

**2008 FCC EEO Public File Report for
Bresnan Communications, LLC
Helena, Lewis and Clark County, MT
Employment Unit # 11021**

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

This employment report unit filled 22 full-time job vacancies in this time period.

Position	Number of Persons Interviewed	Referral Source of Successful Applicant
Installer 5 positions	8	Helena Independent Record – 1 Helena Job Service – 1 Employee referral – 3
Production Specialist 3 positions	7	Employee Referral – 1 Helena IR – 1 Bresnan.com Website – 1
Producer 1 position	4	Bresnan TV Ads – 1
Account Executive- Photo Classifieds 2 positions	5	Bresnan.com Website – 1 Employee Referral – 1
Client Services Assistant 3 positions	25	A2Z Personnel – 2 Bresnan TV Ads – 1
Account Executive 8 positions	26	Bresnan TV Ads – 3 Employee Referral – 1 Bresnan.com Website – 4

Total Number of Persons Interviewed for Full-Time Vacancies in the Time Period: 75

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

Position	Recruitment Sources Contacted	Number of Interviewees Referred by Recruitment Source
Installer (5 positions)	Helena Job Service; Independent Record; Helena Indian Alliance; Career Training Alliance; Rocky Mountain Development Center; Carroll College; Helena College of Technology; Bresnan Website; Internal Job Posting ; Bresnan Television Advertisement; Business Associate Referral	Independent Record = 1 Bresnan Website = 2 Employee Referred = 4 Helena Job Service = 1
Production Specialist (3 positions)	Internal Job Posting; Bresnan.com Website; NAMIC; Bresnan Job Spot; Helena IR; Bresnan TV Ads	Helena IR – 4 Bresnan.com Website – 2 Employee Referral – 1
Producer (1 position)	Internal Job Posting; Bresnan.com Website; Bresnan Job Spot; Bresnan TV Ads; Billings Gazette	Bresnan TV Ads – 2 Bresnan.com Website – 2
Account Executive- Photo Classifieds (2 positions)	Internal Job Posting; Bresnan.com Website; Bresnan Job Spot; Casper Star Tribune	Bresnan.com Website – 3 Casper Star Tribune – 1 Employee Referral – 1
Client Services Assistant (3 positions)	Internal Job Posting; Bresnan.com Website; NAMIC; Bresnan Job Spot; Helena IR; Bresnan TV Ads; A2Z Personal	Helena IR – 4 Bresnan TV Ads – 10 A2Z Personnel – 6 Bresnan.com Website – 5
Account Executive (8 positions)	Internal Job Posting; Bresnan.com Website; NAMIC; Bresnan Job Spot; Gillette Chamber of Commerce; University of Wyoming; Laramie Boomerang Newspaper; Bresnan TV Ads; Bozeman Chronicle; Employee Referral	Gillette Chamber of Commerce – 1 Laramie Boomerang – 1 Bresnan.com Website – 17 Bresnan TV Ads – 4 Employee Referral – 1 Bozeman Chronicle – 2

Supplemental Recruitment Initiative

Lewis & 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 Used to Fill Full-Time Vacancies in this Time Period:

RECRUITMENT SOURCES SUMMARY SHEET-Helena, MT

During Period of October 1,2007 through September 30, 2008

Recruitment Source	Contact Person	Address	Phone	Fax
Helena Job Service	Staff Member	715 Front St. Helena, MT 59620	447-3200	447-3224
Independent Record - Newspaper	Classified Dept	P.O. Box 4249, Helena, MT 59604	447-4040	447-4052
Helena IR	Staff member	317 Cruse Street, Helena, MT 59601	406-447-4000	
Casper Star Tribune	Staff Member	170 Star Lane, Casper, WY 82604	307- 266-0500	
Helena Indian Alliance	Staff Member	436 N. Jackson, Helena, MT 59601	442-9224	449-5797
Gillette Chamber of Commerce	Staff member	314 S. Gillette, Gillette, WY 82070	307-687-1756	
Bozeman Chronicle	Staff Member	2820 W College Street, Bozeman, MT 59718	406-582-2600	Bozeman Chronicle
University of Wyoming	Staff member	820 E. 17 Laramie, WY 82070	307-766-2188	
Laramie Boomerang	Staff Member	320 E. Grand Laramie, WY	307-742-8153	
A2Z Personnel	Staff Member	629 Helena Avenue, Helena, MT 59601	(406) 443-7664	
Career Training Institute	Staff Member	347 N Last Chance Gulch St. Helena, MT 59601	443-0800	442-2745
Rocky Mountain Development Center	Staff Member	200 S. Cruse Ave., Helena, MT 59624	447-1680	447-1629
Carroll College	E-mail Server	careers@carroll.edu		
Helena College of Technology	E-mail Server	nctcs@umh.umt.edu		
Internal Job Posting	Bresnan Communications	951 W. Custer Ave, Helena, MT 59602	442-8619	443-5843
Bresnan Television Advertisement	Bresnan Communications	951 W. Custer Ave, Helena, MT 59602	442-8619	443-5843
Bresnan Website - Job Posting	Bresnan Communications	http://bresnan.com/~careers/openings.asp	442-8619	443-5843
Business Associate Referral	Employee Referral			