

**2008 FCC EEO Public File Report for
Bresnan Communications, LLC
Billings, Yellowstone County, MT
Employment Unit # 12018**

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

This employment report unit filled 60 full-time job vacancies in this time period.

Position	Number of Persons Interviewed	Referral Source of Successful Applicant
Customer Care Associate (50 positions)	85	Bresnan.com Website – 18 Employee Referral – 20 Job Fair – 5 Billings Job Service – 1 Walk-in – 5 Rehire – 1
Customer Care Supervisor (2 positions)	11	Internal Job Posting – 2
Dispatch (2 positions)	9	Internal Job Posting – 2
Customer Sales Associate (6 positions)	21	Internal Job Posting – 6

Total Number of Persons Interviewed for Full-Time Vacancies in this time period: 126

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

Position	Recruitment Sources Contacted	Number of Interviewees Referred by Recruitment Source
Customer Care Associate 50 positions	Internal Job Posting; Bresnan Website; Billings Gazette; 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; Rural Employee Opportunities; Vet Center; YWCA Training Center; NAMIC; Bresnan Job Spot	Employee Referral – 23 Billings Job Service – 3 Bresnan.com Website – 47 Rehire – 1 Walk-in – 5 Job Fair – 6
Customer Care Supervisor 2 positions	Internal Posting; Bresnan Website; Montana Job Service; Billings Gazette	Internal Job Posting – 8 Billings Gazette – 3
Dispatch 2 positions	Internal Posting; Bresnan Website	Internal Job Posting – 9
Customer Sales Associate 6 positions	Internal Posting; Bresnan Website	Internal Job Posting – 20 Bresnan.com Website – 1

Supplemental Recruitment Initiative

- This employment 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.
- Bresnan Call Center has also participated in the following public job fairs: MSU-B Spring Career Fair, Montana Job Service Annual Jobs Jamboree.

These actions fulfill our 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
Combined Medical Work Assessment	Charlotta Hecker	3325 Dove Ave. Billings, MT 59101	406-252-5136
Family Services, Inc.	Linda Robbins	PO Box 1020 Billings, MT 59103	406-259-2269
Human Resource Development Council	Sheryl Matthews	PO Box 2016 Billings, MT 59103	406-247-4732
Indian Health Board	Adrienne	1127 Alderson Ave. Billings, MT 59102	406-259-3890
Indian Health Services	Attn: Personnel	PO Box 36600 Billings, MT 59107	406-247-7210
Job Connection	Job Placement	1501 14th St. W. #220 Billings, MT 59101	406-245-6323
Montana Job Service	Ryan Johnson	2121 B Rosebud De. Stop B Billings, MT 59102	406-655-6081
Montana Migrant Council	Employee Opportunities	3318 3rd Ave. N. Suite 100 Billings, MT 59101	406-248-3149
MSU-B Billings Career Services	Patricia Reuss	1500 N. 30th St. Billings, MT 59101	406-657-2011
Rocky Mountain College	Bonnie Knapp	1511 Poly Sr. Billings, MT 59102	406-657-1039
Rural Employee Opportunities	Attn: Personnel	1739 Grand Ave. Suite A Billings, MT 59104	406-256-1140
Vet Center	Luanne Oakland	1234 Ave. C. Billings, MT 59102	406-657-6071
YWCA Employ. & Training Center	Carol	909 Wyoming Ave. Billings, MT 59101	406-252-6303
Internal Job Posting	Bresnan Communications	1860 Monad Rd. Billings, MT 59101	406-238-7700
Bresnan Website	Bresnan Communications	www.bresnan.com	
Business Associate Referral	Internal Referral	1860 Monad Rd. Billings, MT 59101	406-238-7700
Billings Gazette	Karen Vaughn	401 N. Broadway Billings, MT 59101	406-657-1200
Bresnan Television Advertisement	Bresnan Communications	1860 Monad Rd. Billings, MT 59101	
Walk - In		1860 Monad Rd. Billings, MT59101	406-238-7700
The Job Spot – Video on Demand	Bresnan Communications	1860 Monad Rd. Billings, MT59101	406-238-7700
NAMIC		http://www.namic.com/jobbank.php	