



St. George, Washington County, UT

Recruitment Initiatives 2008 - 2009

Baja Broadband recruits for all full-time job vacancies and undertakes recruitment initiatives in accordance with 47 C.F.R. § 76.75 (b) (2). During the period covered by this response, the employment unit undertook the following training programs and other initiatives for unit personnel to enhance their skills and improve their chances for advancement:

- 1) Professional Basics Program: Baja conducted training on the Professional Basics Program for employees in the unit. This comprehensive program (copy included in this Exhibit) was developed for Baja by Last Mile Communications and covers all aspects of professional development.
- 2) Business Training Library: Baja contracts with the Business Training Library to provide training materials for staff. During the year of this response, training materials from this source were used to provide training in the unit on The Five Values of Customer Service and Harassment. Outlines of these materials are attached.
- 3) EEO Information for Employees: All personnel, including management personnel, are provided with an Employee Guide that includes information on ensuring equal, non-discriminatory treatment of job candidates and employees (please see Exhibit F for excerpts from the Baja Broadband Employee Guide).

Community Involvement and Events: In addition, the unit participates in a number of community events such as Relay For Life (in cooperation with the American Cancer Society) and the St. George Rodeo (in cooperation with the Lions Club). Baja is an active member of the Chamber of Commerce and is a sponsor of St. George Roadrunners baseball. We have found that participating in such events raises Baja's visibility in the community, allows community members to get to know our team members, and establishes Baja Broadband as a desirable place to work.