

**2008 FCC EEO Public File Report for  
Bresnan Communications, LLC  
Kalispell, Flathead County, MT  
Employment Unit #11022**

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

**This employment report unit filled 8 full-time job vacancies in this time period.**

<b>Position</b>	<b>Number of Persons Interviewed</b>	<b>Referral Source of Successful Applicant</b>
Warehouse Person 1 position	3	Internal Job Posting – 1
Field Service Tech 7 positions	14	Internal Job Posting – 2 Bresnan.com Website – 3 Employee Referral – 2

Total Number of Persons Interviewed for Full-Time Vacancies in the Time Period: 17

**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>
Warehouse Person (1 position)	Internal Job Posting; Flathead Job Service; Polson Job Service; Libby Job Service; Flathead Reservation/SKC Tribe; Flathead Valley Community College; Bresnan.com Website; Daily InterLake; Women’s Center U of M; Walk In	Bresnan.com Website – 1 Internal Job Posting – 2
Field Service Tech (7 positions)	Internal Job Posting; Flathead Job Service; Polson Job Service; Libby Job Service; Flathead Reservation/SKC Tribe; Flathead Valley Community College; Bresnan.com Website; Daily InterLake; Women’s Center U of M; Walk In; Job Fair	Bresnan.com Website – 7 Internal Job Posting – 3 Job Fair – 1 Employee Referral – 3

**Supplemental Recruitment Initiative**

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 recruitments initiative 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

<b>Recruitment Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone</b>
Flathead Job Service	Staff Member	427 First Ave East, Kalispell, MT 59901	406.758.6200
Job Fair	Staff Member	427 First Ave East, Kalispell, MT 59901	406.758.6200
Daily InterLake Newspaper	Classified Dept	727 East Idaho Street, Kalispell, MT 59901	406.755.7000
Polson Job Service	Staff Member	PO Box 970, Polson, MT 59860	406.883.7880
Flathead Valley Community College	Placement Office	SCA Building, 777 Grandview Drive, Kalispell, MT 59901	406.756.3822
Women's Center	Staff Member	<a href="#">U of M, Missoula, MT 59812</a>	406.243.4153
Flathead/Reservation/SKC Tribe	Tribal Business Office	<a href="#">PO Box 278, Pablo, MT 59855</a>	406.644.2217
Libby Job Service	Staff Member	417 Mineral Ave Ste 4, Libby, MT 59923	406.293.6282
Internal Job Posting	Human Resources	333 1 <sup>st</sup> Ave East, Kalispell, MT 59901	
Walk-In	Patty Faloon/Weldon Plympton	333 1 <sup>st</sup> Ave East, Kalispell, MT 59901	406.758.2323
Bresnan Website - Job Posting	Human Resources	<a href="http://bresnan.com/~careers/openings.asp">http://bresnan.com/~careers/openings.asp</a>	
Employee Referral	Employee Referral	333 1 <sup>st</sup> Ave East, Kalispell, MT 59901	406.758.2323