

MARBLE FALLS, TX - FCC EMPLOYMENT UNIT #1334

This Report covers October 1	, 2018 THROUGH SEPTEMBER	30, 2019.
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Total Number of Full-Time Vacancies Filled During This Period:8	
<b>Total Number of People Interviewed For Full-Time Vacancies During This Period:</b>	24

## **FULL-TIME POSITIONS FILLED**

#	Position Title	Number	<b>Recruitment Source of</b>	Recruitment Source(s) Used to Fill	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	Project Manager	1	Indeed	The Highlander	0	3
				Burnett Bulletin	0	
				The Picayune/River City Tribune	0	
				Northland Communications Website	1	
				Northland Community Channel	0	
				Texas Workforce Center	0	
				Marble Falls ISD	0	
				The Helping Center	0	
				Central Texas College	0	
			Austin Community College		0	
			St. Frederick Baptist Church		0	
			LaCare		0	
				Pat's Temporary Agency		
				Frank Fickett Educational Center		
			Family Crisis Center		0	
			Indeed		2	
			Google		0	
				LinkedIn	0	
				Glassdoor	0	
				Ziprecruiter	0	



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			Applicant(s)	Please see attached Recruitment	Referred by Each	Interviewed
				Resource List for recruitment source	Recruitment	
				contact information.	Source	
2	Field Supervisor	1	Northland Website	The Highlander	0	6
				Burnett Bulletin	0	
				The Picayune/River City Tribune	0	
				Northland Communications Website	2	
				Northland Community Channel	0	
				Texas Workforce Center	0	
				Craigslist.org	0	
				Marble Falls ISD	0	
				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		
				Indeed		
				Google	0	
				LinkedIn	0	
				Glassdoor	0	
				Ziprecruiter	0	



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			Applicant(s)	Please see attached Recruitment	Referred by Each	Interviewed
			/ (pp.:ea.i.(e)	Resource List for recruitment source	Recruitment	
				contact information. Source		
3	Customer Support	2	Employee Referral	The Highlander	0	4
	Technician	_	Indeed.com	Burnett Bulletin	0	7
	realinolan		macca.com	The Picayune/River City Tribune	0	
				Northland Communications Website	1	
				Northland Community Channel	0	
				Texas Workforce Center	0	
				Craigslist.org	0	
				Marble Falls ISD	0	
				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	
				Google	0	
				LinkedIn	0	
				Glassdoor	0	
				Ziprecruiter	0	
				Dice	0	
				Employee Referral	1	



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	1 contion thic	Hired	Successful	the Vacancy	Interviewees	Number
		imea	Applicant(s)	Please see attached Recruitment	Referred by Each	Interviewed
			Applicant(s)	Resource List for recruitment source		iiilei vieweu
					Recruitment	
				contact information.	Source	
4	<b>Business Solutions</b>	1	Technology Executive	The Highlander	0	4
	Account Associate		Group	Burnett Bulletin	0	
				The Picayune/River City Tribune	0	
				Northland Communications Website	0	
				Northland Community Channel	0	
				Texas Workforce Center	0	
				Marble Falls ISD	0	
				The Helping Center	0	
				Central Texas College		
				Austin Community College		
			St. Frederick Baptist Church		0	
				LaCare		
				Pat's Temporary Agency	0	
				Frank Fickett Educational Center	0	
				Family Crisis Center	0	
				Indeed.com		
				Google		
				LinkedIn		
			Glassdoor		0	
				Ziprecruiter	0	
				Referral	1	
				Technology Executive Group	1	



MARBLE FALLS, TX – FCC EMPLOYMENT UNIT #1334

#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy Please see attached Recruitment Resource List for recruitment source contact information.  Number of Interviewees Referred by Each Recruitment Source		Total Number Interviewed
	System Technician	1	Northland Communications Website	The Highlander Burnett Bulletin  Northland Communications Website  Northland Community Channel Texas Workforce Center Marble Falls ISD 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 (Marble Falls, Austin & San Antonio) Google (Marble Falls, Austin & San Antonio) LinkedIn (Marble Falls, Austin & San Antonio) Glassdoor (Marble Falls, Austin & San Antonio) Ziprecruiter ((Marble Falls, Austin & San Antonio) Northland Facebook Page	0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0	1



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#	Position Title	Number Hired	Recruitment Source of Successful	Recruitment Source(s) Used to Fill the Vacancy	Number of Interviewees	Total Number
			Applicant(s) Please see attached Recruitment		Referred by Each	Interviewed
			Resource List for recruitment source		Recruitment	
				contact information.	Source	
6	Service Technician	2	LinkedIn, Northlands	The Highlander	0	6
			Communications Website	Burnett Bulletin	0	
				The Picayune/River City Tribune	0	
				Northland Communications Website	1	
				Northland Community Channel	0	
				Texas Workforce Center	0	
				Marble Falls ISD	0	
			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	3	
				Google	0	
				LinkedIn	1	
				Glassdoor	0	
				Ziprecruiter	0	
				Employee Referral	1	

#### 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 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 the local newspaper 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	M. Pickering C. White	(512) 756-6769 (903) 874-8276	No	0
	720 N Beaton Corsicana, TX 75110		(303) 074-0270		
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	304 Gateway Loop Marble Falls, TX 78654		(830) 693-4367	No	0
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com	HR	(206) 621-1351	No	6
Northland Community Channel	1101 Mission Hill Drive Marble Falls, TX 78654	P. Lechler	(830) 693-7500	No	0
Burnett Bulletin	304 Gateway Loop Marble Falls, TX 78654	S. McBryde	(830) 693-4367	No	0

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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
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	2
Indeed	Indeed.com	n/a	n/a	No	13
Google Jobs	Careers.google.com/jobs	n/a	n/a	No	0
LinkedIn	LinkedIn.com	n/a	n/a	No	1
Glassdoor	Glassdoor.com	n/a	n/a	No	0
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	0
Technology Executive Group	8000 Mid Atlantic Dr Suite 109M Mount Laurel, NJ 8054	J. Hunter	(856) 985-5368	No	1
Dice	www.dice.com	n/a	n/a	No	0
Northland Facebook Page	www.facebook.com/ YourNorthland	HR	(206) 621-1351	No	0
Craigslist	austin.craigslist.org	n/a	n/a	No	0

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