

2009 EEO Public File Report

TYLER, TX – FCC EMPLOYMENT UNIT #8377

THIS REPORT COVERS OCTOBER 1, 2008 THROUGH SEPTEMBER 30, 2009.

Total Number of Full-Time Vacancies Filled During This Period: 10

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	Internal promotion	n/a	n/a	n/a
2	Installer	2	Tyler Morning Telegraph Walk-in	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Texas Star Classified CNHI Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley College Tyler Junior College Express Employment Northland Website Walk-in	1 2 0 0 0 0 0 0 0 0 0 0 1 1 2	7

3	Plant Manager	1	Career Builder	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Texas Star Classified CNHI Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley College Tyler Junior College SCTE Career Builder	0 0 0 0 0 0 0 0 0 0 0 0 0 3	3
4	Customer Service Rep.	1	Express Personal Services	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Texas Star Classified CNHI Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley College Tyler Junior College Express Personal Services Walk-in	0 1 0 0 0 0 0 0 0 0 0 7 1	9
5	Installer	1	Tyler Morning Telegraph	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Texas Star Classified CNHI Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley College Tyler Junior College	3 0 0 0 0 0 0 0 0 0 0	3

6	Installer	2	Tyler Morning Telegraph	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Texas Star Classified CNHI Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley College Tyler Junior College Northland Website	7 1 0 0 0 0 0 0 0 0 0 1	9
7	CS Technician	1	Tyler Morning Telegraph	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Texas Star Classified CNHI Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley College Tyler Junior College Northland Website	2 0 0 0 0 0 0 0 0 0 0 0	2
8	Installer	1	Tyler Morning Telegraph	Tyler Morning Telegraph East Texas Workforce Comm. NAACP Texas Star Classified CNHI Eastfield College LeTourneau University Navarro College University of Texas at Tyler Texas College Trinity Valley College Tyler Junior College Northland Website	1 0 0 0 0 0 0 0 0 0 0 0	1

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: Positing on Featured Employer on SCTE, 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	14
East Texas Workforce Commission	4100 Troup Hwy Tyler, TX 75703	Brent Henson	(903) 561-8131	No	4
NAACP	1225 Wilson St Denton, TX 76205	Direct	(940) 384-1999	No	0
Texas Star Classified CNHI	201 Praireville Athens, TX 75751	Rachel Carter	(877) 670-3400	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
Eastfield College – Career Services	3737 Motley Mesquite, TX 75150	Career Services	(972) 860-7100	No	0
Tyler Junior College	PO Box 9020	Kim Hardin	(903) 510-2200	No	0

	East Fith Street Tyler, TX 75711				
Express Employment Professionals	4603 Troup Hwy Tyler, TX 75703	J. Bay	(903) 592-9999	No	8
SCTE	140 Phillips Rd Exton, PA 19341-1318 Jobconnect.scte.org/hr		(800) 542-5040	No	0
Career Builder	(posted through Star Telegram)	K. Cramb kcramb@star- telegram.com	(817) 390-7168	No	3
Northland Website	32 E Vine St. Statesboro, GA 30458 www.northlandcabletv.com	P. Bolden	(206) 577-0001	N/A	2
Walk-in				N/A	3