

**EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

**FOR**

**Federal Communications Commission  
47 CFR Part 76**

**Qwest Broadband Services Inc.  
Denver County, Colorado  
Headquarters  
Unit Number: 0431**

**EEO Public File Report:**

**Period Covered by Report: October 1, 2010 to September 30, 2011**

**Revised and Updated Annually**

## TABLE OF CONTENTS

	<b>Equal Employment Opportunity Statement.....</b>	<b>3</b>
<b>Section I.</b>	Preliminary Statement .....	4
<b>Section II.</b>	Listings of all full-time job vacancies filled by the Unit (0431) by job title .....	5
<b>Section III.</b>	For each full time job vacancy, the recruitment source, identified by name, address, and contact person and telephone number .....	6
<b>Section IV.</b>	Documentation which demonstrates compliance with the two long-term recruitment requirements.....	16

## EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

### *QWEST EQUAL EMPLOYMENT OPPORTUNITY*

Qwest Broadband Services Inc., is dedicated to equal employment opportunity. We provide equal employment opportunities to all individuals based on job-related qualifications and ability to perform a job, without regard to age, sex, race, color, religion, sexual orientation, national origin, veteran status, or disability. It is our policy to maintain a non-discriminatory environment free from intimidation, harassment or bias.

## **Section I: PRELIMINARY STATEMENT**

Qwest has prepared this equal employment opportunity program as a reaffirmation of its commitment to equal employment opportunity. In preparation for this plan, the terminology used in the Federal Communications Commission 47 CFR Part 76, rules and regulations has been used as a guide.

In developing and implementing this plan, Qwest has been guided by its established policy of providing equal employment opportunity. This program is intended to widely disseminate to the community notices of job vacancies to qualified candidates and community groups involved in assisting job seekers regardless of whether they are a minority or women's group. This plan has been developed in strict reliance upon the rules and regulations issued by the Federal Communications Commission.

As required, Qwest Broadband Services Inc., maintains this report in the unit's public file.

## **Section II: FULL TIME JOB VACANCIES**

There were no full time job vacancies filled externally during the period covered by this report: October 1, 2010 to September 30, 2011.

Please note that this unit, 0431, represents the Company's headquarters. Unit number 10583, Denver/Douglas County encompasses the communities listed in the headquarter's report.

### Section III: RECRUITMENT SOURCES

Qwest forwards copies of regular full time Qwest Choice job openings to the following recruitment sources:

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
1	Arapahoe Community College Career Education Center	Jan McLees	5900 S. Santa Fe Dr. P.O.Box 9002 Littleton, CO 80160	303-797-5996	0
2	Bayaud Industries	Mary Page	333 W. Bayaud Ave. Denver, CO 80223-1801	303-830-6885	0
3	Center for Women's Employment & Education, Inc.	Barb Wallace	1175 Osage St., Ste 300 Denver, CO 80204	303-892-8444	0
4	Community College of Aurora Career Development Center	Rusty White	16000 E. CenterTech Pkwy., STE S202B Aurora, CO 80011	303-340-7552	0
5	Community College of Denver	Felicia Sykes	Campus Box 200 P.O. Box 173363 Denver, CO 80217-3363	303-556-2600	0
6	Department of Veteran Affairs CO Department of Labor & Employment	Lonnie Tobias	Regional office (28), Box 25126 155 Van Gordon Lakewood, CO 80225	303-914-5549	0
7	Discovery: Job Network, Inc.	Karen Leddy	St. Thomas More Center 8035 S. Quebec Centennial, CO 80112	303-220-3384	0
8	Front Range Community College Employment Services	Scoti Burke	3645 W. 112th. Ave., Rm. B-1315 Westminster, CO 80031	303-404-5163	0
9	Job Corps	John Chapman	770 Grant St., Ste 215 Denver, CO 80203	303-831-1525	0
10	Metropolitan State College of Denver	Ron Lujan	Career Services, Campus Box 68 P.O. Box 173362 Denver, CO 80217-3362	303-556-8300	0
11	Mi Casa Resource Center for Women Avenidas Program/ Career Dev. Center	Alice Daly	360 N Acoma St Denver, CO 80223 - 1167	303-539-5597	0
12	NAACP	Menola Upshaw	2823 Farifax St. Denver, CO	303-333-9013	0

