Federal Communications Commission	OMB 3060-1033	FOR FCC USE ONLY
Washington, D.C. 20554	September 2003	
FCC 396-C		
Multi-Channel Video Program Distributor EEO 1	Program	FOR COMMISSION USE ONLY FILE NO.
Annual Report		B396 - 20210927AGD
Read INSTRUCTIONS Before Filling Out Form		
SECTION I IDENTIFYING INFORMATION		
A. Name of Operator: IMON COMMUNICATIONS, LLC		
MSO Name: IMON COMMUNICATIONS, LLC		
B. Employment Unit's Mailing Address 625 1ST STREET SE SUITE 520		
City	State	Zip Code
CEDAR RAPIDS	IA	52401-
E-Mail Address (if available) TIFFC@IMON.NET		
FCC Registration Number: 0015683816		
Emp. Unit ID # 950502		
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 UNITED STATES, IA		
D. Category of Respondent (check applicable box)		
Fewer than six (6) full-time employees during the selected payre	oll period: Co	mplete Sections I, II and V
Six (6) or more full-time employees during the selected payroll	period: Comp	lete ALL sections of the Form 396-C and the
Supplemental Investigation Sheet, if attached		оприменяння в применяння в приме
E. Pay Period Covered by this Report (inclusive dates) 9/1/2020-8/3	31/2021	
F. Attachments: (See "Exhibit" buttons, below.)		
SECTION II COMMUNITY INFORMATION		
System Communities Comp	rising Local E	mployment Unit
Ident No. Name of Community		Location (State) Type
Review the list of communities served on the previous year's submi		ch as Exhibit A any [Exhibit 1]

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

OPERATORS AND NOT TO OTHER MVPD UNITS.

	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?	• Yes O No
	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	• Yes O No
	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	• Yes O No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	• Yes O No
	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?	⊙ Yes C No
	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?	• Yes C No
	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?	⊙ Yes O No
	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?	⊙ _{Yes} O _{No}
	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?	• Yes O 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]

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	Title
	PRESIDENT & CEO
Date	Name of Respondent
9/27/2021	PATRICE CARROLL
Telephone No. (include area code)	
3192614675	

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).

