

**EAGLE COMMUNICATIONS, INC.**  
**CENTRAL CITY, NE**  
**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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Customer Service Representative	1, 3-6	4
Combination Technician	1-6	6
Combination Technician	1-6	1

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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	<b>Eagle Communications – Careers Website</b> 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	2
2	<b>Eagle Communications Facebook Page</b> Url: www.facebook.com/eaglecommunications/jobs	N	0
3	<b>Eagle Communications – TV Channel 21 On-Air Posting</b> 406 NE 14 <sup>th</sup> Street Abilene, KS 67410 Phone: 785-263-2529 Email: bdennett@eaglecom.net Contact: Bryan Dennett	N	0
4	<b>Indeed Website</b> Url: www.indeed.com	N	2
5	<b>NebraskaWorks</b> ( <i>online job bank and service centers</i> ) 3100 23 <sup>rd</sup> Street, Suite 22 Columbus, NE 68601 Phone: 402-564-7160 Url: www.networks.nebraska.gov	N	1
6	<b>Word-of-Mouth Referral</b>	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>7</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in program sponsored by educational institutions relating to career opportunities in cable	On October 11, 2017, our CEU participated the Schuyler Tech Fair at Schuyler High School. Participants included our Field Tech Supervisor and a Combination Technician.
<b>2</b>	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.
<b>3</b>	Participation in events sponsored by community groups relating to career opportunities in cable	On June 27, 2018, our CEU participated in the Stromsburg Legion Cruise Night in Stromsburg, Nebraska and discussed our company, the area’s broadband industry and employment opportunities. Participants included an Account Executive and a Combination Technician.
<b>4</b>	Participation in events sponsored by community groups relating to career opportunities in cable	On July 23, 2018, our CEU participated in the Boone County Fair in Albion, Nebraska and discussed our company, the area’s broadband industry and employment opportunities. Participants included two Account Executives and a Combination Technician.
<b>5</b>	Participate in training programs designed to enable personnel to acquire skills that could qualify them for higher positions	On August 9, 2018, the CEU participated in the Society of Cable Telecommunications Engineers High Plains Chapter training on Hybrid Fiber Coaxial (HFC) troubleshooting. CEU participants included a Field Technician. The training was provided as an opportunity to learn skills required for advanced positions.