

**EEO Public File Report 7/29/18 - 7/28/19**

Location	NW *	Job Title	Posted	# Interviewed	# Openings / Hired	Hiring Sources
Ada OK		Field Technician	01/10/2019	9	1	Now Hiring Sign
Angleton TX	*	Business Account Executive	08/21/2018	6	1	Employee Referral
Angleton TX	*	Field Technician	01/18/2019	1	1	Indeed.com
Anniston AL		Field Technician	05/06/2019	9	2	Indeed.com
Anniston AL		Field Technician	02/19/2019	1	1	Employee Referral
Anniston AL		Advance Technician	02/19/2019	1	1	Employee Referral
Aransas Pass TX		Field Technical Supervisor	02/15/2019	2	1	Internal Job Board (Current Associate)
Ardmore OK		Warehouse Technician	01/03/2019	4	1	Indeed.com
Ardmore OK		Field Technical Supervisor	03/05/2019	3	1	Internal Job Board (Current Associate)
Ardmore OK		Advance Technician	06/14/2019	1	1	Internal Job Board (Current Associate)
Biloxi MS		Business Sales Manager - Field	03/13/2019	2	2	Employee Referral
Biloxi MS Adv		Integrated Media Consultant	01/29/2019	9	1	Indeed.com
Biloxi MS Adv		Integrated Media Consultant	08/11/2018	3	1	Indeed.com
Biloxi MS Adv		Integrated Media Consultant	01/07/2019	1	1	Employee Referral
Boise ID		Advance Technician	04/18/2019	6	1	Internal Job Board (Current Associate)
Boise ID		Field Technician	09/05/2018	2	1	Indeed.com
Boise ID		Field Technician	02/27/2019	3	1	CareerBuilder
Boise ID		Field Technician	08/24/2018	1	1	Employee Referral
Boise ID		Field Technician	09/26/2018	1	1	Internal Job Board (Current Associate)
Boise ID Adv		Regional Advertising Sales Manager	03/07/2019	1	1	Professional Organization
Brazil IN	*	Advance Technician	01/18/2019	1	1	LinkedIn
Brazil IN	*	Field Technician	01/23/2019	1	1	Indeed.com
Brazil IN	*	Field Technician	09/10/2018	1	1	Internal Job Board (Current Associate)
Brazil IN	*	Field Technician	11/02/2018	1	1	Indeed.com
Brazil IN	*	Field Technician	03/15/2019	1	1	Indeed.com
Brazil IN	*	Field Technician	04/04/2019	1	1	Now Hiring Sign
Cleveland MS		Field Technician	10/30/2018	9	1	Indeed.com
Clinton IN	*	Field Technician	11/13/2018	2	1	Employee Referral
Phoenix AZ		OSP Construction Manager	09/15/2018	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Construction Coordinator	05/02/2019	6	1	Employee Referral
Phoenix AZ		OSP Construction Supervisor	02/04/2019	3	1	Employee Referral
Phoenix AZ		Construction Coordinator	05/02/2019	5	2	Internal Job Board (Current Associate)
Phoenix AZ		OSP Construction Manager	09/15/2018	1	1	Internal Job Board (Current Associate)
Phoenix AZ		OSP Construction Manager	09/15/2018	1	1	Internal Job Board (Current Associate)
Phoenix AZ		OSP Construction Supervisor	02/04/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ		OSP Construction Manager	09/15/2018	1	1	Internal Job Board (Current Associate)
Delphi IN	*	Field Technician	06/18/2019	1	1	Employee Referral
Delphi IN	*	Field Technician	11/13/2018	3	1	Indeed.com
Delphi IN	*	Advance Technician	09/06/2018	1	1	Internal Job Board (Current Associate)
Dexter MO	*	Field Technician	01/18/2019	5	1	Employee Referral
Dyersburg TN		Field Technician	08/22/2018	15	1	Indeed.com
Edinburgh IN	*	Advance Technician	03/11/2019	1	1	Internal Job Board (Current Associate)
Edinburgh IN	*	Field Technician	04/11/2019	3	1	Indeed.com
El Campo TX	*	Field Technician	01/25/2019	1	1	Employee Referral