				*			
		Number of	Number of				
Job ID	Position			Number of Hires	Source	How Did You Hear About Us?	Referrer
2021-21 (M.O'Neal)	BUSINESS INSTALLATION TECH	1	1		imon.net	Current Employee	Marc Abel
		第 次 200 年		Tall Transcription		· · · · · · · · · · · · · · · · · · ·	
	INSTALLATION TECHNICIAN	17	11	1			
2020-05 (P.Dow)					corridorcareers.com	Online Job Board	
2020-05 (P.Dow) 2020-05 (P.Dow)					careerbliss.com	Online Job Board	
2020-05 (P.Dow)					Imon.net corridorcareers.com	Company Website Online Job Board	
2020-05 (P.Dow)					imon.net	Urban dreams	Urban dreams
2020-05 (P.Dow)					imon.net	Company Website	Randy Henrichson
2020-05 (P.Dow)				***************************************	indeed.com	Online Job Board	tiana y transferson
2020-05 (P.Dow)					imon.net	Online Job Board	-
2020-05 (P.Dow)					indeed.com	Online Job Board	Indeed
2020-05 (P.Dow)						Online Job Board	
2020-05 (P.Dow)		10014575500055005	Server on the Excellential	- 25 side - 2 for the Alberton Sea Fill Seattle age	careerbliss.com	Company Website	Na
2020-08 (+1)	Business Construction Technician	3				C	- 1
2020-08 (+1)	Dusiness Construction Technician	3	1	1	imon.net	Current Employee	Tyler Green
2020-11 (B. Robison)	INSTALLATION TECHNICIAN	13	5	- Committee of the comm	corridorcareers.com	Online Job Board	
2020-11 (B. Robison)	THE WILL STREET	- 10			imon.net	Friend or Family Member	Jason Lowder
2020-11 (B. Robison)					imon.net	Company Website	
2020-11 (B. Robison)					imon.net	Company Website	
		100			A STATE OF THE STA		
2020-12 (M. Hilbert)	OSP CONSTRUCTION 1	4			Employee Referral	Current Employee	Terry Loveless
2020 40/10 10		1110000		The first in model of a southful to the first indicate in the			
2020-18 (J.Cantrell)	INSTALLATION TECH	10	7	1	indeed.com	Online Job Board	
2020-18 (J.Cantrell) 2020-18 (J.Cantrell)					corridorcareers.com	Online Job Board	Corridor Careers
2020-18 (J.Cantrell)					imon.net	Friend or Family Member	Curtis Dean
2020-18 (J.Cantrell)					corridorcareers.com	Online Job Board Online Job Board	
2020-18 (J.Cantrell)					linkedin.com	Online Job Board	
2020-18 (J.Cantrell)					google.com	Online Job Board	-
		Company of the	1964 1975		0-0		
2020-20 (S. Kearney)	INSTALLATION TECH	1	1		corridorcareers.com	Online Job Board	THE RESERVE OF THE PROPERTY OF
	1000		200				
2020-21 (Kearney)	INSTALLATION TECH	1	1		imon.net	Friend or Family Member	andy schueler
	Spanistant Services and Services	200		COLUMN TO THE PARTY OF THE PART			
2020-24 (2019-56)	CUSTOMER RELATIONSHIP ADVOCAT	58	13	1		Online Job Board	
2020-24 (2019-56)					!	Online Job Board	
2020-24 (2019-56)					indeed.com google.com	Online Job Board Company Website	
2020-24 (2019-56)					corridorcareers.com	Online Job Board	
2020-24 (2019-56)					corridorcareers.com	Online Job Board	
2020-24 (2019-56)					corridorcareers.com	Online Job Board	
2020-24 (2019-56)					indeed,com	Online Job Board	***************************************
2020-24 (2019-56)						Online Job Board	
2020-24 (2019-56)					indeed.com	Online Job Board	
2020-24 (2019-56)					myimon.com	Company Website	
2020-24 (2019-56)					corridorcareers.com	Online Job Board	
2020-24 (2019-56)					imon.net	Current Employee	Salar Salar Discount Control of the
2020-25 (+1 MKTNG)	CUSTOMER RELATIONSHIP ADVOCAT	14	7	and the state of t	corridorcareers.com	Online Job Board	
2020-25 (+1 MKTNG)	THE PROPERTY OF THE PROPERTY O		, <u> </u>	1	corridorcareers.com	Company Website	
2020-25 (+1 MKTNG)						Online Job Board	
2020-25 (+1 MKTNG)					imon.net	Friend or Family Member	Rich Brecht
2020-25 (+1 MKTNG)	-					Urban Dreams	Elizabeth Buch
2020-25 (+1 MKTNG)					corridorcareers.com	Online Job Board	NA
2020-25 (+1 MKTNG)		Argines agreement	Tight to the transfer of other transfer	9-49-5-5-2-1-5-5-2-1-1-1-1-1-1-1-1-1-1-1-1-1	indeed.com	Indeed	Landedna Chapel. All the Land
2021 01 (LWorte)	CUSTOMED DELATIONS UID ADVOCAT				146		<u> </u>
2021-01 (J.Watts) 2021-01 (J.Watts)	CUSTOMER RELATIONSHIP ADVOCAT	30	13	1	indeed com	Company Website	NA.
2021-01 (J.Watts)				-	indeed.com indeed.com	Online Job Board Online Job Board	NA
2021-01 (J.Watts)					imon.net	Company Website	
2021-01 (J.Watts)					corridorcareers.com	Online Job Board	
2021-01 (J.Watts)						Indeed.com	
2021-01 (J.Watts)					indeed.com	Online Job Board	
2021-01 (J.Watts)					corridorcareers.com	Online Job Board	Corridor Careers
2021-01 (J.Watts)						Friend or Family Member	Mason steinberger
2021-01 (J.Watts)					Imon.net	Current Employee	Paul Dow
2021-01 (J.Watts)					indeed.com	Online Job Board	
2021-01 (J.Watts)					indeed.com	Online Job Board	
2021-01 (J.Watts)				L		Online Job Board	l

