

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, 2022 TO JULY 31, 2023

Type of Initiative	Date Implemented	Description
City of Thomasville Monthly Newsletter – PluggedIn	8/10/2022, 9/10/2022, 10/10/2022, 11/10/2022, 12/10/2022, 1/10/2023, 2/10/2023, 3/10/2023, 4/10/2023, 5/10/2023, 6/10/2023, 7/10/2023	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	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.
CRASE	8/9/2022	Thomasville Police Department hosted Civilian Active Shooter Response Training
Use of Force Summit	9/1, 8 & 15/2022	Thomasville Police open discussion at Southern Regional Technical College
Boy Scouts Drug and Alcohol Abuse Awareness	9/7/2022	Thomasville Police Department presentation about drug and alcohol abuse to Boy Scout Troop
9/11 Stair Climb	9/9/2022	CNSNext sponsored the annual 9/11 Stair Climb hosted by Thomasville Fire Resue
Family Movie Night at the Ritz	10/2022, 12/2022, 3/2023, 7/2023	Experience the beauty of autumn with Family Fall Fest and Movie Night. Before the movie starts, enjoy kid

		<p>friendly activities, and cap off the day as we wrap up with a FREE screening of a beloved film. Activities include games, a bounce house, a petting zoo, balloon twisters, and both a pumpkin decorating contest and pumpkin carving contest! Activities start at 5pm, and movie starts at 7:30pm.</p>
<p>Hands on Thomas County</p>	<p>10/2022</p>	<p>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!</p>
<p>National Faith & Blue Weekend</p>	<p>10/8/2022</p>	<p>Collaborative effort to build bridges and break biases. Hosted by Thomasville Police Department and Faith Based Organizations</p>
<p>New Oak Academy Daycare Visit</p>	<p>10/14/2022</p>	<p>Safety talk and color with a cop</p>
<p>Literacy Fair</p>	<p>10/20/2022</p>	<p>Information booth with literacy materials and activities for kids</p>
<p>Coffee with the Chiefs</p>	<p>10/25</p>	<p>Informal conversation with Fire and Police Chiefs. Community discuss concerns, ideas for the</p>

		community and ask questions about public safety issues.
Red Ribbon Week – RYDC	10/26/2022	Police discuss drug and alcohol abuse and demonstrations with “drunk goggles”
VetFest	11/5/2022	Veterans fundraiser festival
Project 5000	11/18/2022	City of Thomasville employees collected 5000 nonperishable items to be given to the local Food Bank for those in need
Feeding the Community	10/7/2022, 11/18/2022, 12/16/2022, 5/23/2023, 7/28/2023	City of Thomasville and other community organizations distributed free meals to those in the community in need
Seminole Futures Career and Internship Fair	9/22/2022	Recruitment opportunity
City of Thomasville Job Fair	10/25/2022	Recruitment staff conducted a job fair to fill openings within the organization
City of Thomasville Police and Fire Rescue and County Fire and EMS (Wander with a First Responder)	12/13/2022	Formerly Shop with a Cop First responders ate with and shopped with kids from area schools for Christmas
Project Purpose – Career Exploration Day	2/16/2023	Community Outreach Manager and staff participated in the career fair sponsored by Project Purpose and Imaging Thomasville
Cairo Business & Career Exploration Day	2/23/2023	Community Outreach Manager and HR staff participated in the career fair
Salvation Army Feeding	3/1/2023, 4/26/2023, 6/28/2023	City of Thomasville sponsored “feeding the community” in conjunction with the Salvation Army
Mock Interviews	3/8/2023, 4/27/2023	Recruitment Manager participated in mock interviews sponsored by New Hire Solutions and Thomasville High School
FSU HELPS Career Fair	3/22/2023	Recruitment Opportunity
Easter Eggstravaganza	4/1/2023	Community partners along with Community Relations