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Fargo ND		Field Technician I - Full Time Seasonal	03/19/2019	2	2	Staffing agency
Fargo ND		Business Sales Manager - Field	10/05/2018	4	1	Local Job board
Fargo ND		Multiple Dwelling Unit Relationship Mgr	05/02/2019	2	1	Internal Job Board (Current Associate)
Fargo ND		Advance Technician	06/05/2019	1	1	Internal Job Board (Current Associate)
Fargo ND		Field Technician I - Full Time Seasonal	04/23/2019	1	1	Employee Referral
Gila River Region AZ		Field Technician	10/04/2018	5	1	Indeed.com
Gila River Region AZ		Advance Technician	02/27/2019	1	1	Employee Referral
Grenada MS		Technical Operations Manager	09/05/2018	1	1	Indeed.com
Grenada MS		Lead Technician	09/06/2018	2	1	Internal Job Board (Current Associate)
Grenada MS		Field Technician	08/09/2018	1	1	Indeed.com
Grenada MS		Headend Technician	08/09/2018	1	1	Local Job board
Gulfport MS		Business Account Executive	02/12/2019	2	1	Employee Referral
Idaho Falls ID		Business Account Executive	02/27/2019	2	1	Indeed.com
Idaho Falls ID		Business Account Executive	04/18/2019	1	1	Internal Job Board (Current Associate)
Idaho Falls ID		Business Account Executive	08/27/2018	4	1	Indeed.com
Idaho Falls ID		Field Technician	12/07/2018	2	1	LinkedIn
Idaho Falls ID		Advance Technician	09/26/2018	1	1	Internal Job Board (Current Associate)
Jasper TX	*	Customer Service Representative	11/02/2018	2	1	Indeed.com
Joplin MO		Business Sales Manager - Field	02/26/2019	2	1	LinkedIn
Joplin MO		Field Technician	03/08/2019	5	2	Internal Job Board (Current Associate)
Joplin MO		Integrated Media Consultant	01/17/2019	2	1	Employee Referral
Joplin MO		Administrative Support	08/13/2018	2	1	Internal Job Board (Current Associate)
Joplin MO Adv		Creative Services Manager	03/13/2019	1	1	Employee Referral
Kennett MO	*	Field Technical Supervisor	11/14/2018	4	1	Internal Job Board (Current Associate)
Kennett MO	*	Advance Technician	08/09/2018	1	1	Internal Job Board (Current Associate)
Kennett MO	*	Advance Technician	02/20/2019	2	1	Local Job board
Kennett MO	*	Field Technician	11/27/2018	1	1	Employee Referral
Kingsville TX	*	Field Technical Supervisor	02/01/2019	3	1	Internal Job Board (Current Associate)
Kingsville TX	*	Field Technician	01/16/2019	1	1	Indeed.com
Kirksville MO		Field Technician	10/24/2018	2	1	Indeed.com
Kirksville MO		Field Technician	03/05/2019	1	1	Indeed.com
La Grange TX	*	Business Account Executive	03/14/2019	2	1	Indeed.com
Lewiston ID		Field Technical Supervisor	02/27/2019	5	1	Internal Job Board (Current Associate)
Litchfield IL	*	Field Technician	12/21/2018	4	1	Indeed.com
McComb MS		Advance Technician	01/16/2019	1	1	Employee Referral
Mitchell IN	*	Field Technician	09/26/2018	2	1	Indeed.com
Mitchell IN	*	Field Technical Supervisor	05/08/2019	1	1	Internal Job Board (Current Associate)
Monroe LA	*	Field Technician	02/26/2019	9	1	Employee Referral
Monroe LA	*	Call Center Manager	01/07/2019	8	1	LinkedIn
Monroe LA	*	Field Technician	01/08/2019	3	1	Indeed.com
Mt. Carmel IL	*	Field Technician	01/25/2019	1	1	Indeed.com
Phoenix AZ		IP Engineer	06/21/2019	2	1	Internal Job Board (Current Associate)
Phoenix AZ		IP Internet Protocol Engineer II	05/17/2019	1	1	Internal Job Board (Current Associate)
NE OK		Field Technician	09/25/2018	1	1	Employee Referral