**Qwest Equal Employment Opportunity Program, in compliance with Federal Communications Commission 47 CFR Part 76  
Period Covered by Report: October 1, 2010 to September 30, 2011**

			80207		
13	Pikes Peak Workforce Center	Lyle Dickason	2306 E. Pikes Peak Ave. Colorado Springs, CO 80909	719-667-3736	0
14	Red Rocks Community College Student Employment Services	Nancy Carlson	Box 10 13300 W. 6th Ave. Lakewood, CO 80228-1255	303-914-6258	0
15	University of Colorado At Boulder Multicultural Engineering Program (MEP) College of Engineering & Applied Science	David Aragon	Campus Box 422 Boulder, CO 80309-0422	303-492-6606	0
16	University of Colorado at Boulder - Career Services Willard Admin. Center,	Cherie Wilcox	Rm. 27 UCB 133 Boulder, CO 80309-0133	303-492-6541	0
17	Urban League of Metro Denver	Rod Cowherd	5900 E. 39th Ave. Denver, CO 80207	303-388-5861	0
18	Veterans of Foreign Wars	Joe Ciccone	5783 N. Sheridan Arvada, CO 80002	303-465-1759	0
19	Warren Tech	Bev diClementi-Brown	13300 W. 2nd Pl. Lakewood, CO 80228-1256	303-982-8602	0
20	Colorado Dept. of Labor & Employment Mayor's Office of Workforce Development	Scott Williams	1200 Federal Blvd. Denver, CO 80204	720-944-1237	0
21	Job Bank, Society of Women Engineers, Rocky Mountain Section	Nancy Nicholson	582 Lakeshore Park Rd. Boulder, CO 80207	303-896-4147	0
22	Qwest.com	staffing@qwest.com	1801 California Street, 295 Denver, CO 80202	staffing@qwest.com	0
23	Employee Referral	staffing@qwest.com	1801 California Street, 295 Denver, CO 80202	staffing@qwest.com	0
24	Monster.com	Monster.com	Monster.com	Monster.com	0

\* Asterisk denotes recruitment sources which requested job notification announcements. (None)

Recruiting – Qwest attends and hosts many recruiting fairs annually throughout our region, outreaching to the community for individuals who may have an interest in working at Qwest. To recruit a diverse source pool Qwest utilizes radio, job fairs, print advertising, e.g., newspapers, DirectEmployer’s Association who post Qwest’s job advertisements with the appropriate state agencies. Additionally, Qwest posts external job advertisements to more than 100 diversity sites. An applicant may initially find the job advertisement through a diverse site, such as AfricanAmericanJobs.org through CareerBuilder, and then following Qwest’s procedures, the applicant completes a profile through the Qwest.com site. Openings are also made available to existing employees on the Company’s intranet and employees are encouraged to refer their friends and families to the Qwest.com site to apply.

Qwest jobs are posted through DirectEmployers Association as shown in the table below:

**DirectEmployers Association Network Sites**  
**JobCentral.com - National Labor Exchange**

### State Networks

AK.JobCentral.com	AK	NE.JobCentral.com	NE
AL.JobCentral.com	AL	NV.JobCentral.com	NV
AR.JobCentral.com	AR	NH.JobCentral.com	NH
AZ.JobCentral.com	AZ	NJ.JobCentral.com	NJ
CA.JobCentral.com	CA	NM.JobCentral.com	NM
CO.JobCentral.com	CO	NY.JobCentral.com	NY
CT.JobCentral.com	CT	NC.JobCentral.com	NC
DE.JobCentral.com	DE	ND.JobCentral.com	ND
FL.JobCentral.com	FL	OH.JobCentral.com	OH
GA.JobCentral.com	GA	OK.JobCentral.com	OK
HI.JobCentral.com	HI	OR.JobCentral.com	OR
IA.JobCentral.com	IA	PA.JobCentral.com	PA
ID.JobCentral.com	ID	RI.JobCentral.com	RI
IL.JobCentral.com	IL	SC.JobCentral.com	SC
IN.JobCentral.com	IN	SD.JobCentral.com	SD
KS.JobCentral.com	KS	TN.JobCentral.com	TN
KY.JobCentral.com	KY	TX.JobCentral.com	TX
LA.JobCentral.com	LA	UT.JobCentral.com	UT
MA.JobCentral.com	MA	VT.JobCentral.com	VT
MD.JobCentral.com	MD	VA.JobCentral.com	VA
ME.JobCentral.com	ME	WA.JobCentral.com	WA
MI.JobCentral.com	MI	DC.JobCentral.com	Washington,DC.
MN.JobCentral.com	MN	WV.JobCentral.com	WV
MO.JobCentral.com	MO	WI.JobCentral.com	WI
MS.JobCentral.com	MS	WY.JobCentral.com	WY
MT.JobCentral.com	MT		

