral – 1
Safety/Risk Manager (1 position)	Internal Job Posting; Bresnan.com Website; Montana Job Service; Combined Medical Work Assessment; Family Services, Inc.; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant	Employee Referral – 1 Bresnan.com Website – 4 Broadband Careers – 1

	Council; Montana State University – Billings; Rocky Mountain College; Vet Center; YWCA Training Center; Bresnan Job Spot; Rural Employee Opportunities; SCTE; NAMIC; Billings Gazette; Broadband Careers	
Billings Services Administrator (1 position)	Internal Job Posting; Bresnan.com Website; Montana Job Service; Montana State University – Billings; YWCA Training Center; Bresnan Job Spot; NAMIC	Internal Job Posting – 5
IT Manager – Call Center (1 position)	Internal Job Posting; Bresnan.com Website; 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; Vet Center; YWCA Training Center; Bresnan Job Spot; Rural Employee Opportunities; Billings Gazette; Employee Referral	Bresnan.com Website – 3 Employee Referral – 1
NOC Supervisor (2 positions)	Internal Job Posting; Bresnan.com Website; 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; Vet Center; YWCA Training Center; Bresnan Job Spot; Rural Employee Opportunities; Billings Gazette; Yahoo – Hot Jobs; The Spokesman-Review; The Bulletin; Kansas City Kansan	Internal Job Posting – 4 Bresnan.com Website – 10 Billings Gazette – 3 Yahoo – Hot Jobs - 11
AUP Fulfillment Specialist (1 position)	Internal Job Posting; Bresnan.com Website; Combined Medical Work Assessment; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Montana State University – Billings; Rocky Mountain College; Vet Center; Bresnan Job Spot; Rural Employee Opportunities; Recruiter; NAMIC	Internal Job Posting – 3 Bresnan.com Website – 2 Recruiter (Spherion) – 1
Telephone Supporting Engineer (1 position)	Internal Job Posting; Bresnan.com website; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Montana State University – Billings; Rocky Mountain College; Vet Center; YWCA Training Center; Combined Medical Work Assessment ; Rural Employee Opportunities; Great Falls Tribune; Bresnan Job Spot; Billings Gazette; Denver Post	Internal Job Posting – 4 Billings Gazette – 3 Bresnan.com Website – 10
Network Support Engineer	Internal Job Posting; Bresnan.com website;	Internal Job Posting – 1

(1 position)	HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Montana State University – Billings; Rocky Mountain College; Vet Center; YWCA Training Center; Combined Medical Work Assessment ; Rural Employee Opportunities; Bresnan Job Spot; Billings Gazette; Great Falls Tribune; mt.gov website; The Spokesman-Review; Denver Newspaper Agency; The Bulletin; Kansas City Kansan	Billings Gazette – 3 Bresnan.com Website – 19
NOC Analyst (8 positions)	Internal Job Posting; Bresnan.com website; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Rocky Mountain College; Vet Center; Combined Medical Work Assessment ; Rural Employee Opportunities; Bresnan Employee Referral; Yahoo – Hot Jobs; Billings Gazette; Recruiter; The Spokesman-Review; The Bulletin; Kansas City Kansan	Internal Job Posting – 10 Employee Referral – 8 Billings Gazette – 6 Bresnan.com Website – 28 Yahoo – Hot Jobs – 1 Recruiter (Equivision) – 1
Manager – Support Engineering (1 position)	Internal Job Posting; Bresnan.com Website; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Montana State University – Billings; Rocky Mountain College; Vet Center; Combined Medical Work Assessment ; Rural Employee Opportunities; Bresnan Job Spot; NAMIC; Employee Referral	Bresnan.com Website – 2 Recruiter (Equivision) – 1 Employee Referral – 1
Manager, Network Operations Center (2 positions)	Internal Job Posting; Bresnan.com Website; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Rocky Mountain College; Vet Center; Combined Medical Work Assessment ; Rural Employee Opportunities; Bresnan Job Spot; Employee Referral; The Spokesman-Review; The Bulletin; Kansas City Kansan	Internal Job Posting – 1 Bresnan.com Website – 13 Employee Referral – 1
Commercial Network Assurance Manager (1 position)	Internal Job Posting; Bresnan.com Website; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Montana State University – Billings; Rocky Mountain College; Vet Center; Combined Medical Work Assessment ; Rural Employee Opportunities; Bresnan Job Spot; NAMIC	Internal Job Posting – 1 Employee Referral – 1 Bresnan.com Website – 2
Area Engineering Supervisor (1 position)	Internal Job Posting; Bresnan.com Website; 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;	Internal Job Posting – 6 Bresnan.com Website – 5

