

CRESTVIEW CABLE COMMUNICATIONS
EEO PUBLIC FILE REPORT
FILING PERIOD October 1, 2016 - September 30, 2017

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Customer Service Representative	1, 2, 3,4,6,7,8,9,11,12,14,15,16	3
Broadband and Service Technician	1,2,3,4,5,6,7,8,9,11,12,14,15,16	7

II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
1	Crestview Cable Ad Channel 350 NE Dunham St. Prineville, OR 97754 (541) 447-4342 Contact: Karole Stockton	N	0
2	The Bulletin 1777 SW Chandler Ave Bend, OR 97702 541-385-5809; 541-385-5802 fax Contact: Kevin O'Connell	N	0
3	Central Oregonian 558 N. Main St Prineville, OR 97754 541-447-6205 Contact: Teresa Tooley	N	2
4	Oregon State Employment Division 2321 NE 3 rd Street Prineville, OR 97754 541-447-8076; 541-447-3423 fax Contact: Teresa Rodriguez	N	1
5	Madras Pioneer 345 SE 6 th St Madras, OR 97741 541-475-2275; 541-475-3710 Contact: Joy De Haan	N	0
6	Walk-in/ Self Referral	NA	1
7	Staff Referral	NA	1
8	Non-Staff Referral	NA	0
9	Crestview Cable Website 350 NE Dunham St. Prineville, OR 97754 (541) 282-1204 Contact: Ann Brown www.crestviewcable.com	NA	
10	Oregon Institute of Technology 3201 Campus Dr. Klamath Falls, OR 97601-8801 Tel: 541-851-5020 Fax: 541-885-1022 http://www.oit.edu/career Contact: David Westhart David.westhart@oit.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
11	Central Oregon Community College 2600 NW College Way, Bend, OR 97707 Tel: 541-383-7700 Contact: Tracy Dula www.cocc.edu Cocc-csm@symplicity.com COCC Student Jobs	N	0
12	Chemeketa Community College Career Center 4000 Lancaster DR NE, Salem, OR 97309 Tel: 503-399-6545 Contact: Kim Carlson www.chemec.cc.or.us/go.chemeketa.edu/careercenter	N	0
13	Women's Resource Center of Central Oregon 1010 NW 14 th St Rosie Bareis Campus Bend OR 97701 541-385-0750 Contact: Rebecca Pelayo info@wrcco.or	N	0
14	Craigs List www.bend.craiglist.org	N	1
15	Crestview Cable (Internal Email) 350 NE Dunham St. Prineville, OR 97754 (541) 447-4342 Contact: Audrey Gautney	N	0
16	Crestview Cable Facebook 350 NE Dunham St. Prineville, OR 97754 (541) 447-4342 www.facebook.com/CrestviewCableCommunications Contact: Audrey Gautney	N	0
	TOTAL INTERVIEWEES		6

**California Oregon Broadcasting, Inc. (dba Crestview Cable
Communications)**

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Training program designed to help personnel gain skills to advance to higher level positions	Crestview Cable pays for the training and certification of technical staff so that they can advance to new job levels. During this reporting period, one of our staff members completed training provided by JONES/NCTI, Excellence in Customer Service. We have two staff members currently enrolled in the Installer Course. The goal of the training is to provide continuing education.
2	A conference for worker safety and training.	January 30 & 31 st , 2017 our Marketing Coordinator and Technical Operations Manager attended a Construction Safety Conference in Bend, Oregon. Topics included OSHA training, employment updates and regulatory updates
3	A conference for education in the cable/communication business.	In February 2017, our Technical Operations Manager attended the Winter Educational Conference put on by the National Cable Television Cooperative, in New Orleans, LA. The conference is specific for smaller independent cable operations.
4	Participate in an event sponsored by an organization related to and interested in cable/employment issues.	On August 21 st and 22 nd , 2017 our General Manager attended the Oregon Cable Communications Association meeting in Portland, Oregon. The sessions included marketing, Ad Sales, Technical Advancements and Political sessions. The sessions were designed to provide continuing education for attendees and enhance career paths.