### Diversity

DiversityWorking.com
America's Job Bank - (opt in)
Dept. of Veterans Affairs - (opt in)
Department of Defense - (opt in)
IMDiversity
OCCMundial
Black Collegian
MultiCultural Womens' Council

### Other

Google	PageBites.com
Google Desktop	Just-posted.com
LinkedIn.com	MySpace
Oodle.com	Juju.com
Lycos Classifieds	SearchJobs.com
TalentPlanet.com	Recruit.net
Jobster	Jobalot
Indeed	Recruiting.com
Indeed Canada	Local.com
SimplyHired.com	SimplyHired 50+
Ryze.com	
Clusty.com	
A9	
Info.com	
About.com	
NetworkWorld.com	
New York Times	
Boston.com	

### Executive

TheLadders
SalesLadder
MkgLadder
FinanceLadder
UpLadder
HRLadder
TechnologyLadder
OpsLadder

LawLadder

Jumpstation.com.au	
Gawker.com	
Snap.com	

The following is a list of newspaper, college, diversity partners, etc., sites available to Qwest Recruiters to link Qwest open jobs through CareerBuilder:



## Diversity Partners

Top of Form  
Bottom of Form

### Univision - <http://www.univision.com>

Univision is the leading Spanish-language media company in the United States. Their powerhouse portfolio includes Television, Radio, Music and Internet offerings that educate, entertain and inform more Hispanics each day than any other media company in the United States. Univision operations include the Univision Network, TeleFutura Network, Galavisión, Univision Radio, Univision Music Group and Univision Online. CareerBuilder will power a co-branded career site for Univision Online which receives 8 million unique visitors per month. In addition, we will power career sites on their 10 local station websites, which include Chicago, Dallas, Fresno, Houston, Los Angeles, Miami, New York, Sacramento, San Antonio and San Francisco. Univision will promote their new online career site through extensive television promotional spots on their local stations and national broadcast as well through permanent links and quick search boxes throughout the UOL website.

### MSN Latino - <http://www.latino.msn.com>

MSN Latino, the Hispanic portal of MSN, is a leading network of Spanish-language sites that responds to the great need for easy-to-use and relevant offerings on the Web in Spanish. With over 14 million unique visitors each month, MSN Latino enables its large and loyal audience of Spanish-speaking consumers in the United States and Latin America to take full advantage of all the benefits the Web has to offer. CareerBuilder.com powers their career channel.

### 1001 Consejos.com - <http://www.1001consejos.com/app/index.php>

1001 Consejos.com represents the new generation of internet portals offered in Spanish. 1001 Consejos.com helps visitors find information on investments, employment, sports, immigration, entertainment and more. CareerBuilder.com powers their career channel.

### 2Young2Retire.com - <http://www.2young2retire.com/>

2Young2Retire.com offers retirement planning and resources, coaching, professional training and more. CareerBuilder.com powers their career channel.

### 55-Alive! - <http://www.55-alive.com/>

55-Alive! provides an online community for people age 55 and up. On this site you will find answers to diverse issues such as health matters, insurance, financial issues, and travel. CareerBuilder.com powers their career channel.

### A Work At Home Mom - <http://www.awahm.biz>

A Work at Home Mom is an online resource for Moms and others wanting to work from home or wanting to add to their current business. Users can browse through direct sales opportunities, businesses for sale, and more! CareerBuilder.com powers their career channel.

