

CHESNEE CABLE, INC.
EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT - 2009

Chesnee Cable, Inc. (Chesnee) is an equal opportunity employer. Chesnee 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:

Paige Venczel
Chesnee Cable, Inc.
P.O. Box 430
Chesnee, SC 29323

Or by fax to:

864-461-3611

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

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DATE: 10/01/2008 - 09/30/2009

I. Vacancies filled, identified by job title and source referring the person hired.

- JOB TITLE: Manager - No Vacancy
- JOB TITLE: Headend Technician - No Vacancy
- JOB TITLE: Installation & Repair Technician I - No Vacancy
- JOB TITLE: Installation & Repair Technician II - No Vacancy
- JOB TITLE: Installation & Repair Technician III - No Vacancy
- JOB TITLE: Office Clerical 1 - No Vacancy
- JOB TITLE: Office Clerical 2 - No Vacancy*

Date of Hire	Source of Hire	Recruiting Sources Used
N/A	N/A	N/A

*Office Clerical 2 position was created and filled by means of an internal transfer of an employee from Chesnee Telephone Company operations to Chesnee Cable Operations. The internal transfer was made November 10, 2008.

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

Referral Source	Contact	Number of persons interviewed
N/A	N/A	N/A

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III. Recruitment Initiatives

6 - 10 Employees - At least one of the following

More than 10 Employees - At least two of the following

Recruitment Initiative	Date/Description
<input type="checkbox"/> (i) Participation in at least two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions;	
<input type="checkbox"/> (ii) Hosting of at least one job fair;	
<input type="checkbox"/> (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;	
<input type="checkbox"/> (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;	
<input type="checkbox"/> (v) Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment;	
<input type="checkbox"/> (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);	
<input type="checkbox"/> (vii) Participation in a scholarship program designed to assist students interested in pursuing a career in multichannel video programming communications;	
<input type="checkbox"/> (viii) Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for	

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higher level positions;	
<input checked="" type="checkbox"/> (ix) Establishment of a mentoring program for unit personnel;	<p>Training/Mentoring for Installation & Repair Technician III has continued since the January 8, 2008 date of hire. In addition, training/mentoring for the Office Clerical 2 position has been ongoing since the November 10, 2008 internal transfer. The training and mentoring is accomplished by pairing the new or less experienced employee with experienced employees.</p>
<input type="checkbox"/> (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;	
<input type="checkbox"/> (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;	
<input type="checkbox"/> (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;	
<input type="checkbox"/> (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;	
<input type="checkbox"/> (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and	

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preventing discrimination;	
<input type="checkbox"/> (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 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.	