



2014 EEO Public File Report
 CORSICANA, TX – FCC EMPLOYMENT UNIT #1201

THIS REPORT COVERS OCTOBER 1, 2013 THROUGH SEPTEMBER 30, 2014.

Total Number of Full-Time Vacancies Filled During This Period: 25
 Total Number of People Interviewed For Full-Time Vacancies During This Period: 154

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	Lead Sales Agent	1	Internal Promotion	Internal Promotion	n/a	n/a
2	Call Center Sales Agent	2	1. Northland Communications (Internal Candidate) 2. Instaff	Northland Communications Corsicana Daily Sun Craigslis.org NAACP Navarro College LULAC Texas Workforce Commission BPWA Instaff	2 0 0 0 0 0 1 0 1	4
3	Technical Service Representatives	4	1. Walk-in 2. Northland Communications Website 3. Craigslis 4. Employee Referral	Corsicana Daily Sun Craigslis.org NAACP LULAC Navarro College Texas Workforce Commission BPWA Northland Communications Website Employee Referral Walk-in	0 2 0 0 0 0 0 2 1 1	6



2014 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
4	Sales & Billing Trainer	1	Craigslist	Corsicana Daily Sun Northland Communications Website Craigslist.org NAACP Navarro College LULAC Texas Workforce Commission BPWA Linkedin.com	0 0 1 0 0 0 0 0 1	2
5	Call Center Agent	2	1. Employee Referral 2. Texas Workforce Commission	Northland Communications Texas Workforce Commission Navarro College Walk-in Employee Referral	0 10 0 4 1	15
6	Senior Customer Service Manager	1	Internal Promotion	Internal Promotion	n/a	n/a
7	Dispatcher	1	Internal Candidate	Corsicana Daily Sun Northland Communications Website Craigslist.org NAACP Navarro College LULAC Texas Workforce Commission BPWA	0 1 0 0 0 0 0 0	1
8	Dispatcher	1	Internal Candidate	Corsicana Daily Sun Northland Communications Website Craigslist.org NAACP Navarro College LULAC Texas Workforce Commission BPWA	0 1 0 0 0 0 0 0	1



2014 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
9	Lead Call Center Agent	1	Internal Promotion	Internal Promotion	n/a	n/a
10	IT Technician	1	Internal Promotion	Internal Promotion	n/a	n/a
11	Technical Operations Manager	1	Internal Promotion	Internal Promotion	n/a	n/a
12	Installer/CS Tech	1	Referral	Corsicana Daily Sun Northland Communications Website Craigslist NAACP Navarro College LULAC Texas Workforce Commission BPWA Northland Community Channel Walk-In Referral	1 0 0 0 0 0 0 0 0 0 1 3	5
13	Call Center Agent	2	Texas Workforce Commission	Northland Communications Texas Workforce Commission Navarro College Employee Referral Craigslist Corsicana Daily Sun Walk-in	0 15 0 9 1 2 5	32
14	Call Center Agent	1	Texas Workforce Commission	LULAC Texas Workforce Commission Navarro College BPWA NAACP Walk-In Employee Referral	0 14 1 0 0 9 11	35



2014 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
15	Call Center Agent	1	Employee Referral	Northland Communications Walk-In Texas Workforce Commission Navarro College Employee Referral	0 8 6 0 8	22
16	Call Center Agent	2	Employee Referral	Northland Communications Walk-In Texas Workforce Commission Navarro College Employee Referral Craigslis.org Corsicana Daily Sun	0 7 2 0 8 0 0	17
17	Installer	1	Referral	Corsicana Daily Sun Texas Workforce Commission Walk-In Referral	1 0 1 2	4
18	Call Center Agent	1	Texas Workforce Commission	Northland Communications Texas Workforce Commission Employee Referral	6 3 1	10

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) Sales Certification Program that provides a means for Sales Associates 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 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: Positing on Featured Employer on 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
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	51
Corsicana Daily Sun	405 E. Collin St. Corsicana, TX 75110		(877) 670-3400	No	4
Navarro College Job Placement Center	3200 W. 7 th Ave. Corsicana, TX 75110			No	1
BPWA	3501 Northpark Corsicana, TX 75110			No	0
Craigslist.org	www.dallas.craigslist.org	n/a	n/a	n/a	4
Northland Communications & Website	1500 N. Beaton Corsicana, TX 75110 www.yournorthland.com/careers/	HR	(206) 621-1351	No	6
Northland Community Channel	1500 N. Beaton Corsicana, TX 75110	C. Lambert	(903) 872-3131	No	0
Employee Referral	n/a	n/a	n/a	n/a	39
Walk-In	n/a	n/a	n/a	n/a	42
Referral	n/a	n/a	n/a	n/a	5
LinkedIn	www.linkedin.com	n/a	n/a	No	1
InStaff	321 West 5 th Ave Suite A Corsicana, TX 75110		(903) 872-2441	No	1