**AAUW** - <http://www.aauw.org/>

The mission of AAUW (American Association of University Women) is to advance the equity for women and girls through advocacy, education and research. The Association has about 100,000 members, 1,000 branches and 500 college/university institution partners nationwide. CareerBuilder.com powers their career channel

**African American Times.net** - <http://africanamericantimes.net>

The mission of African American Times.net is to provide the African-American community with information that is of current relevance in the areas of health care, careers, politics, entertainment, religion, family and many other issues. CareerBuilder.com is advertised on their site.

**Africanmag.com** - <http://africanmag.com/>

Africanmag.com is the lifestyle web-zine devoted to bringing the best in African-focused news and entertainment to a hip, urbane and socially conscious audience. CareerBuilder.com powers their career channel.

**AfroGotham.com** - <http://www.afrogotham.com/>

AfroGotham.com is a Black-owned webmagazine featuring original and syndicated articles focusing on the arts, lifestyle, business and social commentaries from a Pan-African perspective. CareerBuilder.com powers their career center.

**After Fifty Living** - <http://www.afterfiftyliving.com/>

After Fifty Living is an online resource for baby boomers. This site offers retirement living information, senior adult resources, social security guidance and more. CareerBuilder.com powers their career channel.

**AgingHipsters.com** - <http://www.aginghipsters.com>

AgingHipsters.com is a Baby Boomer Generation site that provides trends, research, comment and discussion of and by people born from 1946 - 1964. CareerBuilder.com is advertised on this site.

**Alliance of Professional Women** - <http://www.apwcolorado.org/>

For over 20 Years, the Alliance of Professional Women has helped female professionals in Denver, Colorado connect. Through this organization, women are able to share information regarding business opportunities, build professional networks, coordinate volunteer activities within the community and help women around the world. CareerBuilder.com is advertised on this site.

**Baby Boomer Lifeboat** - <http://www.babyboomerlifeboat.com/>

Baby Boomer Lifeboat offers information for Baby Boomers seeking to retire on a fixed income. Visitors will find tips on cutting household expenses, shopping for health insurance, managing your retirement savings and more. CareerBuilder.com powers their career channel.

**BabyBoomer-Magazine** - <http://www.babyboomer-magazine.com/>

BabyBoomer-Magazine is a complete resource magazine for the Baby Boomer generation. Visitors to this site can find information on health, fitness, travel, and more. CareerBuilder.com powers their career channel.

**Black Business Professionals** - <http://www.blackbusinessprofessionals.com/>

BlackBusinessProfessionals.com is a diversity organization dedicated to creating a national network of black business professionals and entrepreneurs. In addition the site seeks to further the career development and educational training of its members. Founded in 2000, the Savannah-based group has a speaker series as well as scholarship programs for aspiring African-American business professionals. Those professionals already established in the business world may find the career resources and consulting opportunities beneficial. CareerBuilder.com powers their career channel.

**Black Edition.com** - <http://www.blackedition.com/>

Black Edition.com is a platform dedicated to recognizing, promoting and informing their audience about websites of interest to Black Americans. CareerBuilder.com is advertised on this site.

**Black Men in America.com** - <http://www.blackmeninamerica.com/>

The goal of Black Men in America.com is to utilize the internet to improve the image of black men from all walks of life and focus on their successes. This site also provides a forum for visitors to read and exchange information on a variety of issues. CareerBuilder.com is advertised on this site.

**Black Wall Street Merchants Association** - <http://blackwallstreet.org/>

The Black Wall Street Merchants Association is a not-for profit enterprise that serves as an advocate for commerce in the African American and culturally diverse community in East Oakland, California. The BWSMA promotes ethics, to preserve economic growth, social and ethnic vitality. Since 1999, BWSMA has served as an effective business and social networking organization in California. CareerBuilder.com is advertised on this site.

**Blue Suit Mom** - <http://www.bluesuitmom.com>

Blue Suit Mom is a site exclusively designed to meet the needs of executive working mothers. This site offers online virtual classes, as well as provides seminars, training sessions to corporations who strive to retain their valuable female executives who also happen to be mothers. CareerBuilder.com powers their career channel.

**Boomernet** - <http://www.boomernet.com/pn/index.php>

Boomernet offers a collection of ideas and services to benefit Boomers everywhere. This site features information on past events, current news and thoughts for the future. CareerBuilder.com powers their career channel.

