

2009 EEO Public File Report

Toccoa, GA – FCC EMPLOYMENT UNIT #9362

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

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

Total Number of People Interviewed For Full-Time Vacancies During This Period: 12

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	Customer Service Manager	1	Internal Promotion	n/a	n/a	n/a
2	Business Manager	1	Referral	GA Dept. of Labor The Toccoa Record North GA Tech College Toccoa Falls College Northland Community Channel Northland Website Internal Candidate Referral	3 0 0 1 0 0 2 1	7
3	ITCSR	1	Referral	The Toccoa Record North GA Technical College Toccoa Falls College GA Dept. of Labor Northland Community Channel Northland Website Referral	2 0 0 2 0 0 1	5

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 c) Education Assistance program that encourages employees to further job related skills and improve performance 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: Positioning on Featured Employer on SCTE, WICT and 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
The Toccoa Record	P.O. Drawer 1069 Toccoa, GA 30577 www.thetoccoarecord.com	Sue	(706) 886-9476	No	2
North Georgia Technical College	PO Box 65, Hwy 197 N Clarkesville, GA 30523 www.ngtcollege.org	C. Adams/L. Addis	(706) 754-7700	No	0
Toccoa Falls College	325 Chapel Drive Toccoa Falls, GA 30598 www.tfc.edu	J. McAfee	706-886-2134	No	1
GA Dept of Labor	112 North Alexander Street Toccoa, GA 30577-2372 www.dol.state.ga.us	C. Smith	(706) 282-4514 Fax: (706) 282-4513	No	5
Northland Cable TV-Toccoa Community Channel	PO Box 1667 Toccoa, GA 30577	Lauren	(706) 886-2727	No	0
Northland Website	32 E Vine St. Statesboro, GA 30458 www.northlandcabletv.com	P. Bolden	(206) 577-0001	N/A	0
Referral				N/A	2
Internal Candidate				N/A	2