



## 2011 EEO Public File Report

### MARBLE FALLS, TX – FCC EMPLOYMENT UNIT #1334

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

Total Number of Full-Time Vacancies Filled During This Period: 2

Total Number of People Interviewed For Full-Time Vacancies During This Period: 9

#### 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	Customer Service Manager	1	The Picayune	The Picayne Central Texas College Marble Falls Independent School District Family Crisis Center Austin Community College Pat's Temporary Agency Texas Workforce Commission The Highlander	2 0 0 0 0 0 0 1	3
2	Installer	1	Employee Referral	The Picayne Central Texas College Marble Falls Independent School District The Helping Center Austin Community College Pat's Temporary Agency Texas Workforce Commission Walk-In Employee Referral	1 0 0 0 0 0 0 3 2	6



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### 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, 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: Positioning on Featured Employer on SCTE, WICT and 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
The Picayune/City River Tribune	1007 Avenue K Marble Falls, TX 78654	A. Weems	(830) 693-7152	No	3
Central Texas College	1201 N. Main Burnet, TX 78211	L. Spivey	(512) 756-9890	No	0
Marble Falls Independent School District	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		0
Family Crisis Center	902 Ave. E. Marble Falls, TX 78654	A. Lahmon	(830) 693-3656	No	0
Texas Workforce Center	803 W. Buchanan Dr. Burnet, TX 78611	M. Pickering	(512) 756-6769	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 <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	1
Walk-in				N/A	3
Referral				N/A	2