

PUBLIC FILE REPORT
October 1, 2007 through September 30, 2008

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1. The following is a list of the vacancies filled by Bright House Networks, Bakersfield Division, from October 1, 2007 through September 30, 2008, identified by job title, department and requisition number.

JOB TITLE	DEPT.	REQUISITION #
PM Technician	Engineering	10035
Safety Coordinator	Human Resources	10045
IT Support Specialist	IT	10112
Technical Services Supervisor	HSD	10156
Admin. Asst.	Marketing	10171
Tier III Foreman	HSD	10206
Tier III Technician (3)	HSD	10209
CSR (10)	Customer Service	10223
Field Auditor	Audit	10232
Commercial Sales A/E	Business Solutions	10236
Retention Tech	Audit	10243
Warehouse Lead	Warehouse	10244
Service Technician (3)	Engineering	10245
Installer (12)	Installation	10250
Service Technician	Engineering	10286
Sales Rep. (4)	Marketing	10287
Collections Supervisor	Collections	10303
Installer (5)	Installation	10309
CSR (3)	Customer Service	10310
Technical Service Coordinator	Business Solutions	10339
Accounting Supervisor	Finance	12451
Dispatcher	Engineering	12459
Customer Service/Sales Trainer	Marketing	12576
Installer	Installation	12598
CSR (6)	Customer Service	12599
Commercial Sales A/E	Business Solutions	12600
Division Trainer	Human Resources	12626
Customer Service Specialist	HSD	12631
Warehouse Worker	Warehouse Worker	12761
Sales Asst.	Ad Sales	12787
Field Collector	Collections	12884
Purchase Authorization Clerk	Engineering	12885
Marketing Coordinator	Marketing	12890
Traffic Coordinator	Ad Sales	12955
Admin. Asst.	Engineering	12961
Web Specialist	IT	10395
Billing Coordinator	Finance	10396
Service Technician (5)	Engineering	10399
Installer (7)	Installation	10409
IT Engineer	Engineering	10410
Customer Service Specialist	HSD	10479

PUBLIC FILE REPORT

October 1, 2007 through October 1, 2008

Page 2

Vacancies, cont'd...

Traffic Coordinator	Ad Sales	10583
CSR (3)	Customer Service	10606
Sales Rep.	Marketing	10607
Installer (9)	Installation	10608
Dispatcher	Engineering	10900
Order Entry Rep.	Business Solutions	10979
Business Phone Engineer	Installation	10981
Construction Technician	Construction	10983
Distribution Technician (2)	Engineering	11043
Tier III Technician (2)	HSD	11092
Service Technician	Engineering	11107
Customer Service Foreman	Customer Service	11157

TOTAL: 116

2. a.) The following is a list of recruitment sources used to fill each vacancy identified in number 1 above:

Local Website - www.bakersfield.mybighthouse.com

The local website is hosted by OpenHire and allows us to post internal openings for all Bright House Networks Divisions, as well as allows us to post external openings for job seekers.

Career Builder – A job search engine similar to Monster which allows the job seeker to search by job title and/or location.

**Bakersfield Californian
1707 Eye Street
Bakersfield, CA 93301
Contact: Linda Petrie, (661)395-7305**

**Career Services Center
5121 Stockdale Highway
Bakersfield, CA 93309
Contact: Andrea Caldwell, (661)336-6723**

**Kern County Veterans Employment Committee
North of the River Veterans Center
400 West Norris Rd.
Bakersfield, CA 93308**

PUBLIC FILE REPORT

October 1, 2007 through October 1, 2008

Page 3

Recruitment sources, cont'd...

Goodwill Industries
1731 Chester Avenue
Bakersfield, CA 93389
(661)837-0595

Participation in job fairs sponsored by Bright House Networks, Taft Community College, local high schools, the Kern County Veteran's Employment Committee, as well as the Bakersfield California annual job fair which attracts over 4,000 job seekers.

Employment Agencies: Carlsen Resources, Apple I, Act 1, Creative Financial Services, Accountemps

Cal Jobs - www.cajobs.ca.gov which is hosted by the local State Employment Development Department.

