

2009 FCC EEO Public File Report for

GCI Cable, Inc.

Anchorage, AK – FCC EEO #5794

This Report covers October 1, 2008 through September 30, 2009

Total Number of Full-time Vacancies Filled During This Period: 28

Total Number of People Interviewed for Full-time Vacancies During This Period: 389

Please see attached recruitment source list for recruitment source contact information.

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
101224	Collector	1	Employee Referral	Alaska DigiTel Employee Alaska Executive Search Alaska Job Corps Alaskacareerbuilder ALEXSYS Anchorage Daily News Internal Candidate GCI Website Employee Referral Ft. Richardson Family Support Center Helpwantedalaska Human Resource Centers Alaska Walk-In Westaff World of Work Career Fair	1 1 1 1 1 0 3 9 2 1 0 0 0 0 0	20

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
101303	Controller I, Converter	1	Walk-In	AEG Staffing Services Alaska DigiTel Employee Alaska Executive Search Alaska Job Corps Center Alaska Military Youth Academy Alaskacareerbuilder Alaska's People ALEXSYS Anchorage Daily News Charter College City-wide Career Fair Cook Inlet Tribal Council Internal Candidate GCI Website Craigs List – Anchorage Employee Referral Ft. Richardson Family Support Human Resource Centers of Alaska IT Classifieds Walk-In	0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 1	2
101435	Specialist I, Retail Store	1	Opti Staffing Group	Alaska DigiTel Employee Alaska Job Corps ALEXSYS Anchorage Daily News Callcenterjobs Cook Inlet Tribal Council Internal Candidate GCI Website Employee Referral Ft. Richardson Family Support Opti Staffing Group	0 1 1 1 1 1 1 8 4 1 1	22

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
				Walk-In Westaff World of Work Career Fair	0 2 0	
101954	CSR I	1	Employee Referral	Alaska DigiTel Employee ALEXSYS Callcenterjobs GCI Website Internal Candidate Elmendorf Family Support Employee Referral Internal Candidate Walk-In	1 2 1 10 0 0 5 1 1	21
101955	CSR I	1	Walk-In	Alaska DigiTel Employee Alaska Executive Search Alaska Job Corps Center Alaskacareerbuilder ALEXSYS Anchorage Daily News Callcenterjobs City-wide Career Fair Internal Candidate GCI Website Elmendorf Family Support Employee Referral Ft. Richardson Family Support Human Resource Centers of Alaska Opti Staffing Group Walk-In	2 1 1 1 4 2 1 1 1 21 1 13 0 2 0 2	102

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
101956	Technician II, Field Service	1	Employee Referral	Alaskacareerbuilder ALEXSYS Internal Candidate Employee Referral GCI Website Walk-In	0 0 1 1 0 0	2
101958	CSR I	1	Employee Referral	Alaska Job Corps Center Alaska Digitel Employee Alaskacareerbuilder ALEXSYS Callcenterjobs Employee Referral GCI Website	0 0 0 0 0 1 0	1
102497	CSR I	1	Opti Staffing Group	Alaska DigiTel Employee Alaska Job Corps Center Alaskacareerbuilder Alaska's People ALEXSYS Anchorage Daily News ANPA Career Fair City-wide Career Fair Internal Candidate GCI Website Craigs List – Anchorage Employee Referral Ft. Richardson Family Support Human Resource Centers of Alaska Opti Staffing Group University of Alaska Career Expo Walk-In Westaff	5 3 0 0 7 3 1 0 2 25 0 9 1 0 1 1 5 1	64

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
102501	CSR I	1	GCI Website	Alaska DigiTel Employee Alaska Job Corps Alaskacareerbuilder Alaska's People ALEXSYS Anchorage Daily News ANPA Career Fair City-wide Career Fair Internal Candidate GCI Website Employee Referral Opti Staffing Group University of Alaska Career Services Career Expo Walk-In Westaff	2 0 3 2 3 0 1 1 2 12 5 0 1 0 0	32
103425	Technician I, Field Service	1	Employee Referral	Alaskajobnet ALEXSYS GCI Website Employee Referral Internal Candidate Walk-In	0 0 0 1 0 1	2
103426	Technician I, Field Service	1	Employee Referral	Alaska DigiTel Employee Alaska Job Corps Alaska Military Youth Academy Alaskacareerbuilder Alaskajobnet Alaska's People ALEXSYS Anchorage Daily News Charter College Cook Inlet Tribal Council Internal Candidate	0 0 0 0 0 0 1 0 0 0 0	4

