

**2011 FCC EEO Public File Report for Antietam Cable Television, Inc.
Washington County, MD
EEO Unit # 11**

This Report Covers October 1, 2010 – September 30, 2011

Total Number of Full Time Vacancies Filled this Period: 12

Total Number of People Interviewed for Full Time Vacancies this Period:

Positions	Number of Persons Interviewed	Referral Source of Successful Applicants
Customer Sales and Service Representative/Cashier 5 positions	34	Antietam Cable Television Website Herald Mail Newspaper DLLR Referral Inquiry
Internet Technical Support 4 positions	20	Antietam Cable Television Website Herald Mail Newspaper DLLR Internal
Director of Customer Service 1 position	8	Antietam Cable Television Website Herald Mail Newspaper DLLR Cable 360 Website
Dispatcher 1 position	4	Herald Mail Newspaper DLLR Internal Posting Referral
Equipment Warehouse Agent Executive 1 position	6	Referral
Cable Tech 1 position	7	Antietam Cable Television Website Herald Mail Newspaper

Supplemental Recruitment Initiative:

This employment unit has more than 10 full time employees and is located in a metropolitan statistical area, as defined by the Office of Management and Budget, with a population greater than 250,000. Accordingly, it was required to complete two supplemental recruitment initiatives during this period. Pursuant to 47 C.F.R. § 76.75(b)(2)(xiv), this unit completed two training programs to management level personnel as methods of ensuring equal employment opportunity and preventing discrimination. On May 18, 2011, all of the employees of this unit, including managers, participated in an Anti-Harassment training program designed to prevent such discrimination. On May 17, 2011, the Washington County EAP presented the training program, Overview and Implementation of the Federal EEO Laws including Historical Background, to all Supervisors and Staff members.

Recruitment Sources Used to Fill Full-Time Vacancies in the Time Period:

Position	Recruitment Sources Contacted	Number of Interviewees Referred by Recruitment Source
Customer Sales and Service Representative/Cashier	See Attachment A	Antietam Cable Television Website (7) Herald Mail Newspaper (12) DLLR (9) Referral (3) Inquiry (3)
Internet Technical Support	See Attachment A	Antietam Cable Television Website (4) Herald Mail Newspaper (5) DLLR (10) Internal (1)
Director of Customer Support	See Attachment A	Antietam Cable Television Website (1) Herald Mail Newspaper (1) DLLR (1) Cable 360 Website (5)
Dispatcher	See Attachment A	Herald Mail Newspaper (2) DLLR (1) Internal (1)
Equipment Warehouse Agent	See Attachment A	Antietam Cable Television Website (1) Herald Mail Newspaper (3) DLLR (1) Referral (1)
Cable Technician	See Attachment A	Antietam Cable Television Website (1) Herald Mail Newspaper(6)