



THIS REPORT COVERS OCTOBER 1, 2018 THROUGH SEPTEMBER 30, 2019.

Total Number of Full-Time Vacancies Filled During This Period: 36
Total Number of People Interviewed For Full-Time Vacancies During This Period: 250

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	IT Support Specialist	1	Texas Workforce Commission	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 Ziprecruiter	0 0 0 1 0 0 0 0 1 0 0 0 0 0	2
2	Dispatcher	1	Indeed	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed Google	0 0 0 0 0 0 0 0 3 0	3



2019 EEO Public File Report
CORSICANA, TX – FCC EMPLOYMENT UNIT #1201

#	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
				LinkedIn Glassdoor Ziprecruiter	0 0 0	
3	Call Center Agent	1	Texas Workforce Commission	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
4	Call Center Agent	8	Corsicana Daily Sun x1 Walk – In x1 Employee Referral x2 Indeed.com x4	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Craigslist Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA *Indeed Walk In Employee Referral	2 0 0 0 5 0 0 0 0 19 3 7	36
5	Commercial Inside Sales Agent	3	Internal Promotion x3	Internal Promotion	Internal Promotion	3



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8	Commercial Engineer	1	Indeed	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Texas Workforce Commission Navarro College Job Placement Center LULAC BPWA Indeed Google LinkedIn Glassdoor Ziprecruiter	0 0 0 0 0 0 0 1 0 0 0 0	1
9	Call Center Agent	9	Indeed x5 Northland Communications Website x1 Manpower x2 Internal Candidate x1	Northland Communications Website Northland Communications Community Channel Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed Google LinkedIn Glassdoor Ziprecruiter Manpower Temp Agency Employee Referral Internal Candidate	3 0 0 0 0 0 0 21 0 0 0 0 0 2 1 1	28



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10	Call Center Agent	1	Walk-In	Northland Communications Website Northland Communications Community Channel Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed Google LinkedIn Glassdoor Ziprecruiter Walk -In Employee Referral	0 0 0 0 0 0 0 0 18 1 0 0 0 0 4 4	27
11	Network Administrator	2	Indeed Employee Referral	Northland Communications Website Northland Communications Community Channel Texas Workforce Commission Navarro College Job Placement Center LULAC BPWA Indeed Google LinkedIn Glassdoor Ziprecruiter Employee Referral	0 0 0 0 0 0 0 1 0 0 0 0 0 1	2



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12	Regional Sales Director	1	Employee Referral	Northland Communications Website Northland Communications Community Channel Texas Workforce Commission Navarro College Job Placement Center LULAC BPWA Indeed Google LinkedIn Glassdoor Ziprecruiter Employee Referral	0 0 0 0 0 0 0 0 0 0 0 0 0 1	1
13	Call Center Agent	6	Employee Referral x3 Walk-In x2 Glassdoor x1	Northland Communications Website Northland Communications Community Channel Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed Google LinkedIn Glassdoor Employee Referral Facebook Jobs Walk-In	0 0 0 0 0 0 0 0 10 0 0 1 13 1 4	29

*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	52
Corsicana Daily Sun	405 E. Collin St. Corsicana, TX 75110	T. Allen	(877) 670-3400	No	3
Navarro College Job Placement Center	3200 W. 7 th Ave. Corsicana, TX 75110	n/a	n/a	No	0
BPWA	3501 Northpark Corsicana, TX 75110	n/a	n/a	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, P. Bolden	(903) 872-3131	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
	2100 B Hwy 281 N Marble Falls, TX 78654				
Walk-In	n/a	n/a	n/a	n/a	51
Employee Referral	n/a	n/a	n/a	n/a	42
Facebook	www.facebook.com/yournorthland	n/a	n/a	No	1
Internal Candidate/Promotion	n/a	n/a	n/a	n/a	6
Indeed	Indeed.com	n/a	n/a	No	86
Google Jobs	Careers.google.com/jobs	n/a	n/a	No	1
LinkedIn	LinkedIn.com	n/a	n/a	No	0
Glassdoor	Glassdoor.com	n/a	n/a	No	1
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	0
Referral	n/a	n/a	n/a	n/a	1
Organization (unknown)	n/a	n/a	n/a	n/a	1
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	2001 Broadway Marble Falls, TX 78654	R. Warren	(830) 693-4357	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
District (ISD)					
The Helping Center	1315 Broadway Marble Falls, TX 78654	S. Kennedy	(830) 693-5689	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 th 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	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
Manpower Temp Agency	122 South 12 th St Suite 104 Corsicana, TX 75110	Crystal Hoover	(903)872-1775	No	2