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
				GCI Website Elmendorf Family Support Employee Referral Helpwantedalaska Human Resource Centers of Alaska Walk-In	0 0 2 0 1 0	
103637	Technician I, Field Service	1	Walk-In	Alaska Job Corps Alaskacareerbuilder Alaskajobnet Alaska's People ALEXSYS Anchorage Daily News Charter College City-wide Career Fair Internal Candidate GCI Website Elmendorf Family Support Employee Referral Human Resource Centers of Alaska Opti Staffing Group Walk-In	0 0 0 0 0 0 0 0 1 0 0 1 0 0 1	3
103823	Specialist I, Retail Store	1	Alaska Executive Search	AEG Staffing Services Alaska Executive Search Alaskacareerbuilder Alaska's People ALEXSYS Anchorage Daily News Internal Candidate GCI Website Employee Referral Linked-In Walk-In	0 1 0 0 0 0 0 0 0 0 0 0	1

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
				Westaff World of Work Career Fair	0 0	
103883	Specialist I, Retail Store	1	Alaska Executive Search	Alaska Executive Search ALEXSYS GCI Website Employee Referral Walk-In	1 0 0 0 0	1
104376	Collector	1	Employee Referral	AEG Staffing Services Alaska DigiTel Employee Alaska Executive Search Alaska Job Corps Alaska Military Youth Academy Alaskacareerbuilder Alaskajobnet Alaska's People ALEXSYS Anchorage Daily News ANPA Career Fair AVTEC City-wide Career Fair Internal Candidates GCI Website Craigs List – Anchorage Employee Referral Helpwantedalaska Hotjobs Human Resource Centers of Alaska NANA	0 1 0 0 0 0 0 0 0 0 1 1 0 0 3 0 0 0 2 0 0 0 0 0	8

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
				Opti Staffing University of Alaska Anchorage University of Alaska Career Services Expo University of Alaska Fairbanks Walk-In Westaff World of Work Career Fair	0 0 0 0 0 0 0	
105323	Specialist I, Retail Store	1	Employee Referral	Alaska DigiTel Employee Alaska Job Corps Center Alaska Military Youth Academy Alaskacareerbuilder ALEXSYS Anchorage Daily News City-wide Career Fair Internal Candidate GCI Website Employee Referral Human Resource Centers Alaska NANA Opti Staffing Professional Business Services Walk-In Westaff World of Work Career Fair	2 2 0 0 1 2 1 2 31 10 0 0 0 1 2 1 0	55

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
105464	CSR I	1	Opti Staffing Group	Alaska DigiTel Employee Alaska Job Corps Center Alaskacareerbuilder Alaska's People ALEXSYS Anchorage Daily News AVTEC City-wide Career Fair Internal Candidate GCI Website Employee Referral Helpwantedalaska Human Resource Centers of Alaska Opti Staffing Group University of Alaska Anchorage Career Services Expo Walk-In World of Work Career Fair	4 5 1 0 0 0 0 0 2 3 2 0 0 1 0 0 0 0	18
105782	CSR I	1	Employee Referral	Alaska Job Corps Center Alaska Military Youth Academy Alaskacareerbuilder ALEXSYS Internal Candidates GCI Website Employee Referral Helpwantedalaska NANA Opti Staffing Group University of Alaska Career Services Expo Walk-In	0 0 0 0 2 2 1 0 0 1 1 0	7

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
105785	Representative, Residential Sales	1	Opti Staffing Group	Alaskacareerbuilder Anchorage Daily News Employee Referral GCI Website Internal Candidates Mat-Su Frontiersman Opti Staffing Group	1 0 0 0 0 0 1	2
105906	Specialist I, Order Processing	1	GCI Website	Alaska DigiTel Employee Alaska Job Corps Alaskacareerbuilder Alaska's People ALEXSYS Anchorage Daily News GCI Website Employee Referral Internal Candidate Human Resource Centers of Alaska Walk-In	0 0 0 0 0 2 0 0 1 0 0	3
106063	Specialist I, Retail Store	1	Employee Referral	Alaska DigiTel Employee Alaska Job Corps Center Alaskacareerbuilder Alaska's People ALEXSYS Anchorage Daily News Internal Candidates GCI Website Employee Referral Ft. Richardson Family Support Center Human Resource Centers of Alaska Opti Staffing Group University of Alaska	0 0 0 0 1 0 3 2 4 0 0 0 0 0	10