		Ι	<u></u>				
		Number of	Number of				
Job ID	Position	Applicants	ł	Number of Hires	Source	How Did You Hear About Us?	Referrer
360 338 405 40	的数据数据数据数据数据数据数据数据数据数据数据数据数据数据数据数据数据数据数据	100000		(B) Company	Table 1 - Table		
	SUPERVISOR, RESIDENTIAL SERVICE	7	1		Internal Promotion	Other	
	acceptable construction in a Page	150053344	250000000				
<u> </u>	INSTALLATION TECHNICIAN	7	7	1	corridorcareers.com	Other	
2021-04(B. Schueler)					Currenty Employee	Current Employee	Mason steinberger
2021-04(B. Schueler)					lmon.net	Online Job Board	
2021-04(B. Schueler) 2021-04(B. Schueler)	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				imon.net	Company Website	NA
2021-04(B. Schueler)					imon.net android.gm	Current Employee Friend or Family Member	Mason steinberger Micheal O'Neal
2021-04(B. Schueler)					indeed.com	Company Website	Micheal O Neal
		a distant			muccu.com	company website	
	NETWORK MAINTENANCE TECHNICIA				imon.net	Searched ISPs in the area	And the second second second second
2021-05 (C.Connor)					imon.net	Current Employee	Marc Abel
2021-05 (C.Connor)					boomerangcorp.com	Current Employee	Erik Bieber
2021-05 (C.Connor)						Online Job Board	
2021-05 (C.Connor)					imon.net	Company Website	Marc Abel
2021-05 (C.Connor)					imon.net	Friend or Family Member	Mike Watkins
2021-05 (C.Connor)		1.00F5002096915077048	to the first that the first seems we let \$60.	- Section 4 or temperal (4 e 4 co of the bour	SERVICE WAS ART TO SERVICE AND ADDRESS OF THE SE	Current Employee	Brandon Sain
40.00-37.42.47.00.00.00.00.00.00.00.00.00.00.00.00.00	EMPLOYEE DEVELOPMENT COORDIN					0	
2021-06 (+1) 2021-06 (+1)	EMPLOYEE DEVELOPMENT COORDIN	70	7	1	imon.net	Current Employee	Jennifer Hildreth
2021-06 (+1)	<u> </u>				glassdoor.com indeed.com	Online Job Board Online Job Board	
2021-06 (+1)		 			imon.net	Online Job Board	
2021-06 (+1)					imonnet	Online Job Board	
2021-06 (+1)					imon.net	Online Job Board	
2021-06 (+1)					myimon.com	Online Job Board	
	TO A STATE OF THE	10.7 (12.6)					Name of the second
2021-07 (S.West)	CUSTOMER RELATIONSHIP ADVOCAT		1	1	jobs2careers.com	Online Job Board	S. Salvan Crosses, Cross-varieties such Consideration?
		6 200 (3.10)				The Control of the Co	MARION LATENT
	BUSINESS CONSTRUCTION TECHNICIA	3	2	1		Current Employee	
2021-08 (D.Batey)	WWW.	ULUAN SONPONDANOS I	All a constructions and a second	HAVELY TRIMMAN S. V. Co L. L. L. D. S. S.	boomerangcorp.com	Current Employee	Erik Bieber
		A () () ()					And Laboratory
