



2012 EEO Public File Report
 TYLER, TX – FCC EMPLOYMENT UNIT #8377

THIS REPORT COVERS OCTOBER 1, 2011 THROUGH SEPTEMBER 30, 2012.

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

Total Number of People Interviewed For Full-Time Vacancies During This Period: 31

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	2	Craigslist	Tyler Morning Telegraph 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 Craigslist	0 0 0 0 0 0 0 0 0 0 0 2	2
2	CS Tech	1	Referral	Tyler Morning Telegraph 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 Craigslist Referral	0 0 0 0 0 0 0 0 0 0 0 2	2



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3	System Tech	1	Referral	Tyler Morning Telegraph 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 Craigslis Referral	0 0 0 0 0 0 0 0 0 0 0 2	2
4	General Manager	1	Multi-Channel News	Tyler Morning Telegraph East Texas Workforce Comm. NAACP LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley Comm. College Eastfield College Tyler Junior College Monster.com Craigslis Multi-Channel News Northland Website Walk-in	3 0 0 0 0 0 0 0 0 0 0 1 1 0 1	6



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6	Installer	2	Craigslist Employee Referral	Tyler Morning Telegraph 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 Craigslist Walk-in Employee Referral	1 0 0 0 0 0 0 0 0 0 0 2 4 5	12
7	Customer Service Tech	1	Internal Promotion	Internal Promotion	n/a	1
8	TSR	2	Express Employment Northland Website	Tyler Morning Telegraph East Texas Workforce Comm NAACP LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley Comm. College Eastfield College Tyler Junior College Longview News Journal Craigslist Northland Website Express Employment	0 0 0 0 0 0 0 0 0 0 0 0 1 1	2



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: 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
Tyler Morning Telegraph	410 W. Erwin Tyler, TX 75702	Mitsie Hartman	(903) 596-6357	No	7
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



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Eastfield College – Career Services	3737 Motley Mesquite, TX 75150	Career Services	(972) 860-7100	No	0
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	2
Northland Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com/flint	Human Resources	(206) 621-1351	N/A	1
Craigslist	easttexas.craigslist.org	n/a	n/a	n/a	5
MultiChannel News	28 East 28 th St, 12 th Floor New York, NY 10016		(212) 378-0400 x517	No	1
Monster.com	www.monster.com	J. Ebenhoch	(480) 567-3602	No	0
Internal Promotion		n/a	n/a	No	1
Walk-in		n/a	n/a	No	5
Referral		n/a	n/a	No	9