



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

Total Number of Full-Time Vacancies Filled During This Period: 1

Total Number of People Interviewed For Full-Time Vacancies During This Period: 1

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	Sales Associate	1	Employee Referral	Northland Communications Website Northland Communications Community Channel Department of Commerce, Division of Employment Security Highlander Franklin Press Employee Referral	0 0 0 0 0 0 1	1

*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.
2. Participation in Internet and other programs designed to promote outreach: Posting on Featured Employer on SCTE and WICT 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
Northland 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/careers	HR	(206) 621-1351	No	0
Employee Referral	N/A	N/A	N/A	N/A	1
Dept. of Commerce, Division of Employment Security	427 Harrison Ave Franklin, NC 28734	S. Mashburn	(828) 369-9534	No	0
Highlander	Post Office Box 350 Franklin, NC 28744	Dorothy	(828) 524-2010	No	0
Franklin Press	Post Office Box 350 Franklin, NC 28744	Dorothy	(828) 524-2010	No	0