**CCNBMBAA.org** - <http://www.ccnmbaa.org/>

The Chicago Chapter of the National Black MBA Association is a non-profit 501(c)3 professional organization that leads in the creation of economical and intellectual wealth in the African-American community. The Chicago Chapter is comprised of MBAs, entrepreneurs, business professionals and students. CareerBuilder.com powers their career channel.

**ChicagoPride.com** - <http://www.chicagopride.com>

ChicagoPride is the premiere site on the web for the best eats, nightlife, social calendar and event photos for gays in Chicago. The site offers editorial columns, restaurant advice, a travel guide, and fitness information among other various services. The site also gives weather information, stock updates as well as interviews with various celebrities. CareerBuilder.com powers their career channel.

**Chinatown Connection** - <http://www.chinatownconnection.com>

Our vision is to open up the Asian-Chinese culture and share it with everyone. From delicious, original cooking to shopping for items unique to the Asian culture, we are determined to bring out the best in Chinatown and Asian businesses. By doing so, people can make informed decisions to where to go and spend time and money with the click of a mouse. CareerBuilder.com powers their career channel.

**ChristianCommunityNetworking.com** - <http://www.christiancommunitynetworking.com/>

The mission of ChristianCommunityNetworking.com (CCN) is to provide a community for Christian singles in fellowship, evangelism, business, health and dating. CareerBuilder.com powers their career channel.

**ConsultantMoms.com** - <http://www.consultantmoms.com>

ConsultantMoms.com is designed to assist moms who are interested in working in direct sales and party planning. They offer information on successful selling tips, affordable targeted advertising, party chat rooms, message boards, fundraiser help, and more! CareerBuilder.com powers their career channel.

**Diario La Estrella** - <http://www.diariolaestrella.com>

Diario La Estrella has been serving the Dallas/Fort Worth Hispanic community since 1994 via a mix of home delivery and outside racks. Now, our vision and commitment to the community have grown, with publication five days a week. The new Diario La Estrella offers daily, relevant and useful information, with at least three sections in each issue. Backed by a winning team of journalism professionals from the Fort Worth Star-Telegram and Knight Ridder, Inc. CareerBuilder.com is advertised on this site.

**Direct Sales Moms** - <http://www.directsalesmoms.com>

DirectSalesMoms.com totally focuses on supporting and promoting moms that work from home. We take our business very seriously and in turn have many WAHM's that support us monthly by renewing their advertising. We want your business to grow and to flourish so you can continue to work at home. We want to help moms find a home business they can be productive in and promote that business for you. CareerBuilder.com powers their career channel.

**DiversityBusiness.com** - <http://www.diversitybusiness.com>

DiversityBusiness.com is the nation's primary resource portal for small businesses and large organizational buyers (i.e., Fortune 1000 Companies, Government Agencies and College/Universities). It is a membership-based exchange platform that facilitates contacts and communication, streamlines business processes and provides vital business news and information. CareerBuilder.com powers their career channel.

**DverCITY.com** - <http://www.dvercity.com/dvercity.html>

DverCITY.com caters to diverse cultures and ethnicities world-wide with informative e-magazines that offer current and specialized news, multicultural topics, articles, discussion forums, and more. CareerBuilder.com powers their career channel.

**El Nuevo Herald** - <http://www.miami.com/mld/elnuevo>

Miami, FL. CareerBuilder.com powers their career channel.

**FemaleThiink.com** - <http://www.femalethiink.com>

FemaleThiink is a source for today's woman. Our goal is to enhance and impact the lives of women seeking to find innovative ways to live more productive lives. This is done by providing a platform for women to obtain vital information needed to enhance the woman she is today; and assist in the developmental process of the woman she desires to be. We provide alternative education in areas such as Business, Career Development, Health & Wellness, Finance, Personal Growth, Family and Relationship Development. Our programs are presented in various settings. Whether it is a seminar, lecture, short course, panel or roundtable discussion - FemaleThiink is committed to providing quality information. CareerBuilder.com is advertised on this site.

**Gayapolis** - <http://www.gayapolis.com>

Gayapolis, Inc. provides Internet-based community services to gay, lesbian, bisexual, and transgendered individuals. Founded in 2000, we are an alternative to the larger portal sites available for the community. Our mission is not only to provide the highest level of services to individual visitors, but also to serve as a resource to smaller gay and lesbian owned businesses, by offering lower advertising rates that are more affordable to small businesses, as well as a variety of new business solutions currently in development. CareerBuilder.com powers their career channel.

