



EEO Public File Report for Bee Line, Inc.

Pursuant to 47 CFR Section 76.1702(b)

SEPTEMBER 2016

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

**EEO Public File Report
Bee Line, Inc.
October 1, 2015-September 30, 2016
Full Time Positions Filled**

Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy	Number Interviewed	Number Hired
Cable Tech	11/2/2015		Maine Job Bank	0	0
			Morning Sentinel	0	0
			Lewiston Sun Journal	0	0
			Office Walk ins	0	0
			www.getbeeline.com	0	0
			Portland Press Herald	0	0
		4/11/2016	Rehire	0	1

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

Source	Address	City	State	Postal Code
Bangor Daily Newspaper	PO Box 1329	Bangor	ME	04402
Central Maine Newspaper	31 Front St	Waterville	ME	04901
Maine Job Bank	Submit Online	www.mainecareercenter.com		
SCTE (Society of Cable Telecommunications Engineers)	140 Phillips Rd	Exton	PA	19341
Sun Journal	PO Box 4400	Lewiston	ME	04243
The Franklin Journal	PO Box 4400	Lewiston	ME	04243

2016 Recruitment Initiatives

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

Bee Line Cable

Introduction

Bee Line currently has 24 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 2015 and September 2016, the Unit provided the following training opportunities to its employees and outside contract staff from outside experts.

Date	Training Opportunity	Available To
10/15 – 9/16	Society of Cable Telecommunications Engineers (SCTE) online technical courses throughout the year. Bee Line pays for all courses passed.	Technicians
10/13-10/16/15	Society of Cable Telecommunications Engineers (SCTE), annual conference, New Orleans, LA	One Technician chosen to attend and shadow GM and Chief Engineer George Allen

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