

EEO Public File Report
Millington CATV/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
CUSTO01599	Customer Service Representative	1	12/30/2019	Ritter Comm Careers Page	3	0	2/18/2020
				Indeed	8	1	
				CareerBuilder	0	0	
				Goodwill	0	0	
				Memphis Urban League	0	0	
				Tipton County Veterans Services	0	0	
				Millington Chamber of Commerce	0	0	
CONST01613	Construction Technician	1	2/14/2020	Ritter Comm Careers Page	1	1	7/29/2020
				Indeed	0	0	
				CareerBuilder	0	0	
				Goodwill	0	0	
				Memphis Urban League	0	0	
				Tipton County Veterans Services	0	0	
				Millington Chamber of Commerce	0	0	
CONST01036	Construction Technician	1	7/21/2020	Ritter Comm Careers Page	1	0	9/29/2020
				Indeed	2	1	
				CareerBuilder	0	0	
				Goodwill	0	0	
				Memphis Urban League	0	0	
				Tipton County Veterans Services	0	0	
				Millington Chamber of Commerce	0	0	

Requisition Number	Position Title	Number of Openings	Date Posted	Recruiting Sources	Number of Interviewees	Hires by Recruiting Source	Date Hired
INSTA01039	Install & Repair Technician	1	7/21/2020	Ritter Comm Careers Page	2	1	9/23/2020
				Indeed	2	0	
				CareerBuilder	1	0	
				Goodwill	0	0	
				Memphis Urban League	0	0	
				Tipton County Veterans Services	0	0	
				Millington Chamber of Commerce	0	0	
INSTA01072	Install & Repair Technician	1	9/22/2020	Ritter Comm Careers Page	1	1	9/29/2020
				Indeed	1	0	
				CareerBuilder	0	0	
				Goodwill	0	0	
				Memphis Urban League	0	0	
				Tipton County Veterans Services	0	0	
				Millington Chamber of Commerce	0	0	
				Facebook	1	0	

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Recruitment Sources

Recruitment Source	Contact Info	Entitled to Notification
Goodwill	3830 Austin Peay Hwy Memphis, TN 38128	N
Memphis Urban League	413 N. Cleveland Memphis, TN 38104	N
Tipton County Veterans Services	1286 Munford Avenue Munford, TN 38058	N
Millington Chamber of Commerce	7965 Veterans Parkway Millington, TN 38053	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

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Recruitment Initiatives

Outreach Initiatives 10/1/2019 - 9/31/2020	Date	Ritter Personnel Involved	Description
Training Program for Unit Personnel	11/5/2019 & 11/20/2019	Field Technicians	Ritter Communications conducted training via Multilink and AFL that provided installation and maintenance employees with the opportunity to improve their skills and knowledge in the areas of fiber splicing, quick connectors, OTDR, and fiber drop solutions. This training assists with ensuring growth opportunities for employees 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.
Scholarship Program	1/30/2020	Susan Christian, Clay Lavelle	Ritter Communications donated \$20,000.00 to support the Bridges mission of providing students with transformative learning experiences that prepare them for careers in industries such as multichannel video programming communications.