**Greater Philadelphia Hispanic Chamber of Commerce** - <http://www.philahispanicchamber.org/default.asp>

The mission of the Greater Philadelphia Hispanic Chamber of Commerce is to develop, promote and advocate for Hispanic business in the Greater Philadelphia area while encouraging the advancement and economic growth of the Hispanic community. CareerBuilder.com powers their career channel.

**Immigrant Magazine** - <http://www.immigrantmagazine.com/>

The Immigrant Magazine connects the United States' growing immigrant population to one another. This site offers information on visas, green cards, deportation and other vital immigration news. CareerBuilder.com powers their career channel.

**KoreaDirect.com** - <http://www.koreadirect.com/>

KoreaDirect.com provides resources for the English speaking Korean community. Site visitors will find the latest Korean news, a business and church directory and other information for the Korean community. CareerBuilder.com powers their career channel.

**Memphis Minority Online** - <http://www.memphisminorityonline.com>

This website was designed to bring about positive interaction between communities in the Memphis Metropolitan Area and beyond. Memphis Minority Online's goal is to increase the level of diversity awareness and cultural sensitivity in our nation. We hope to achieve this goal by spotlighting different communities in the Memphis Area and beyond. Memphis Minority Online will promote cultural inclusion and widespread interaction at every opportunity. Memphis Minority Online features a career center, photos, a business directory, events and more. CareerBuilder.com powers their career channel.

**Multicultural Women's Council** - <http://www.multiculturalwomenscouncil.org/home.php>

The Multicultural Women's Council is a non-profit organization headquartered in Texas. It was created to serve as an inclusive resource and networking organization committed to bridging the divide amongst women of different racial, cultural and ethnic backgrounds, impacting social change and improving the lives of women around the world. CareerBuilder.com powers their career channel.

**MyBrotha.com** - <http://www.mybrotha.com>

The goal of MyBrotha.com is to provide education, information, and entertainment resources to black men and black communities. Among other things, MyBrotha.com offers information on health/fitness, entertainment, relationships, business and more. CareerBuilder.com powers their career channel.

**National Association of Professional Women (NAPW)** - <http://www.napw.com/>

The National Association of Professional Women (NAPW) provides a wealth of resources and services to empower women. NAPW provides educational tools, a networking forum, seminars, podcasts, webinars and more. CareerBuilder.com powers their career channel.

**National Black MBA Association - Charlotte** - <http://nbmbaacharlotte.org>

The NBMAA Charlotte Chapter serves the needs of professional people, mainly those of African-American decent and various African-American businesses in the Charlotte, NC community. They address many issues; some of which include managerial skill development, entrepreneurial development opportunities, increase networking opportunities, and ever changing career opportunities. CareerBuilder.com powers their career channel.

**National Organization of Minority Architects** - <http://www.noma.net>

The National Organization of Minority Architects or NOMA fosters communications and fellowship among minority architects. It forms a federation of existing and proposed local minority architectural groups. In addition, it acts as a clearing house for information and maintain a roster on practitioners and promotes the design and development of living, working, and recreational environments of the highest quality along with creating and maintaining relationships with other professionals and technicians whose work affects the physical and social environments.

**N'DIGO** - <http://www.ndigo.com/>

N'DIGO inspires with the keys to success and also helps keep its readers looking and feeling well with great information on health, fitness, fashion, and beauty. N'DIGO (print edition) can be found throughout the Chicagoland area at numerous distribution locations. We have 625,000 readers per week. N'DIGO online averages 250,000 hits per month. CareerBuilder.com powers their career channel.

**News From Indian Country** - <http://www.indiancountrynews.com/>

News From Indian Country (NFIC) supplies national news, pow-wow dates and information on all of Indian Country to all of the world. NFIC contains national, cultural and regional sections plus special interest articles, features, entertainment letters and more. CareerBuilder.com is advertised on this site.

**NewsOnWomen.com** - <http://www.newsonwomen.com/>

NewsOnWomen.com reports the news about women achievers every day. These news posts include promotions, board appointments, honors, awards, job opportunities and more. CareerBuilder.com powers their career channel.

