



THIS REPORT COVERS OCTOBER 1, 2015 THROUGH SEPTEMBER 30, 2016.

Total Number of Full-Time Vacancies Filled During This Period: 18

Total Number of People Interviewed For Full-Time Vacancies During This Period: 119

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	Dispatcher	1	Northland Website	Corsicana Daily Sun Northland Communications Website Craigslst.org NAACP Navarro College Job Placement Center LULAC Texas Workforce Commission BPWA Northland Community Channel	0 2 0 0 0 0 0 0 0	2
2	Call Center Agent	1	Corsicana Daily Sun	Corsicana Daily Sun Northland Communications Website Craigslst.org NAACP Navarro College Job Placement Center LULAC Texas Workforce Commission BPWA Northland Community Channel Indeed Walk-in Employee Referral	2 0 0 0 0 0 1 0 0 8 5 3	19
3	Sales & Billing Trainer	1	Internal Promotion	Corsicana Daily Sun Northland Communications Website Craigslst.org NAACP	0 0 0 0	2



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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
5	Call Center Agent	1	Indeed	Corsicana Daily Sun Northland Communications Website Craigslis.org NAACP Navarro College Job Placement Center LULAC Texas Workforce Commission BPWA Indeed Walk-in	0 0 0 0 0 0 4 0 10 3	17
6	Dispatcher	1	Internal Candidate/ Promotion	Northland Communications Website Texas Workforce Craigslis NAACP Navarro College Job Placement Center LULAC BPWA Northland Community Channel Internal Candidate Employee Referral Walk-in	0 0 0 0 0 0 0 0 1 1 1	3
7	IT Support Specialist	1	*Monster.com	Corsicana Daily Sun Northland Communications Website Northland Community Channel Craigslis.org Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed* Employee Referral *Ziprecruiter *Monster.com Unknown	1 1 0 1 0 0 0 0 0 1 1 1 1 1 1	8



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8	Call Center Agent	9	Indeed (5) Employee Referral (2) Facebook (1) Walk-in (1)	Corsicana Daily Sun Northland Communications Website Craigslist.org NAACP Navarro College Job Placement Center LULAC Texas Workforce Commission BPWA Indeed Walk-in Employee referral Facebook *Careerbuilder	3 0 0 0 0 0 0 0 21 9 9 5 1	48
9	Call Center Agent	3	Indeed	Corsicana Daily Sun Northland Communications Website Craigslist.org NAACP Navarro College Job Placement Center LULAC Texas Workforce Commission BPWA Northland Communications Community Chanel Indeed* Walk-in Employee referral	0 0 0 0 0 3 0 0 0 4 2 4	13



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10	Call Center Agent	1	Indeed	Corsicana Daily Sun Northland Communications Website Northland Communications Community Channel Craigslist Texas Workforce Commission NAACP Navarro College Job Placement Center LULAC BPWA Indeed.com Walk-in Employee Referral	0 0 0 0 0 0 0 0 0 2 1 2	5

*Unverifiable recruitment source, candidate indicated this referral source, however, it was not posted by Northland

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: Posting on Featured Employer on Monster.com Diversity Banner and in local newspapers 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	8
Corsicana Daily Sun	405 E. Collin St. Corsicana, TX 75110		(877) 670-3400	No	6
Navarro College Job Placement Center	3200 W. 7 th Ave. Corsicana, TX 75110			No	0
BPWA	3501 Northpark Corsicana, TX 75110			No	0
Craigslist.org	www.dallas.craigslist.org www.easttexas.craigslist.org www.austin.craigslist.org www.lubbock.craigslist.org www.sanantonio.craigslist.org	n/a	n/a	n/a	1
Northland Communications & Website	1500 N. Beaton Corsicana, TX 75110 www.yournorthland.com/careers/	HR	(206) 621-1351	No	4
Northland Community Channel	1500 N. Beaton Corsicana, TX 75110	V. Wallace	(903) 872-3131	No	0
Walk-In	n/a	n/a	n/a	n/a	21
Referral	n/a	n/a	n/a	n/a	2
LinkedIn	www.linkedin.com	n/a	n/a	No	0
Facebook	Facebook.com	T. Hipp		No	5
Indeed	Indeed	N/A		No	46
Internal Candidate	n/a	n/a	n/a	n/a	2
The Picayune	1007 Avenue K Marble Falls, TX 78654	A. Weems	(830) 693-7152	No	0



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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	M. Pickering	(512) 756-6769	No	0
Austin Community College	5930 Middle Fiskville Rd. Austin, TX 78752	J. Tucker	(512) 223-4222	No	0
The Highlander News	304 Gateway Loop Marble Falls, TX 78654 sallymcb@highlandernews.com		(830) 693-4367	No	0
Burnett Bulletin	304 Gateway Loop Marble Falls, TX 78654 sallymcb@highlandernews.com	S. McBryde	(830) 693-4367	No	0
Llano Journal	PO Box 1000 Marble Falls, TX 78654 sallymcb@highlandernews.com	S. McBryde	Email		0
Killeen Daily News	PO BOX 1300 Killeen, TX 76540	S. Simpson	254-634-2125	N/A	0
Cable360	www.cable360.net	N/A	N/A	N/A	0
Temple Daily Telegram	10 South 3rd Street Temple, TX 76503 tdt@tdtnews.com	Natasha	(254) 778-4444	No	0
Employee Referral	n/a	n/a	n/a	n/a	20
*Monster.com	Monstler.com	n/a	n/a	No	1
*Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	1
*Careerbuilder	Ziprecruiter.com	n/a	n/a	No	1
Unknown	n/a	n/a	n/a	n/a	1

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