Mexican American Opportunity Foundation
www.maof.org/bakersfi.htm

National Association of Minorities in Cable - www.namic.com

Women in Cable Television - www.wict.org

Cable Television Advertising Bureau - www.cabletvadbureau.com

Society of Cable Telecommunications Engineers- www.broadbandcareers.com (trade publications post openings to this website)

Society for Human Resources (SHRM) job postings – www.shrm.org

Student Union at Bakersfield College
www.bc.cc.ca.us/employee/jobs/

Placement Center at Cal State University, Bakersfield
www.csub.edu/cgi-bin/swish-E/swich.pl

2. b.) The following is a list of the recruitment sources, if any, who requested notification of vacancies:

Career Services Center
5121 Stockdale Highway
Bakersfield, CA 93309
Contact: Andrea Caldwell
(661) 336-6723

PUBLIC FILE REPORT

October 1, 2007 through October 1, 2008

Page 4

Recruitment sources who requested notification of vacancies, cont...

The Career Services Center is a "one-stop" job resource as defined by the Workforce Investment Board for Kern, Mono, and Inyo Counties. Job training is offered through Federal JTPA funding as well as through funds secured from state, county and grant initiatives. Through contracts with various government and non-profit agencies, they provide job search assistance and job leads to various agencies such as: Bakersfield Adult School, Bakersfield College, Department of Human Services, Department of Rehabilitation, Employment Development Department, Employer's Training Resource, Kern High School District, Mexican American Opportunity Foundation, Goodwill Industries, Taft College, On Track Employment Services, and Veteran's Employment Committee.

As an additional incentive to employers, some candidates are eligible for tax credit and/or partial reimbursement of earnings during training.

*National Training Institute, Inc.
200 China Grade Loop
Bakersfield, CA 93308
(661) 393-1425*

The National Training Institute, Inc. is a vocational rehabilitation facility and also works with Career Services Center.

*Goodwill Industries
Vocational Training Center
1731 Chester Avenue
Bakersfield, CA 93389*

Goodwill Industries, in conjunction with the Department of Human Services assists individuals with barriers to employment and advancement. They provide opportunities for skills development and jobs. Goodwill Industries has partnered with Bright House Networks to offer on-site call center training and has received the Goodwill Industries International 2007 Workplace Skills Award.

*Marine For Life
Hometown Link Bakersfield
WWW.m4l.usmc.mil
Bakersfield@m4l.usmc.mil*

Marine for life is an organization that provides transitioning assistance to Marines who honorably leave active service and return to civilian life.

PUBLIC FILE REPORT

October 1, 2007 through October 1, 2008

Page 5

3. The following is a list of recruitment sources that referred any employees that were hired since October 1, 2007 through September 30, 2008:

Internal Job Posting

Newspaper Advertisement (Bakersfield Californian)

Job Fairs

Employment Agency (Act I, Accountemps)

Headhunter –Carlson Resources

BHN Local Website (OpenHire)

Career Services Center

Society of Cable Telecommunications Engineers (Which is host to NAMIC and WICT)

4. a.) The total number of persons that were interviewed for full-time vacancies since October 1, 2007: 361

b.) Of those persons interviewed, the following is each recruitment source utilized in connection with the vacancies that existed since October 1, 2007.

Internal Job Postings

Newspaper Advertisements (Bakersfield Californian)

Job Fair

Employment Agency (Act 1, Accountemps)

Headhunter (Carlson Resources)

BHN Local Website - OpenHire

Career Services Center

Cal Jobs

5. The following are the longer-term recruitment initiatives engaged in by our Division:

The Division Human Resources Department has participated in two community job fairs; one sponsored by the Bakersfield Californian, which is advertised throughout the county and boasts attendance of over 4,000 job seekers. The other is sponsored by the Veteran's Affairs Administration and again is widely advertised and has attendance as high as 1,000. These were attended by both the Division Director of Human Resources and the Division Recruiter, both who have responsibility for hiring decisions.

The Division Human Resources Department has hosted bi-monthly job fairs at the Career Services Center and additional job fairs at the Double Tree Conference Center during evening and weekend hours.

