

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read <u>INSTRUCTIONS</u> Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. -

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 CARSON COMMUNICATIONS LLC

MSO Name:
 RAINBOW TELECOMMUNICATIONS ASSOCIATION

B. Employment Unit's Mailing Address
 608 MAIN
 PO BOX 147

City EVEREST	State KS	Zip Code 66424-0147
-----------------	-------------	------------------------

FCC Registration Number:

Emp. Unit ID # 10363

Application Purpose
 New Program Report
 Amendment to Program Report

Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
 EVEREST, KS

D. Category of Respondent (check applicable box)

- Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
- Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) AUGUST 1-AUGUST 31, 2010

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type

Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

Exhibit 1...

Validate
Save
Edit FRN
Menu

CARSON COMMUNICATIONS, L.L.C.

FEDERAL COMMUNICATIONS COMMISSION

8-19-2010

System Name	Community	Physical
<u>Current Systems Served</u>	<u>Unit ID</u>	<u>System ID</u>
EFFINGHAM	KS 0369	009707
EVEREST	KS 0565	003580
HORTON	KS0202	003580
ROBINSON	KS0573	003580
WETMORE	KS0388	009708
ELWOOD	KS0346	008759
FAIRVIEW	KS0579	016767
HIAWATHA	KS0024	003580
HIGHLAND	KS0347	003580
MUSCOTAH	KS0598	016770
TROY	KS0199	001139
WATHENA	KS0353	003580
WHITING	KS0590	016776
SABETHA	KS0161	008028
SENECA	KS0076	006987

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation.

Exhibit 2

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.

Exhibit 3

Validate

Save

Clear

Menu

CDBS - Exhibit 3

Description: ADVISORY BOARD MEMBER

OUR DIRECTOR OF ADMINISTRATION SITS ON THE ADVISORY BOARD AT
NORTHEAST KANSAS TECHNICAL CENTER OF HIGHLAND COMMUNITY COLLEGE.
ENCLOSED IS AN EXAMPLE OF THEIR AGENDA.

[Exhibit/Attachment Help](#)

**NORTHEAST KANSAS TECHNICAL CENTER
of Highland Community College
ADVISORY BOARD MEETING AGENDA**

DINNER immediately following the meeting

- I. Call the Meeting to Order 5:00 PM
- II. Review the Program
 - Program offered by the institution is congruent with the mission of the institution and the occupational needs of the people served by the institution.
"The Northeast Kansas Technical Center is committed to offering quality technical and academic courses that prepare individuals to achieve their educational goals for employment and advancement in technical careers."
- III. Review Overall Program Objective/Goal
- IV. Review Individual Course Objectives and Competencies
- V. Program Evaluation by a minimum of 3 potential employers
 - a. Complete Employer Verification Form
 - b. Review Admission Requirements (Work Keys Scores)
 - c. Courses Offered
 - d. Program Length
 - e. Method for Testing Competencies
 - f. Instructional Materials Used
 - g. Equipment Used
 - h. Level of Skills and/or Proficiency Required for Program Completion
 - i. Appropriateness of Delivery Mode for the Program
 - j. Tuition for Program Verses Entry Level Earnings Potential
- VI. Strategic Goals for Program
 - a. Review Capital outlay
- VII. Recommendations
- VIII. Meeting Adjourned at

Carson Communications LLC Employment Recruits

Unit 10363

2010

Date	FT/PT	Position	Advertising**	Applicants	Interviews	Results	Recruitment	Referral
10/1/2009	FT	Business Solutions Tech	Internal & Previous Resumes	15	3	1 hire	*	14
3/12/2010	FT	Technical Support Tech	Referral # 3, 4, 6, 7, 8, 11, 12	27	4	1 hire	Advertising sources & previous applicants	4
3/12/2010	FT	Technical Support Tech	Referral # 3, 4, 6, 7, 8, 11, 13	27	4	1 hire	previous applicants	8
4/12/2010	FT	Local Content Producer	Internal & Previous Resumes	6	1	1 hire	Applicants relative	14
6/7/2010	FT	Technical Support Tech	1,3,4,7	15	5	1 hire	previous applicants	14
9/13/2010	FT	Technician	14	3	1	1 hire	previous applicants	14
9/21/2009	FT	Customer Service	2,3,7,8,	32	6	2 hires	Advertising sources	3,8
9/8/2009	FT	Technical Support Tech	1,2,3,4,7,8,11,12	27	5	2 hires	Advertising sources & previous applicants	14
Total					29			

All applications are reviewed based on skills required for open positions

All applications received are kept on file for one year from date of receipt at main office located at 608 Main St., Everest, KS 66424

* Information Unavailable

** Advertising sources-Referral

Referrals

- | | | | |
|----------------------------------|-------------------------------|----------------|--------------|
| 1 Atchison Daily Globe | 1015 Main, Atchison, KS | Marlyn | 913-367-0583 |
| 2 Kansas Chief | 113 South Main St. Troy, KS | Dara Foley | 785-985-2456 |
| 3 Hiawatha World | 607 Utah, Hiawatha, KS | Joni Fischer | 785-742-2111 |
| 4 Horton Headlight/Everest World | 1136 W 8th, Horton, KS | Linda Woods | 785-486-2512 |
| 5 Wathena Times | 317 St. Joseph, Wathena, KS | Dara Foley | 785-989-4415 |
| 6 NEK Tech College | 1501 West Riley, Atchison, KS | Jerard Eddi | 913-367-6204 |
| 7 Sabetha Herald | 1024 Main, Sabetha, KS | Phyllis Jones | 785-284-3300 |
| 8 The Courier Tribune | 512 Main, Seneca, KS | Dan Diehl | 785-336-2175 |
| 9 Saint Joe News Press | 825 Edmond St, St. Joe, MO | Brook Sherrill | 816-271-8666 |

- 10 NW KS Tech College
- 11 Holton Recorder
- 12 Falls City Journal
- 13 Internal Sources
- 14 Previous applicant

1209 Harrison St., Goodland, KS
North US Hwy 75, Holton, KS
1810 Harlan St. Falls City, NE
Personal References

Kim Cole
Alan Bowser
Bill Schock

785-890-3641
785-364-3141
402-245-2431

Call back to applicants

SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed <i>James Lednický</i>	Title GENERAL MANAGER
Date 9/21/2010	Name of Respondent JAMES LEDNICKY
Telephone No. (include area code) 7855487511	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Menu