**NYC Up & Out** - <http://www.nycupandout.com/>

NYC Up & Out was designed specifically to provide the GLBT community with a convenient way to receive information about events and activities that are entertaining, useful or relevant to the diversity of the gay community in New York. In addition to event listings, this site also offers a directory of community organizations and government offices. CareerBuilder.com powers their career channel.

**Out Front Colorado** - <http://www.outfrontcolorado.com/>

Out Front Colorado is the newsmagazine and website dedicated to providing news, features, HIV/AIDS news and entertainment to the gay, lesbian, bisexual and transgender community of Colorado and the Rocky Mountain Region. CareerBuilder.com is advertised on this site.

**OutInAmerica** - <http://www.outinamerica.com>

Out in America Cities Network has become the most popular city-based GLBT destination on the internet. With 178 city sites, it reaches an average of seven million households every month in North America and Europe. In the last year, the Out in America Cities Network has increased its membership by over 400%. Ethan Interactive, Inc. is also the parent company of EXP Magazine, recognized as the leader in regional U.S. GLBT publications. The biweekly newsmagazine is available in 40 cities in 13 states and the District of Columbia, and has a monthly print run of between 48,000 and 50,000.

**Phxsoul.com** - <http://www.phxsoul.com/>

Phxsoul.com is the online hotspot for African Americans in Phoenix, AZ. This site provides a local business directory, community groups and organizations and more. CareerBuilder.com is advertised on this site.

**Plus50lifestyles.com** - <http://www.plus50lifestyles.com/>

Plus50lifestyles.com is the fastest growing website for Boomers. Writers, experts, businesses and retirement coaching come together under one umbrella in this website to provide an up-to-date source for relevant information for seniors. CareerBuilder.com powers their career channel.

**Qcitymetro.com** - <http://www.qcitymetro.com/>

Qcitymetro.com is an independent online news source based in Charlotte, N.C. Their mission is to be the leading source of news, opinion and other information relevant to the region's thriving African American Community. CareerBuilder.com powers their career channel.

**REAL** - <http://www.realforme.com/>

REAL, powered by Humana, provides a wealth of information for the Boomer community. Visitors can find information and tips on physical and mental health, work and finances, social relationships and more. CareerBuilder.com powers their career channel.

**RenoBoomers.com** - <http://www.renoboomers.com/>

RenoBoomers.com is an online resource for Baby Boomers living in Reno, NV. This site offers information on government resources, local weather, entertainment and more. CareerBuilder.com powers their career channel.

**RetirementJobs.com** - <http://www.retirementjobs.com/>

RetirementJobs.com's goal is to identify companies most-suited to older workers and match them with active, productive, conscientious, mature adults seeking a job or project that matches their lifestyle, whether seeking to supplement income, a new challenge, a way to get out and meet people, or another reason.

**Retirement-Jobs-Online** - <http://www.retirement-jobs-online.com/>

Retirement-Jobs-Online is the place to find ways to use the Internet to make supplemental retirement income on your own flexible work schedule. This site offers information on part time work, full time employment, retirement planning and more. CareerBuilder.com powers their career channel.

**TallahasseeBlackPages.com** - <http://www.tallahasseeblackpages.com>

TallahasseeBlackPages.com is the online connection to the Tallahassee Black community and surrounding areas. This online directory serves as a conduit for advertising opportunities, business-to-business transactions, networking, access to non-profit organizations; and provide local information to tourists. CareerBuilder.com powers their career channel.

**Terra.com** - <http://terra.com/>

Terra Networks is a global Internet group with a presence in the U.S. and Latin America. The group operates some of the most popular Web sites in the United States, Spain and Latin America, and is the largest access provider in Spain and Latin America. Terra.com is the U.S. Hispanic arm of the Terra Networks group providing portal and value-added services to Spanish speaking users in the U.S. Terra is a leader in the U.S. Hispanic online market according to comScore Media Metrix and Nielsen/NetRatings. CareerBuilder.com is advertised on this site.

**The African News Journal** - <http://www.anjnews.com/home>

The African News Journal is an online news source. This site offers the latest in African and world news and events. CareerBuilder.com powers their career channel.

