

**RAPID COMMUNICATIONS, LLC
SMITH COUNTY, TX
EEO PUBLIC FILE REPORT
October 1, 2006-September 30, 2007**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Service Technician	3	3
Customer Service/Admin	1	1
Customer Service/Admin	1	1
Customer Service /Admin	10	10
Service Technician	5	5
Customer Service/Admin	1	1
Customer Service/Admin	10	10
Service Technician	3	3
Service Technician	3	5
Customer Service /Admin	10	10
Service Technician	11	11
Service Technician	6	6
Service Technician	2	2
Service Technician	4	4
Service Technician	3	3
Service Technician	7	7
Service Technician	8	8
Customer Service / Admin	1	1
Service Technician	3	3
Customer Service/Admin	11	11
Wireless Manager	2	2
Plant Manager	10	10
Customer Service/Admin	10	10
Customer Service/Admin	10	10
Service Technician	10	10

See “II. Master Recruitment Source List” for recruitment sources source data

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Job Fair/515 E Longview Arp TX 75750	Y	20
2	www.monster.com	Y	30
3	Houston Chronicle 801 Texas Avenue Houston, TX 77002 (713)362-7171	Y	15
4	Waco Tribune Herald 4411 Lake Shore Dr Waco, TX 76710 (254)757-5710	Y	3
5	Longview News Journal 320 E. Methvin Longview, TX 75601 (903)237-7777	Y	4
6	Henderson Daily News 1711 Us Highway 79 S Henderson, TX 75654 (903)657-2501	Y	3
7	Clifton Record 310 W 5th St Clifton, TX 76634 (254)675-3336	Y	5
8	Overton Press 120 E Henderson St Overton, TX 75684 (903)834-6178	Y	8
9	Lake Charles (All American Press) 2772 W Commerce St Dallas, TX 75212 (214)951-7790	Y	3
10	Walk In /Referral		50
11	Acquisition		
12			
13			
14			
15			
16			

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17			
18			
19			
20			
21			
22			
(etc.)			
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			141

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	2 – Hosted Job Fair	Cable Office open to take applications and do short interviews of applicants to check qualifications and skills for customer service admin positions.
2	TRAINING AND MENTORING	<p>GREATER EAST TEXAS REGION OFFERS MENTORING AND TRAINING PROGRAMS. THE MENTORING PROGRAM IS THE PROCESS OF ADVANCEMENT.</p> <p>NEW HIRE INSTALLERS WITHOUT EXPERIENCE ARE TRAINED IN THE BASICS OF CABLE TV BY THE INSTALLER/TECH. HE TRAINS THEM ON INSTALLATION OF CABLE FROM THE TAP TO THE TV WITH ALL PROCEDURES FOR THE INSTALLATION OF DROP TO THE HOUSE GROUNDING AND ROUTING OF CABLES. INSTALLATION OF H2H DISHES, CABLE MODEMS FOR INTERNET AND ALSO INCLUDED ARE CLI LEAKAGE LOGS.</p> <p>INSTALLER/TECH WITH EXPERIENCE IS MENTORED BY THE SERVICE TECH ON ALL BASIC INSTALLS AND TO TROUBLE SHOOT FROM THE TV TO THE TAP AND TO THE LINE EXTENDER. THE INSTALLER/TECH IS ALSO TRAINED TO REPAIR CLI LEAKAGE.</p> <p>SERVICE TECH IS MENTORED BY THE MAINTENANCE TECH TO TROUBLE SHOOT FROM THE L.E. TO THE TRUNK AMPS INCLUDING ALL HOUSE WIRING ISSUES, TAPS AND HARD LINE.</p> <p>THE MAINTENANCE TECH IS MENTORED BY THE LEAD TECH TO DO ALL SYSTEM MAINTENANCE. SUCH AS LINE EXTENDERS AMPS AND THE BALACING OF BOTH. ALL HEAD END RELATED PROBLEMS FROM SATELITE DISH TO SATELITE RECEIVER TO THE MODULATOR AND OUT TO THE SYSTEM</p>
3		