

Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
FCC 396-C		
Multi-Channel Video Program Distributor EEO Program Annual Report		FOR COMMISSION USE ONLY FILE NO. 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 CEDAR RAPIDS	State IA	Zip Code 52401-
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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 payroll period: Complete Sections I, II and V

Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 9/1/2020-8/31/2021

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]			

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation.
[Exhibit 2]

1.	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?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	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?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	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?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	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?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	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?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	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?	<input checked="" type="radio"/> Yes <input type="radio"/> 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 9/27/2021	Name of Respondent 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).

Exhibits

Job ID	Position	Number of Applicants	Number of Interviews	Number of Hires	Source	How Did You Hear About Us?	Referrer
2021-21 (M.O'Neal)	BUSINESS INSTALLATION TECH	1	1	1	imon.net	Current Employee	Marc Abel
	INSTALLATION TECHNICIAN	17	11	1			
2020-05 (P.Dow)					corridorcareers.com	Online Job Board	
2020-05 (P.Dow)					careerbllss.com	Online Job Board	
2020-05 (P.Dow)					imon.net	Company Website	
2020-05 (P.Dow)					corridorcareers.com	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	
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)					careerbllss.com	Company Website	Na
2020-08 (+1)	Business Construction Technician	3	1	1	imon.net	Current Employee	Tyler Green
2020-11 (B. Robison)	INSTALLATION TECHNICIAN	13	5	1	corridorcareers.com	Online Job Board	
2020-11 (B. Robison)					imon.net	Friend or Family Member	Jason Lowder
2020-11 (B. Robison)					imon.net	Company Website	
2020-11 (B. Robison)					imon.net	Company Website	
2020-12 (M. Hilbert)	OSP CONSTRUCTION 1	4	1	1	Employee Referral	Current Employee	Terry Loveless
2020-18 (J.Cantrell)	INSTALLATION TECH	10	7	1	indeed.com	Online Job Board	
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	
2020-18 (J.Cantrell)					corridorcareers.com	Online Job Board	
2020-18 (J.Cantrell)					linkedin.com	Online Job Board	
2020-18 (J.Cantrell)					google.com	Online Job Board	
2020-20 (S. Kearney)	INSTALLATION TECH	1	1	1	corridorcareers.com	Online Job Board	
2020-21 (Kearney)	INSTALLATION TECH	1	1	1	imon.net	Friend or Family Member	andy schueler
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	Online Job Board	
2020-24 (2019-56)					google.com	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)					mylmon.com	Company Website	
2020-24 (2019-56)					corridorcareers.com	Online Job Board	
2020-24 (2019-56)					imon.net	Current Employee	
2020-25 (+1 MKTNG)	CUSTOMER RELATIONSHIP ADVOCAT	14	7	1	corridorcareers.com	Online Job Board	
2020-25 (+1 MKTNG)					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)					indeed.com	Indeed	
2021-01 (J.Watts)	CUSTOMER RELATIONSHIP ADVOCAT	30	13	1		Company Website	
2021-01 (J.Watts)					indeed.com	Online Job Board	NA
2021-01 (J.Watts)					indeed.com	Online Job Board	
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)						Online Job Board	

Job ID	Position	Number of Applicants	Number of Interviews	Number of Hires	Source	How Did You Hear About Us?	Referrer
2021-02(2020-23 rep)	SUPERVISOR, RESIDENTIAL SERVICE	7	1	1	Internal Promotion	Other	
2021-04(B. Schueler)	INSTALLATION TECHNICIAN	7	7	1	corridorcareers.com	Other	
2021-04(B. Schueler)					Current Employee	Current Employee	Mason steinberger
2021-04(B. Schueler)					imon.net	Online Job Board	
2021-04(B. Schueler)					imon.net	Company Website	
2021-04(B. Schueler)					imon.net	Current Employee	Mason steinberger
2021-04(B. Schueler)					android.gm	Friend or Family Member	Micheal O'Neal
2021-04(B. Schueler)					indeed.com	Company Website	
2021-05 (C.Connor)	NETWORK MAINTENANCE TECHNICIAN	8	7	1	imon.net	Searched ISPs in the area	
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)						Current Employee	Brandon Sain
2021-06 (+1)	EMPLOYEE DEVELOPMENT COORDINATOR	70	7	1	imon.net	Current Employee	Jennifer Hildreth
2021-06 (+1)					glassdoor.com	Online Job Board	
2021-06 (+1)					indeed.com	Online Job Board	
2021-06 (+1)					imon.net	Online Job Board	
2021-06 (+1)						Online Job Board	
2021-06 (+1)					imon.net	Online Job Board	
2021-06 (+1)					myimon.com	Online Job Board	
2021-07 (S.West)	CUSTOMER RELATIONSHIP ADVOCATE	1	1	1	jobs2careers.com	Online Job Board	
2021-08 (D.Batey)	BUSINESS CONSTRUCTION TECHNICIAN	3	2	1		Current Employee	
2021-08 (D.Batey)					boomerangcorp.com	Current Employee	Erik Bieber
2021-09 (A. Miller)	CUSTOMER RELATIONSHIP ADVOCATE	41	9	1	corridorcareers.com	Current Employee	
2021-09 (A. Miller)						Online Job Board	
2021-09 (A. Miller)					indeed.com	Current Employee	Eric Peter
2021-09 (A. Miller)					corridorcareers.com	Online Job Board	
2021-09 (A. Miller)					imon.net	Current Employee	Rich Brecht
2021-09 (A. Miller)					imon.net	Company Website	
2021-09 (A. Miller)						Current Employee	Rich Brecht
2021-09 (A. Miller)					imon.net	Company Website	
2021-09 (A. Miller)					jobg8.com	Online Job Board	
2021-10 (+1)	PROGRAM MANAGER	17	4	1	imon.net	Current Employee	Marc Abel
2021-10 (+1)						Current Employee	
2021-10 (+1)					indeed.com	Online Job Board	Indeed.com
2021-10 (+1)					glassdoor.com	Current Employee	Glassdoor
2021-11 (A.Doyle)	DIRECTOR OF CUSTOMER CARE	45	3	1		Online Job Board	
2021-11 (A.Doyle)						Online Job Board	Self
2021-11 (A.Doyle)						Friend or Family Member	
2021-12 (+1)	MARKETING COORDINATOR	29	10	2	indeed.com	Online Job Board	
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)						Online Job Board	
2021-12 (+1)					indeed.com	Online Job Board	
2021-12 (+1)					indeed.com	Online Job Board	
2021-15 (J. Stinson)	DIRECTOR OF DUBUQUE	12	2	1	imon.net	Company Website	
2021-15 (J. Stinson)					imon.net	Current Employee	Marc Abel
2021-16 (Olutunde)	BUSINESS ANALYST	30	3		imon.net	Online Job Board	
2021-16 (Olutunde)					imon.net	Online Job Board	
2021-16 (Olutunde)					indeed.com	Online Job Board	
2021-17 (+ireopen)	SENIOR ACCOUNTANT	22	11	1	imon.net	Linked In	
2021-17 (+ireopen)					linkedin.com	Current Employee	