**The Jack Brewer Foundation** - <http://www.jackbrewerfoundation.org/>

The mission of the Jack Brewer Foundation is to promote diversity and higher education in business, targeting underprivileged youth who exhibit a drive to succeed. They aim to provide these young adults with the resources necessary to achieve their educational and professional goals. CareerBuilder.com powers their career channel.

**The National Black MBA Association, Inc. Washington, D.C. Chapter - <http://www.dcbmbaa.org/home.htm>**

The National Black MBA Association, Inc. Washington, D.C. Chapter is one of the largest and most active chapters. They consist of over 500 African-American professionals and strive to provide a broad range of activities to meet the diverse needs of its membership and the greater Washington community. CareerBuilder.com powers their career channel.

**US Black - <http://www.usblack.com>**

US Black.Com will provide a forum that represents the concerns of most African-Americans in the United States. US Black.Com will provide a critical forum for other ethnic groups and people to learn what it means to be African-American in the United States.

**Webmomz.com - <http://www.webmomz.com/index2.shtml>**

Webmomz.com is an online community for mom entrepreneurs who want to work from home. This site provides information on starting your own business, direct selling and making money selling your own information products online. CareerBuilder.com is advertised on this site.

**Woman Knows - <http://www.womanknows.com>**

Woman Knows is an online resource for women. Topics they cover include home & family, diet & fitness, relationships, beauty, entertainment, careers and more. CareerBuilder.com powers their career channel.

**Women on Business - <http://www.womenonbusiness.com/>**

Women on Business offers a powerful online network for businesswomen. The goal of Women on Business is to broaden the online discussion between today's male and female business thought leaders. CareerBuilder.com powers their career channel.

**Women's Online Magazine - <http://www.womensonlinemagazine.com/>**

Women's Online Magazine is an interactive online platform where women are encouraged to create and share information that other women want to read. Topics cover books, family, fashion, finance, fitness and more. CareerBuilder.com powers their career channel.

**WOWNOW.com - <http://wownow.com/>**

WOWNOW.com is an online source for Atlanta's South Asian community. They provide information on community events, entertainment, local organizations and more. CareerBuilder.com powers their career channel.

**Notice:** Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request Qwest Broadband Services, Inc. to provide them with information about full-time openings at the cable system. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Qwest Corporation, 1801 California Street, Suite 295, Denver, CO 80202 or to [staffing@qwest.com](mailto:staffing@qwest.com).

Qwest Broadband Services, Inc. is an Equal Opportunity Employer.

## Section IV: LONG TERM RECRUITMENT ACTIVITITES

In accordance with FCC 47 CFR Part 76, Qwest Douglas and Sarpy County, Omaha Nebraska, conducted two of the sixteen suggested long-term recruitment activities. Option 5, Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment. Option 14, provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

**1. Option 5:** Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment.

Qwest provided internship opportunities to members of the community. Working with unit personnel, projects were provided to our interns that could assist them in acquiring skills needed for multichannel video programming distributor employment. Examples of the projects/training include:

Intern worked directly with various department personnel necessary for the operations, maintenance and support of a Digital CATV Head End and delivery of Digital CATV services. Interns responsibilities included working on improving current technical skills while learning new skills and training through several projects already underway.

Intern performed rack & stack, powering, cabling, terminations, and dressing/labeling HeadEnd Video distribution equipment. Equipment installed will be used to convert Video services to Internet Protocol (IP) for an IPTV project. Intern also assisted in the turn up and provisioning of that equipment.

Intern was provided training on our legacy VDSL and BPON FTTH video platforms as well as training in video equipment element management and services management systems including NMX and DNCS.

Intern's work included utilizing local troubleshooting process and understanding Centurylink's urgency related to outages. Additionally, intern was provided exposure to the planning and testing of new platforms, which included interfacing with the Video Technical Management group in Engineering, the Video IP Network Technical Support and Server Technical Support Groups.

Intern received additional exposure to Head End Operations by working with the VROC Alarm Management Tier III Technical Support team and the VROC Server Team on analyzing alarms in the VROC Netcool Event management system.

**2. Option 14:** Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

All unit employees are required to take an on-line code of conduct training which covers our non discrimination and equal opportunity policy. This training provides notice to managers that they are responsible for insuring an environment free of discrimination. It further provides the requirement that managers must report any instance of discrimination to the company's compliance hotline.