

EEO Public File Report
Ritter Communications Holdings
October 1, 2019 – September 30, 2020
Full-Time Positions Filled

Requisition Number	Position Title	Number of Openings	Date Posted	Recruiting Sources	Number of Interviewees	Hires by Recruiting Source	Date Hired
19-0070	Market Sales Rep	1	08/26/2019	Ritter Comm Careers Page	2	1	10/1/2019
				Indeed	1	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Jonesboro Jobs.com	0	0	
19-0072	Customer Service Rep	2	09/16/2019	Ritter Comm Careers Page	1	1	10/04/2019
				Indeed	3	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Jonesboro Jobs.com	0	0	
19-0074	Install & Repair Technician	1	09/16/2019	Ritter Comm Careers Page	2	1	12/18/2019
				Indeed	1	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Jonesboro Jobs.com	0	0	

Requisition Number	Position Title	Number of Openings	Date Posted	Recruiting Sources	Number of Interviewees	Hires by Recruiting Source	Date Hired
19-0076	Install & Repair Technician	1	09/16/2019	Ritter Comm Careers Page	2	1	10/29/2019
				Indeed	1	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Jonesboro Jobs.com	0	0	
CONST01045	Construction Technician	1	07/21/2020	Ritter Comm Careers Page	2	1	08/18/2020
				Indeed	0	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Jonesboro Jobs.com	0	0	
				Facebook	0	0	
CUSTO01026	Customer Service Rep	1	06/22/2020	Ritter Comm Careers Page	2	0	07/21/2020
				Indeed	2	1	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	

Requisition Number	Position Title	Number of Openings	Date Posted	Recruiting Sources	Number of Interviewees	Hires by Recruiting Source	Date Hired
CUSTO01585	Customer Service Rep	1	11/22/2019	Ritter Comm Careers Page	2	1	02/04/2020
				Indeed	5	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
CUSTO01616	Customer Service Rep	1	02/21/2020	Ritter Comm Careers Page	2	1	03/17/2020
				Indeed	0	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
FIBER01020	Fiber Splicer	1	05/06/2020	Ritter Comm Careers Page	1	0	06/09/2020
				Indeed	4	1	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Jonesboro Jobs.com	0	0	
				Facebook	0	0	

Requisition Number	Position Title	Number of Openings	Date Posted	Recruiting Sources	Number of Interviewees	Hires by Recruiting Source	Date Hired
HELPD01041	Help Desk Technician	1	07/14/2020	Ritter Comm Careers Page	2	0	07/29/2020
				Indeed	4	1	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Facebook	0	0	
HELPD01594	Help Desk Technician	1	12/2/2019	Ritter Comm Careers Page	6	1	01/21/2020
				Indeed	4	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
HELPD01603	Help Desk Technician	1	01/16/2020	Ritter Comm Careers Page	1	1	01/21/2020
				Indeed	0	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	

Requisition Number	Position Title	Number of Openings	Date Posted	Recruiting Sources	Number of Interviewees	Hires by Recruiting Source	Date Hired
INSTA01583	Install & Repair Technician	1	11/23/2019	Ritter Comm Careers Page	1	1	01/07/2020
				Indeed	0	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Jonesboro Jobs.com	0	0	
INSTA01601	Install & Repair Technician	2	01/02/2020	Ritter Comm Careers Page	2	1	02/04/2020
				Indeed	0	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Jonesboro Jobs.com	0	0	
INSTA01605	Install & Repair Technician	1	02/06/2020	Ritter Comm Careers Page	1	1	02/18/2020
				Indeed	0	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Jonesboro Jobs.com	0	0	

Requisition Number	Position Title	Number of Openings	Date Posted	Recruiting Sources	Number of Interviewees	Hires by Recruiting Source	Date Hired
MARKE01584	Market Sales Representative Rep	1	11/23/2019	Ritter Comm Careers Page	4	1	01/15/2020
				Indeed	4	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Jonesboro Jobs.com	0	0	
MARKE01600	Market Sales Representative	1	12/30/2019	Ritter Comm Careers Page	0	0	03/17/2020
				Indeed	1	1	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	
				Jonesboro Jobs.com	0	0	
TECHN01049	Technical Support Representative	1	08/05/2020	Ritter Comm Careers Page	2	1	09/15/2020
				Indeed	0	0	
				CareerBuilder	0	0	
				Arkansas Department of Workforce	0	0	

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Recruitment Sources

Recruitment Source	Contact Info	Entitled to Notification
Arkansas Department of Workforce Services	2311 E. Nettleton Ave Jonesboro, AR 72401 Clint.Henderson@arkansas.gov	N
Arkansas Rehabilitation Services	Three Capitol Mall Little Rock, AR 72201	N
ADWS Veterans Employment	2311 E. Nettleton Jonesboro, AR 72401 Hershel.Jones@arkansas.gov	N
Arkansas Department of Career Education	2920 Longview Dr Jonesboro, AR 72401	N
Goodwill Industries of Arkansas	1515 S. Caraway Rd Jonesboro, AR 72401 gwells@goodwillar.org	N
El Centro Hispano	211 Vandayne St. Jonesboro, AR 72401	N
North Arkansas College	1515 Pioneer Drive Harrison, AR 72601	N
Harrison Chamber of Commerce	621 E. Rush Avenue Harrison, AR 72601	N
Ritter Communications Careers Page	www.rittercommunications.com/careers	N
Indeed	www.indeed.com	N
CareerBuilder	www.careerbuilder.com	N
Facebook	www.facebook.com/RitterCommunications	N
My Jonesboro Jobs	www.myjonesborojobs.com	N
Arkansas Business	www.arkansasbusiness.com	N
ZipRecruiter	www.ziprecruiter.com	N
Handshake	www.handshake.com	N
Hire AState	www.hireastate.com	N

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Recruitment Initiatives**

Outreach Initiatives 10/1/2019 - 9/31/2020	Date	Ritter Personnel Involved	Description
Hot Springs Chamber of Commerce Business & Employment Expo	10/17/2019	Sarah Ware	Ritter Communications participated in the Hot Springs Chamber of Commerce Business & Employment Expo, which provided individuals with the opportunity to visit with talent acquisition representatives to discuss careers in the multichannel video programming industry.
Brookland High School Career Fair	03/06/2020	Sarah Ware	Ritter Communications visited with high school students to share information regarding career opportunities in the telecommunications industry.
Arkansas State University Career Fair	03/11/2020	Sarah Ware	Ritter Communications visited with students in all majors to discuss current and future opportunities in the multichannel video programming industry.
North Arkansas Career Fair	03/12/2020	Sarah Ware	Ritter Communications visited with students in all majors to discuss current and future opportunities in the multichannel video programming industry.
Training Program for Unit Personnel	Ongoing	All Employees	Ritter Communications offers employees access to training opportunities via Fred Pryor + memberships and the Docebo Learning Management System. Both resources offer a wide variety of training materials that support continuous learning and career growth.
Mentorship Program	Ongoing	Directors, Managers, and Supervisors	Ritter Communications conducts a mentorship program in partnership with The UTECH Group in order to assist employees with professional growth opportunities.