



2019 EEO Public File Report
GREENWOOD, SC – FCC EMPLOYMENT UNIT #1124

THIS REPORT COVERS OCTOBER 1, 2018 THROUGH SEPTEMBER 30, 2019.

Total Number of Full-Time Vacancies Filled During This Period: 20

Total Number of People Interviewed For Full-Time Vacancies During This Period: 42

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	Field Supervisor	1	Internal Promotion	Piedmont Technical College Sizemore Employee Agency Index Journal SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google LinkedIn Glassdoor Ziprecruiter Internal Candidate	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 2	2
2	Broadband Technician	1	Internal Promotion	Piedmont Technical College Sizemore Employee Agency Index Journal SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google	0 0 0 0 0 0 0 0 0 0	1



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				LinkedIn Glassdoor Ziprecruiter Internal Candidate	0 0 0 1	
3	Service Technician	1	Employee Referral	Piedmont Technical College Sizemore Employee Agency Index Journal SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google LinkedIn Glassdoor Ziprecruiter Employee Referral	0 0 0 0 0 0 0 0 0 0 0 0 0 1	1
4	Project Coordinator	1	Internal Candidate	Piedmont Technical College Sizemore Employee Agency Index Journal SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google LinkedIn Glassdoor Ziprecruiter Internal Candidate	0 0 0 0 0 0 0 0 0 0 0 0 0 0 2	2
5	Dispatcher	4	Indeed.com	Piedmont Technical College Sizemore Employee Agency	0 0	6



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				SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google LinkedIn Glassdoor Ziprecruiter Employee Referral	0 0 0 0 5 0 0 0 0 0 1	
6	Lead Dispatcher	1	Internal Candidate	Piedmont Technical College Sizemore Employee Agency SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google LinkedIn Glassdoor Ziprecruiter Internal Candidate	0 0 0 0 0 0 2 0 0 0 0 0 4	6
7	Sales Associate	1	Northland Communications Website	Piedmont Technical College Sizemore Employee Agency SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google LinkedIn Glassdoor	0 0 0 1 0 0 0 0 0 0 0	5



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				Ziprecruiter Internal Candidate Upper Savannah Regional Job Fair	0 1 3	
8	Dispatcher	2	Indeed.com x2	Piedmont Technical College Sizemore Employee Agency SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google LinkedIn Glassdoor Ziprecruiter	0 0 0 0 0 0 0 5 0 0 0 0	5
9	Business Solutions Account Executive	1	Employee Referral	Piedmont Technical College Sizemore Employee Agency SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google LinkedIn Glassdoor Ziprecruiter Employee Referral	0 0 0 0 0 0 0 0 0 0 0 0 0 1	1
10	Plant Operations Manager	1	Internal Candidate	Piedmont Technical College Sizemore Employee Agency SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel	0 0 0 0 0 0	5



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				Indeed Google LinkedIn Glassdoor Ziprecruiter SCTE (Society of Cable Telecommunications Engineer) Internal Candidate Employee Referral Referral	1 0 0 0 0 0 2 1 1	
11	Service Technician	3	Indeed.com, Northland Communications Website	Piedmont Technical College Sizemore Employee Agency SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google LinkedIn Glassdoor Ziprecruiter	0 0 0 1 0 0 2 0 0 0 0	3
12	Sales Associate	1	Northland Communications Website	Piedmont Technical College Sizemore Employee Agency Index Journal SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google LinkedIn Glassdoor Ziprecruiter	0 0 0 0 1 0 0 0 0 0 0 0	1



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13	Project Coordinator	1	Internal Promotion	Northland Communications Website Indeed LinkedIn Ziprecruiter Internal Promotion	0 1 0 0 1	2
14	Field Supervisor	1	Northland Communications Website	Piedmont Technical College Sizemore Employee Agency SC Employment Security Commission Northland Communications Website Lander University Northland Communications Community Channel Indeed Google LinkedIn Glassdoor Ziprecruiter Employee Referral	0 0 0 1 0 0 0 0 0 0 0 0 1	2

SUPPLEMENTAL OUTREACH INITIATIVES

1. Training Programs: a) NCD training program that enables unit personnel to acquire skills that could qualify them for higher level positions, b) Sales Certification Program that provides a means for Sales Associates to improve their product knowledge, customer service and sales skills and their 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: Posting on Featured Employer on SCTE and WICT and in the local community channel regarding Equal Opportunity commitment and policies.



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RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Piedmont Technical College	620 N Emerald Rd Bldg A Greenwood, SC 29648	D. Rosenbaum	(864) 941-8709	No	0
Index Journal	610 Phoenix St. Greenwood, SC 29648	J. Duckett	(864) 223-7331	No	0
SC Employment Security Commission/Job Service	519 Monument St. Greenwood SC 29646	V. Gilchrist	(864) 223-4523	No	0
Northland Communications Website	101 Stewart St. Suite 700	HR	(206) 621-1351	N/A	3
Sizemore Employee Agency	464 Bypass 72 NW Greenwood, SC 29649	D. Ellis	(864) 229-3988	No	0
Northland Communications Community Channel	Northland Communications 9A Boardwalk Place Seneca, SC 29678	P. Bolden	(864) 882-0002	No	0
Employee Referral		n/a	n/a	n/a	5
Lander University	320 Stanley Ave, Greenwood, SC 29649 https://landeru-csm.symplicity.com/students	n/a	(864) 388-8000	No	0
LinkedIn	www.linkedin.com	n/a	n/a	No	0
Indeed.com	Indeed.com	n/a	n/a	No	15
Google	Careers.google.com/jobs	n/a	n/a	No	0



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Glassdoor	Glassdoor.com	n/a	n/a	No	0
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	0
Internal Candidate/Promotion	n/a	n/a	n/a	n/a	13
Upper Savannah Regional Job Fair – 10/30/18	620 Emerald Rd. N. Greenwood, SC 29646	M. Abbott	n/a	No	3
Referral	n/a	n/a	n/a	n/a	1
SCTE (Society of Cable Telecommunications Engineers)	www.scte.org	n/a	n/a	No	0