



2011 EEO Public File Report
TYLER, TX – FCC EMPLOYMENT UNIT #8377

THIS REPORT COVERS OCTOBER 1, 2010 THROUGH SEPTEMBER 30, 2011.

Total Number of Full-Time Vacancies Filled During This Period: 12

Total Number of People Interviewed For Full-Time Vacancies During This Period: 37

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	1	Referral	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Longview News Journal Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley Comm. College Tyler Junior College Northland Website Referral	0 0 0 0 0 0 0 0 0 0 0 0 0 1	1



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2	CSR	2	Referral Express Employment Prof.	Express Employment Prof. East Texas Workforce Comm. NAACP Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley Comm. College Tyler Junior College Northland Website Referral	6 0 0 0 0 0 0 0 0 0 0 0 3	9
3	Senior Tech	1	Employee Referral	SCTE East Texas Workforce Comm. NAACP Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley Comm. College Tyler Junior College Tyler Morning Telegraph Northland Website Employee Referral	0 0 0 0 0 0 0 0 0 0 1 0 1	2



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4	Marketing Coordinator	1	Craig's List	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Craig's List Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley Comm. College Tyler Junior College Northland Website	2 0 0 1 0 0 0 0 0 0 0 0 0	3
5	CSR	1	Referral	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Craig's List Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley Comm. College Tyler Junior College Northland Website Snelling Staffing Walk-in Referral	2 0 0 4 0 0 0 0 0 0 0 0 0 3 1 1	11



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6	Installer	2	Employee Referral Referral	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Craigslist Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley Comm. College Tyler Junior College Northland Website Employee Referral Referral	0 0 0 0 0 0 0 0 0 0 0 0 0 1 1	2
7	CSR	1	Employee Referral	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Craig's List Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley Comm. College Tyler Junior College Northland Website Employee Referral	0 0 0 0 0 0 0 0 0 0 0 0 0 1	1



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8	Installer	2	Employee Referral Craigslist	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Craig's List Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley Comm. College Tyler Junior College Employee Referral	0 0 0 1 0 0 0 0 0 0 0 0 4	5
9	CS Tech	1	Tyler Morning Telegraph	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Craig's List Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley Comm. College Tyler Junior College Employee Referral	1 0 0 1 0 0 0 0 0 0 0 0 1	3



SUPPLEMENTAL OUTREACH INITIATIVES

1. Training Programs: a) NOTC training program that enables unit personnel to acquire skills that could qualify them for higher level positions, b) CSR Certification Program that provides a means for customer service representatives to improve their product knowledge and customer service skills and improve their wage 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, WICT, NAMIC, Monster.com and local newspapers/local origination 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
Tyler Morning Telegraph	410 W. Erwin Tyler, TX 75702	Mitsie Hartman	(903) 596-6357	No	6
East Texas Workforce Commission	4100 Troup Hwy Tyler, TX 75703	Brent Henson	(903) 561-8131	No	0
NAACP	1225 Wilson St Denton, TX 76205	Direct	(940) 384-1999	No	0
Longview News Journal	320 E. Methvin St. Longview, TX 75601	Nancy Britian	(903) 232-7291	No	0
LeTourneau University	P.O. Box 7001 Longview, TX 75607-7001	Joyce Crone	(800) 388-5327	No	0
Navarro County College	3200 West 7 th Avenue Corsicana, TX 75110	Pat Southerd Matt Miller	874-6501	No	0
University of Texas at Tyler	3900 University Blvd. Tyler, TX 75707	Krista Richardson Julie Pollard	(903) 566-7000	No	0
Texas College	2402 North Grand Tyler, TX 75702	Ardith Weiss	(903) 593-8311	No	0
Trinity Valley Community College	505 Palestine Athens, TX 75751		(903) 675-6200	No	0
Eastfield College –	3737 Motley	Career Services	(972) 860-7100	No	0



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Career Services	Mesquite, TX 75150				
Tyler Junior College	PO Box 9020 East Fith Street Tyler, TX 75711	Kim Hardin	(903) 510-2200	No	0
Express Employment Professionals	4603 Troup Hwy Tyler, TX 75703	Demetria	(903) 592-9999	No	6
Northland Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com	Human Resources	(206) 621-1351	N/A	0
Craigslist	www.eastteexas.craigslist.org	n/a	n/a	n/a	7
Snelling Staffing	1225 Loop 323 WSW Tyler, TX 75703		(903) 561-1181	No	3
Employee Referral		n/a	n/a	No	8
Walk-in		n/a	n/a	No	1
Referral		n/a	n/a	No	6