

EXHIBIT 1

METROCAST COMMUNICATIONS OF MISSISSIPPI, LLC
OXFORD, MS
EEO PUBLIC FILE REPORT
10/1/2010-9/30/2011

I. VACANCY LIST

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

Job Title	Date Opened	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy (including organizations entitled to notification)*	Number Interviewed	RS Referring Hiree
Installer/Service Technician	10/4/2010	10/27/2010	1, 2, 3, 9, 10, 11, 12, 13	3	2
Regional Marketing Manager	11/12/10	2/14/11	2, 5, 6, 7, 8, 9, 11, 12, 14	10	10
Installer/Service Technician	11/30/10	2/11/11	1, 2, 9, 10, 11, 12, 13	4	1
Installer/Service Technician	12/9/10	1/4/11	1, 2, 9, 10, 11, 12, 13	3	1
Installer/Service Technician	12/15/10	1/6/11	1, 2, 9, 10, 11, 12, 13	3	1
Technical Operations Manager	12/20/10	3/7/11	1, 2, 5, 6, 7, 8, 9, 10, 11, 12, 13	4	1
Technical Operations Supervisor	2/7/11	5/9/11	1, 2, 5, 6, 7, 8, 9, 10, 11, 12, 13	2	11
Cable Store Representative	2/7/11	3/1/11	1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13	3	4
Installer/Service Technician	2/25/11	4/25/11	1, 2, 3, 5, 6, 7, 9, 10, 11, 12, 13	3	1
Maintenance Technician	7/12/11	7/25/11	1, 2, 5, 6, 7, 8, 9, 10, 11, 12, 13	3	9

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Job Title	Date Opened	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy (including organizations entitled to notification)*	Number Interviewed	RS Referring Hiree
Installer/Service Technician	8/5/11	9/7/11	1, 2, 3, 5, 6, 7, 9, 10, 11, 12, 13	3	11
*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	5
2	Oxford Eagle 916 Jackson Avenue Oxford, MS 38655 662-234-4331	NO	1
3	North Mississippi Herald 416 N. Main Street P. O. Box 648 Water Valley, MS 38965 Phone: 662-473-1473 Fax: 662-473-9133	NO	2
4	The Panolian 363 Hwy 51 N P. O. Box 1616 Batesville, MS 38606 Phone: 662-563-4591 Fax: 662-563-5610	NO	1
5	WINGS Website https://wings.mdes.ms.gov/wings/welcome.jsp;jsessionid=21bc6850571272b8dbae24a4d64c	NO	0

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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
6	WIN Job Centers 204 Colonnade Cove Suite 1 Oxford, MS 38655 662-234-3231	NO	1
7	Zap2It – Channel 96 in the MetroCast lineup	NO	1
8	Cable 360 http://www.cable360.net/jobs.html	NO	4
9	Walk-Ins	NO	7
10	Word of Mouth	NO	4
11	MetroCast Web-site www.metrocast.com/employment	YES	3
12	Internal Postings	YES	1
13	Mail/Fax	NO	7
14	Recruiter	NO	4
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			41

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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
8	ongoing	MetroCast conducts Harassment training through Inspired ELearning online course	Every employee is required to take the Preventing Workplace Harassment training.	Human Resources
9	February 2011	EEO Training	EEO Training conducted by Christina Burrows of Dow Lohnes	Management; HR Coordinator

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10	August 2011	HR Training	HR Training focusing on Documentation, Dicipline & Discharge conducted by Debra Weiss Ford of Jackson Lewis, LLP	Management; Supervisors; HR Coordinator
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