



**2017 EEO Public File Report**  
**MT. SHASTA – FCC EMPLOYMENT UNIT #4439**

**THIS REPORT COVERS OCTOBER 1, 2016 THROUGH SEPTEMBER 30, 2017.**

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

**Total Number of People Interviewed For Full-Time Vacancies During This Period: 7**

#	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	Dispatcher	1	Northland Website	Workforce Connection Southern Siskiyou Newspapers Siskiyou Daily News Northland Communications Website Northland Communications Community Channel College of the Siskiyou's Craigslist Walk-in	0 0 0 1 0 0 0 1	2
2	Dispatcher	1	Internal Promotion	Internal Promotion	n/a	n/a
3	Service Technician	1	Employee Referral	Workforce Connection Southern Siskiyou Newspapers Siskiyou Daily News Northland Communications Website Northland Communications Community Channel College of the Siskiyou's Craigslist Indeed Employee Referral Walk-in	1 0 0 0 0 0 0 2 1	4
4	Customer Service Manager	1	Internal Promotion	Workforce Connection Southern Siskiyou Newspapers Siskiyou Daily News	0 0 0	1



#	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	0	
				College of the Siskiyous	0	
				Craigslist	0	
				Northland Communications Community Channel	0	
				Northland Facebook Page	0	
				Internal Promotion	1	

**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, c) Education Assistance program that encourages employees to further job related skills and improve performance and d) 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 Monster.com Diversity Banner and in local origination channel regarding Equal Opportunity commitment and policies.



**RECRUITMENT RESOURCE LIST**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification [Yes/No]</b>	<b>Total Number of Interviewee Referrals</b>
Cal-Jobs /Siskiyou Training and Employment Program (STEP)/Workforce Connection	310 Boles St Weed, CA	J. Wyatt	(530) 938-3231	No	1
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 <a href="http://www.yournorthland.com/careers">www.yournorthland.com/careers</a>	HR	(206) 621-1351	No	1
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 <a href="http://www.yournorthland.com/careers">www.yournorthland.com/careers</a>	HR	(206) 621-1351	No	1
Southern Siskiyou Newspapers (Mt. Shasta Herald/The Link)	924 N. Mt. Shasta Blvd. Mt. Shasta, CA 96067	Gabriella	(530) 926-5214	No	0
Siskiyou Daily News	309 W. Broadway Yreka, CA 90967	S. Ellin	(530) 842-5777	No	0
College of the Siskiyous	800 College Ave. Weed, CA 96094	J. Pratt	(530) 938-5227	No	0
Walk-In	n/a	n/a	n/a	n/a	2
Internal Promotion	n/a	n/a	n/a	n/a	1
Employee Referral	n/a	n/a	n/a	n/a	2
Craigslist	<a href="http://Siskiyou.craigslist.org">Siskiyou.craigslist.org</a>	n/a	n/a	No	0
Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>	n/a	n/a	No	0