	CUSTOMER RELATIONSHIP ADVOCAT	41	9	1	corridorcareers.com	Current Employee	
2021-09 (A. Miller)						Online Job Board	
2021-09 (A. Miller) 2021-09 (A. Miller)					indeed.com	Current Employee	Eric Peter
2021-09 (A. Miller)					corridorcareers.com lmon.net	Online Job Board Current Employee	Rich Brecht
2021-09 (A. Miller)					imon.net	Company Website	KICH DIECHL
2021-09 (A. Miller)					- Internation	Current Employee	Rich Brecht
2021-09 (A. Miller)					imon.net	Company Website	THOI DICCITE
2021-09 (A. Miller)					jobg8.com	Online Job Board	·
10.000		Trial of the		34.12.4		The second of the second	
	PROGRAM MANAGER	17	4	1	imon.net	Current Employee	Marc Abel
2021-10 (+1)		<u> </u>				Current Employee	
2021-10 (+1)					indeed.com	Online Job Board	Indeed.com
2021-10 (+1)				A MARK TO SHALL I BEEN A CO. ST. CO.	glassdoor.com	Current Employee	Glassdoor
2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	DIRECTOR OF CUSTOMER CARE	45		1		Online Joh Board	
2021-11 (A.Doyle)	DIRECTOR OF COSTOWIER CARE	43	3			Online Job Board Online Job Board	Self
2021-11 (A.Doyle)						Friend or Family Member	Jeil
Table 1		4.76				Friend of Fallilly Weithber	
The state of the s	MARKETING COORDINATOR	29	10		indeed.com	Online Job Board	- Andrews Comment of State of
2021-12 (+1)						Online Job Board	
2021-12 (+1)					corridorcareers.com	Online Job Board	
2021-12 (+1)					imon.net	Current Employee	Sirena Decker
2021-12 (+1)					imon.net	Online Job Board	
2021-12 (+1)						Online Job Board	
2021-12 (+1)		-			Indeed.com	Online Job Board	
2021-12 (+1)					indeed so	Online Job Board	
2021-12 (+1) 2021-12 (+1)					indeed.com	Online Job Board	
2021-12 (+1)					indeed.com	Online Job Board	
The state of the s	DIRECTOR OF DUBUQUE	12	2	- AND DESCRIPTION OF THE PROPERTY OF THE PROPE	imon.net	Company Website	\$\$ 6.5 P. S.
2021-15 (J. Stinson)					imon.net	Current Employee	Marc Abel
2022 25 (5.00)	Parkette de la	Harris (1987)	in the second		inionine c	current Employee	IVIAIC Abei
The state of the s	BUSINESS ANALYST	30	3	Providence and agreement transplanted (SEC) on the extra Agraph (SEC)	imon.net	Online Job Board	AT + THE REAL CONTINUES OF STREET, N. S. S. S.
2021-16 (Olutunde)					imon.net	Online Job Board	
2021-16 (Olutunde)					indeed.com	Online Job Board	
CALLED COUNTY ON SERVICE STORY CAN DESCRIBE	Application of the second	1771 1771	1 2 4 10 1 1 10 10 10	46,000,000,000	Market Committee		Action Company of the
	SENIOR ACCOUNTANT	22	11	1	imon.net linkedin.com	Linked In Current Employee	

