

Irvine Community Television, Inc.

251 Broadway, Irvine KY 40336

2016 EEO Public File

FCC Employment Unit ID: 1726

October 1, 2015-September 30, 2016

76.1702(b)

(1)

During the 12 month period, preceding the 2016 EEO Test date, one full-time position was filled for the position of cable technician.

(2)

The following recruitment sources were utilized:

- a. Recruitment ads were placed in the Citizens Voice & Times, 108 Court Street, Irvine KY for two weeks.
- b. Notice of employment for position was sent to e3.ky.gov website
- c. Notice of Employment Opportunity was sent to Lexington Unemployment Office/Kentucky Career Center, 1055 Industry Rd., Lexington, KY 40502.
- d. Notice of Employment and Intern Opportunity was sent to the Co-Op Outreach Leader at the Estill County High School, 2018 Winchester Road, Irvine KY.

(3)

Position was filled from applicant responding to ad in Citizen's Voice

(4)

Two persons were interviewed for the job vacancy. Both interviewees referenced the recruitment ad in the Citizen's Voice & Times. Position was filled by full time employee on 7/20/2016.

(5)

The Company participated in a career fair sponsored by the Estill County School system on April 1, 2016. The wide range of opportunities available in the telecommunication industry was highlighted with emphasis on the broad availability and opportunities to all persons with many different skill sets. The Company used its participation in the local Irvine Mountain Mushroom Festival to highlight employment opportunities in the rapidly expanding telecommunication industry. During the year the management provided time during the normal work schedule to cross train employees with special emphasis on training current cable technicians and customer service representatives on headend and IT management. Specifically employees shadowed Senior Headend Technician in managing headend trouble shooting and maintenance.