



2019 EEO Public File Report
MT. SHASTA – FCC EMPLOYMENT UNIT #4439

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

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

Total Number of People Interviewed For Full-Time Vacancies During This Period: 9

#	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	Service Technician	1	Employee Referral	Workforce Connection Mt.Shasta News Siskiyou Daily News Northland Communications Website College of the Siskiyou's Craigslist Northland Communications Community Channel Indeed Google LinkedIn Glassdoor Ziprecruiter Employee Referral	0 0 0 1 0 0 0 1 0 0 1 0 0 2	5
2	Customer Support Tech	1	Internal Promotion	Workforce Connection Mt.Shasta News Siskiyou Daily News Northland Communications Website College of the Siskiyou's Northland Communications Community Channel Indeed Google LinkedIn	0 0 0 0 0 0 0 0 0 0 0	2



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				Glassdoor Ziprecruiter Employee Referral Personnel Preference Internal Promotion	0 0 1 0 1	
3	Plant Operations Manager	1	Employee Referral	Workforce Connection Mt. Shasta News Northland Communications Website College of the Siskiyou's Northland Communications Community Channel Indeed Google Jobs LinkedIn Glassdoor Ziprecruiter Employee Referral Internal Applicant	0 0 0 0 0 0 0 0 0 0 1 1	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) Sales Certification Program that provides a means for Sales Associates to improve their product knowledge, customer service and sales skills and their earning 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 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
Workforce Connection/Cal-Jobs /Siskiyou Training and Employment Program (STEP)	310 Boles St Weed, CA	J. Wyatt	(530) 938-3231	No	0
Northland Communications Community Channel	32 E. Vine St. Statesboro, GA 30458	P. Bolden	(912) 489-8715	No	0
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com/careers	HR	(206) 621-1351	No	1
Southern Siskiyou Newspapers (Mt. Shasta Herald/The Link)	924 N. Mt. Shasta Blvd. Mt. Shasta, CA 96067	Gabriella	(530) 926-5214	No	0
Siskiyou Daily News	309 W. Broadway Yreka, CA 90967	S. Ellin	(530) 842-5777	No	0
College of the Siskiyous	800 College Ave. Weed, CA 96094	J. Pratt	(530) 938-5227	No	0
Internal Promotion	n/a	n/a	n/a	n/a	1
Employee Referral	n/a	n/a	n/a	n/a	4
Internal Applicant	n/a	n/a	n/a	n/a	1
Craigslist	Siskiyou.craigslist.org	n/a	n/a	No	0
Personnel Preference	150 Boles Street Weed, Ca 96094	B. Fazio	(530) 938-3909	No	0
Indeed	Indeed.com	n/a	n/a	No	1



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Google Jobs	Careers.google.com/jobs	n/a	n/a	No	0
LinkedIn	LinkedIn.com	n/a	n/a	No	1
Glassdoor	Glassdoor.com	n/a	n/a	No	0
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	0