



2011 EEO Public File Report

STEPHENVILLE – FCC EMPLOYMENT UNIT #268

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

Total Number of Full-Time Vacancies Filled During This Period: 3

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	Customer Service Rep.	1	Internal Candidate	Texas Workforce Commission KSTV Radio TSU Career Services Stephenville Empire Tribune Dublin Citizen Internal Candidate	15 0 1 1 0 1	18
2	Installer	1	Dublin Citizen	Texas Workforce Commission KSTV Radio TSU Career Services Stephenville Empire Tribune Dublin Citizen Walk-in Referral	4 0 0 4 1 2 1	12
3	Business Manager	1	Craigslist.org	Texas Workforce Commission TSU Career Services Stephenville Empire Tribune Dublin Citizen Craigslist.org Monster.com Northland Website	3 0 0 0 2 1 1	7



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SUPPLEMENTAL RECRUITMENT 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 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
Stephenville Empire Tribune	PO Box 958 Stephenville, TX 96401	R. Stidham	(254) 965-3124	No	5
TSU – Career Service Center	Box T – 0550 Stephenville TX	A. Nimmo	(254) 968-9078	No	1
North Central Texas Workforce Center	2301 WSO Loop Stephenville, TX	J. Wayne	(254) 965-7418	No	22
KSTV Radio	1309 W Washington Stephenville, TX	T. Hart	(254) 968-2141	No	0
Dublin Citizen Newspaper	111 S. Patrick St. Dublin, TX 76446	M. McKinnon	(254) 445-2515	No	1
Craigslist.org	www.dallas.craigslist.org			No	2
Monster.com	www.monster.com	J. Ebenhoch	(480) 567-3602	No	1
Northland Communications Website	101 Stewart Street, Suite 700 Seattle, 98101 www.yournorthland.com/stephenville	R. Angeles	(206) 621-1351	No	1
Internal Candidate		n/a	n/a	No	1
Referral		n/a	n/a	No	1
Walk-in		n/a	n/a	No	2