Participation in Career Day at Bakersfield and Taft Community Colleges.

PUBLIC FILE REPORT

October 1, 2007 through October 1, 2008

Page 6

Long Term Recruiting Initiatives, cont'd...

Management positions are listed with NAMIC (National Association of Minorities in Cable) and with WICT (Women in Cable Television) for posting to their website. We're also members of both organizations and attend conferences as well.

We have an intern agreement with Cal State University, Bakersfield for students seeking work experience and this past summer, their Student Body President worked as a marketing assistant.

For all hiring managers and supervisors, we provide ongoing training regarding equal employment opportunity and prevention of all types of discrimination. In addition they are informed of our AAP goals and progress, and of our continued outreach efforts.

For each position posted, we review the job description to ensure accuracy.

We Provide scholarships for The Hispanic Excellence Scholarship Fund at California State University, Bakersfield in order to increase access to college for academically excellent, economically needy Hispanic students.

We have an in-house training program open to all technical staff that allows them to acquire additional skills to qualify for promotions to higher-level positions. The training courses are offered through NCTI.

We have a generous education reimbursement program open to all employees.

We have a Scholarship program open to the children of Bright House Networks employees.

Each year, our management team participates in "Principals Day" at local high schools to talk about careers at Bright House Networks.

The Human Resources Director is on the Board of Directors for Options Unlimited, a women's organization which hosts an annual women's conference to provide career guidance, counseling and mentoring programs for women.

Bright House Networks, in conjunction with Goodwill Industries, has developed a Call Center Pilot Program. Since specific call center training is not available in our community, many welfare to work or rehabilitation clients that receive office skills training at other agencies do not have a realistic opportunity to become employed in one of Kern County's largest and most rapidly growing industries. Since Goodwill Industries prefers to focus its workforce development programs on community and employer needs that are not being adequately addressed by other agencies in the community, Bright House Networks has customized the training so that graduates from the program would be available for Bright House Networks, or other companies in the community.

PUBLIC FILE REPORT
October 1, 2007 through October 1, 2008
Page 7
Long Term Recruiting Initiatives, cont'd...

During the summer of 2008, employed a student intern from the Emma Bowen Foundation. As part of our commitment to the Emma Bowen Foundation, our intern will work during the summer months while attending college, for a period of four years. The intern will receive matching funds from Bright House Networks to be used to further his/her education.

Our Human Resources Director serves on the Workforce Investment Board. The Workforce Investment Board is an advisory board to the Board of Supervisors of Kern County and makes recommendations to the Supervisors to request funds for training to benefit Kern County residents in need of vocational and/or rehabilitative training.

Our VP of Marketing is on the Board of Directors for the National Association of Minorities in Cable (NAMIC).

Our Corporate Director of Human Resources attends the annual NAMIC Diversity Job Fair in Washington, DC to recruit for openings at all divisions.

Our VP of Finance is on the Board of Directors for Junior Achievement which is committed to offering educational opportunities to the youth in our community.

Our Director of Marketing is a Board Member for Girls Scouts, Joshua Council to provide leadership and guidance to young women.

In August 2008, we have an intern from the Advance Newhouse Leadership Institute who will remain with us for a year and will rotate through all departments to gain experience in our industry.

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EXHIBIT A

COMMUNITY INFORMATION – System Communities Comprising Local Employment Unit

ID#	Community Name	Location	Type
CA0296	Arvin	Kern County	Incorporated City
CA0143	Bakersfield	Kern Country	Incorporated City
CA0144	Delano	Kern County	Incorporated City
CA0145	McFarland	Kern County	Incorporated City
CA0146	Shafter	Kern County	Incorporated City
CA0147	Wasco	Kern County	Incorporated City
CA0297	Lamont	Kern County	Incorporated City
CA0298	Tehachapi	Kern County	Incorporated City
CA0509	Kern	Kern County	Unincorporated County Area
CA0501	Taft	Kern County	Unincorporated City
CA0551	Maricopa	Kern County	Unincorporated City
CA1131	Buttonwillow	Kern County	Unincorporated County Area
CA0127	Avenal	Kings County	Unincorporated County Area