

BendBroadband - Bend, Oregon
Recruiting Metrics
 9/1/2008 through 8/31/2009

<u>Req. #</u>	<u>Position title:</u>	<u>Open Date</u>	<u>Close Date</u>	<u># Applicants</u>	<u>Interviewed</u>	<u># Hired</u>	<u>Media Tools Used</u>	<u>Source</u>
228	Production Director III	9/11/2008	10/6/2008	5	5	1	1,2,4,7,8	4
229	Production Director I	10/1/2008	10/7/2008	1	1	1	1,2,4,7,8	7
230	Warehouse Associate	10/7/2008	10/20/2008	43	4	1	2,4,7,8	4
231	Temp Dispatcher	10/13/2008	10/22/2008	23	5	1	1,2,4,7,8,18,19,42,43	1
232	Customer Care Representative	10/28/2008	Pulled	163	12	0	1,2,4,7,8	Position pulled
233	Customer Care Representative	12/12/2008	12/23/2008	28	1	1	1,2,4,7,8	7
234	Director of Business Services	12/15/2008	12/22/2008	9	2	1	2,4,7,8,28,31	8
235	Product Development Manager	12/19/2008	1/22/2009	14	2	1	2,4,7,8,28,31	7
236	Clerical/Admin Support // Finance	1/9/2009	1/22/2009	81	12	1	1,2,4,7,8	1
237	NOC Engineer	1/9/2009	3/4/2009	63	21	1	1,2,4,7,8,10,14,15,24,27,28,31,36,42,43,44,45,46	4
238	Customer Care Lead	1/13/2009	2/10/2009	29	8	1	2,4,7,8	7
239	Wireless Data Core Technician	1/30/2009	3/10/2009	61	12	1	1,2,4,7,8,10,14,15,27,28,31,36,37,38,40,44	27
240	Warehouse Associate	2/16/2009	2/25/2009	100	22	1	2,4,7,8	7
241	Warehouse Associate	2/20/2009	3/16/2009	0	0	1	2,4,7,8	4
242	Customer Care Supervisor	2/25/2009	3/20/2009	112	14	1	1,2,4,7,8,23,36,37, 47,48,49	4
243	Assistant Controller	3/5/2009	4/15/2009	77	14	1	1,2,4,7,8,23,36,37	1
244	Customer Care Representative	3/5/2009	3/6/2009	20	1	1	1,2,4,7,8	1
245	Tech Support Trainer	3/6/2009	4/8/2009	43	14	1	1,2,4,7,8,23,49	7
246	Field Operations Lead	3/19/2009	4/2/2009	15	12	1	1,2,4,7,8	7
247	Business Sales AE	4/9/2009	5/1/2009	24	3	1	1,2,4,7,8,50	1
248	Customer Care Representative	4/10/2009	4/23/2009	121	18	1	1,2,4,7,8	4
249	Customer Care Representative	4/10/2009	4/23/2009	0	0	1	1,2,4,7,8	4
250	Tech Support Representative	4/10/2009	4/23/2009	49	5	1	1,2,4,7,8	4
251	Business Services Team Lead	4/12/2009	5/1/2009	31	13	1	1,2,4,7,8,50	8
252	Business Services Technical Supervisor	4/23/2009	5/18/2009	35	6	1	1,2,4,7,8,13,28,31,44,50,51	8
253	Tech Support Representative	4/28/2009	5/11/2009	34	10	1	2,4,7,8	8
254	Customer Care Representative	5/12/2009	5/12/2009	0	0	1	1,2,4,7,8	1
255	COCA Account Executive	5/22/2009	6/10/2009	25	2	1	1,2,4,7,8	8
256	Business Sales Account Executive	6/17/2009	8/27/2009	45	6	1	1,2,4,7,8	1
257	Wireless Cell Site Tech	6/26/2009	7/27/2009	35	5	1	1,2,4,7,8,28,31,42,53	7
258	Tech Support Representative	7/28/2009	8/26/2009	61	8	1	1,4,7,8	8
259	Jr Headend Tech	7/28/2009	8/12/2009	16	2	1	2,4,7,8	7
260	Customer Care Representative	8/10/2009	8/27/2009	100	7	1	1,2,4,7,8	8
261	Customer Care Representative	8/10/2009	8/27/2009	87	2	1	1,2,4,7,8	7
262	AC4 Production/Director PT	8/13/2009	9/14/2009	5	0	1	1,2,4,7,8	1
263	Tech Support Representative	8/13/2009	8/28/2009	57	6	1	1,2,4,7,8	7
264	Engineering ServicesTech II	8/13/2009	9/9/2009	9	4	1	1,2,4,7,8,10,16,	7
265	Installer	8/14/2009	8/28/2009	30	10	1	1,2,4,7,8	7
266	Installer	8/14/2009	8/28/2009	12	2	1	1,2,4,7,8	8
267	Installer	8/14/2009	8/28/2009	5	2	1	1,2,4,7,8	1
269	Direct Sales Representative	8/14/2009	8/28/2009	3	1	1	1,2,4,7,8	4
272	Wireless Data Core Engineer	8/27/2009	9/10/2009	3	1	1	1,2,4,7,8, 33	1
273	Customer Care Representative	8/28/2009	8/28/2009	1	1	1	1,2,4,7,8	4
268	Direct Sales Representative	8/14/2009		16	5	Open	1,2,4,7,8	
270	Residential Sales Trainer	8/14/2009		28	10	Open	1,2,4,7,8,10,16,33	
271	Adv Broadcast Engineer	8/25/2009		13	0	Open	1,2,4,7,8,10,12,16,54,55	
274	Technical Support Team Lead	9/4/2009		17	4	Open	2,4,7,8	
275	Construction Tech I	9/11/2009		21	4	Open	2,4,7,8	