		team provided games, food, art activities and informational materials to the community
Columbus State University Law Enforcement Career Fair	4/7/2023	Law Enforcement Career Fair Recruitment Opportunity
FSU Final Spring Fair	4/20/2023	Recruitment Opportunity
Rose Show Parade	4/2023	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	4/29/2023	Fundraiser for Community Programs/Youth Programs
Scott Senior Citizen Center	11/7/2022, 2/13/2023, 7/20/2023	City of Thomasville's Community Outreach, Fire Rescue and Police Department discussed citizen safety and useful tools to use in case of emergencies
Juneteenth Celebration	6/17/2023	Participated in the annual festival
National Parks & Recreation Month	7/21/2023	Community outreach event with the boys and girls club and the kids walk over and enjoy free Italian ice and we have some recreation type games like cornhole and hula hoops for them to enjoy.
4th of July Celebration	7/4/2023	City of Thomasville and CNSNext celebrate Independence Day with fireworks at Remington Park!
Safe-T-Ville	7/14/2023	Kids Safety Expo (learn about 911, police, fire safety, water, bike and traffic safety).
Junior Law Enforcement Academy	7/24-28/2023	Discussed "Hot Topics" with members. Week long law enforcement camp

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FULL-TIME JOBS FILLED FROM AUGUST 1, 2022 TO JULY 31, 2023

Position Title: BB Installer Apprentice
Dates Position was Filled: 9/19/2022, 1/9/2023 & 2/20/2023
Recruitment Source Used to Hire: www.thomasville.org
Total People Interviewed for Vacancies: 9

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	6
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	30
City of Thomasville Facebook Page	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	3

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Position Title: BB Installer
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Recruitment Source Used to Hire: www.thomasville.org
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Position Title: Broadband Administrative Assistant
Dates Position was Filled: 12/27/2022 & 1/09/2023
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FULL-TIME JOBS FILLED FROM AUGUST 1, 2022 TO JULY 31, 2023

Position Title: CNSNext Marketing Manager
Dates Position was Filled: 6/12/2023 – filled internally
Recruitment Source Used to Hire: www.thomasville.org
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	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	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

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FULL-TIME JOBS FILLED FROM AUGUST 1, 2022 TO JULY 31, 2023

Position Title: Customer Care Specialist I
Dates Position was Filled: 12/05/2022
Recruitment Source Used to Hire: www.thomasville.org
Total People Interviewed for Vacancies: 6

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	4
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

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FULL-TIME JOBS FILLED FROM AUGUST 1, 2022 TO JULY 31, 2023

Position Title: Sr. Marketing Associate
Dates Position was Filled: 2/20/2023 – Internally filled
Recruitment Source Used to Hire: www.thomasville.org
Total People Interviewed for Vacancies: 1

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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
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CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2022 TO JULY 31, 2023

Position Title: Technical Support Specialist I
Dates Position was Filled: 12/12/2022
Recruitment Source Used to Hire: www.thomasville.org
Total People Interviewed for Vacancies: 3

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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
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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, 2022 TO JULY 31, 2023

Position Title: BB Installer Apprentice
Dates Position was Filled: 4/3/2023, 5/1/2023, 5/15/2023 & 7/10/2023
Recruitment Source Used to Hire: www.thomasville.org
Total People Interviewed for Vacancies: 10

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
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Position Title: Broadband Installer
Dates Position was Filled: 7/03/2023 - rehire
Recruitment Source Used to Hire: www.thomasville.org
Total People Interviewed for Vacancies: 1

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Position Title: BB Installer Apprentice
Dates Position was Filled: 9/19/2022, 1/9/2023 & 2/20/2023
Recruitment Source Used to Hire: www.thomasville.org
Total People Interviewed for Vacancies: 9

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<p>Hands on Thomas County</p>	<p>10/2022</p>	<p>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!</p>
<p>National Faith & Blue Weekend</p>	<p>10/8/2022</p>	<p>Collaborative effort to build bridges and break biases. Hosted by Thomasville Police Department and Faith Based Organizations</p>
<p>New Oak Academy Daycare Visit</p>	<p>10/14/2022</p>	<p>Safety talk and color with a cop</p>
<p>Literacy Fair</p>	<p>10/20/2022</p>	<p>Information booth with literacy materials and activities for kids</p>
<p>Coffee with the Chiefs</p>	<p>10/25</p>	<p>Informal conversation with Fire and Police Chiefs. Community discuss concerns, ideas for the</p>

