

## EQUAL EMPLOYMENT OPPORTUNITY

Wabash Communications (Company) 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:

Janice Brooks  
Wabash Communications  
14415 Hwy 45 South  
P.O. Box 299  
Louisville, IL 62858

Or by fax to:

618-665-9926

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: 10/01/2020 - 09/30/2021

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

JOB TITLE: Customer Service Representatives

Vacancy Date: 11/14/2020

Date of Hire	Source of Hire	Recruiting Sources Used
11/30/2020	Company Website	None
8/16/2021	Company Website	None
9/7/2021	Company Website	None

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

Referral Source	Contact	Number of persons interviewed
11/30/2020	Janice	4
8/16/2021	Janice	2
9/7/2021	Janice	4

NOTE: This annual report is to be posted on the website and in the Public Inspection File at the time of filing the 396-C, no later than Sept. 30.

Records and documentation of recruitment and outreach efforts are to be kept 7 years.

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
<ul style="list-style-type: none"> <li>❑ (i) Participation in at least two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions;</li> </ul>	
<ul style="list-style-type: none"> <li>❑ (ii) Hosting of at least one job fair;</li> </ul>	
<ul style="list-style-type: none"> <li>❑ (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;</li> </ul>	
<ul style="list-style-type: none"> <li>❑ (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;</li> </ul>	Career Days- Lincoln Trail College High Schools – Our serving area
<ul style="list-style-type: none"> <li>❑ (v) Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment;</li> </ul>	Yes- Lincoln Trial College
<ul style="list-style-type: none"> <li>❑ (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);</li> </ul>	
<ul style="list-style-type: none"> <li>❑ (vii) Participation in a scholarship program designed to assist students interested in pursuing a career in multichannel video programming communications;</li> </ul>	Yes- Local High Schools
<ul style="list-style-type: none"> <li>❑ (viii) Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for</li> </ul>	Yes- Internal- I&R/Cable Splicer

higher level positions;	
<ul style="list-style-type: none"> <li>❑ (ix) Establishment of a mentoring program for unit personnel;</li> </ul>	
<ul style="list-style-type: none"> <li>❑ (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;</li> </ul>	Career Days/ Scholarship Program
<ul style="list-style-type: none"> <li>❑ (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;</li> </ul>	
<ul style="list-style-type: none"> <li>❑ (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;</li> </ul>	Listing on NTCA website
<ul style="list-style-type: none"> <li>❑ (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;</li> </ul>	
<ul style="list-style-type: none"> <li>❑ (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;</li> </ul>	Posting notices within places of employment – EEOC compliant
<ul style="list-style-type: none"> <li>❑ (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</li> </ul>	

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.	Yes- Social Media