			Γ΄				
		Number of	Number of				
Job ID	Position	Applicants	1	Number of Hires	Source	How Did You Hear About Us?	Referrer
2021-17 (+1reopen)	Tosicion	принсинс	IIICI VICWS	raniber of files	linkedin.com	Current Employee	Keterrer
2021-17 (+1reopen)					iiikedii.com		A1
2021-17 (+1reopen)					lucas sat	Online Job Board Online Job Board	No referral
2021-17 (+1reopen)					imon.net		
2021-17 (+1reopen)	-				4-14	Online Job Board	
					linkedin.com	Matt Horan contacted me via Linked	1
2021-17 (+1reopen)					corridorcareers.com	Corridor Career	
2021-17 (+1reopen)					linkedin.com	LinkedIn	
2021-17 (+1reopen)					indeed.com	Online Job Board	
2021-17 (+1reopen)					imon.net	Current Employee	
		All Parties			State of the State	the self-residence of	"Security of the second
	SYSTEMS ADMINISTRATOR	15	10	1	corridorcareers.com	Corridor Careers	
2021-18 (+1)					indeed.com	Online Job Board	
2021-18 (+1)					imon.net	Company Website	Jared Hazlett
2021-18 (+1)						Company Website	
2021-18 (+1)					imon.net	Company Website	
2021-18 (+1)						Email from HR	HR Email
2021-18 (+1)					imon.net	Current Employee	Teresa Wake
2021-18 (+1)					internate in the second	INDEED ADS	Telesa wake
2021-18 (+1)					* 1 *		
2021-18 (+1)						Company Website	
		THE PERSON NAMED IN	diagratication is recommended.	Control of the Contro	Paragonal transport of the second	Company Website	With the second section of the section of
		CARL OR STRUMOUS CORP.	7	-			
	ENGINEERING SUPPORT SPECIALIST	13		1		Company Website	
2021-20 (+1)					imon.net	Indeed	Indeed
2021-20 (+1)						Company Website	
2021-20 (+1)						Online Job Board	Linkedin
2021-20 (+1)					imon.net	Current Employee	Mike Watkins
2021-20 (+1)						Online Job Board	
2021-20 (+1)					indeed.com	Online Job Board	
		400	de la companya de la			Zerostania sistematika	
	OUTSIDE PLANT DESIGN ENGINEER	3			imon.net	Friend or Family Member	30000005550 Pr75000000 GP1003 GH00000
2021-22 (+1)						Online Job Board	Indeed
		ASS CONTRACT				Offinite 300 Doure	
	CUSTOMER RELATIONSHIP ADVOCAT	1	THE CHINA CONTRACTOR OF THE SECOND	300000000000000000000000000000000000000			
2021-23 (Atherton)	COSTOWER RELATIONSHIP ADVOCAT				corridorcareers.com	Online Job Board	Change and the Art of the Contract of the
			C-4-10-00-12-12-12-12-18-18-18-19-9-			And the Constitution of the State	
	CUSTOMER RELATIONSHIP ADVOCAT	1			imon.net	Friend or Family Member	Wendie Cadle
			10 10 10 10 10 10 10 10 10 10 10 10 10 1		1665 16 Carlo 1660	1973 1573 158 158 158 158 158 158 158 158 158 158	
	CHIEF INFORMATION OFFICER	14	5	1	myimon.com	Company Website	. ,
	CHIEF INFORMATION OFFICER				imon.net	Online Job Board	
	CHIEF INFORMATION OFFICER			***		Friend or Family Member	Rich Brecht
	CHIEF INFORMATION OFFICER					LinkedIn	
	CHIEF INFORMATION OFFICER				imon.net	Friend or Family Member	
	10 A			William Person	add to an a state of	100000000000000000000000000000000000000	Name of the second
2021-26 (A.Petersen)	CUSTOMER RELATIONSHIP ADVOCAT	5	1	1	imon.net	Friend or Family Member	Rich Brecht
1777		1. SAPER.	West State State of the	Three our winds.			AND SOCIETY OF THE
2021-27 (+1)	INBOUND SALES REPRESENTATIVE	4	Ž	1	indeed.com	Current Employee	Sirena Decker
2021-27 (+1)	INBOUND SALES REPRESENTATIVE			· · · · · · · · · · · · · · · · · · ·	myimon.com	Current Employee	on one peaker
		7117					A Charles of the Control of the Control
	MARKETING COORDINATOR	9				Online Job Board	
2021-28 (+1)	THE STATE OF THE S			<u> </u>		Online Job Board	
2021-28 (+1)						Online Job Board	
2021-28 (+1)					indeed.com		
· · ·						Online Job Board	<u> </u>
2021-28 (+1)			A SALOS SE PARAMETERS	ON REAL PORTS OF SALE SPECIAL PROPERTY AND ADMITS	indeed.com	Online Job Board	2000 000 000 000 000 000 000 000 000 00
AND STREET STREET STREET STREET	STATEMENT OF THE PROPERTY OF THE PROPERTY OF	STATE OF THE PARTY OF THE	A PROPERTY OF THE PROPERTY OF THE PARTY OF T			100	
A West Co.		EXTRA (C)					
2021-37 (+1)	RESIDENTIAL SALES REPRESENTATIVE			1	imon.net	Company Website	Steve Beebe and Bria
2021-37 (+1) 2021-37 (+1)	RESIDENTIAL SALES REPRESENTATIVE	3	2			Online Job Board	
2021-37 (+1) 2021-37 (+1)	RESIDENTIAL SALES REPRESENTATIVE	3		1	imon.net		Steve Beebe and Bria