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NE OK		Part Time Customer Service Representative	09/05/2018	5	2	Indeed.com
Northern AZ		Field Technician	10/24/2018	9	1	Employee Referral
Northern AZ		Field Technical Supervisor	09/26/2018	2	1	Internal Job Board (Current Associate)
Olney IL	*	Field Technician	09/06/2018	1	1	Indeed.com
Panhandle TX/OK		Technical Operations Manager	01/22/2019	5	1	Employee Referral
Panhandle TX/OK		Lead Technician	01/03/2019	1	1	Internal Job Board (Current Associate)
Paris IL	*	Field Technician	08/10/2018	0	1	Employee Referral
Paris IL	*	Field Technician	10/19/2018	1	1	Indeed.com
Phoenix AZ		Retention Representative	11/07/2018	17	8	Indeed.com
Phoenix AZ		In-Bound Sales Representative	04/04/2019	18	5	Indeed.com
Phoenix AZ		Business Care Specialist	12/17/2018	13	4	Employee Referral
Phoenix AZ		In-Bound Sales Representative	05/14/2019	99	16	Indeed.com
Phoenix AZ		Deployment Coordinator, Business Srv	01/28/2019	7	1	Local Job board
Phoenix AZ		Business Svc Enterprise Marketing Mgr	02/07/2019	6	1	Indeed.com
Phoenix AZ		Business Fulfillment Specialist	03/27/2019	18	1	Indeed.com
Phoenix AZ		Senior Software Engineer	12/21/2018	4	1	Indeed.com
Phoenix AZ		Financial Planning & Business Analyst II	12/14/2018	5	2	LinkedIn
Phoenix AZ		Software Quality Assurance Engineer I	12/21/2018	5	1	Employee Referral
Phoenix AZ		Data Scientist	08/29/2018	3	3	Employee Referral
Phoenix AZ		Direct Response Marketing Manager	12/06/2018	5	1	Employee Referral
Phoenix AZ		Retention Business Account Rep	11/07/2018	3	1	Internal Job Board (Current Associate)
Phoenix AZ		Assistant General Counsel	08/16/2018	1	1	LinkedIn
Phoenix AZ		In-Bound Sales Representative	11/14/2018	18	6	Indeed.com
Phoenix AZ		Retention Representative	04/04/2019	11	5	Indeed.com
Phoenix AZ		User Interface Engineer II	12/21/2018	3	1	Indeed.com
Phoenix AZ		Business Network Operation Specialist	01/11/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Outbound Business Account Representative	03/12/2019	3	1	Employee Referral
Phoenix AZ		Outbound Business Account Representative	02/25/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Marketing Analyst	12/06/2018	4	1	Employee Referral
Phoenix AZ		NOC Analyst I	06/10/2019	1	1	Indeed.com
Phoenix AZ		Product Specialist I - Digital Video	01/10/2019	3	1	Internal Job Board (Current Associate)
Phoenix AZ		Web Sales Chat Representative	02/25/2019	6	2	Employee Referral
Phoenix AZ		Retention Business Account Rep	01/02/2019	3	1	Internal Job Board (Current Associate)
Phoenix AZ		Server Support Specialist I	01/15/2019	4	2	LinkedIn
Phoenix AZ		Business Care Specialist	03/01/2019	10	2	Indeed.com
Phoenix AZ		Network Security Engineer I	04/15/2019	1	1	Employee Referral
Phoenix AZ		Director, Go Fast Fiber	04/30/2019	1	1	Employee Referral
Phoenix AZ		In-Bound Sales Representative	02/20/2019	17	6	Indeed.com
Phoenix AZ		Support Spec I - IT Support	03/25/2019	3	1	Internal Job Board (Current Associate)
Phoenix AZ		Deployment Manager, Business Services	06/18/2019	2	1	Internal Job Board (Current Associate)
Phoenix AZ		Business Care Specialist	04/09/2019	1	1	Indeed.com
Phoenix AZ		PMO-Project Mgr I	01/04/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Business Enterprise Specialist	06/05/2019	7	1	Indeed.com
Phoenix AZ		Business Network Operation Specialist	05/07/2019	2	1	Internal Job Board (Current Associate)