Media used	Contact Name	Address	Phone	Email	Web
1. The Bulletin	Tonya	1777 SW Chandler Ave Bend, Oregon 97708 1645 NE Forbes, Ste. 100	541-382-1811	classified8@bendbulletin.com	www.bendbulletin.com
2. Oregon Employment Office	Kimberly Roots	Bend, Oregon 97701 63090 Sherman Road	541-388-6106 / 388-6453	kimberly.m.roots@state.or.us	www.employment.oregon.gov
4. BendBroadband Website	BendBroadband HR Department	Bend, Oregon 97701 63090 Sherman Road	541-312-6595	careers@bendbroadband.com	www.bendbroadband.com
7. Internal Posting Program	BendBroadband HR Department	Bend, Oregon 97701 63090 Sherman Road	541-312-6595	careers@bendbroadband.com	www.bendbroadband.com
8. Employee Referral	BendBroadband HR Department	Bend, Oregon 97701	541-312-6595	careers@bendbroadband.com	www.bendbroadband.com
9. Tech Talent - Recruiter	John French	Not Published 1320 SW Broadway Portland, Oregon 97201	818-991-3325	Not published	www.techtalent.org
10. The Oregonian	Gloria		503-221-8000 / 221-8327	classified@sales.oregon.com	www.oregonian.com
11. SHRM/HRACO	HRACO Board	N/A	N/A	N/A	www.hrcentraloregon.org
12. Monster	Monster	N/A	N/A	N/A	www.monster.com
13. Telecom Careers	Telecom Careers	N/A	N/A	N/A	www.telecomcareers.net
14. Sacramento Craigslist		PO BOX 225159 San Francisco, CA 94122-5159	415-566-6394		www.craigslist.com
15. Seattle Times	Julianne	(On Home page of website)	206-464-2111	N/A	http://seattletimes.nwsource.com/html/home/index.html
16. The Register Guard (Eugene)	Babs Ford		541-338-2309	N/A	http://www.registerguard.com/news/2006/10/05/home.php
17. SCTE/ACM	William Kooney		212-626-0687		www.scte.org and www.acm.org
18. OSU Cascades Campus	Cascade Building	Bend, OR 97701			www.osucascades.edu
19. COCC campus	Boyle Education	Bend, OR 97701 1948 Raymond Drive			www.cocc.edu
20. ChemTech	Bruce Lee	Northbrook, IL 60062	847-715-0454	blee@chemtech.com	
21. Portland State U- Career Fair	Terri Bennett, Recruiting Coordinator	Portland, OR	503-725-4613	bennett@pdx.edu	www.pdx.edu/careers
22. Newsletter	Tor Hanson	63090 Sherman Road	Bend, Oregon 97701	careers@bendbroadband.com	www.bendbroadband.com
23. Craigslist - Portland, Oregon					
24. Tek Systems	Rob Guthrie		541-504-6240/503-307-7314 (970) 242-9462	rguthrie@veksystems.com	
25. Carlsen Resources, Inc		800 Belford Ave, Suite 200 Grand Junction, CO 81501	Fax: (970) 242-9074 800-893-4975 510-259-0940 510-264-1993 fax 770-998-9991	cwilliams@emeraldplacements.com	http://www.carlsenresources.com
26. Emerald Consulting & Placements, Inc.	Carla Williams				
27. The Rothschild Group/Executive Search	Paula Rothschild		1-888-491-8833 x 1349	info@therothschildgroup.com paularothschild@bellsouth.net system@jobcontrolcenter.com	www.therothschildgroup.com
28. Women in Cable Telecommunications					www.wict.org
29. Marketing Professionals					www.marketingprofs.com
30. Cynopsis					www.cynopsis.com
31. OCTA					www.oregoncable.com
32. SmartBrief					
33. CTAM					
34. Supply Chain Online	Greg Hausman			grea@supplychainonline.com	http://www.supplychainseminars.com/cqj-local/joblistings
35. SVS Telecom	Chuck McLoughlin		916-770-5905	chuck@svsjobs.com	www.SVSTelecom.com
36. Craigslist - Seattle, Washington					
37. Craigslist - Bay area, California					
38. Craigslist - Dallas, Texas					
39. Heart of Oregon Corps - ongoing	John Aho, Employment Coordinator	PO Box 279 Oregon 97709	541-390-8283	John.Aho [jaho.jaho@gmail.com]	www.heartoforegon.org
40. Craigslist - Atlanta, Georgia					
41. Craigslist - Sacramento, California					
42. Express Pros	Jennifer Clemens/Chico/Janet Wood	400 SW Bluff Drive Ste 200 Bend, OR 97702 2248 NE Division St Bend, OR 97701	541-389-1505	jennifer.clemens@expresspersonnel.com	www.expresspros.com
43. Mid- Oregon Personnel	Lauren Wills		541-382-0445	lauren@midoregonpersonnel.com	www.midoregonpersonnel.com
44. COISUG					
45. Kijiji Bay Area				kijiji-us-support@kijiji.com	http://bavarea.kijiji.com
46. Craigslist - Los Angeles, California					
47. Call Center Jobs				www.callcenterjobs.com	
48. Call Center Careers				www.callcentercareers.com	
49. Call Center Classifieds				www.callcenterclassifieds.com	
50. Craigslist - Bend					www.craigslist/bend.com
51. Craigslist - Portland					www.craigslist/portland.com
52. Home By 3	Sherry Moss			sherry.moss@HomeBy3.com	www.homeby3.com
53. LinkedIn					www.linkedin.com
54. iHirebroadcasting.com		PO BOX 3100 Frederick, MN 21705-3100			www.ihirebroadcasting.com
55. mandy.com (broadcasting positions)					www.mandy.com

