



2015 EEO Public File Report
MARBLE FALLS, TX – FCC EMPLOYMENT UNIT #1334

THIS REPORT COVERS OCTOBER 1, 2014 THROUGH SEPTEMBER 30, 2015.

Total Number of Full-Time Vacancies Filled During This Period: 12
 Total Number of People Interviewed For Full-Time Vacancies During This Period: 25

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	4	Northland Communications Website (1) Employee Referral (2) Walk-In (1)	The Picayune The Highlander News Central Texas College Marble Falls ISD Family Crisis Center St. Frederick Baptist Church The Helping Center LaCare Texas Work Force Center Pat's Temp Agency Austin Community College Frank Fickett Educational Center Craigslist.org Burnett Bulletin Llano County Journal Northland Communications Website Employee Referral Walk-In Killeen Daily News	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 5 2 0	8



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2	Plant Operations Manager	1	Employee Referral	The Highlander News Burnett Bulletin Central Texas College Marble Falls ISD The Helping Center Llano County Journal Texas Workforce Center Austin Community College Northland Communications Website The Picayune Cable360.net Northland Community Channel Employee Referral	0 0 0 0 0 0 0 0 0 0 0 0 0 1	1
3	CS Technician	1	Internal Promotion	Internal Promotion	n/a	n/a
4	Installer/CS Tech	Installer (2) CS Tech (1)	Northland Communications Website (1), Walk-in (2)	The Picayune The Highlander News Central Texas College Marble Falls ISD Family Crisis Center St. Frederick Baptist Church The Helping Center LaCare Pat's Temporary Agency Austin Community College Frank Fickett Educational Center Craigslis.org Burnet Bulletin Llano County Journal Northland Community Channel Texas Workforce Center Northland Communications Website Walk-in Unknown Employee Referral	1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 5 1 1	9



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5	CS Technician	1	Internal Promotion	Internal Promotion	n/a	n/a
6	Field Supervisor	1	Northland Communications Website	The Highlander News Burnett Bulletin Central Texas College Marble Falls ISD The Helping Center Llano County Journal Texas Workforce Center Austin Community College Northland Communications Website The Picayune Craigslis.org	0 0 0 0 0 0 0 0 1 0 0	1
7	Installer	1	Walk-In	The Highlander News Burnett Bulletin Central Texas College Marble Falls ISD The Helping Center Llano Journal Texas Workforce Center Austin Community College Northland Communications Website The Picayune Northland Community Channel Craigslis.org Unknown Walk-in	1 0 0 0 0 0 0 0 0 0 0 0 1 4	6

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) 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.



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2. Participation in Internet and other programs designed to promote outreach: Positioning on Featured Employer on WICT and SCTE, 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 Interviewe e Referrals
The Picayune	1007 Avenue K Marble Falls, TX 78654	A. Weems	(830) 693-7152	No	1
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	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 th St. Marble Falls, TX 78654	P. Pucik	(830) 693-3572	No	0
The Highlander News	304 Gateway Loop Marble Falls, TX 78654		(830) 693-4367	No	1
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com	HR	(206) 621-1351	No	3
Northland Community Channel	1101 Mission Hill Drive Marble Falls, TX 78654	P. Lechler	(830) 693-7500	No	0
Craigslist	www.austin.craigslist.org			No	0
Burnett Bulletin	304 Gateway Loop Marble Falls, TX 78654	S. McBryde	(830) 693-4367	No	0
Llano County Journal	PO Box 1000 Marble Falls, TX 78654 sallymcb@highlandernews.com	S. McBryde	(512) 755-1004	No	0



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewe Referrals
Family Crisis Center	PO Box 805 Marble Falls, TX 78654	A. Lahmon	830-693-3ake 656	No	0
St. Frederick Baptist Church	301 Ave. N. Marble Falls, TX 78654	Rev. E. W. Hackett	830-693-4499	No	0
LaCare	PO Box 1115 Burnet, TX 78611	L. McCorkle	512-756-4422	No	0
Frank Fickett Educational Center	806 Steve Hawkins Pkwy Marble Falls, TX 78654	J. Cowfer	830-693-4645	No	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
Unknown	N/A	N/A	N/A	N/A	2
Employee Referral	N/A	N/A	N/A	N/A	7
Walk-in	N/A	N/A	N/A	N/A	11