



2012 EEO Public File Report
MEXIA – FCC EMPLOYMENT UNIT #265

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

Total Number of Full-Time Vacancies Filled During This Period: 4

Total Number of People Interviewed For Full-Time Vacancies During This Period: 6

This Employment Unit did not fill any full-time vacancies during the reporting period listed above.

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	Technical Services Rep.	1	Freestone County Times	Heart of Texas Council of Govt. Texan State Technical College Mexia Business & Woman Org. League of Individual Women Ebony Ladies Social Club Baylor University Limestone County NAACP Mexia Daily News Freestone County Times	0 0 0 0 0 0 0 0 1	1
2	Customer Service Manager	1	Northland Website	Baylor University Ebony Ladies Social Club Heart of Texas Council of Govt. League of Individual Women Mexia Business of Prof Women Org. Limestone County NAACP Texas State Technical College Tyler Morning Telegraph Mexia Daily News Northland Website	0 0 0 0 0 0 0 0 1 1	2



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3	Dispatcher	1	Internal Promotion	Internal Promotion	n/a	1
4	Marketing Coordinator	1	Employee Referral	Northland Website Texas State College Limestone County NAACP Mexia Business of Prof Women Org. League of Individual Women Heart of Council of Government Ebony Ladies Social Club Baylor University Waco Tribune Mexia Daily News Tyler Morning Telegraph Indeed.com Employee Referral	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 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: Positioning on Featured Employer on WICT and NAMIC, Monster.com and local newspapers/local origination channel regarding Equal Opportunity commitment and policies.



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RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
League of Individual Women	P.O. Box 285 Mexia, TX 76667	E. Busby	(254) 562-2033	No	0
Limestone County NAACP	P.O. Box 1612 Mexia, TX 76667	E. Busby	(254) 562-5614	No	0
Ebony Ladies Social Club	408 E. Hopkins Mexia, TX 76667			No	0
Texas State Technical College	3801 Campus Drive Waco, TX 76705	C. Gayeske	(254) 867-4844	No	0
Baylor University	1201 S. 9 th Waco, TX 76798	Dr. J. Hardick	(254) 710-1011	No	0
Heart of Texas Council	300 Franklin Waco, TX 76701	M. McDow	(254) 756-7822	No	0
Mexia Business & Professional Org.	1304 Tamarisk Mexia, TX 76667			No	0
Mexia Daily News	P.O. Box 431 Mexia, TX 76667	L. Copley	(254) 532-2862	No	1
Freestone County Times	401 E commerce St, Fairfield, Texas 75840	Tanya	(903) 389-6397	No	1
Tyler Morning Telegraph	410 Ervin St. Tyler, TX 75702	Brandy	(903) 596-6252	No	0
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com	HR	(206) 621-1351	n/a	1
Waco Tribune	P.O. Box 2588 Waco, Texas 76702-2588		(800) 678-8742	No	
Employee Referral					1
Indeed.com	www.indeed.com				1
Internal Promotion					1