



THIS REPORT COVERS OCTOBER 1, 2015 THROUGH SEPTEMBER 30, 2016.

Total Number of Full-Time Vacancies Filled During This Period: 17

Total Number of People Interviewed For Full-Time Vacancies During This Period: 40

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 Customer Support Agent	1	Internal Promotion	Internal Promotion	n/a	n/a
2	Regional Customer Support Agent	1	Internal Promotion	Internal Promotion	n/a	n/a
3	Dispatcher	1	Upper Savannah Job Fair	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Community Channel Employee Referral Upper Savannah Job Fair	0 0 0 0 0 0 0 0 1 7	8
4	Installer	1	Employee Referral	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Community Channel Employee Referral	0 0 0 1 0 0 0 0 2	3



2016 EEO Public File Report
GREENWOOD, SC – FCC EMPLOYMENT UNIT #1124

5	Regional Customer Support Agent	2	Internal Candidate/Promotion Executive Park	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslist Lander University Northland Community Channel Internal Candidate Executive Park	0 0 0 1 0 0 0 0 1 2	4
6	Sales Associate	1	Executive Park	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Lander University Northland Community Channel Executive Park	0 0 0 0 0 0 1	1
7	Technical Operations Manager	1	Northland Website	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Lander University Sizemore Employee Agency Craigslist: Greenville & Statesboro Georgia Department of Labor Georgia Southern University Stabuc, Inc. NAACP Pheobe Floyd Temple 1002 RHO NU Club American Legion of Ladies Bulloch Count N.B.P.W. Ogeechee Technical College Statesboro Herald Tri-county Tech SC Works Clemson University The Journal Cable360 Internal Candidate	0 0 0 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 2	4



2016 EEO Public File Report
GREENWOOD, SC – FCC EMPLOYMENT UNIT #1124

8	Installer	2	Employee Referral	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslist Lander University Northland Community Channel Employee Referral	0 1 0 0 0 0 0 0 0 2	3
9	Regional QA Technician	2	Internal Promotion, Employee Referral	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Lander University Sizemore Employee Agency Craigslist: Greenville & Statesboro Georgia Department of Labor Georgia Southern University Stabuc, Inc. NAACP Pheobe Floyd Temple 1002 RHO NU Club American Legion of Ladies Bulloch Count N.B.P.W. Ogeechee Technical College Statesboro Herald Tri-county Tech SC Works Clemson University The Journal Internal Candidate Employee Referral	0 0 0 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 2 1	6
10	System Technician	1	Northland Website	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslist Lander University Northland Community Channel	0 0 0 1 0 0 0 0	1



2016 EEO Public File Report
GREENWOOD, SC – FCC EMPLOYMENT UNIT #1124

11	Installer	1	Employee Referral	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslist Lander University Northland Community Channel Employee Referral	0 1 0 0 0 0 0 0 2	3
12	Regional Customer Support Agent	1	Craigslist	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslist Northland Community Channel	0 1 0 0 0 1 0	2
13	Dispatch Supervisor	1	Internal Promotion	Internal Promotion	n/a	n/a
14	Plant Operations Manager	1	LinkedIn/Employee Referral	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslist: Greenville, Orlando, Daytona, Pensacola, Panamacity & East Texas Northland Community Channel Cablefax Lander University Tyler Telegraph LinkedIn Employee Referral	0 0 0 1 0 0 0 1 0 0 2 1	5



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 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 Monster.com Diversity Banner 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 Interviewe e 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	3
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	9
Sizemore Employee Agency	464 Bypass 72 NW Greenwood, SC 29649	D. Ellis	(864) 229-3988	No	0
Craigslist	www.greenville.craigslist.org www.statesboro.craigslist.org www.orlando.craigslist.org www.daytona.craigslist.org www.pensacola.craigslist.org	n/a	n/a	No	1



2016 EEO Public File Report
GREENWOOD, SC – FCC EMPLOYMENT UNIT #1124

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewe e Referrals
	www.panamacity.craigslist.org www.easttexas.craigslist.org				
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	9
Lander University	320 Stanley Ave, Greenwood, SC 29649 https://landeru-csm.symplicity.com/students	n/a	(864) 388-8000	n/a	0
LinkedIn	www.linkedin.com	n/a	n/a	n/a	2
Executive Park	600 Monument St. Greenwood, SC 29646		(864) 396-2725	No	3
SC Works/Employment Security Commission	11091 N. Radio Station Rd. Seneca, SC 29678	J. Carter	(864) 882-5638	No	0
The Journal	201 W North 1 st St. PO Box 547 Seneca, SC 29679	S. Lee	(864) 882-2375	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
Cable360	Cable360.net	n/a	n/a	n/a	0
Georgia Dept. of Labor	PO Box 558 Statesboro, GA 30458	B. Yawn	(912) 681-5156	No	0
Ogeechee Technical College	One Joe Kennedy Blvd Statesboro, GA 30460	C. Ellis	(912) 871-1620	No	0
Georgia Southern	L Box 8069	A. Jones	(912) 681-5611	No	0



2016 EEO Public File Report
GREENWOOD, SC – FCC EMPLOYMENT UNIT #1124

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewe e Referrals
University	Statesboro, GA 30460				
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
American Legion Ladies	7 James St. Statesboro, GA 30458	Q. Nunally	(912) 764-5392	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
Statesboro Herald	1 Herald Square Statesboro, GA 30458	P. Pollard	(912) 764-9031	No	0
NAACP	P.O. Box 271 Statesboro, GA 30459			No	0
SC Works Upper Savannah Job Fair	Greenwood Mall Greenwood, SC		(864) 941-8050	No	7
CableFax	www.cablefax.com	n/a	n/a	No	1
Tyler Telegraph	410 W. Erwin St. Tyler, Texas 75702	S. Shoemaker	(903) 596-6253	No	0
Internal Candidate		n/a	n/a	n/a	5

*Unverifiable recruitment source; applicant indicated this recruitment source, however it was not posted by Northland Communications.