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Phoenix AZ		Business Care Specialist	02/08/2019	1	1	Indeed.com
Phoenix AZ		Lead In-Bound Sales Representative	12/06/2018	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Commercial Network Engineer I	03/25/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Brand Marketing Manager	08/20/2018	3	1	Local Job board
Phoenix AZ		Business Enterprise Specialist	01/17/2019	2	2	Internal Job Board (Current Associate)
Phoenix AZ		IT Hardware Room Specialist	01/15/2019	4	1	Local Job board
Phoenix AZ		Inbound Sales Center Supervisor	01/02/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Director of Human Resources	03/01/2019	1	1	Professional Organization
Phoenix AZ		Sales Support Specialist	10/15/2018	3	3	Internal Job Board (Current Associate)
Phoenix AZ		Capital Projects Analyst	09/23/2018	5	1	LinkedIn
Phoenix AZ		Business Account Representative (Call Center)	11/26/2018	3	1	Employee Referral
Phoenix AZ		Communications Specialist, Business Service	01/08/2019	4	1	LinkedIn
Phoenix AZ		Business Training Coordinator	04/09/2019	3	1	Indeed.com
Phoenix AZ		NOC Analyst I	01/28/2019	1	1	Employee Referral
Phoenix AZ		Software Specialist I	03/29/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Commercial Network Engineer I	10/09/2018	1	1	Employee Referral
Phoenix AZ		Lead Software Quality Eng	08/30/2018	1	1	Staffing agency
Phoenix AZ		Construction Estimator II	09/19/2018	3	1	LinkedIn
Phoenix AZ		Business Analyst I	04/17/2019	2	1	Internal Job Board (Current Associate)
Phoenix AZ		Software Specialist I -IT	01/10/2019	1	1	Indeed.com
Phoenix AZ		Salesforce Developer	09/13/2018	1	1	Indeed.com
Phoenix AZ		Business Care Specialist	02/08/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Business Care Specialist	02/01/2019	1	1	Employee Referral
Phoenix AZ		Data Science & Analytics Manager	03/29/2019	2	1	LinkedIn
Phoenix AZ		Inbound Sales Center Supervisor	11/08/2018	1	1	Internal Job Board (Current Associate)
Phoenix AZ		User Interface Engineer I	05/13/2019	1	1	Employee Referral
Phoenix AZ		Web Sales Representative	01/02/2019	2	2	Internal Job Board (Current Associate)
Phoenix AZ		Logistics Support Asst I	09/24/2018	2	1	Now Hiring Sign
Phoenix AZ		BI Analyst Intern	05/31/2019	1	1	LinkedIn
Phoenix AZ		In-Bound Sales Manager	12/06/2018	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Retention Representative	02/27/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Sr. Construction Estimator	09/19/2018	1	1	Internal Job Board (Current Associate)
Phoenix AZ		IP Engineering Manager	02/27/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ		Product Software Development Manager	02/20/2019	2	1	Internal Job Board (Current Associate)
Phoenix AZ		Deployment Coordinator, Business Srv	04/10/2019	1	1	Employee Referral
Phoenix AZ Adv		Digital Fulfillment Specialist	04/30/2019	3	1	Internal Job Board (Current Associate)
Phoenix AZ Operations		Application Specialist I - Billing	01/04/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ Operations		Technical Training Manager	03/29/2019	3	1	Internal Job Board (Current Associate)
Phoenix AZ Operations		Industrial Engineer Intern	09/14/2018	6	6	College/University/Trade School
Phoenix AZ Operations		Application Analyst - Billing/WFM	01/16/2019	2	1	Staffing agency
Phoenix AZ Operations		Director Field Service & Tech Ops	10/19/2018	2	1	Local Job board
Phoenix AZ Operations		Application Specialist I - Billing	06/13/2019	8	1	Employee Referral
Phoenix AZ Operations		Operations Specialist - Technical Opera	05/31/2019	4	1	Internal Job Board (Current Associate)
Phoenix AZ Operations		Application Analyst I - Billing/WFM	11/13/2018	2	1	Internal Job Board (Current Associate)