2021-37 (+1) 2021-37 (+1) 2021-41 (+1)	RESIDENTIAL SALES REPRESENTATIVE	3	2			Online Job Board	
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1)	RESIDENTIAL SALES REPRESENTATIVE	3	2			Online Job Board	
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1) 2021-41 (+1)	RESIDENTIAL SALES REPRESENTATIVE	5	3			Online Job Board Company Website Current Employee Current Employee	N/A
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1)	RESIDENTIAL SALES REPRESENTATIVE	5	2		imon.net	Online Job Board Company Website Current Employee Current Employee	N/A Ben D
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1) 2021-41 (+1)	RESIDENTIAL SALES REPRESENTATIVE RESIDENTIAL SUPPORT SPECIALIST	5	3	1	Imon.net Imon.net	Online Job Board Company Website Current Employee Current Employee	N/A Ben D
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1) 2021-41 (+1) 2021-42 (+1)	RESIDENTIAL SALES REPRESENTATIVE RESIDENTIAL SUPPORT SPECIALIST	5	3	1	imon.net imon.net	Online Job Board Company Website Current Employee Current Employee Current Employee	N/A Ben D Eric Tremain
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1) 2021-41 (+1) 2021-42 (+1)	RESIDENTIAL SALES REPRESENTATIVE RESIDENTIAL SUPPORT SPECIALIST INBOUND SALES REPRESENTATIVE	5	3	1	imon.net imon.net	Online Job Board Company Website Current Employee Current Employee Current Employee	N/A Ben D Eric Tremain
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1) 2021-41 (+1) 2021-41 (+1) 2021-42 (+1) 2021-42 (Robinson)	RESIDENTIAL SALES REPRESENTATIVE RESIDENTIAL SUPPORT SPECIALIST INBOUND SALES REPRESENTATIVE	5	3	1	imon.net imon.net	Online Job Board Company Website Current Employee Current Employee Current Employee Current Employee	N/A Ben D Eric Tremain
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1) 2021-41 (+1) 2021-42 (+1) 2021-42 (7) 2021-42 (80binson) 2021-47 (S. Archie)	RESIDENTIAL SALES REPRESENTATIVE RESIDENTIAL SUPPORT SPECIALIST INBOUND SALES REPRESENTATIVE	5	3	1	imon.net imon.net facebook.com	Online Job Board Company Website Current Employee Current Employee Current Employee Current Employee Online Job Board	N/A Ben D Eric Tremain Micah Myers
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1) 2021-41 (+1) 2021-42 (+1) 2021-42 (Robinson) 2021-47 (S. Archie) 2021-50 (W.White)	RESIDENTIAL SALES REPRESENTATIVE RESIDENTIAL SUPPORT SPECIALIST INBOUND SALES REPRESENTATIVE	5	3	1	imon.net imon.net	Online Job Board Company Website Current Employee Current Employee Current Employee Current Employee Online Job Board Friend or Family Member	N/A Ben D Eric Tremain
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1) 2021-42 (+1) 2021-42 (+1) 2021-42 (S. Archie) 2021-50 (W.White) 2021-50 (W.White)	RESIDENTIAL SALES REPRESENTATIVE RESIDENTIAL SUPPORT SPECIALIST INBOUND SALES REPRESENTATIVE	5	3	1	imon.net imon.net facebook.com	Online Job Board Company Website Current Employee Current Employee Current Employee Current Employee Online Job Board Friend or Family Member Online Job Board	N/A Ben D Eric Tremain Micah Myers
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1) 2021-42 (+1) 2021-42 (+1) 2021-42 (+1) 2021-47 (5. Archie) 2021-50 (W.White) 2021-50 (W.White) 2021-50 (W.White)	RESIDENTIAL SALES REPRESENTATIVE RESIDENTIAL SUPPORT SPECIALIST INBOUND SALES REPRESENTATIVE	5	3	1	imon.net imon.net facebook.com	Online Job Board Company Website Current Employee Current Employee Current Employee Current Employee Online Job Board Friend or Family Member Online Job Board Online Job Board	N/A Ben D Eric Tremain Micah Myers William Robinson
2021-37 (+1) 2021-37 (+1) 2021-41 (+1) 2021-41 (+1) 2021-41 (+1) 2021-42 (+1) 2021-44 (Robinson) 2021-47 (S. Archie) 2021-50 (W.White) 2021-50 (W.White) 2021-50 (W.White) 2021-44 (Robinson)	RESIDENTIAL SALES REPRESENTATIVE RESIDENTIAL SUPPORT SPECIALIST INBOUND SALES REPRESENTATIVE	5	3	1	imon.net imon.net facebook.com imon.net	Online Job Board Company Website Current Employee Current Employee Current Employee Online Job Board Friend or Family Member Online Job Board Online Job Board Current Employee	N/A Ben D Eric Tremain Micah Myers
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Top 10 Sources each position is advertised and the total number of Applications we received.

