

Commitment to Recruitment Efforts

October 1, 2008 – September 30, 2009

47 C.F.R. §76.75(b)(2)

- (vii) Participation in a scholarship program designed to assist students interested in pursuing a career in multichannel video programming communications.

Scholarship Overview:

- Phonoscope contributed to the Pasadena Independent School District – General Scholarship Fund.

- (viii) Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions;

Promotional Training Overview:

- Phonoscope engages in training of lower skilled employees to enable them to gain the experience and expertise necessary to qualify for and be promoted to higher level positions. This program results in employees being promoted from entry level field jobs to higher level foreman and technician jobs.

- (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Management Training Overview:

- Phonoscope provided special training from Monty Partners, LLP, provided by Jacob Monty, to management personnel, including the Human Resources Director, on topics related anti-harassment and anti-discrimination policies in the workplace;
- The Phonoscope Human Resources department also provides training to employees to inform them of EEO policies and procedures and to prevent discrimination.



Phonoscope 2009 Recruitment Sources

Name of Source	Address	Phone	Contact
Primary Services	520 Post Oak Blvd Suite 500 Houston, TX 77027	713-850-7010	Shelby Olsen
TradeStar	3741 Red Bluff Rd #330 Pasadena, TX 77503	713-534-7827	Kevin Smith
Lofton Resources	3200 Wilcrest Dr 3190 Houston, TX 77042	713-975-7277	Jeff Flaxman
Houston City Personnel	2401 Fountainview #610 Houston, TX 77057	713-341-1734	Marley Van Santen

FCC Annual Filing

Vacancies from October 1, 2008 - September 30, 2009

Job Title	Vacancies	Source
Office Clerical	3	Primary, Houston City
Craft Worker	4	Lofton, Employee Referral
Official & Manager	1	Day West Inc Agency
Technicians	6	Lofton, Tradestar, Employee Referral

Phonoscope Hiring Data

Vacancies from October 1, 2008 - September 30, 2009

Date	Category	Title	Apps	Hired	Source
12/08/08	Craft Worker	Aerial Lineman	2	1	Employee Referral
02/09/09	Craft Worker	Aerial Lineman	2	2	Employee Referral
04/27/09	Craft Worker	Aerial Lineman	2	1	Employee Referral
06/08/09	Craft Worker	Aerial Lineman	2	1	Employee Referral
10/01/09	Technician	ISP Technician	2	0	Agency
02/11/09	Technician	ISP Technician	1	1	Agency
05/04/09	Technician	ISP Technician	1	1	Other
10/06/08	Technician	Fiber Technician	2	2	Employee Referral
04/27/09	Technician	Fiber Technician	2	1	Agency
07/29/09	Technician	Fiber Technician	1	0	Agency
04/30/09	Office/Clerical	CSR	1	1	Agency
08/25/09	Office/Clerical	CSR	4	0	Agency
03/17/09	Office/Clerical	AP Specialist	5	1	Agency
12/12/08	Officials/Managers	Controller	9	1	Agency