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Phoenix AZ Operations		Application Analyst I - Billing/WFM	02/04/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ Operations		Network Operations Specialist I	11/15/2018	2	2	Indeed.com
Phoenix AZ Operations		Dispatcher	08/27/2018	2	1	Internal Job Board (Current Associate)
Phoenix AZ Operations		Workforce Analyst Supervisor	11/15/2018	1	1	Internal Job Board (Current Associate)
Phoenix AZ Operations		Application Specialist I - Billing	04/05/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ Operations		Workforce Scheduler	02/05/2019	1	1	Internal Job Board (Current Associate)
Phoenix AZ Tech Care Ctr		Technical Support - Call Center	11/23/2018	35	11	Indeed.com
Phoenix AZ Tech Care Ctr		Technical Support - Call Center	05/08/2019	30	5	College/University/Trade School
Phoenix AZ Tech Care Ctr		Technical Care Specialist Trainee	02/20/2019	31	5	Indeed.com
Phoenix AZ Tech Care Ctr		Technical Care Center Supervisor	03/28/2019	4	1	Indeed.com
Phoenix AZ Tech Care Ctr		Lead Technical Care Specialist	02/27/2019	2	2	Internal Job Board (Current Associate)
Phoenix AZ Tech Care Ctr		Call Center Supervisor	10/05/2018	6	1	Internal Job Board (Current Associate)
Phoenix AZ Tech Care Ctr		Lead Technical Care Specialist	04/29/2019	2	2	Internal Job Board (Current Associate)
Phoenix AZ Tech Care Ctr		Call Center Supervisor	11/13/2018	3	1	Internal Job Board (Current Associate)
Phoenix AZ Tech Care Ctr		Lead Technical Care Specialist	10/05/2018	1	1	Internal Job Board (Current Associate)
Phoenix AZ Tech Care Ctr		Technical Care Center Supervisor	05/13/2019	1	1	Indeed.com
Phoenix AZ Tech Care Ctr		Call Center Supervisor	10/05/2018	1	1	Internal Job Board (Current Associate)
PHX Finance & Accounting		Accounting Manager	01/15/2019	3	2	Staffing agency
PHX Finance & Accounting		Accountant II - Fixed Assets	03/19/2019	2	1	Staffing agency
PHX Finance & Accounting		Lease Accountant	09/25/2018	6	1	Indeed.com
PHX Finance & Accounting		Accountant II	08/13/2018	4	1	Staffing agency
PHX Finance & Accounting		Lease Accountant	03/28/2019	1	1	Staffing agency
PHX Finance & Accounting		Financial Internal Auditor I	02/08/2019	1	1	Staffing agency
PHX Finance & Accounting		Lead Inventory Specialist	04/16/2019	1	1	Employee Referral
PHX Finance & Accounting		Senior Accountant	12/18/2018	2	1	Staffing agency
PHX Finance & Accounting		Procurement Buyer I	04/29/2019	1	1	Employee Referral
PHX Finance & Accounting		Procurement Manager	04/16/2019	1	1	Indeed.com
PHX Finance & Accounting		Accounting Manager	04/05/2019	1	1	Staffing agency
PHX Human Resources		Talent Acquisition Coordinator	05/22/2019	4	1	Internal Job Board (Current Associate)
PHX Human Resources		FMLA & Leave Coordinator	10/29/2018	5	1	Indeed.com
PHX Human Resources		Talent Acquisition Coordinator	10/24/2018	1	1	LinkedIn
PHX Human Resources		Talent Acquisition Specialist	10/08/2018	1	1	Employee Referral
Pocatello ID		Field Tech - Drop Bury - Seasonal	03/11/2019	2	2	Internal Job Board (Current Associate)
Poplar Bluff MO	*	Business Fulfillment Specialist	09/28/2018	4	1	Employee Referral
Poplar Bluff MO	*	Advance Technician	04/04/2019	1	1	Internal Job Board (Current Associate)
Poplar Bluff MO	*	Field Technician	08/21/2018	2	1	Indeed.com
Poplar Bluff MO	*	Field Technical Supervisor	11/14/2018	1	1	Internal Job Board (Current Associate)
Poplar Bluff MO	*	Customer Service Representative	11/02/2018	1	1	Employee Referral
Prescott AZ		Advance Technician	07/12/2019	2	1	Internal Job Board (Current Associate)
Prescott AZ		Business Account Executive II	08/21/2018	2	1	Internal Job Board (Current Associate)
Prescott AZ		Field Technician	09/26/2018	1	1	Cable One TV Commercial
Prescott AZ Adv		Integrated Media Consultant	08/02/2018	1	1	Internal Job Board (Current Associate)
Rio Rancho NM		Business Account Executive	09/05/2018	1	1	Employee Referral
SE KS		Field Technician	01/07/2019	1	1	Indeed.com

