



**2019 EEO Public File Report**  
**FOREST CITY – FCC EMPLOYMENT UNIT #5641**

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

**Total Number of Full-Time Vacancies Filled During This Period: 11**

**Total Number of People Interviewed For Full-Time Vacancies During This Period: 16**

**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	Regional QA Technician	1	Northland Website	Daily Courier Rutherford Weekly Northland Communications Website Northland Communications Community Channel NC Works Rutherford County Chamber of Commerce Indeed.com Google.com LinkedIn.com Glassdoor.com Ziprecruiter.com Employee Referral	0 0 1 0 0 0 0 0 0 0 0 0 1	2



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2	Service Technician	3	Employee Referral x2 Glassdoor.com	Daily Courier Rutherford Weekly Northland Communications Website Northland Communications Community Channel NC Works Rutherford County Chamber of Commerce Indeed.com (Forest City, Shelby, Asheville, Charlotte, Rutherfordton, Boiling Springs) Google.com (Forest City, Shelby, Asheville, Charlotte, Rutherfordton, Boiling Springs) LinkedIn.com (Forest City, Shelby, Asheville, Charlotte, Rutherfordton, Boiling Springs) Glassdoor.com (Forest City, Shelby, Asheville, Charlotte, Rutherfordton, Boiling Springs) Ziprecruiter.com (Forest City, Shelby, Asheville, Charlotte, Rutherfordton, Boiling Springs) Employee Referral	0 0 0 0 0 0 0 0 0 0 1 0 0 3	4
3	Sr. Service Technician	3	Internal Candidate Northland Website x2	Daily Courier Rutherford Weekly Northland Communications Website Northland Communications Community Channel NC Works Rutherford County Chamber of Commerce Indeed.com Google.com	0 0 2 0 0 0 0 0 0	3



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				LinkedIn.com Glassdoor.com Ziprecruiter.com Internal Candidate	0 0 0 1	
4	Plant Operations Manager	1	Employee Referral	Daily Courier Rutherford Weekly Northland Communications Website NC Works Rutherford County Chamber of Commerce Indeed.com (Forest City, Ashville, Charlotte & Shelby) Google.com (Forest City, Ashville, Charlotte & Shelby) LinkedIn.com (Forest City, Ashville, Charlotte & Shelby) Glassdoor.com (Forest City, Ashville, Charlotte & Shelby) Ziprecruiter.com ((Forest City, Ashville, Charlotte & Shelby) Cablefax.com Internal Candidate Employee Referral	0 0 0 0 0 0 0 0 0 1 0 0 0 1 1	3
5	Broadband Technician	1	Internal Candidate	Daily Courier Rutherford Weekly Northland Communications Website (Forest City, Shelby, Asheville, Charlotte, Clemson, & Greenwood) Northland Communications Community Channel NC Works Rutherford County Chamber of Commerce	0 0 0 0 0 0 0	2



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				Indeed.com (Forest City, Shelby, Asheville, Charlotte, Clemson, & Greenwood) Google.com (Forest City, Shelby, Asheville, Charlotte, Clemson, & Greenwood) LinkedIn.com (Forest City, Shelby, Asheville, Charlotte, Clemson, & Greenwood) Glassdoor.com (Forest City, Shelby, Asheville, Charlotte, Clemson, & Greenwood) Ziprecruiter (Forest City, Shelby, Asheville, Charlotte, Clemson, & Greenwood) Internal Candidate Tri-County Tech SC Works- Seneca Center SC Dept. Employment and Workforce (Clemson & Greenwood) Clemson University Piedmont Technical College Sizemore Employee Agency SC Employment Security Commission/Job Service Lander University	0  0  0  0  1  1  0  0  0  0  0  0	
6	Customer Support Tech	1	Internal Promotion	Internal Promotion	Internal Promotion	1
7	Service Technician	1	Walk-in	Northland Communications Website Northland Communications Community Channel Indeed.com Google.com LinkedIn.com	0 0 0 0 0 0	1



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				Glassdoor.com Ziprecruiter.com Adzuna.com Walk-in	0 0 0 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.
2. Participation in Internet and other programs designed to promote outreach: Posting on Featured Employer on SCTE and WICT and in the local newspaper and community channel and community 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
Daily Courier Newspaper	601 Oak Street Forest City, NC 28043	Erica	(828) 245-6431	No	0
Rutherford Weekly	369 Butler Rd. Forest City, NC 28043	Nancy	(828) 248-1408	No	0
Northland Communications Website	101 Stewart St. Suite 700 Seattle, WA 98101	HR	(206) 621-1351	No	3



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
NC Works	PO Box 25903 Raleigh, NC 27611 www.ncworks.gov	n/a	(919) 212-3849	No	0
Employee Referral	n/a	n/a	n/a	n/a	5
Rutherford Chamber of Commerce	162 North Main Street Rutherfordton, NC 28139 Rutherfordcoc.org	n/a	(828) 287-3090	n/a	0
Internal Candidate	n/a	n/a	n/a	n/a	4
Indeed	Indeed.com	n/a	n/a	No	0
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	1
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	1
Adzuna	Adzuna.com	n/a	n/a	No	0
Piedmont Technical College	620 N Emerald Rd Bldg A Greenwood, SC 29648	D. Rosenbaum	(864) 941-8709	No	0
SC Employment Security Commission/Job Service	519 Monument St. Greenwood SC 29646	V. Gilchrist	(864) 223-4523	No	0



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Sizemore Employee Agency	464 Bypass 72 NW Greenwood, SC 29649	D. Ellis	(864) 229-3988	No	0
Northland Communications Community Channel	Northland Communications 1108 W. Main St. Forest City, NC 28043	P. Bolden	(864) 882-0002	No	0
Lander University	320 Stanley Ave, Greenwood, SC 29649 <a href="https://landeru-csm.symplicity.com/students">https://landeru-csm.symplicity.com/students</a>	n/a	(864) 388-8000	No	0
SC Works/ SC Department of Employment & Workforce	11091 N. Radio Station Rd. Seneca, SC 29678	J. Carter	(864) 882-5638	No	0
Tri-County Tech	PO Box 1086 7900 Hwy 76 Pendleton, SC 29670	HR Representative	(864) 646-8361	No	0
Clemson University Job Link	Michelin Career Center 316 Hendrix Student Center Box 344007 Clemson, SC 29634-4007	L. Dunson	(864) 656-2160	No	0
CableFax	<a href="http://www.cablefax.com">www.cablefax.com</a>	n/a	n/a	No	0
Walk-in	n/a	n/a	n/a	n/a	1