



THIS REPORT COVERS OCTOBER 1, 2017 THROUGH SEPTEMBER 30, 2018.

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

Total Number of People Interviewed For Full-Time Vacancies During This Period: 27

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	Commercial Engineer Manager	1	Internal Promotion	Internal Promotion	n/a	n/a
2	Service Technician	2	Indeed.com*, Employee Referral	Piedmont Technical College Index Journal SC Employment Security Commission Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Indeed.com* Employee Referral	0 0 0 0 0 0 0 0 0 3 1	4
3	Dispatcher	2	Indeed.com*, Employee Referral	Piedmont Technical College Index Journal SC Employment Security Commission Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Indeed.com* Employee Referral	0 0 0 0 0 0 0 0 0 2 3	5



2018 EEO Public File Report
GREENWOOD, SC – FCC EMPLOYMENT UNIT #1124

#	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
7	Marketing Supervisor	1	Internal Promotion	Piedmont Technical College Index Journal SC Employment Security Commission Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Internal Candidate Indeed.com* LinkedIn	0 0 0 0 0 0 0 0 0 1 1 0	2
8	Customer Support Tech	1	Internal Promotion	Internal Promotion	n/a	n/a
9	Business Solutions Account Executive	1	Internal Promotion	Index Journal SC Employment Security Commission Northland Communications Website Sizemore Employee Agency Lander University Northland Communications Community Channel Internal Candidate Indeed.com LinkedIn Google Glassdoor Ziprecruiter	0 0 1 0 0 0 0 1 0 0 0 0 0	2
10	Dispatcher	2	Employee Referral, Northland Communications Website	Piedmont Technical College Index Journal SC Employment Security Commission Northland Communications Website Sizemore Employee Agency Craigslis	0 0 0 1 0 0	4



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				Lander University Northland Communications Community Channel Employee Referral Indeed.com*	0 0 2 1	
11	Service Technician	4	Indeed, Employee Referral x2, Walk-in	Piedmont Technical College Index Journal SC Employment Security Commission Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Employee Referral Indeed.com* Walk-In	0 0 0 0 0 0 0 0 3 1 1	5

*Unverifiable recruitment source, candidate indicated this referral source, however, it was not posted by Northland

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 and d) Video training reviewed by employment unit management regarding prevention of discrimination and harassment.
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.



3. Participation in job fairs, hosted by local schools, by unit personnel who has 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
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	0
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	3
Sizemore Employee Agency	464 Bypass 72 NW Greenwood, SC 29649	D. Ellis	(864) 229-3988	No	0
Craigslist	www.greenville.craigslist. org	n/a	n/a	No	0
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	10
Lander University	320 Stanley Ave, Greenwood, SC 29649 https://landeru-csm.symplicity.com/students	n/a	(864) 388-8000	No	0



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LinkedIn	www.linkedin.com	n/a	n/a	No	0
Indeed.com	Indeed.com	n/a	n/a	No	8
Walk-in	n/a	n/a	n/a	n/a	1
Google	Careers.google.com/jobs	n/a	n/a	No	0
Glassdoor	Glassdoor.com	n/a	n/a	No	0
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	0
Internal Candidate/Promotion		n/a	n/a	n/a	4
Cablefax	www.jobs.cablefax.com	n/a	n/a	No	1
Ogeechee Technical College	One Joe Kennedy Blvd Statesboro, GA 30460	C. Ellis	(912) 871-1620	No	0
Georgia Dept. of Labor	PO Box 558 Statesboro, GA 30458	B. Yawn	(912) 681-5156	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



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Bulloch County N.B.P.W	619 West Jones Ave Statesboro, GA 30458	G. Martin	(912) 764-3291	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
SC Works/ SC Department of Employment & Workforce	11091 N. Radio Station Rd. Seneca, SC 29678	J. Carter	(864) 882-5638	No	0