

EQUAL EMPLOYMENT OPPORTUNITY

Vision Communications, LLC (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:

Human Resources Department
Vision Communications, LLC
112 West 10th Blvd
Larose, LA 70373

Or by fax to:

985-693-3897

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: 10/01/2017 - 09/30/2018

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

JOB TITLE: Installation & Repair Supervisor

Vacancy Date: 9/8/2017

Date of Hire	Source of Hire	Recruiting Sources Used
10/18/2017	Company Email	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette

JOB TITLE: Consumer IR Technician

Vacancy Date: 10/17/2017, 10/18/2017

Date of Hire	Source of Hire	Recruiting Sources Used
10/26/2017	www.viscom.net	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette
12/20/2017	www.viscom.net	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette

JOB TITLE: Consumer IR Technician

Vacancy Date: 3/21/2018, 4/13/2018

Date of Hire	Source of Hire	Recruiting Sources Used
5/29/2018	www.viscom.net	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette
5/29/2018	www.viscom.net	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette

JOB TITLE: Facilities/Warehouse Technician

Vacancy Date: 5/31/2018

Date of Hire	Source of Hire	Recruiting Sources Used
7/15/2018	Company Email	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette

JOB TITLE: Consumer IR Technician

Vacancy Date: 5/16/2018, 7/15/2018

Date of Hire	Source of Hire	Recruiting Sources Used
6/21/2018	www.viscom.net	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette
7/30/2018	www.viscom.net	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette

JOB TITLE: Cable Technician

Vacancy Date: 6/29/2018

Date of Hire	Source of Hire	Recruiting Sources Used
7/16/2018	Company Email	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette

JOB TITLE: Installation & Repair Supervisor

Vacancy Date: 8/24/2018

Date of Hire	Source of Hire	Recruiting Sources Used
8/27/2018	Company Email	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette

JOB TITLE: Main Plant Technician

Vacancy Date: 7/16/2018

Date of Hire	Source of Hire	Recruiting Sources Used
9/17/2018	www.viscom.net	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette

JOB TITLE: Consumer IR Technician

Vacancy Date: 8/13/2018

Date of Hire	Source of Hire	Recruiting Sources Used
9/19/2018	www.viscom.net	www.viscom.net Company Email www.Indeed.com www.linkedin.com Local Classified Channel The Lafourche Gazette

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

Referral Source	Contact	Number of persons interviewed
www.viscom.net	humanresources@corp.viscom.net	25
LinkedIn	www.linkedin.com	1
Indeed	www.Indeed.com	4
Company Email	humanresources@corp.viscom.net	6

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
<ul style="list-style-type: none"> ❑ (i) Participation in at least two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions; 	
<ul style="list-style-type: none"> ❑ (ii) Hosting of at least one job fair; 	
<ul style="list-style-type: none"> ❑ (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; 	
<ul style="list-style-type: none"> ❑ (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; 	
<ul style="list-style-type: none"> ❑ (v) Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; 	
<ul style="list-style-type: none"> ❑ (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); 	
<ul style="list-style-type: none"> ❑ (vii) Participation in a scholarship program designed to assist students interested in pursuing a career in multichannel video programming communications; 	<p>Awarded \$20,000 in scholarships to high school graduates in the Vision Communications service area. Student interest in the study of telecommunications preferred, but not required.</p>
<ul style="list-style-type: none"> ❑ (viii) Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions; 	
<ul style="list-style-type: none"> ❑ (ix) Establishment of a mentoring program for unit personnel; 	
<ul style="list-style-type: none"> ❑ (x) Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications; (xi) 	

<p>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;</p>	
<p>❑ (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;</p>	
<p>❑ (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;</p>	
<p>❑ (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;</p>	
<p>❑ (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;</p>	<p>A publication (The Supervisor’s Guide) is issued to company management bi-weekly.</p>
<p>❑ (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;</p>	
<p>❑ (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.</p>	<p>All external job openings are posted on the company website (www.viscom.net). Many openings are advertised on the local classified channel and The Lafourche Gazette (free local newspaper issued to residents in the Vision Communications service area).</p>

RECRUITMENT SOURCES

Source	Address	Contact
Local Classified Channel	PO Box 188 Larose, LA 70373 Channel25@corp.viscom.net	Vision Communications Production Department
www.viscom.net	humanresources@eatel.com	Human Resources Department
The Lafourche Gazette	ads@TLGnewspaper.com	Advertising Department
Indeed	www.indeed.com	
LinkedIn	www.linkedin.com	
Company Email	humanresources@eatel.com	Human Resources Department