

**EXHIBIT 1
EXHIBIT 3**

**METROCAST COMMUNICATIONS OF MISSISSIPPI, LLC
PHILADELPHIA, MS
EEO PUBLIC FILE REPORT
10/1/2008-9/30/09**

I. VACANCY LIST

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

Full Time Position	Job Title	Date Opened	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Installer/Service Tech	12/12/08	5/18/09	Bulletin Board – East Central Community College	1	1
				Mississippi Employment Service	2	0
				Word of Mouth	1	0
*See Attached List of Recruitment Sources for Contact Information						

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	Recruitment Source Contact Info *Insert 1) recruitment source name, 2) contact person, 3) full mailing address, and 4) telephone number	Entitled to Notification? (Yes/No)	Total Interviewed
1	Employee Referral	NO	0
2	Neshoba Democrat 439 E. Beacon Street Philadelphia, MS 39350 601-656-4000	NO	0
3	Mississippi State University Career Center P.O. Box P Mississippi State, MS 39762 662-325-3344	NO	0
4	NAACP 610 Martin Luther King Jr. Drive Meridian, MS 39301 601-693-9859	NO	0
5	Mississippi Band of Choctaw Indians P. O. Box 6010 Choctaw, MS 39350 601-656-4506	NO	0
6	Mississippi Employment Service 1120 East Main Street Philadelphia, MS 39350 601-656-6511	NO	2

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RS Number	Recruitment Source Contact Info *Insert 1) recruitment source name, 2) contact person, 3) full mailing address, and 4) telephone number	Entitled to Notification? (Yes/No)	Total Interviewed
7	Walk-Ins	NO	0
8	East Central Community College - Bulletin Board 275 W. Broad Street Decatur, MS 39327-8899 601-635-2111 www.eccc.edu	NO	1
9	Word of Mouth	NO	1
10	MetroCast Web-site www.metrocast.com/employment	Yes	0
11	Mail/Fax	NO	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			4

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III. RECRUITMENT INITIATIVES

	Date	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY	Personnel Involved
1	ongoing	Metrocast provides paid educational reimbursement program	Establishment of cross- training programs designed to enable personnel to acquire skills that could qualify them for higher level positions in both technical and customer service departments.	Customer Service Manager; Technical Operations Manager
2	ongoing	MetroCast maintains its own website www.metrocast.com	All available positions in any departments are posted and updated regularly on the company website.	Marketing Manager
3	ongoing	MetroCast provides paid training courses.	NCTI Training is offered to both Technicians and Customer Service Personnel in new technology and various problem-solving areas. Upon completion of courses, personnel are certified, thus enabling them to have the ability to qualify for and perform at higher level positions	Customer Service Manager; Technical Operations Manager
4	ongoing	MetroCast provides on-site mentoring program for all new employees as well as employees that transfer to new positions.	New and/or transferring employees train with current position employees for several weeks before working independently.	Customer Service Manager; Technical Operations Manager

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5	ongoing	MetroCast purchases listings on the Career Builder website, www.careerbuilder.com	Technical and Administrative positions that become available are posted on this website throughout the year.	Administrative Assistant
6	ongoing	MetroCast provides paid membership to trade organizations for Technical Personnel	SCTE Membership is provided to all Technical Personnel	Technical Operations Manager
7	ongoing	MetroCast provides paid off-site training for any new equipment or services that current employees will use as the company expands its services.	Employees are provided travel for training on equipment and/or computer courses at several different vendor locations throughout the year.	Regional Manager