Job ID	Position	Number of Applicants	Number of Interviews	Number of Hires	Source	How Did You Hear About Us?	Referrer
2021-17 (+1reopen)					linkedin.com	Current Employee	
2021-17 (+1reopen)						Online Job Board	No referral
2021-17 (+1reopen)					imon.net	Online Job Board	
2021-17 (+1reopen)						Online Job Board	
2021-17 (+1reopen)					linkedin.com	Matt Horan contacted me via LinkedIn	
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	
2021-18 (+1)	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)						INDEED ADS	
2021-18 (+1)						Company Website	
2021-18 (+1)						Company Website	
2021-20 (+1)	ENGINEERING SUPPORT SPECIALIST	13	7	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	
2021-22 (+1)	OUTSIDE PLANT DESIGN ENGINEER	3	2	1	imon.net	Friend or Family Member	
2021-22 (+1)						Online Job Board	Indeed
2021-23 (Atherton)	CUSTOMER RELATIONSHIP ADVOCAT	1	1	1	corridorcareers.com	Online Job Board	
2021-25 (J.Rolan)	CUSTOMER RELATIONSHIP ADVOCAT	1	1	1	imon.net	Friend or Family Member	Wendie Cadle
2021-26 (+1)	CHIEF INFORMATION OFFICER	14	5	1	myimon.com	Company Website	
2021-26 (+1)	CHIEF INFORMATION OFFICER				imon.net	Online Job Board	
2021-26 (+1)	CHIEF INFORMATION OFFICER					Friend or Family Member	Rich Brecht
2021-26 (+1)	CHIEF INFORMATION OFFICER					LinkedIn	
2021-26 (+1)	CHIEF INFORMATION OFFICER				imon.net	Friend or Family Member	
2021-26 (A.Petersen)	CUSTOMER RELATIONSHIP ADVOCAT	5	1	1	imon.net	Friend or Family Member	Rich Brecht
2021-27 (+1)	INBOUND SALES REPRESENTATIVE	4	2	1	indeed.com	Current Employee	Sirena Decker
2021-27 (+1)	INBOUND SALES REPRESENTATIVE				myimon.com	Current Employee	
2021-28 (+1)	MARKETING COORDINATOR	9	5	1		Online Job Board	
2021-28 (+1)						Online Job Board	
2021-28 (+1)						Online Job Board	
2021-28 (+1)					indeed.com	Online Job Board	
2021-28 (+1)					indeed.com	Online Job Board	
2021-37 (+1)	RESIDENTIAL SALES REPRESENTATIVE	3	2	1	imon.net	Company Website	Steve Beebe and Bria
2021-37 (+1)						Online Job Board	
2021-41 (+1)	RESIDENTIAL SUPPORT SPECIALIST	5	3	1		Company Website	N/A
2021-41 (+1)					imon.net	Current Employee	Ben D
2021-41 (+1)					imon.net	Current Employee	
2021-42 (+1)	INBOUND SALES REPRESENTATIVE	1	1	1		Current Employee	Eric Tremain
2021-44 (Robinson)	CUSTOMER RELATIONSHIP ADVOCAT	15	9	3	facebook.com	Current Employee	Micah Myers
2021-47 (S. Archie)						Online Job Board	
2021-50 (W.White)					imon.net	Friend or Family Member	William Robinson
2021-50 (W.White)						Online Job Board	
2021-50 (W.White)						Online Job Board	
2021-44 (Robinson)					imon.net	Current Employee	Rich Brecht
2021-44 (Robinson)					imon.net	Online Job Board	
2021-44 (Robinson)					indeed.com	Current Employee	Brandi Reader
2021-44 (Robinson)						Online Job Board	

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
myimon.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.