

EEO Public File Report

EEO PUBLIC FILE, OCTOBER 2007 – SEPTEMBER 2008

NEW CANEY

EMPLOYMENT UNIT #6167

Total Number of Full-Time Vacancies Filled During This Period: 3

Total Number of People Interviewed For Full-Time Vacancies During This Period: 8

Job Title	Recruitment Source
Job #1: IT-CSR	Monster.com
Job #2: Installer	Walk-in
Job #3: Plant Manager	Internal Transfer

*This employment unit filled a full-time vacant position with an internal promotion.

Number of Interviewees and Recruitment Sources Contacted

Job #1: IT-CSR

Recruitment Source	Address	# of Interviewees
Northland Website	www.northlandcabletv.com	0
Monster.com	www.monster.com Tel: (800) 899-7058 x3632 Contact: R. Lindquist	1
The Kingwood Observer	907 A Main St. Humble, TX 77338 Tel: (281) 446-1071	0
Northland Community Channel	22787 Antique Lane New Caney, TX 77357 Tel: (281) 689-2048	0
Total		1

Job #2: Installer

Recruitment Source	Address	# of Interviewees
Northland Community Channel	Same as above	0
Northland Cable Website	Same as above	0
The Kingwood Observer	Same as above	0
Monster.com	Same as above	0
Employee Referral		1

Walk-in		4
Total		5

Job #3: Plant Manager

Recruitment Source	Address	# of Interviewees
Northland Community Channel	Same as above	0
Northland Cable Website	Same as above	0
Internal Candidates		2
Total		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) Education Assistance program that encourages employees to further job related skills and improve performance, c) CSR Certification Program designed to provide a means for customer service representatives to improve product knowledge, customer service skills and wage earnings and d) Video Training reviewed by employment unit management regarding prevention of discrimination and harassment.
2. Participation in Internet and other programs designed to promote outreach: Positing on Featured Job on Monster.com and local newspaper/local origination channel regarding Equal Opportunity commitment and policies.