



2019 EEO Public File Report
VIDALIA – FCC EMPLOYMENT UNIT #9344

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

Total Number of Full-Time Vacancies Filled During This Period: 4

Total Number of People Interviewed For Full-Time Vacancies During This Period: 13

#	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	Northland Communications Website	Northland Communications Website Northland Communications Community Channel Southeastern Technical Institute Georgia Southern University Brewton Parker College NAACP GA Department of Labor Chamber of Commerce Vidalia Advance Progress Indeed Google LinkedIn Glassdoor Ziprecruiter Walk-In Employee Referral	1 0 0 0 0 0 0 0 0 0 0 2 0 0 0 0 0 1 1	5
2	System Technician	1	Employee Referral	Vidalia Advance Progress Southeastern Technical Institute Georgia Southern University Brewton Parker College NAACP Chamber of Commerce GA Department of Labor	0 0 0 0 0 0 0	3



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				Northland Communications Community Channel Northland Communications Website Indeed Google LinkedIn Glassdoor Ziprecruiter Employee Referral	0 1 0 0 0 0 0 2	
3	Service Technician	1	Northland Communications Website	Southeastern Technical Institute Georgia Southern University Brewton Parker College NAACP Chamber of Commerce GA Department of Labor Northland Communications Community Channel Northland Communications Website Indeed Google LinkedIn Glassdoor Ziprecruiter	0 0 0 0 0 0 0 0 1 0 0 0 0 0	1
4	Sales Associate	1	Internal Candidate/Employee Referral	Southeastern Technical Institute Georgia Southern University Brewton Parker College NAACP Chamber of Commerce GA Department of Labor Northland Communications Community Channel	0 0 0 0 0 0 0	4



#	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
				Northland Communications Website Indeed Google LinkedIn Glassdoor Ziprecruiter Employee Referral Walk-in	0 2 0 0 0 0 1 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, 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 local community channel regarding Equal Opportunity commitment and policies. Also sent out outreach letters to the following organizations: Southeastern Technical Institute, Brewton Parker College, Chamber of Commerce, GA Department of Labor, Georgia Southern University, Kauffman Chris Enterprises, Advance Progress, Manpower and NAACP.



RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Southeastern Technical Institute	3001 First St. E Vidalia, GA 30474	L. Helms	(912) 537-3100	No	0
Georgia Southern University	P.O. Box 8069 Statesboro, GA 30459	W. Riles	(912) 681-5197	No	0
Brewton Parker College, Career and Placement Department	GA Highway 280 E Mt. Vernon GA 30445	K. Cunningham	(912) 583-2241	No	0
NAACP	P. O. Box 12 Vidalia, GA 30475	J. R. Turner	(912) 839-4416	No	0
GA Department Of Labor	P. O. Box 1106 Vidalia, GA 30475	S. Brennan	(912) 538-3231	No	0
Chamber of Commerce	2805 E. First St. Vidalia, GA 30474	D. Evans	(912) 537-4466	No	0
Vidalia Advance Progress Newspaper	PO Box 669 205 East First St Vidalia, GA 30474	G. Cauley	(912)537-3131	No	0
Northland Communications Community Channel	PO Box 547 Vidalia, GA 30475	P. Lott	(912) 537-3200	No	0
Northland Communications Website	101 Stewart St., Suite 700 Seattle, 98101 www.yournorthland.com	Human Resources	(206) 621-1351	No	3
Employee Referral	n/a	n/a	n/a	n/a	4
Walk-in	n/a	n/a	n/a	n/a	2
Indeed	Indeed.com	n/a	n/a	No	4



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