



**2012 EEO Public File Report**  
**NEW CANEY – FCC EMPLOYMENT UNIT #6167**

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

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

**Total Number of People Interviewed For Full-Time Vacancies During This Period: 34**

**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	CS Technician	1	Walk-in	Northland Communications Website Northland Community Channel Walk-in Employee Referral Unknown	0 0 4 1 1	6
2	Installer	1	Employee Referral	Community Channel Craigslis Employee Referral Walk-in Northland Website	0 0 2 1 0	3
3	Marketing Coordinator	1	Walk-in	Craigslis LinkedIn Walk-in Northland Website	1 1 1 3	6
4	Installer	1	Employee Referral	Community Channel Craigslis Employee Referral Walk-in Northland Website	0 0 2 1 0	3
5	Installer	1	Walk-in	Craigslis Northland Community Channel Walk-in	0 0 4	4



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6	Technical Service Representative	1	Walk-in	Craigslist Northland Community Channel Northland Website Walk-in	1 0 0 3	4
7	Installer	1	Referral	Craigslist Northland Community Channel Northland Website Walk-in Referral	0 0 1 2 2	5
8	Customer Service Tech	1	Walk-in	Craigslist Northland Community Channel Walk-in	0 0 3	3

**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**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification [Yes/No]</b>	<b>Total Number of Interviewee Referrals</b>
Craigslist	houston.craigslist.org	n/a	n/a	No	2
Northland Communications	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com/new caney	Human Resources	(206) 621-1351	No	4
Northland Communications Community Channel	22787 Antique Lane New Caney, TX 77357	T. Lacaze	(281) 689-2048	No	0
LinkedIn	www.linkedin.com	n/a	n/a	No	1
Employee Referral		n/a	n/a	No	7
Walk-in		n/a	n/a	No	19
Unknown					1