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EEO Public File Report for Bee Line, Inc.

Pursuant to 47 CFR Section 76.1702(b)

September 2020

76.1702(b)(1)&(2):

76.1702(b)(3): Contact Information for referral sources

EEO Public File Report
 Bee Line Cable Inc
 October 1, 2019 – September 30, 2020
 Full Time Positions Filled

Full Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy	Number Interviewed	Number Hired
1	Cable Tech	10/1/2019		SCTE (Society of Cable Telecommunications Engineers)	0	0*
				www.indeed.com	0	0
				Office Walk ins	0	0
				www.getbeeline.com	0	0
2	Customer Service	7/10/2020	7/22/2020	Maine Job Bank	0	0
				Office Walk ins	1	1
				www.getbeeline.com	0	0
				www.indeed.com	2	0
				Central Maine Newspaper	0	0
3	Customer Service			Maine Job Bank	0	0
				Office Walk ins	0	0
				www.getbeeline.com	0	0
				www.indeed.com	1	1

***The system is currently looking to hire a cable technician. Search remains ongoing as of the filing of this form.**

2019-2020 Recruitment Initiatives

Pursuant to Section 76.75(b)(2) of the Commission’s Rules

Bee Line Cable

Introduction

Bee Line currently has 22 full time employees at the employment unit. Bee Line’s headquarters, from which all cable operations are run, is located in Madison, Maine, population 4,855 (2010 Census), in Somerset County, population 52,228 (2010 Census). Madison is located outside of any MSA or market with a population of greater than 250,000. Bee Line, therefore, is a “smaller cable system” within the meaning of Section 76.75(b)(2).

Activities pursuant to Section 76.75(b)(2)(viii).

Bee Line has focused on training existing staff to allow them to gain additional skills for future advancement, and to better train management on issues related to employee relations. Between October 2019 and September 2020, the Unit provided the following training opportunities to its employees and outside contract staff from outside experts.

Date	Training Opportunity	Available To
10/19 – 9/20	Society of Cable Telecommunications Engineers (SCTE) online technical courses throughout the year. Bee Line pays for all courses passed.	Technicians

Activities pursuant to Section 76.75(b)(2)(xvi).

Bee Line continues to have a strong relationship with Kennebec Valley Community College (KVCC). We work with the KVCC Placement Office to match graduates with job openings at Bee Line identifying positions consistent with graduates’ academic and career goals. Bee Line is also an active member of the Chambers of Commerce in Skowhegan and Farmington.

Recruitment during the COVID-19 pandemic has been challenging. Many traditional industry activities and networking opportunities which provide us with the ability to meet potential new employees, have all but been shut down for at least the last six months. Bee Line is exploring new avenues for recruitment in a post-pandemic world that will help us hire and retain the most diverse staff possible.