



THIS REPORT COVERS OCTOBER 1, 2017 THROUGH SEPTEMBER 30, 2018.

Total Number of Full-Time Vacancies Filled During This Period: 27
Total Number of People Interviewed For Full-Time Vacancies During This Period: 196

FULL-TIME POSITIONS FILLED

#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy <i>Please see attached Recruitment Resource List for recruitment source contact information.</i>	Number of Interviewees Referred by Each Recruitment Source	Total Number Interviewed
1	Lead Call Center Agent	1	Internal Promotion	Internal Promotion	n/a	n/a
2	Lead Call Center Agent	1	Internal Promotion	Internal Promotion	n/a	n/a
3	Dispatcher	2	Internal Promotion x2	Northland Communications Website Northland Communications Community Channel Craigslist Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed* Walk in Employee Referral Internal Candidate	0 0 0 0 0 0 0 0 1 1 1 2	5
4	Lead Call Center Agent	1	Internal Promotion	Internal Promotion	n/a	n/a



2018 EEO Public File Report
CORSICANA, TX – FCC EMPLOYMENT UNIT #1201

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5	Call Center Agent	1	Indeed	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Craigslist Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed* Employee Referral Monster.com* Facebook*	0 0 0 0 1 0 0 0 0 4 2 1 1	9
6	Call Center Agent	4	Indeed.com x4	Northland Communications Website Northland Communications Community Channel Craigslist Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC Indeed* Employee Referral Walk In	0 0 0 1 0 0 0 15 1 2	19



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7	Call Center Supervisor	1	Internal Promotion	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Craigslist Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Athens Review Internal Candidate Indeed*	0 1 0 0 0 0 0 0 0 0 2 1	4
8	Regional QA Technician	1	Employee Referral	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Craigslist Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Employee Referral	0 0 0 0 0 0 0 0 0 1	1



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9	Call Center Agent	5	EmployeeX2 Indeed X2 Top Notch	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Craigslist Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Walk in Employee Referral Indeed.com* Top Notch	0 0 0 0 0 0 0 0 0 0 1 4 10 3	18
10	Service Technician	1	Indeed.com	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Craigslist Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed Google LinkedIn Glassdoor.com Ziprecruiter.com	0 0 0 0 0 0 0 0 0 0 1 0 0 0 0	1



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11	Plant Operations Manager	1	Indeed.com	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed Google LinkedIn Glassdoor.com Ziprecruiter.com CableFax Internal Candidate	0 1 0 0 0 0 0 0 2 0 0 0 0 0 0 1	4
12	Call Center Supervisor	1	Internal Promotion	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed Google LinkedIn Glassdoor.com Ziprecruiter.com Internal Candidate	0 1 0 0 0 0 0 0 0 1 0 0 0 0 0 0 2	4



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13	Business Solutions Account Associate	1	Internal Promotion	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Craigslist Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed Google LinkedIn Glassdoor.com Ziprecruiter.com Internal Candidate	0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 2	3
14	Call Center Agent	4	Texas Workforce Commission X2 Walk- In X1 Employee Referral X1	Northland Communications Website Northland Communications Community Channel Craigslist Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA *Indeed Employee Referral Walk In Organization (unknown) Referral Corsicana Daily Sun	0 0 0 46 0 0 0 0 10 15 40 1 1 1	114



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15	Call Center Agent	2	Indeed.com Texas Workforce Commission	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Craigslis Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA *Indeed Walk In Referral	0 0 0 0 4 0 0 0 0 5 2 1	12

*Unverifiable recruitment source, candidate indicated this referral source, however, it was not posted by Northland

SUPPLEMENTAL RECRUITMENT INITIATIVES

1. Training Programs: a) NCD training program that enables unit personnel to acquire skills that could qualify them for higher level positions, b) Sales Certification Program that provides a means for Sales Associates and Call Center Agents to improve their product knowledge, customer service and sales skills and their earnings and c) Education Assistance program that encourages employees to further job related skills and improve performance.
2. Participation in Internet and other programs designed to promote outreach: Posting on Featured Employer on SCTE and WICT and in local newspaper regarding Equal Opportunity commitment and policies.



RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
NAACP	PO 478 Waxahachie, TX 75168	G.Burrel	903-872-2821	No	0
LULAC	2900 N. Hwy 22 Corsicana, TX 75110			No	0
Texas Workforce Commission	720 N Beaton Corsicana, TX 75110	L. Coleman C. White	(903) 874-8276	No	51
Corsicana Daily Sun	405 E. Collin St. Corsicana, TX 75110		(877) 670-3400	No	1
Navarro College Job Placement Center	3200 W. 7 th Ave. Corsicana, TX 75110			No	0
BPWA	3501 Northpark Corsicana, TX 75110			No	0
Craigslist.org	www.dallas.craigslist.org	n/a	n/a	n/a	0
Northland Communications Website	1500 N. Beaton Corsicana, TX 75110 www.yournorthland.com/careers/	HR	(206) 621-1351	No	3
Northland Community Channel	1500 N. Beaton Corsicana, TX 75110	V. Wallace	(903) 872-3131	No	0
Walk-In	n/a	n/a	n/a	n/a	46
Employee Referral	n/a	n/a	n/a	n/a	24
Facebook*	Facebook.com	n/a	n/a	No	1
Monster*	www.monster.com	n/a	n/a	No	1



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Internal Candidate	n/a	n/a	n/a	n/a	12
Athens Review	201 S. Prairieville PO Box 32 Athens, Texas 75751 ginger@athensreview.com	Ginger	(903) 675-5626	No	
Indeed	Indeed.com	n/a	n/a	No	51
Google Jobs	Careers.google.com/jobs	n/a	n/a	No	0
LinkedIn	LinkedIn.com	n/a	n/a	No	0
Glassdoor	Glassdoor.com	n/a	n/a	No	0
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	0
Cablefax	jobs.cablefax.com	n/a	n/a	No	0
Topnotch	1023 W 2nd Avenue Corsicana, TX 75110		(903) 872-4334		3
Referral	n/a	n/a	n/a	n/a	2
Organization (unknown)	n/a	n/a	n/a	n/a	1

*Unverifiable recruitment source, candidate indicated this referral source, however, it was not posted by Northland