

CITY OF THOMASVILLE UTILITIES EEO ANNUAL RECRUITMENT INITIATIVES REPORT

Recruitment Initiative under Section 76.75(b)(2) of the FCC's Rules
IMPLEMENTED FROM AUGUST 1, 2024 TO JULY 31, 2025

Type of Initiative	Date Implemented	Description
City of Thomasville Monthly Newsletter – PluggedIn	8/5/2024, 9/5/2024, 10/5/2024, 11/5/2024, 12/5/2024, 1/5/2025, 2/5/2025, 3/5/2025, 4/5/2025, 5/5/2025, 6/5/2025, 7/5/2025	Customer newsletter that includes recent news to CoT, upcoming events, job openings, energy efficiency tips, etc.
First Friday Sip & Shop	First Friday in every month 8/2/2024, 9/6/2024,10/1/2024,11/1/2024,12/6/2024 3/7/2025, 4/4/2025,5/2/2025 & 6/6/2025	Enjoy dinner, grab a beer or wine and free arm band from a participating Downtown restaurant or venue, and shop with us! Participating shops will have extended hours, with many bars and restaurants open until 10 pm. We'll have food trucks at The Ritz Amphitheater during this event, they'll be setup by 6 pm. Free Concert at The Ritz Amphitheater begins at 8 pm.
9/11 Stair Climb	9/11/2024	CNSNext sponsored the annual 9/11 Stair Climb hosted by Thomasville Fire Resue
Thomasville First Methodist Church Visit	9/13/2024	Police meet and greet and safety talks with 45+ kids, including K9 Koti
Let's Discuss	9/17/2024 & 10/29/2024	Opportunity to discuss utility billing, projects and city business
Thomas County Head Start	9/18/2024	Parent Safety Meeting – Police met with parents about importance of safety seats, pedestrian safety, and kids safety.

Reading Program – Jerger & Scott Elementary Schools	9/30/2024	City of Thomasville personnel read to kids and answered questions
Hands on Thomas County	10/2024	The City of Thomasville participated in volunteering at 60+ project sites on this giant day of collective community service benefiting local non-profits and community agencies in Thomas County. From painting to landscaping, to everything in between, we need wonderful volunteers – like you – to make it happen! Registration will begin in September for individuals and groups. Please share and invite your friends, neighbors, colleagues, school and church groups to join us as we unite the community through a common cause — doing good!
National Faith & Blue Weekend	10/8/2024	Community Festival celebrating unification of police and the faith community Hosted by Thomasville Police Department and Faith Based Organizations – TRUNK OR TREAT
Thomas County Cares	10/11/2024,	Feeding the community
Walk for Freedom	10/19/2024	Human Trafficking Awareness Walk
Red Ribbon Week – RYDC	10/23/2024	Drug and alcohol awareness
Thomas County Head Start Red Ribbon Parade	10/25/2024	Kids walk down Normal Lane to Lowery Avenue, turn on Lowery Avenue, walk to Lester and back to Head Start

Project 3000	11/2024	City of Thomasville employees collected over 3000 nonperishable items to be given to the local Food Bank for those in need
Homeless Resource Fair	11/6/2024 & 7/23/2025	Providing job opportunity and other community and health resources to those underserved
Feeding the Community	11/21/2024 & 12/20/2024	City of Thomasville and other community organizations distributed free meals to those in the community in need
City of Thomasville Literacy Fair @ Amphitheater	10/24/2024	Kids and parents were given opportunity to be read to and to get books and games.
Autism Trunk or Treat @ Fairgrounds	10/26/2024	Trunks decorated and passed out treats
YMCA Senior Health Fair	10/30/2024	Officers attends and host resource table
Domestic Violence Kickoff Luncheon with Halcyon Home	10/3/2023	Police discussed working with victims of DV and the message of HOPE
Moody AFB Career Fair	10/17/2024	Recruitment opportunity
FAMU Career Fair	10/23/2024 & 1/22/2025	Recruitment opportunity
Lively Technical College Carer Fair	10/29/2024	Recruitment opportunity
Seminole Futures Career & Internship Fair	11/7/2024	Recruitment opportunity
Law Enforcement Goodwill Project	11/21/2024	BBQ chicken fundraiser for community assistance
YMCA Christmas Parade	12/2/2024	Parade in Downtown Thomasville of Christmas Floats, bands and other entries
(Wander with a First Responder) City of Thomasville Police and Fire Rescue and County Fire and EMS	12/5/2024	Formerly Shop with a Cop First responders ate with and shopped with kids from area schools for Christmas
Senior Care Facility Visits	12/9 - 12/2024	Sang Christmas carols, played games and shared

