



2017 EEO Public File Report
MARBLE FALLS, TX – FCC EMPLOYMENT UNIT #1334

THIS REPORT COVERS OCTOBER 1, 2016 THROUGH SEPTEMBER 30, 2017.

Total Number of Full-Time Vacancies Filled During This Period: 7

Total Number of People Interviewed For Full-Time Vacancies During This Period: 18

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	Installer	2	Craigslist Indeed*	The Highlander Burnett Bulletin Llano News The Picayune Dailytrib.com Northland Communications Website Northland Communications Community Channel Texas Workforce Center Craigslist.org Marble Falls Independent School District The Helping Center Central Texas College Austin Community College St. Frederick Baptist Church LaCare Pat's Temporary Agency Frank Fickett Educational Center Family Crisis Center Indeed Burnet Job Fair	0 0 0 1 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 2 1	5
2	Business Sales Engineer	1	Northland Website/Referral	The Highlander Burnett Bulletin Central Texas College Marble Falls Independent School	1 0 0 0	4



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				District The Helping Center Llano Journal Austin Community College Northland Communications Website The Picayune Craigslis St. Frederick Baptist Church LaCare Pat's Temporary Agency Frank Fickett Educational Center Family Crisis Center Referral Corsicana Daily Sun Northland Community Channel Texas Workforce Center NAACP Navarro College Job Placement Center LULAC BPWA	0 0 0 2 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0	
3	Customer Service Manager	1	Craigslis	The Highlander Burnett Bulletin Llano News The Picayune Northland Communications Website Northland Community Channel Texas Workforce Center Craigslis Marble Falls Independent School District The Helping Center Central Texas College Austin Community College	1 0 0 1 0 0 0 1 0 0 0 0	6



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				St. Frederick Baptist Church LaCare Pat's Temporary Agency Frank Fickett Educational Center Family Crisis Center Indeed*	0 0 0 0 0 3	
4	Plant Operations Manager	1	Internal Promotion	Internal Promotion	n/a	n/a
5	Service Technician	2	Walk-in Employee Transfer	The Highlander Burnett Bulletin Llano News The Picayune Northland Communications Website Northland Community Channel Texas Workforce Center Craigslist Marble Falls Independent School District The Helping Center Central Texas College Austin Community College St. Frederick Baptist Church LaCare Pat's Temporary Agency Frank Fickett Educational Center Family Crisis Center MilitaryHire National Veteran's Foundation Glassdoor Employee Transfer Walk-in	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 2	3

*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, Monster.com Diversity Banner and in the local community channel 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
The Picayune/River City Tribune Dailytrib.com	1007 Avenue K Marble Falls, TX 78654	A. Weems	(830) 693-7152	No	2
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	708 4 th St.	P. Pucik	(830) 693-3572	No	0



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Agency	Marble Falls, TX 78654				
The Highlander News	304 Gateway Loop Marble Falls, TX 78654		(830) 693-4367	No	2
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com	HR	(206) 621-1351	No	2
Northland Community Channel	1101 Mission Hill Drive Marble Falls, TX 78654 1500 N. Beaton Corsicana, TX 75110	P. Lechler V. Wallace	(830) 693-7500 (903) 872-3131	No	0
Craigslist	www.austin.craigslist.org www.dallas.craigslist.org	n/a	n/a	No	2
Burnett Bulletin	304 Gateway Loop Marble Falls, TX 78654	S. McBryde	(830) 693-4367	No	0
Llano News	PO Box 1000 Marble Falls, TX 78654	S. McBryde	Email sallymcb@highlandernews.com		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
Indeed*	www.indeed.com			No	5
Walk-in	N/A	N/A	N/A	N/A	2



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Burnet Job Fair	Burnet Community Center 401 E. Jackson St. Burnet, TX 78611	C. Henry	N/a	No	1
NAACP	PO 478 Waxahachie, TX 75168	G.Burrel	903-872-2821	No	0
LULAC	2900 N. Hwy 22 Corsicana, TX 75110			No	0
Corsicana Daily Sun	405 E. Collin St. Corsicana, TX 75110		(877) 670-3400	No	0
Navarro College Job Placement Center	3200 W. 7 th Ave. Corsicana, TX 75110			No	0
BPWA	3501 Northpark Corsicana, TX 75110			No	0
MilitaryHire	www.militaryhire.com	N/A	N/A	No	0
National Veteran's Foundation	Nvf.org	N/A	N/A	No	0
Employee Transfer					1
Glassdoor	Glassdoor.com (multiple locations)	N/A	N/A	No	0
Referral	N/A	N/A	N/A	No	1

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