



2019 EEO Public File Report
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 <i>Please see attached Recruitment Resource List for recruitment source contact information.</i>	Number of Interviewees Referred by Each Recruitment Source	Total Number Interviewed
6	Service Technician	2	LinkedIn, Northlands Communications Website	The Highlander Burnett Bulletin The Picayune/River City Tribune 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.com Google LinkedIn Glassdoor Ziprecruiter Employee Referral	0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 3 0 1 0 0 1	6

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 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 th 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