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Sherman TX		Field Technician	09/05/2018	5	1	Professional Organization
Sherman TX		Advance Technician	08/10/2018	2	2	Internal Job Board (Current Associate)
Sherman TX		Field Technician	04/11/2019	10	1	Indeed.com
Sherman TX		Field Technician	10/26/2018	1	1	Employee Referral
Sherman TX		Technical Operations Manager	10/09/2018	2	1	Internal Job Board (Current Associate)
Sherman TX		Director Field Sales - Eastern Areas	10/05/2018	1	1	LinkedIn
Sherman TX		Construction Coordinator	10/04/2018	1	1	Employee Referral
Shreveport LA	*	Customer Service Representative	11/13/2018	2	1	Indeed.com
Shreveport LA	*	Field Technician	01/18/2019	2	1	Indeed.com
Sikeston MO	*	Technical Care Center Manager	02/20/2019	3	1	Internal Job Board (Current Associate)
Sioux City IA		Field Tech - Drop Bury - Seasonal	03/11/2019	2	2	Internal Job Board (Current Associate)
Sparta IL	*	Business Account Executive	01/17/2019	1	1	Employee Referral
SW OK		Lead Technician	02/15/2019	1	1	Internal Job Board (Current Associate)
SW OK		Field Technician	03/29/2019	2	1	Employee Referral
SW OK		Technical Operations Manager	12/17/2018	1	1	Local Job board
Texarkana TX		Technical Operations Manager	11/13/2018	4	1	Internal Job Board (Current Associate)
Twin Falls ID		Field Technician	01/22/2019	1	1	Cable One TV Commercial
Twin Falls ID		Business Account Executive	09/05/2018	5	1	Indeed.com
Vincennes IN	*	Business Account Executive	12/31/2018	1	1	Internal Job Board (Current Associate)
Vincennes IN	*	Customer Service Representative	11/02/2018	1	1	Now Hiring Sign
Vincennes IN	*	Field Technician	01/25/2019	1	1	Indeed.com
Vincennes IN	*	Business Account Executive	06/25/2019	1	1	Internal Job Board (Current Associate)
Washington IN	*	Customer Service Representative	01/07/2019	2	1	Indeed.com
Washington IN	*	Customer Service Representative	08/21/2018	4	1	Internal Job Board (Current Associate)
Waynesboro MS	*	Field Technician	09/28/2018	2	1	Indeed.com
West Division		Field Technician	03/28/2019	10	1	Indeed.com
West Valley ID		Technical Operations Manager	08/22/2018	2	1	Local Job board
West Valley ID		Field Technician	10/24/2018	3	1	Indeed.com
West Valley ID		Field Technician	04/09/2019	2	1	Employee Referral
West Valley ID		Advance Technician	01/28/2019	9	1	Internal Job Board (Current Associate)
West Valley ID		Advance Technician	05/31/2019	1	1	Local Job board
Westville IL	*	Advance Technician	01/05/2019	5	1	Internal Job Board (Current Associate)
Westville IL	*	Customer Service Representative	10/03/2018	3	1	Indeed.com
Wharton TX	*	Field Technician	09/06/2018	2	2	Community Organization

