

# 2018 EEO Public File Report

MARBLE FALLS, TX – FCC EMPLOYMENT UNIT #1334

This Report covers October 1	, 2017 THROUGH SEPTEMB	ER <b>30, 2018</b> .
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Total Number of Full-Time Vacancies Filled During This Period:3	
Total Number of People Interviewed For Full-Time Vacancies During This Period:	6

### **FULL-TIME POSITIONS FILLED**

#	Position Title		Recruitment Source of	<b>\</b> /	Number of	Total
		Hired	Successful	the Vacancy	Interviewees	Number
			Applicant(s)	Please see attached Recruitment	Referred by Each	Interviewed
				Resource List for recruitment source	Recruitment	
				contact information.	Source	
1	Service	2	Indeed.com	The Highlander	1	5
	Technician		Referral	Burnett Bulletin	0	
				The Picayune/River City Tribune	0	
				Northland Communications Website	1	
				Northland Community Channel	0	
				Texas Workforce Center	0	
				Craigslist.com	0	
				Marble Falls Independent School	0	
				District		
				The Helping Center	0	
				Central Texas College	0	
				Austin Community College	0	
				St. Frederick Baptist Church	0	
				LaCare	0	
				Pat's Temporary Agency	0	
				Frank Fickett Educational Center	0	
				Family Crisis Center	0	
				Indeed.com*	2	
				Referral	1	
2	Service	1	Employee Referral	The Highlander	0	1
	Technician		. ,	Burnett Bulletin	0	
				The Picayune/River City Tribune	0	

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#	Position Title	Number	Recruitment Source of	Recruitment Source(s) Used to Fill	Number of	Total
"	1 doition title	Hired	Successful the Vacancy		Interviewees	Number
		imod	•		Referred by Each	Interviewed
			Resource List for recruitment source		Recruitment	mitor viewed
				contact information.	Source	
				Northland Communications Website	0	
				Northland Community Channel	0	
				Texas Workforce Center	0	
				Marble Falls Independent School	0	
				District	0	
					U	
				The Helping Center	0	
				Central Texas College	0	
			Austin Community College		0	
			St. Frederick Baptist Church		0	
			LaCare		0	
				Pat's Temporary Agency	0	
				Frank Fickett Educational Center	0	
				Family Crisis Center	0	
				Indeed.com	0	
				Google	0	
				LinkedIn	0	
				GlassDoor	0	
			Ziprecruiter		0	
				Employee Referral	1	
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<sup>\*</sup>Unverifiable recruitment resource. Applicant indicated this referral source, however it was not posted by Northland.

#### SUPPLEMENTAL OUTREACH 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 c) Education Assistance program that encourages employees to further job related skills and improve performance and d) Video training reviewed by employment unit management regarding prevention of discrimination and harassment.
- 2. Participation in Internet and other programs designed to promote outreach: Posting on Featured Employer on SCTE and WICT, and in the local newspaper and local community channel regarding Equal Opportunity commitment and policies.

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### RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
The Picayune/River City Tribune Dailytrib.com	1007 Avenue K Marble Falls, TX 78654	A. Weems	(830) 693-7152	No	0
Central Texas College	1201 N. Main Burnet, TX 78211	L. Spivey	(512) 756-9890	No	0
Marble Falls Independent School District (ISD)	2001 Broadway Marble Falls, TX 78654	R. Warren	(830) 693-4357	No	0
The Helping Center	1315 Broadway Marble Falls, TX 78654	S. Kennedy	(830) 693-5689	No	0
Texas Workforce Center	803 W. Buchanan Dr. Burnet, TX 78611 720 N Beaton Corsicana, TX 75110	M. Pickering C. White	(512) 756-6769 (903) 874-8276	No	0
Austin Community College	5930 Middle Fiskville Rd. Austin, TX 78752	J. Tucker	(512) 223-4222	No	0
Pat's Temporary Agency	708 4 <sup>th</sup> St. Marble Falls, TX 78654	P. Pucik	(830) 693-3572	No	0
The Highlander News	304 Gateway Loop Marble Falls, TX 78654		(830) 693-4367	No	1
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com	HR	(206) 621-1351	No	1
Northland Community Channel	1101 Mission Hill Drive Marble Falls, TX 78654	P. Lechler	(830) 693-7500	No	0
		V. Wallace	(903) 872-3131		

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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
	1500 N. Beaton Corsicana, TX 75110				
Craigslist	www.austin.craigslist.org	n/a	n/a	No	0
Burnett Bulletin	304 Gateway Loop Marble Falls, TX 78654	S. McBryde	(830) 693-4367	No	0
Family Crisis Center	PO Box 805 Marble Falls, TX 78654	A. Lahmon	(830) 693-3656	No	0
St. Frederick Baptist Church	301 Ave. N. Marble Falls, TX 78654	Rev. E. W. Hackett	(830) 693-4499	No	0
LaCare	PO Box 1115 Burnet, TX 78611	L. McCorkle	(512) 756-4422	No	0
Frank Fickett Educational Center	806 Steve Hawkins Pkwy Marble Falls, TX 78654	J. Cowfer	(830) 693-4645	No	0
Referral	N/A	n/a	n/a	No	1
Employee Referral	N/A	n/a	n/a	No	1
Indeed	Indeed.com	n/a	n/a	No	2
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

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