

<p>Consolidated Telephone Company Headquarters Consolidated Telephone Company Website Consolidated Telephone Company Baxter Office</p>	
<p>INITIATIVES UNDERTAKEN TO CARRY OUT A POSITIVE PROGRAM OF OUTREACH ACTIVITIES DESIGNED TO ENSURE EQUAL OPPORTUNITY AND NONDISCRIMINATION IN EMPLOYMENT PURSUANT TO §76.75(B)(2) (October 1, 2013 - September 30, 2014)</p>	
<p>INITIATIVE</p>	<p>BRIEF DESCRIPTION</p>
<p>§76.75(b)(2)(x)</p>	<p>Bridges Career Academies & Workplace Connection Career Exploration Day: Career Exploration Day is an event that showcases careers and career training programs through a environment with hands-on activities. Students from 23 school districts participate and interact with participating businesses to learn about the careers offered, their work environment, necessary skill sets, earning potential and the training needed to become employed.</p>
<p>§76.75(b)(2)(x)</p>	<p>Junior Achievement Titan Event: CTC provided the space for the JA Titan Event and had employees from different departments at CTC give a presentation to the students on their career path and what they do each day in their job and what led them to their current occupation.</p>
<p>§76.75(b)(2)(vii)</p>	<p>Participation in Scholarship Program: CTC provides nine scholarships to students within the CTC service area. CTC also promotes the Minnesota Telecom Alliance (MTA) Foundation scholarship & the Foundation for Rural Services (FRS) scholarship to high schools within the CTC service area. CTC scholarships provide scholarship money to students who are members of CTC; as where, the MTA scholarship gives preference to students who have an interest in telecommunications technology and rural communities; and, the FRS scholarship gives higher preference to students who have an interest in math, science, engineering or medicine and if the student has intentions to return to a rural community following graduation.</p>
<p>§76.75(b)(2)(viii)</p>	<p>Employee Training Program: CTC had employees from different departments attend a customized training program designed to help them uncover their strengths and learn how use their skills, knowledge and experience to emerge as a leader.</p>
	<p>PERSONNEL INVOLVED</p> <p>COO; Marketing Manager; Systems Analyst I</p> <p>COO; Marketing Manager; Employees from Technology, Operations and Customer Service</p> <p>CEO/GM; COO; Human Resources</p> <p>Employees from the following departments participated: Operations, Customer Service & Accounting</p>