



2019 EEO Public File Report
STATESBORO – FCC EMPLOYMENT UNIT #4091

#	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
				Ogeechee Technical College Northland Communications Website Northland Communications Community Channel GA Department of Labor Georgia Southern University Statesboro Herald Indeed.com Google.com LinkedIn.com Glassdoor.com Ziprecruiter.com Internal Candidate	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1	
3	System Technician	1	Employee Referral	Stabuc, Inc Phoebe Floyd Temple 1002 Rhonu Club Bulloch County N.B.P.W Ogeechee Technical College Northland Communications Website Northland Communications Community Channel GA Department of Labor Georgia Southern University Statesboro Herald Indeed.com Google.com LinkedIn.com Glassdoor.com Ziprecruiter.com Employee Referral	0 2	2



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				Glassdoor.com Ziprecruiter.com SCTE Internal Transfer	0 0 0 1	
8	Account Executive	1	Indeed.com	Stabuc, Inc Phoebe Floyd Temple 1002 Rhonu Club Bulloch County N.B.P.W Ogeechee Technical College Northland Communications Website Northland Communications Community Channel GA Department of Labor Georgia Southern University Indeed.com Google.com LinkedIn.com Glassdoor.com Ziprecruiter.com	0 0 0 0 0 0 0 0 0 0 2 0 0 0 0	2
9	Customer Support Technician	1	Indeed.com	Northland Communications Website Indeed.com Google.com LinkedIn.com Glassdoor.com Ziprecruiter.com	0 4 0 0 1 0	5
10	Account Executive	1	Indeed.com	Northland Communications Website Indeed.com Google.com LinkedIn.com Glassdoor.com Ziprecruiter.com	0 4 0 0 0 0	4



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11	Commercial Retention Rep.	1	Internal Promotion	Internal Promotion	n/a	1
12	Field Supervisor	1	Internal Promotion	Internal Promotion	n/a	1

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 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. Also sent out outreach letters to the following organizations: Statesboro Bulloch Chamber of Commerce, American Legion Ladies, Lane Magazine, East Georgia College, Ogeechee Technical College, Bulloch County N.B.P.W., Georgia Southern University, and Georgia Department of Labor.
3. Participation in job fairs, hosted by local colleges, by unit personnel who have substantial responsibility in making hiring decisions.

RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Georgia Dept. of Labor	PO Box 558	B. Yawn	(912) 681-5156	No	0



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewe e Referrals
	Statesboro, GA 30458 P. O. Box 1106 Vidalia, GA 30475 Emanuel County www.dol.state.ga.us	S. Roberson	(912) 538-3231		
Ogeechee Technical College	One Joe Kennedy Blvd Statesboro, GA 30460	C. Ellis	(912) 871-1620	No	0
Georgia Southern University	L Box 8069 Statesboro, GA 30460	A. Jones	(912) 681-5611	No	0
Phoebe Floyd Temple 1002	PO Box 202 Statesboro, GA 30459			No	0
Rhonu Club	234 Bulloch St. Statesboro, GA 30458	R. Brock	(912) 764-2669	No	0
Stabuc, Inc	119 Morris St. Statesboro, GA 30458	M. Ward	(912) 764-3426	No	0
Bulloch County N.B.P.W	619 West Jones Ave Statesboro, GA 30458	G. Martin	(912) 764-3291	No	0
Northland Communications Community Channel	32 E. Vine St. Statesboro, GA 30458	T. Richards	(912) 489-8715	No	0
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com/career s	HR	(206) 621-1351	No	0
Statesboro Herald	1 Herald Square Statesboro, GA 30458	P. Pollard	(912) 764-9031	No	0



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Walk-in	n/a	n/a	n/a	n/a	1
Employee Referral	n/a	n/a	n/a	n/a	4
Internal Candidate/Promotion	n/a	n/a	n/a	n/a	3
Indeed	www.indeed.com	n/a	n/a	n/a	12
Crawford Thomas Recruiting	Crawfordthomas.com	J. Sassaman	(888) 649-6616	No	2
LinkedIn	www.linkedin.com	n/a	n/a	No	0
Google	Careers.google.com/jobs	n/a	n/a	No	0
Glassdoor	Glassdoor.com	n/a	n/a	No	1
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	0
Internal Transfer	n/a	n/a	n/a	n/a	1
Dice	www.dice.com	n/a	n/a	No	0
SCTE (Society of Cable Telecommunications Engineers)	www.scte.org	n/a	n/a	No	0