

2011 FCC EEO Public File Report for Advanced Cable Communications

Broward County, Florida - FCC EEO # 4043

This Report covers October 1, 2010 through September 30, 2011.

Total number of full-time vacancies filled during this period: 12

Total number of people interviewed for full-time vacancies during this period: 18

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

Full-Time Positions Filled

#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy	Number of Interviewees Referred by Each Recruitment Source	Total # Interviewed
1	Customer Care Professional	8	(5) Employee Referral (3) Advanced Cable Website	www.advancedcable.net Workforce One Hispanic Unity of Florida, Inc. Atlantic Vocational Center NAACP CSTV – 11 Advanced Cable Local Channel CSTV – 13 Advanced Cable Local Channel Employee Referrals Walk-in Lobby Google Schurz Website Fax Submission – Recruitment Source Not Stated	3 3 0 0 0 0 0 5 1 1 0 9	9
2	Staff Producer	1	(1) Employee Referral	www.advancedcable.net Workforce One Hispanic Unity of Florida, Inc. Atlantic Vocational Center NAACP CSTV – 11 Advanced Cable Local Channel CSTV – 13 Advanced Cable Local Channel Employee Referrals Walk-in Lobby Schurz Website Fax Submission – Recruitment Source Not Stated. Rehires	4 0 0 0 0 0 1 1 0 0 0 0	1
3	Commercial Sales Specialist	1	(1) Employee Referral	www.advancedcable.net Monster Workforce One Hispanic Unity of Florida, Inc. Atlantic Vocational Center NAACP CSTV – 11 Advanced Cable Local Channel CSTV – 13 Advanced Cable Local Channel Employee Referrals Walk-in Lobby Schurz Website Fax Submission – Recruitment Source Not Stated	0 10 0 0 0 0 1 0 1 0 0 0	3

#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy	Number of Interviewees Referred by Each Recruitment Source	Total # Interviewed
4	Service Technicians	2	(1) Walk-in Lobby (1) Rehire	www.advancedcable.net Workforce One Hispanic Unity of Florida, Inc. Atlantic Vocational Center NAACP CSTV – 11 Advanced Cable Local Channel CSTV – 13 Advanced Cable Local Channel Employee Referrals Walk-in Lobby Schurz Website Fax Submission – Recruitment Source Not Stated	2 0 0 0 0 0 0 1 1 0 1	5

Recruitment Source List

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Applicant Referrals
Workforce One	2301 W. Sample Road Building 4, Suite 7A Pompano Beach, FL 33073	Mark Vorsand Leo Ours	954-969-3541	No	3
Hispanic Unity of Florida, Inc.	5840 Johnson Street Hollywood, FL 33021	Ingrid Eklablad	954-964-8884	No	0
Atlantic Vocational Center	4700 Coconut Creek Parkway Margate, FL 33063	Dee Roulins	754-321-5100	No	0
NAACP	1409 NW 6 th Street Fort Lauderdale, FL 33311	Job Bank Submission	954-764-7604	No	0
SCTV-11 Advanced Cable of Coral Springs	Advanced Cable Communications 12409 N.W. 35 th Street Coral Springs, FL 33065	Jeff Green	954-752-7244 ext.242	No	1
SCTV-13 Advanced Cable of Weston	Advanced Cable Communications 12409 N.W. 35 th Street Coral Springs, FL 33065	Jeff Green	954-752-7244 ext.242	No	1
Walk-In Lobby	Advanced Cable Communications 12409 N.W. 35 th Street Coral Springs, FL 33065	Lenore Indell	954-752-7244 ext. 224	No	2
Advanced Cable Communications Website	Advanced Cable Communications 12409 N.W. 35 th Street Coral Springs, FL 33065 www.advancedcable.net	Lenore Indell	954-752-7244 ext. 224	No	9
Employee Referrals	Advanced Cable Communications 12409 N.W. 35 th Street Coral Springs, FL 33065	Lenore Indell	954-752-7244 ext. 224	No	8
Fax Submission – Recruitment Source Not Stated	Advanced Cable Communications	Lenore Indell	954-752-7244 ext. 224	No	10
Schurz Communications Website	1301 E. Douglas Road Mishawaka, IN 46545	Rachel Adkins	574-247-7237	No	0
Monster	ecomsystem@monster.com	On-line Order		No	10

EEO Public File
Outreach Initiatives
Broward County, Florida - FCC EEO # 4043
October 1, 2010 – September 30, 2011

Date	Initiative	Description
<p>3/1/2011</p> <p>3/4/2011</p>	<p>Ace Academy</p> <p>Coral Glades High School Ethics Seminar</p>	<p>Advanced Cable Communications HR Manager participated in the Coral Glades High School and the ACE Academy Ethic Seminar. Advanced Cable presented an ethical dilemma scenario to the students. The purpose of this seminar was to provide students with the means of understanding how they develop their own values and the academics of how they arrive at their values.</p>
<p>09/16/2010</p>	<p>ACE Academy – Coral Springs High School</p>	<p style="text-align: center;">Internship Program</p> <p>Advanced Cable partners with the ACE academy through the ACE executive internship program to help students gain firsthand experience and prepare for the world of business. This Program is an academic program offered to Coral Springs High School Students. Students were interviewed and one was selected to participate in the program at Advanced Cable Communications. The student spent 12 weeks at our facility working on projects with, Human Resources, Accounting, Advertising, Technical, Customer Service and Production. Each day the intern reports into Human Resources and the days projects are reviewed. As a part of the internship program, the student is expected to produce a capstone project mutually decided upon by the intern and the mentor. The program was specially designed to provide students with the essential skills they need to find success.</p>