

EQUAL EMPLOYMENT OPPORTUNITY

Inter Mountain Cable is an equal opportunity employer. Company provides notification of full-time job vacancies to organizations assisting job seekers. Any organization which would like to receive notification of job openings should contact us and request to be included on our employment opportunity notifications list. Organizations can make such requests by mail to:

Inter Mountain Cable
Att: Angela Hall
20 Laynesville Rd
Harold, Ky. 41635
Or by fax to:

606-478-9424
Angela Hall
Human Resources Manager
606-479-6355
angelahall@gearheart.com

When making such requests, please provide the name of your organization, the address, phone number, fax number, and the name of the contact representative to whom notifications should be sent.

Attachment: Cable EEO Program Annual Report

DATE: 10/01/2015 - 09/30/2016

I. Full-time vacancies filled, identified by job title and source referring the person hired.

JOB TITLE: Account Executive

Vacancy Date: August 2015

of interviewees 5

Date of Hire	Source of Hire	Recruiting Sources Used
November 9, 2015	Referral from Contractor	Channel 5 ads and Radio ads on 94.3, 104.9, 105.3 / Big Sandy Area Community Action Job Fair/ Employer Website

JOB TITLE: Account Executive

Vacancy Date: Oct 2015

of interviewees 5

Date of Hire	Source of Hire	Recruiting Sources Used
12/4/2015	Job Fair	Channel 5 ads and Radio ads on 94.3, 104.9 and 105.3, Big Sandy Community Action Job Fair, and volunteering to speak to the unemployed at Job Club/ Employer Website

JOB TITLE: _____ Videographer/Playback Operator _____
 Vacancy Date: _____ October 2015 _____
 # of interviewees 2

Date of Hire	Source of Hire	Recruiting Sources Used
11/11/2015	Internet	Channel 5 ads and Radio ads on 94.3, 104.9, 105.3 / Big Sandy Area Community Action Job Fair/ Employer Website, UPIKE, Morehead State University Department of Communication, Big Sandy Community and Technical College

JOB TITLE: _____ Radio Announcer _____
 Vacancy Date: _____ 4/26/2016 _____
 3 of interviewees 1 Chose option to rehire a former employee

Date of Hire	Source of Hire	Recruiting Sources Used
Rehired 4/26/2016	Rehired (On 3/5/2016 Joe decided against relocating and news of another radio announcers	

	possible leave/ Joe left on good terms/we made decision to rehire.	

JOB TITLE: Installer
 Vacancy Date: July 1, 2016
 # of interviewees 5

Date of Hire	Source of Hire	Recruiting Sources Used
8/2/2016	Internet	Employer Website, UPIKE, Big Sandy Community and Technical College, Ky Career Center

II. Total Number of Persons interviewed for full-time vacancies

Referral Source	Contact	Number of persons interviewed
Company Web-site	Angela Hall/Supervisor	5
Big Sandy Job Fair	Angela Hall/Supervisor	3
Employee/Contractor Referral	Angela Hall/Supervisor	4
Walk-in	Angela Hall/Supervisor	1

III. Recruitment Initiatives

6 - 10 Employees and/or is located, in whole or in part, in a smaller market - At least one of the following

More than 10 Employees and not located in a smaller market - At least two of the following

Recruitment Initiative	Date/Description
<input type="checkbox"/> (i) Participation in at least two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions;	Big Sandy Community Action Job Fairs in November 2015 and April 20, 2016
<input type="checkbox"/> (ii) Hosting of at least one job fair;	
<input type="checkbox"/> (iii) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities;	
<input type="checkbox"/> (iv) Participation in at least two events sponsored by organizations representing groups present in the community interested in multichannel video programming distributor employment issues, including conventions, career days, workshops, and similar activities;	Shelby Valley Career Fair Job Corp Career Fair UPIKE Career Fair Job Club
<input type="checkbox"/> (v) Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment;	We do work with Morehead State Department of Communications, Media & Leadership with internships in TV Web and Marketing. Our last intern was in 2014.
<input type="checkbox"/> (vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (<i>i.e.</i> , that are not primarily directed to providing notification of specific job vacancies);	
<input type="checkbox"/> (vii) Participation in a scholarship program designed to assist students interested in pursuing a career in multichannel video programming communications;	
<input type="checkbox"/> (viii) Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for	We cross train our personnel in positions that qualify. Most recent hire as a Videographer has been trained to perform

higher level positions;	duties pertaining to radio.
<input type="checkbox"/> (ix) Establishment of a mentoring program for unit personnel;	We pair our installers with a mentor and we have a new hire packet to follow the performance and skill level. See attached
<input type="checkbox"/> (x) Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications; (xi) Sponsorship of at least one event in the community designed to inform and educate members of the public as to employment opportunities in multichannel video programming communications;	Shelby Valley Career Fair Job Corp Career Fair UPIKE Career Fair
<input type="checkbox"/> (xi) Sponsorship of at least one event in the community designed to inform and educate members of the public as to employment opportunities in multichannel video programming communications;	
<input type="checkbox"/> (xii) Listing of each upper- level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities;	
<input type="checkbox"/> (xiii) Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for multichannel video programming employment and/or other career development assistance pertinent to multichannel video programming communications;	
<input type="checkbox"/> (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;	
<input type="checkbox"/> (xv) Provision of training to personnel of unaffiliated non-profit organizations interested in multichannel video programming employment opportunities that would enable them to better refer job candidates for multichannel video	

programming positions;	
<input type="checkbox"/> (xvi) Participation in other activities reasonably calculated by the unit to further the goal of disseminating information as to employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities.	As an active HR Professional, I understand the necessity to greet walk-ins that are interested in Employment with our organization. I meet with all applicants that ask to see the hiring manager. I believe that taking this time is very beneficial to the organization.

RECRUITMENT SOURCES

Source	Address	Contact
Ky Career Center/Veterans Employment	686 N. Lake Drive Prestonsburg, KY 41653	Jerry McBrayer 606-889-1772
Gearheart Website	www.gearheart.com	Angela Hall 606-479-6355
Advertising on Radio and Channel 5 local channel	20 Laynesville Harold, Ky 41635	Patricia Hall 606-479-7000
Morehead State University	Breckinridge Hall 111 Morehead University Morehead Ky, 40351	Tim Creekmore 606-783-2134
UPIKE	147 Sycamore St Road Pikeville, Ky. 41501	Sonya 606-218-5223
Job Club/ Office of Employment and Training	138 College St, Pikeville, KY 41501	Jennifer Hampton 606-433-7721
Shelby Valley High School Career Fair	125 Douglas St, Pikeville, KY 41501	Shurella Hall (606) 639-0033
Carl D Perkins Job Corp	478 Meadows Br Prestonsburg, Ky. 41653	Jimmie Wilson 606-433-2265
Big Sandy Area Community Action	Pike and Floyd	Trina Allen 606-433-7721 Jannifer Hampton