

EEO PUBLIC FILE REPORT
MSO: GANS COMMUNICATIONS, L.P.
OPERATOR: METROCAST COMMUNICATIONS
OCTOBER 1, 2005 TO SEPTEMBER 30, 2006

FULL-TIME POSITIONS FILLED							
Full-time Position	Position Title	Date Open	Date Filled	Recruitment Source**	Responses	Number Interviewed	Number Hired
Full & Part time	Customer Service Rep.	6/6/06	July & Sept 06	Standard Speaker	54	10	1 full
				Press Enterprise	54	10	1 full
				Hazleton Career Center	58	12	5 full & 1 Part
				McCann Business Tech. School			
Full	Direct Sales	5/2/06	6/06	Citizen Voice	21	11	2
				Press Enterprise			
				Hazleton Career Center			
				McCann Business Tech. School			
Full	Call Center Supervisor	6/6/06	12/06	Citizen Voice	20	7	1
				Press Enterprise			
				Hazleton Career Center			
				McCann Business Tech. School			
Full	Marketing	12/2/05	2/06	Standard-Speaker	14	5	1
				Press Enterprise	17		
				Hazleton Career Center	10		
				McCann Business Tech. School			
Full	Tech Ops Manager	12/2/05	2/6/06	Standard-Speaker	2		
				Press Enterprise	6		
				Hazleton Career Center	23	3	
				McCann Business Tech. School			
				Employees	2	2	
				Other	1		1

**See List of Recruitment Sources for Contact Information.

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INFORMATION REGARDING RECRUITMENT SOURCES CONTACTED FOR FULL-TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
1.	Standard Speaker Newspaper 23 N. Wyoming Street Hazleton, PA 18201	Phone 570-455-3636		
2.	Press Enterprise Newspaper 337 W. Front Street Berwick, PA 18603	Phone 570-752-3645		
3.	Hazleton Career Center 75 N. Laurel Street Hazleton, PA 18201	Ann Heinz Phone 570-459-3854		
4.	McCann Business Tech. School Main & Pine Streets Mahanoy City, PA 17948	Shannon Brennan, Dir. of Career Svcs. Phone 570-773-1820		
5.	Citizens Voice 75 N. Washington Street Wilkes-Barre, PA 18701	Phone: 570-821-2010		

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LONG-TERM RECRUITMENT INITIATIVES IMPLEMENTED DURING YEAR

DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
	Berwick Area Chamber of Commerce Showcase 2006 (???)	Business & trade show to showcase your company, along with attracting prospective employees.	Demonstration Booth	
Throughout Reporting Year	In-house training	Cross-training of Technical and Customer Service Depts.	Management Teams involved members of each Dept. in cross-training to enable Dept. personnel to acquire skills that would qualify them for higher level positions.	Technical: Cust. Svc:
Throughout Reporting Year	NCTI Training	Training of Technicians in new technology & handling of various technical problems.	Upon completion of the training, personnel become Certified, thus enabling personnel to have the abilities to perform & attain higher level positions.	Robert Glass.