	Rocky Mountain College; Vet Center; YWCA Training Center; Bresnan Job Spot; Rural Employee Opportunities; SCTE	
Field Engineer (Digital Video Services) (1 position)	Internal Job Posting; Bresnan.com Website; 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; Vet Center; YWCA Training Center; Bresnan Job Spot; Rural Employee Opportunities; The Spokesman-Review; The Bulletin; Kansas City Kansan	Internal Job Posting – 2 Bresnan.com Website – 3
Sales Engineer – Telephony (1 position)	Internal Job Posting; Bresnan.com Website; Combined Medical Work Assessment; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Montana State University – Billings; Rocky Mountain College; Vet Center; Rural Employee Opportunities	Internal Job Posting – 5 Bresnan.com Website – 1
Operations Specialist (2 positions)	Internal Job Posting; Bresnan.com Website; 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; Vet Center; YWCA Training Center; Bresnan Job Spot; Rural Employee Opportunities; NAMIC	Internal Job Posting – 10 Employee Referral – 1 Job Service Website – 1
HR Coordinator (1 position)	Internal Job Posting; Bresnan.com Website; Montana Job Service; Combined Medical Work Assessment; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Vet Center; YWCA Training Center; Bresnan Job Spot; Rural Employee Opportunities; NAMIC	Internal Job Posting – 2 Employee Referral – 1 Bresnan.com Website – 1
IT Support Coordinator (1 position)	Internal Job Posting; Bresnan Website; Wyoming-Tribune Eagle; Employee Referral	Employee Referral – 1 Bresnan.com Website – 4
Network Engineer – Digital Video Services (1 position)	Internal Job Posting; Bresnan.com Website; HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Montana State University – Billings; Rocky Mountain College; Vet Center; Combined Medical Work Assessment ; Rural Employee Opportunities; usadig.com; Montana Job Service; Family Services, Inc; SCTE; Bozeman Career Fair	SCTE – 1 MSU Website – 1
Inside Sales Associate –	Internal Job Posting; Bresnan.com Website;	Internal Job Posting – 1

Commercial Services (1 position)	HRDC; Indian Health Board; Indian Health Services; Job Connection; Montana Migrant Council; Montana State University – Billings; Rocky Mountain College; Vet Center; Combined Medical Work Assessment ; Rural Employee Opportunities; Montana Job Service; Family Services, Inc; YWCA; Bresnan Job Spot	Bresnan.com Website – 2
Account Executive – Advanced Services (1 position)	Internal Job Posting; Bresnan.com Website; Independent Record; Bozeman Daily Chronicle	Bresnan.com Website - 4

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 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, 2007 through September 30, 2008

Recruitment Source	Contact Person	Address	Phone
Billings Gazette	Teresa Liter	PO Box 36300, Billings, MT 59107	406.657.1200
BillingsHelpWanted.com		http://regionalthelpwanted.com/billings-jobs	
MSU-Bozeman Career Fair	Career Services	125 Strand Union Building – MSU Bozeman, Bozeman, MT 59717	406.994.4353
Bozeman Daily Chronicle		2820 West College, Bozeman, MT 59718	406.587.4491
Bresnan Job Spot – VOD	Sue Hogenson	1860 Monad Road, Billings, MT 59102	406.869.5602
Bresnan.com Website	Sue Hogenson	1860 Monad Road, Billings, MT 59102	406.869.5602
Broadband Careers		http://www.broadbandcareers.com	
Combined Med. & Work Assess.	Carlotta Hecker	3325 Dove Ave, Billings, MT 59101	
Denver Newspaper Agency		PO Box 17070, Denver, CO 80217	303.954.5280
Employee Referrals			
Family Service, Inc.	Linda Robbins	PO Box 1020, Billings, MT 59103	406.259.7940
Great Falls Tribune		205 River Drive South, Great Falls, MT 59405	406.791.1444
Human Resource Development Council (HRDC)	Sheryl Matthews	PO Box 2016, Billings, MT 59103	
Independent Record	Kathy Sammons	PO Box 4249, Helena, MT 59604	406.447.4000
Indian Health Board	Adrienne	1127 Alderson Ave, Billings, MT 59102	406.245.7318
Indian Health Services	Personnel	PO Box 36600, Billings, MT 59107	406.247.7107
Internal Job Posting	Sue Hogenson	1860 Monad Road, Billings, MT 59102	406.869.5602
Job Connection	Job Placement	1501 14 th St W #220, Billings, MT 59101	406.245.6323
Kansas City Kansan		7815 Parallel Pkwy, Kansas City, KS 66112	913.371.4300
Montana Job Service	Tom Martin	tmartin@mt.gov	406.444.4100
Montana Migrant Council	Employee Opportunities	3318 3 rd Ave N., Suite 100, Billings, MT 59101	406.248.3149
Montana State University-Billings	Career Services	Myinterfase.com/msubillings/employer	
National Association for Multi-Ethnicity in Communications (NAMIC)		http://www.namic.com/jobbank.php	
Recruiter – Equivision	David Robinson	1294 South Josephine Street, Denver, CO 80210	303.722.8920
Recruiter – Spherion	Gerri Glover	2075 Central Ave #D, Billings, MT 59102	406.655.9200
Rocky Mountain College - Career Services	Bonnie Knapp	1511 Poly Dr, Billings, MT 59102	406.657.1039
Rural Employee Opportunities		2121 Rosebud Dr., Stop B, Billings, MT 59104	
Society of Cable Telecommunications Engineers (SCTE)		http://www.scte.org	
The Bulletin	Melissa McKiernan	1777 SW Chandler Ave, Bend, OR 97702	541.383.0369
The Spokesman Review		Box 1906, Spokane, WA 99210	
USA Digital		http://www.usadig.com	

Vet Center	Luanne Oakland	1234 Avenue C, Billings, MT 59102	406.657.6071
Yahoo Hot Jobs	Teresa Liter	PO Box 36300, Billings, MT 59107	406.657.1200
YWCA Employ. & Training Center	Bill	bill@ywcabillings.org	
Yahoo Hot Jobs	Teresa Liter	PO Box 36300, Billings, MT 59107	406.657.1200
Wyoming-Tribune Eagle		702 W Lincolnway, Cheyenne, WY 82001	307.634.3361