		crime prevention and fire safety information
Thomasville Housing and Resource Center Senior Program Winter Meeting	12/12/2024	Crime prevention & Health and wellness
Victorian Christmas	12/12 & 13/2024	Annual holiday-themed festival with family fun activities that take you back to Thomasville's Victorian past
SHINE ON Recovery Festival @ Amphitheater	12/21/2024	Music and Arts and fun activities for kids
Salvation Army Feeding the Community	11/27/2024, 1/29/2025, 2/26/2025, 3/26/2025, 4/30/2025, 5/28/2025 & 6/25/2025	City of Thomasville sponsored "feeding the community" in conjunction with the Salvation Army
Clay Road Classic Concert	2/7/2025	Concert at Amphitheater
Black History Parade	2/1/2025	Parade and Celebration of Black History Month
Valdosta State University Career Fair	2/19/2025	Recruitment opportunity
General Lloyd Austin Renaming Ceremony	2/24/2025	Street renaming ceremony in honor of General Lloyd Austin
Due South	4/4/2025	Annual Benefit concert and art, food and music festival
Easter Eggstravaganza	4/12/2025	Community partners along with Community Relations team provided games, food, art activities and informational materials to the community @ Weston Park
Community Spring Clean	4/19/2025	Provided cleaning supplies and energy saving information to residents
Rose Show Parade	4/25/2025	Held in historic Downtown Thomasville, the Rose Show has been a Southwest Georgia tradition since 1922. Over the years, flower shows,

		entertainment, an artisan market, an antique car show, a parade, and much more have been added to create a true community celebration.
City of Thomasville Police Rose City Show and Shine Car Show	4/26/2025	Fundraiser for Community Programs/Youth Programs
Ira Flowers Day at Weston Park	4/27/2025	Police officers and Police Chief participated in this annual event in honor of Ira Flowers
Coffee & Conversations	8/16/2024, 2/20/2025, 4/15/2025 & 5/22/2025	Public encouraged to join in conversations with the Fire and Police Chiefs about matters that impact the community
Kids Summer Reading Series at The Ritz Amphitheater The City of Thomasville in partnership with Bluebell Creameries, Thomasville National Bank, Thomasville Humane Society, The Bookshelf, Literacy for Thomas County, Flowers Foods and CNSNext	6/13/2025, 7/18/2025 & 7/25/2025	Kids can enjoy book readings, games, treats and goodies.
Safe-T-Ville YMCA and Boys & Girls Club	6/17-18/2025	Safety Topics – gun, traffic and fire safety
Teen Center Safety	6/18/2025	Safety Topics – Internet/Phone, Guns and Impaired driving
Juneteenth Celebration	6/21/2025	Participated in the annual festival
Southside Community Day Thomasville Community Resource Center	6/24/2025	Resources – Veteran healthcare guidance, benefit consultations, family services, employment opportunities, outreach, training information and

		goodies and fun activities for all ages
Let's Discuss Park Renovations	6/30/2025	City officials discussing and updating public about exciting park renovations taking place in the community
4th of July Celebration	7/4/2025	City of Thomasville and CNSNext celebrate Independence Day with Fireworks at Remington Park
Think Before You React Rally	7/19/2025	Gun Violence Prevention Rally/Back to School giveaway

CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2024 TO JULY 31, 2025

Position Title: Broadband Administrative Assistant I
Dates Position was Filled: 9/3/2024
Recruitment Source Used to Hire: MyStaffingpro and Word of Mouth
Total People Interviewed for Vacancies: 1

LIST OF ALL RECRUITMENT SOURCES USED TO FILL THIS VACANCY

Recruitment Source	Contact Person	Address/Phone Number	Total # Referred
Internal Posting	Christine Forbes	413 W. Jackson Street Thomasville, GA 31792 229-227-7042	0
Thomasville.org Website	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
CNS Local Scroll	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
New Hire Solutions Employment Agency	Katelyn Lindquist	174 Big Star Drive Thomasville, GA 31757	0
MyStaffingpro	Christine Forbes	111 Victoria Place Thomasville, GA 31792 (229) 227-7042	5
City of Thomasville Facebook Page	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0

CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2024 TO JULY 31, 2025

Position Title: Broadband Installer Apprentice
Dates Position was Filled: 11/18/2024 and 12/30/2024
Recruitment Source Used to Hire: MyStaffingpro
Total People Interviewed for Vacancies: 5

LIST OF ALL RECRUITMENT SOURCES USED TO FILL THIS VACANCY

Recruitment Source	Contact Person	Address/Phone Number	Total # Referred
Internal Posting	Christine Forbes	413 W. Jackson Street Thomasville, GA 31792 229-227-7042	0
Thomasville.org Website	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
CNS Local Scroll	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
New Hire Solutions Employment Agency	Katelyn Lindquist	174 Big Star Drive Thomasville, GA 31757	0
MyStaffingpro	Christine Forbes	111 Victoria Place Thomasville, GA 31792 (229) 227-7042	15
City of Thomasville Facebook Page	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0

CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2024 TO JULY 31, 2025

Position Title: Broadband Support Specialist II
Dates Position was Filled: 8/12/2024
Recruitment Source Used to Hire: MyStaffingpro
Total People Interviewed for Vacancies: 2

LIST OF ALL RECRUITMENT SOURCES USED TO FILL THIS VACANCY

Recruitment Source	Contact Person	Address/Phone Number	Total # Referred
Internal Posting	Christine Forbes	413 W. Jackson Street Thomasville, GA 31792 229-227-7042	2
Thomasville.org Website	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	3
CNS Local Scroll	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
New Hire Solutions Employment Agency	Katelyn Lindquist	174 Big Star Drive Thomasville, GA 31757	0
MyStaffingpro	Christine Forbes	111 Victoria Place Thomasville, GA 31792 (229) 227-7042	7
City of Thomasville Facebook Page	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0

CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2024 TO JULY 31, 2025

Position Title: CNSNext Customer Accounts Specialist I
Dates Position was Filled: 8/26/2024
Recruitment Source Used to Hire: MyStaffingpro
Total People Interviewed for Vacancies: 3

LIST OF ALL RECRUITMENT SOURCES USED TO FILL THIS VACANCY

Recruitment Source	Contact Person	Address/Phone Number	Total # Referred
Internal Posting	Christine Forbes	413 W. Jackson Street Thomasville, GA 31792 229-227-7042	1
Thomasville.org Website	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
CNS Local Scroll	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
New Hire Solutions Employment Agency	Katelyn Lindquist	174 Big Star Drive Thomasville, GA 31757	3
MyStaffingpro	Christine Forbes	111 Victoria Place Thomasville, GA 31792 (229) 227-7042	8
City of Thomasville Facebook Page	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0

CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2024 TO JULY 31, 2025

Position Title: CNSNext Customer Care Specialist I
Dates Position was Filled: 8/26/2024
Recruitment Source Used to Hire: MyStaffingpro
Total People Interviewed for Vacancies: 3

LIST OF ALL RECRUITMENT SOURCES USED TO FILL THIS VACANCY

Recruitment Source	Contact Person	Address/Phone Number	Total # Referred
Internal Posting	Christine Forbes	413 W. Jackson Street Thomasville, GA 31792 229-227-7042	0
Thomasville.org Website	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
CNS Local Scroll	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
New Hire Solutions Employment Agency	Katelyn Lindquist	174 Big Star Drive Thomasville, GA 31757	0
MyStaffingpro	Christine Forbes	111 Victoria Place Thomasville, GA 31792 (229) 227-7042	10
City of Thomasville Facebook Page	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0

CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2024 TO JULY 31, 2025

Position Title: CNSNext Customer Payments Specialist I
Dates Position was Filled: 1/13/2025
Recruitment Source Used to Hire: MyStaffingpro & Employment Agency
Total People Interviewed for Vacancies: 3

LIST OF ALL RECRUITMENT SOURCES USED TO FILL THIS VACANCY

Recruitment Source	Contact Person	Address/Phone Number	Total # Referred
Internal Posting	Christine Forbes	413 W. Jackson Street Thomasville, GA 31792 229-227-7042	0
Thomasville.org Website	Ricky Zambrano	111 Victoria Place Thomasville, GA 31792 229-227-7041	0
CNS Local Scroll	Ricky Zambrano	111 Victoria Place Thomasville, GA 31792 229-227-7041	0
New Hire Solutions Employment Agency	Katelyn Lindquist	174 Big Star Drive Thomasville, GA 31757	1
MyStaffingpro	Christine Forbes	111 Victoria Place Thomasville, GA 31792 (229) 227-7042	4
City of Thomasville Facebook Page	Ricky Zambrano	111 Victoria Place Thomasville, GA 31792 229-227-7041	0

CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2024 TO JULY 31, 2025

Position Title: CNSNext Director of Customer Engagement
Dates Position was Filled: 6/9/2025
Recruitment Source Used to Hire: Employment Agency
Total People Interviewed for Vacancies: 5

LIST OF ALL RECRUITMENT SOURCES USED TO FILL THIS VACANCY

Recruitment Source	Contact Person	Address/Phone Number	Total # Referred
Internal Posting	Christine Forbes	413 W. Jackson Street Thomasville, GA 31792 229-227-7042	0
Thomasville.org Website	Ricky Zambrano	111 Victoria Place Thomasville, GA 31792 229-227-7041	0
CNS Local Scroll	Ricky Zambrano	111 Victoria Place Thomasville, GA 31792 229-227-7041	0
New Hire Solutions Employment Agency	Katelyn Lindquist	174 Big Star Drive Thomasville, GA 31757	0
MyStaffingpro	Christine Forbes	111 Victoria Place Thomasville, GA 31792 (229) 227-7042	7
City of Thomasville Facebook Page	Ricky Zambrano	111 Victoria Place Thomasville, GA 31792 229-227-7041	0

CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2024 TO JULY 31, 2025

Position Title: CNSNext Technical Support Specialist I
Dates Position was Filled: 8/6/2024
Recruitment Source Used to Hire: MyStaffingpro
Total People Interviewed for Vacancies: 2

LIST OF ALL RECRUITMENT SOURCES USED TO FILL THIS VACANCY

Recruitment Source	Contact Person	Address/Phone Number	Total # Referred
Internal Posting	Christine Forbes	413 W. Jackson Street Thomasville, GA 31792 229-227-7042	0
Thomasville.org Website	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
CNS Local Scroll	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
New Hire Solutions Employment Agency	Katelyn Lindquist	174 Big Star Drive Thomasville, GA 31757	0
MyStaffingpro	Christine Forbes	111 Victoria Place Thomasville, GA 31792 (229) 227-7042	5
City of Thomasville Facebook Page	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0

CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2024 TO JULY 31, 2025

Position Title: CNSNext Telecom/Fiber Technician I
Dates Position was Filled: 12/09/2024
Recruitment Source Used to Hire: MyStaffingpro
Total People Interviewed for Vacancies: 2

LIST OF ALL RECRUITMENT SOURCES USED TO FILL THIS VACANCY

Recruitment Source	Contact Person	Address/Phone Number	Total # Referred
Internal Posting	Christine Forbes	413 W. Jackson Street Thomasville, GA 31792 229-227-7042	0
Thomasville.org Website	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
CNS Local Scroll	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0
New Hire Solutions Employment Agency	Katelyn Lindquist	174 Big Star Drive Thomasville, GA 31757	0
MyStaffingpro	Christine Forbes	111 Victoria Place Thomasville, GA 31792 (229) 227-7042	7
City of Thomasville Facebook Page	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0

CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2024 TO JULY 31, 2025

Position Title: CNSNext Technical Support Specialist I
Dates Position was Filled: 1/13/2025 – two candidates were hired
Recruitment Source Used to Hire: Employment Agency
Total People Interviewed for Vacancies: 4

LIST OF ALL RECRUITMENT SOURCES USED TO FILL THIS VACANCY

Recruitment Source	Contact Person	Address/Phone Number	Total # Referred
Internal Posting	Christine Forbes	413 W. Jackson Street Thomasville, GA 31792 229-227-7042	0
Thomasville.org Website	Ricky Zambrano	111 Victoria Place Thomasville, GA 31792 229-227-7041	0
CNS Local Scroll	Ricky Zambrano	111 Victoria Place Thomasville, GA 31792 229-227-7041	0
New Hire Solutions Employment Agency	Katelyn Lindquist	174 Big Star Drive Thomasville, GA 31757	4
MyStaffingpro	Christine Forbes	111 Victoria Place Thomasville, GA 31792 (229) 227-7042	6
City of Thomasville Facebook Page	Ricky Zambrano	111 Victoria Place Thomasville, GA 31792 229-227-7041	0