



2016 EEO Public File Report
MARBLE FALLS, TX – FCC EMPLOYMENT UNIT #1334

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

Total Number of Full-Time Vacancies Filled During This Period: 8

Total Number of People Interviewed For Full-Time Vacancies During This Period: 20

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	Sales Associate	1	Pats Temporary Agency	Highlander Central Texas College Marble Falls ISD Family Crisis Center St. Frederick Baptist Church The Helping Center LaCare Texas WorkForce Center Pat's Temporary Agency Austin Community College Frank Fickett Educational Center Craigslist.org Burnet Bulletin Llano County Journal Northland Communications Website	0 0 0 0 0 0 0 0 1 0 0 0 0 0 0	1
2	Installer/CS Technician	3	Employee Referral (x3)	Highlander Burnett Bulletin Central Texas College Marble Falls ISD Employee Referral The Helping Center Llano Journal Texas Workforce Center Austin Community College Northland Communications Website	0 0 0 0 6 0 0 0 0 0 0	6



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				Picayune/City River Tribune Northland Community Channel Craigslist.org Killeen Daily Herald Temple Daily Telegram	0 0 0 0 0	
3	Installer/CS Technician	1	Walk-in	Highlander Burnett Bulletin Llano News Picayune/City River Tribune Northland Communications Website Craigslist.org Marble Falls ISD The Helping Center Central Texas College Texas Workforce Center Austin Community College St. Frederick Baptist Church LaCare Pat's Temporary Agency Frank Fickett Educational Center Family Crisis Center Walk-in	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1	1
4	Installer	1	Employee Referral	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	1 0 0 0 0 0 0 0 0 0 0 0	7



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				Craigslist.org Unknown Walk-in Employee Referral	0 1 4 1	
5	Installer	2	Indeed* Burnet Bulletin	The Highlander Burnet Bulletin Llano News The Picayune Northland Communications Website Northland Community Channel Craigslist.org Marble Falls ISD The Helping Center Central Texas College Texas Workforce Center Austin Community College St. Frederick Baptist Church LaCare Pat's Temporary Agency Frank Fickett Educational Center Family Crisis Center Walk-in Indeed*	0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 3	5

*Unverifiable recruitment resource. Applicant indicated this referral source, however it was not posted by Northland.



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.

2. Participation in Internet and other programs designed to promote outreach: Posting on Featured Employer on Monster.com Diversity Banner and 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
The Picayune/River City Tribune	1007 Avenue K Marble Falls, TX 78654	A. Weems	(830) 693-7152	No	0
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
Pat's Temporary Agency	708 4 th St. Marble Falls, TX 78654	P. Pucik	(830) 693-3572	No	1
The Highlander News	304 Gateway Loop Marble Falls, TX 78654		(830) 693-4367	No	1
Northland Communications	101 Stewart St., Suite 700 Seattle, WA 98101	HR	(206) 621-1351	No	0



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Website	www.yournorthland.com				
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	1
Llano County Journal	PO Box 1000 Marble Falls, TX 78654	S. McBryde	Email sallymcb@highlandernews.com		0
Family Crisis Center	PO Box 805 Marble Falls, TX 78654	A. Lahmon	(830) 693-3656	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	No	0
Temple Daily Telegram	10 South 3rd St. Temple, TX 76501		(254) 778-4444	No	0
Indeed*	www.indeed.com			No	3
Unknown	N/A	N/A	N/A	N/A	1
Employee Referral	N/A	N/A	N/A	N/A	7
Walk-in	N/A	N/A	N/A	N/A	6

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