BendBroadband, Bend Oregon
Outreach Initiatives Form
August 1, 2008 through September 30, 2009

<u>FCC Recruitment Menu Activity</u>	<u>Event // Program</u>	<u>Contact Name</u>	<u>Address</u>	<u>Phone</u>	<u>Email</u>	<u>Web</u>
Establish an internship program designed to assist members of the community to acquire skills needed for multichannel video programming distributor employment.	NOC, Wireless, and Broadcasting Internship Programs: Employed six paid interns to learn technical skills. Four of the six interns were eligible for school credit through Central Oregon Community College.	Krista Thompson, HR Director	63090 Sherman Road Bend, Oregon 97701	541-312-6612	careers@bendbroadband.com	www.bendbroadband.com
Establish training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions. Participate 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.	Ongoing programs include: (1) Installer Tech Program (2) Customer Care Rep Program (3) Tech Support Rep Program	Krista Thompson, HR Director Kelley Carson, Director of Customer Services Brett Anderson, VP of Plant Operations	63090 Sherman Road Bend, Oregon 97701	541-312-6612	careers@bendbroadband.com	www.bendbroadband.com
	Heart of Oregon Corps - Tours and Career Information (9/23/2008 & 10/23/08)	John Aho, Employment Coordinator	PO Box 279 Bend, Oregon 97709	541-390-8283		www.heartoforegon.org
Participate in job banks, Internet programs, and other programs designed to promote general outreach (i.e., that are not primarily directed to provided notification of specific job vacancies.	A commercial encouraging public to consider BendBroadband for career opportunities runs on our cable channels and is permanently posted on our website. HR commercial run dates: 04/10/09 through 8/31/09 at 200 spots per month and 9/1/2009 to 10/1/09 at 400 spots per month.	Krista Thompson, HR Director Greg Fair, COTV Supervisor	63090 Sherman Road	541-312-6612	careers@bendbroadband.com	www.bendbroadband.com