

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
210 S Church
P.O. Box 299
Louisville, IL 62858

Or by fax to:

618-665-4188

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: 10/01/2016 - 09/30/2017

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

JOB TITLE: COO-chief Operating Officer

Vacancy Date: Newly Created

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.

| Date of Hire | Source of Hire | Recruiting Sources Used |
|--------------|----------------|-------------------------|
| 6/19/2017 | Self | NTCA |
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II. Total Number of Persons interviewed for full-time vacancies

| Referral Source | Contact | Number of persons interviewed |
|-----------------|---------|-------------------------------|
| | | 5 |
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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 |
|---|---|
| <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; | Career Days- Lincoln Trail College High Schools – Our serving area |
| <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; | Yes- Lincoln Trial College |
| <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; | Yes- Local High Schools |
| <input type="checkbox"/> (viii) Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for | Yes- Internal- I&R/Cable Splicer |

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

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| 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 |

