

EAGLE COMMUNICATIONS, INC.
ABILENE, KS
EEO PUBLIC FILE REPORT
October 1, 2017 – September 30, 2018

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Eagle TV Account Executive	1-2, 4, 6-8, 10	10
Combination Technician	1-4, 7-8	7
Combination Technician	2-5, 7-8, 10	5
Field Technician Supervisor	1-4, 7-8, 10	7
Combination Technician	1-2, 4-5, 7-9	2
Combination Technician	2-4, 7-8, 10	10
Outside Plant Maintenance Technician	1-5, 7-8	2
Eagle TV Account Executive	1-2, 4, 7-8, 10	10
Combination Technician	2-5, 7-8	2
Combination Technician	2, 4, 7-8, 10	7
Outside Plant Maintenance Technician	2, 4-5, 7-8	5
Combination Technician	2-5, 7-8	5
Combination Technician	1-2, 4, 7-8, 10	7
Combination Technician	1-2, 4, 7-8, 10	10

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Abilene Chamber of Commerce – Employment Page 201 NW 2 nd St Abilene, KS 67410 Phone: 785-263-1770 Url: www.abileneks.net Contact: James Holland	N	0
2	Eagle Communications – Careers Website 2703 Hall Street, Suite 15 Hays, KS 67601 Phone: 785-625-4000 Url: www.eaglecom.net/careers Email: eaglehr@eaglecom.net Contact: Cole Grieves	N	5
3	Eagle Communications – Salina Radio On-Air Announcements 1825 S Ohio Street Salina, KS 67401 Phone: 785-825-4631 Email: lonnie.smith@eagleradio.net Contact: Lonnie Smith	N	0
4	Eagle Communications – TV Channel 2 On-Air Posting 406 NE 14 th Street Abilene, KS 67410 Phone: 785-263-2529 Email: bdennett@eaglecom.net Contact: Bryan Dennett	N	0
5	Eagle Communications Facebook Page Url: www.facebook.com/eaglecommunications/jobs	N	3
6	Hire Kansas Talent (<i>disseminates job postings to 21 Kansas colleges and universities</i>) Url: www.hirekansastalent.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Indeed Website Url: www.indeed.com	N	14
8	KansasWorks (<i>online job bank and service centers</i>) 332 E 8 th Street Hays, KS 67601 Phone: 785-625-5654 Url: www.kansasworks.com	N	1
9	Unknown (source not adequately identified upon inquiry by CEU)	N	2
10	Word-of-Mouth Referral	N	12
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Establish training program designed to enable personnel to improve their skills to qualify for higher positions	On January 26, 2018, our CEU participated in Eagle’s Broadband Kickoff. As part of the meeting, our Field Technicians attended the annual training session presented by our Director of Technical Operations and Director of Engineering. The full-day training included updates on the company’s new technology and best practices on improving their technical abilities.
2	Sponsorship of events in the community designed to increase public awareness	On February 2, 2018, our CEU, specifically our department of Eagle Technology Solutions, hosted a community event in Salina, Kansas designed to teach the community about the technological offerings of Eagle Technology Solutions. Participants included our Director of Eagle Technology Solutions.
3	Participate in training programs designed to enable personnel to acquire skills that could qualify them for higher positions	On June 7, 2018, the CEU participated in the Society of Cable Telecommunications Engineers High Plains Chapter training on CMTS 101, an introduction to high speed internet over cable. CEU participants included a Field Technician Supervisor and Field Technician. The training was provided as an opportunity to learn skills required for advanced positions within the company.