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
				Anchorage Walk-In Westaff	0 0	
106065	Specialist I, Retail Store	1	Alaskacareerbuilder	ALEXSYS Alaskacareerbuilder GCI Website Elmendorf Family Support Employee Referral Mat-Su Frontiersman GCI Website Mat-Su DOL Career Fair	0 1 0 1 1 1 2 0	5
106375	Technician I, Field Service	1	Opti Staffing Group	Alaska Job Corps Alaskacareerbuilder ALEXSYS Anchorage Daily News Career Academy GCI Website Employee Referral Mat-Su Frontiersman Helpwantedalaska Hotjobs Human Resource Centers of Alaska NANA Opti Staffing Group Walk-In World of Work Career Fair	0 0 0 0 0 0 1 0 0 0 0 0 1 1 0	3

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
106381	Technician I, Field Service	1	Employee Referral	Alaska Job Corps Alaska Military Youth Academy Alaskacareerbuilder Alaska's People ALEXSYS Anchorage Daily News Internal Candidates GCI Website Employee Referral Internal Candidate Helpwantedalaska Hotjobs Opti Staffing Group Walk-In	0 0 0 0 0 0 0 0 1 1 0 0 1 1	4
106876	CSR I	1	Opti Staffing Group	Alaska DigiTel Employee Alaskacareerbuilder Alaska's People ALEXSYS Anchorage Daily News Career Academy Internal Candidates GCI Website Elmendorf Family Support Employee Referral Helpwantedalaska Opti Staffing Group Seattle Times Walk-In	0 0 0 0 0 0 3 3 0 2 0 1 0 0	9
106877	CSR I	1	GCI Website	Alaska DigiTel Alaska Job Corps Center Alaska's People ALEXSYS Anchorage Daily News	0 0 2 0 0	18

Position #	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source Used to Fill the Vacancy	Number of Interviewees Referred by Recruitment Source	Total Number Interviewed
				Career Academy GCI Website Elmendorf Family Support Employee Referral Internal Candidate Helpwantedalaska Human Resource Centers of Alaska NANA Opti Staffing Group Walk-In	0 7 0 5 2 0 0 0 1 1	
106878	CSR I	1	Employee Referral	Alaska DigiTel Alaska Job Corps Center Alaskacareerbuilder Alaska's People ALEXSYS GCI Website Elmendorf Family Support Employee Referral Internal Candidates GCI Website Walk-In	0 0 1 0 0 0 0 6 1 4 1	13
106954	Collector	1	GCI Website	Alaskacareerbuilder Charter College GCI Website Employee Referral Financial Positions Walk-In	0 0 1 1 0 1	3

Supplemental Recruitment Initiatives for October 1, 2008 through September 30, 2009

The employment unit has participated in a wide variety of recruitment initiatives during the last twelve-months including but not limited to the following:

- Hiring personnel participated in multiple career fairs including the University of Alaska-Anchorage School of Engineering Career Fairs (Spring and Fall;) the Anchorage City-Wide Career Fair hosted by the Anchorage School District, University of Alaska-Anchorage, Anchorage Chamber of Commerce, Elmendorf AFB and Ft. Richardson; the Department of Labor's Youth and Veteran's Career Fairs as well as several community specific career events.
- The employment unit established a summer internship program and hosted five college students to provide opportunities for the community to gain knowledge of the telecommunications industry.
- The employment unit has established a relationship with the University of Alaska-Anchorage to create a telecommunications customer service specific certificate program and is establishing a scholarship to assist students in completing the program.
- Hiring personnel participated in the Career Exploration Opportunities program by providing career opportunities to rural Alaskan students via video conferencing.
- Hiring personnel participated in a virtual career discussion with students at the University of Alaska-Fairbanks during their Business Week events.