Source*	Visits	Applications	Hired
appcast.io	748	15	0
careerbliss.com	226	3	0
corridorcareers.com	442	120	5
imon.net	2,141	156	14
indeed.com	453	133	3
jobs2careers.com	496	17	1
l5srv.net	195	2	0
mylmon.com	208	15	1
neuvoo.com	372	7	0
All Others (131)	91,717	311	14

^{*} Top 10 sources displayed.

Section 2(b)(vii). How the unit has analyzed its recruitment program to ensure that it is effective in achieving broad outreach and how the unit has addressed any problems found as a result of such analysis.

As a growing company in Cedar Rapids, Iowa, ImOn's executive management routinely reviews the overall job structure and job descriptions to strategically ensure job structures continue to offer exceptional wages and customer service. Moreover, ImOn consistently reviews its recruitment and outreach guidelines and processes to ensure that they align with ImOn's mission, vision and values. If necessary, ImOn updates its job descriptions and wages. ImOn also has outside counsel regularly review the company's employment practices, handbook, policies and procedures to ensure that these materials and procedures remain complaint and up to date.

ImOn further requires all hiring management to follow established company procedures, conducts training for its management level employees to ensure that the Unit conducts its business in compliance with EEO laws, and consistently analyzes all promotions and wage ranges to ensure accuracy and consistency among employees. ImOn's head of the human recourses department enforces these requirements through regular review of the hiring processes and final candidate(s) selection.

To date, the Unit's analysis has not revealed any problems with its recruiting program.

Section 2(b)(viii). The Employment Unit's efforts to analyze its EEO policies and employment practices to examine seniority, promotions, pay, benefits, selection techniques, and tests to ensure that they provide equal opportunity. Address any problems found as a result of this analysis and how the Employment Unit has resolved them.

To ensure non-discriminatory practices related to seniority, promotions, pay, benefits and selection techniques, the Unit routinely monitors ImOn's employment practices to ensure that it promotes and hires employees, contractors, and vendors in a non-discriminatory manner. ImOn also has established internal hiring process to evaluate internal employee applicants for promotion to another position within the company. ImOn internally posts job openings for five business days, and employees interested in applying complete an internal application. All internal applicants are interviewed by a team of interviewers, including a human resources representative. Following all interviews, a debriefing of the candidate occurs, and each team member gives his or her recommendation for hire to the hiring manager. Finally, ImOn provides employees with training opportunities to increase skill sets through company sponsored education reimbursement programs and company paid NCTI and SCTE courses

To date, the Unit's analysis has not revealed any problems with its EEO policies and employment practices.

The Unit's employees currently have no union representation or affiliations.