## **Description of Recruitment Initiatives Undertaken in This Reporting Period**

*(The below recruitment initiatives are applicable to all reported business units.)*

- 1) Following successful completion of the mandatory Basic Electricity course, a Field Technician can request additional training for a Senior Field Technician position. Successful completion of in-house training and self-study programs offered by the company provide opportunities for associates to qualify for higher level positions. Once complete, those associates would be considered for positions as they become available.
- 2) To ensure field technical, office, and sales associates are made aware of promotional opportunities, email blasts are sent announcing advancement opportunities. Employees also have the option of signing up for automatic alerts of specific positions for which they're interested.
- 3) All associates are provided online training opportunities through an e-learning program to help them develop skills needed for their advancement and development.
- 4) All positions available to external candidates are posted on cableone.net.
- 5) Recruiting sources used include the following:
  - Department of Economic Security
  - Cableone.net
  - Indeed.com
  - Cable One Advertising Television Commercial
  - Secondchance.net
  - LinkedIn
  - Monster.com
  - Monster.com - Military and Diversity
  - CareerBuilder.com
  - Dice.com
  - SimplyHired.com
  - ZipRecruiter.com
  - Facebook
  - Twitter
  - Gila County Community College
  - Cable One TV Commercial
  - CableFax.com
  - Now Hiring Signs on Cable One Trucks
  - Society of Cable Telecommunications Engineers
  - Walla Walla Community College
  - Lewis & Clark State University
  - Western Iowa Technical Community College
  - Paradise Valley Community College
  - Texas A&M University
  - BetterSiouxLandJobs.com
  - Kaskaskia College
  - CollegeCentral.com
  - Craigslist
  - Holbrook Tribune
  - The Tribune (Winslow, AZ)
  - Winslow Chamber of Commerce
  - Texarkana Chamber of Commerce
  - Kelly Services
  - Robert Half
  - Vincent Benjamin
  - Parker & Lynch

- Vaco
- Two Degrees
- Handshake
- Tech Finders
- Ledgent
- Lucas Group
- AWS Recruiting
- Southwest Accounting Resources
- The Brixton Group Inc.
- Mason Frank
- Pink Jobs
- Lucas Group
- WICT
- Purple Placement
- Chicanos Por La Causa
- Corporate America Supports You
- Hireaveteran.com
- Louisiana Baptist Childrens Home
- T Howard Foundation Diversity in Media
- Diversityjobs.com
- Louisiana Baptist Childrens Home
- National Society of Black Engineers
- Employee Referral Program
- Media Recruiter
- RegionalHelpwanted.com
- BetterGulfcoastjobs.com
- BoiseJobs.com
- TexarkanaHelpwanted.com
- BetterTwinFallsJobs.com
- Maricopa County Bar Association
- Lawcrossing.com
- Cable Fax
- Pipeline AZ
- Employee Referral Program

6) An internship program was implemented with Arizona State University to assist students in acquiring skills needed for post-graduate work.

7) The recruiting team and/or management participated in the following job fairs / hiring events:

- AZ@Work/Gannett Job Fair 12/5/18
- AZ Hire Me Event 1/28/19
- AZ@Work Phoenix Job Fair 2/28/19
- AZ@Work Phoenix Job Fair 3/6/19
- Chicanos Por La Causa Job Fair at Desert Sky Mall 3/12/19
- Bender Disability Virtual Career Fair 3/13/19
- DeVry Business/Management Virtual Career Fair 3/20/19
- DeVry Engineering/Information Sciences Virtual Career Fair 3/20/19
- ASU Spring Career Fair 4/2/19-4/4/19
- Spring 2019 Paradise Valley Community College Career Fair 4/10/19
- Hire Right Career Fair 6/20/19
- DeVry Virtual Career Fair 6/27/19
- Military Recruit National Virtual Career Fair 7/2/19

\*NewWave systems (aka Telecommunication Management, LLC, Ultra Communications, LLC, Avenue Broadband, LLC)