		community and ask questions about public safety issues.
Red Ribbon Week – RYDC	10/26/2022	Police discuss drug and alcohol abuse and demonstrations with “drunk goggles”
VetFest	11/5/2022	Veterans fundraiser festival
Project 5000	11/18/2022	City of Thomasville employees collected 5000 nonperishable items to be given to the local Food Bank for those in need
Feeding the Community	10/7/2022, 11/18/2022, 12/16/2022, 5/23/2023, 7/28/2023	City of Thomasville and other community organizations distributed free meals to those in the community in need
Seminole Futures Career and Internship Fair	9/22/2022	Recruitment opportunity
City of Thomasville Job Fair	10/25/2022	Recruitment staff conducted a job fair to fill openings within the organization
City of Thomasville Police and Fire Rescue and County Fire and EMS (Wander with a First Responder)	12/13/2022	Formerly Shop with a Cop First responders ate with and shopped with kids from area schools for Christmas
Project Purpose – Career Exploration Day	2/16/2023	Community Outreach Manager and staff participated in the career fair sponsored by Project Purpose and Imaging Thomasville
Cairo Business & Career Exploration Day	2/23/2023	Community Outreach Manager and HR staff participated in the career fair
Salvation Army Feeding	3/1/2023, 4/26/2023, 6/28/2023	City of Thomasville sponsored “feeding the community” in conjunction with the Salvation Army
Mock Interviews	3/8/2023, 4/27/2023	Recruitment Manager participated in mock interviews sponsored by New Hire Solutions and Thomasville High School
FSU HELPS Career Fair	3/22/2023	Recruitment Opportunity
Easter Eggstravaganza	4/1/2023	Community partners along with Community Relations

		team provided games, food, art activities and informational materials to the community
Columbus State University Law Enforcement Career Fair	4/7/2023	Law Enforcement Career Fair Recruitment Opportunity
FSU Final Spring Fair	4/20/2023	Recruitment Opportunity
Rose Show Parade	4/2023	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	4/29/2023	Fundraiser for Community Programs/Youth Programs
Scott Senior Citizen Center	11/7/2022, 2/13/2023, 7/20/2023	City of Thomasville's Community Outreach, Fire Rescue and Police Department discussed citizen safety and useful tools to use in case of emergencies
Juneteenth Celebration	6/17/2023	Participated in the annual festival
National Parks & Recreation Month	7/21/2023	Community outreach event with the boys and girls club and the kids walk over and enjoy free Italian ice and we have some recreation type games like cornhole and hula hoops for them to enjoy.
4th of July Celebration	7/4/2023	City of Thomasville and CNSNext celebrate Independence Day with fireworks at Remington Park!
Safe-T-Ville	7/14/2023	Kids Safety Expo (learn about 911, police, fire safety, water, bike and traffic safety).
Junior Law Enforcement Academy	7/24-28/2023	Discussed "Hot Topics" with members. Week long law enforcement camp

CITY OF THOMASVILLE UTILITIES EEO ANNUAL PUBLIC FILE REPORT

FULL-TIME JOBS FILLED FROM AUGUST 1, 2022 TO JULY 31, 2023

Position Title: CNSNext Marketing Manager
Dates Position was Filled: 6/12/2023 – filled internally
Recruitment Source Used to Hire: www.thomasville.org
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	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	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, 2022 TO JULY 31, 2023

Position Title: Customer Care Specialist I
Dates Position was Filled: 12/05/2022
Recruitment Source Used to Hire: www.thomasville.org
Total People Interviewed for Vacancies: 6

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	4
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, 2022 TO JULY 31, 2023

Position Title: Sr. Marketing Associate
Dates Position was Filled: 2/20/2023 – Internally filled
Recruitment Source Used to Hire: www.thomasville.org
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	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	0
MyStaffingpro	Christine Forbes	111 Victoria Place Thomasville, GA 31792 (229) 227-7042	
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, 2022 TO JULY 31, 2023

Position Title: Technical Support Specialist I
Dates Position was Filled: 12/12/2022
Recruitment Source Used to Hire: www.thomasville.org
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	6
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, 2022 TO JULY 31, 2023

Position Title: BB Installer Apprentice
Dates Position was Filled: 4/3/2023, 5/1/2023, 5/15/2023 & 7/10/2023
Recruitment Source Used to Hire: www.thomasville.org
Total People Interviewed for Vacancies: 10

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	20
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, 2022 TO JULY 31, 2023

Position Title: Broadband Installer
Dates Position was Filled: 7/03/2023 - rehire
Recruitment Source Used to Hire: www.thomasville.org
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	6
City of Thomasville Facebook Page	Ricky Zambrano	413 W. Jackson Street Thomasville, GA 31792 229-227-7041	0