



2018 EEO Public File Report
OAKHURST – FCC EMPLOYMENT UNIT #5015

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

Total Number of Full-Time Vacancies Filled During This Period: 2

Total Number of People Interviewed For Full-Time Vacancies During This Period: 9

| # | 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 | Service Technician | 1 | Indeed.com | Sierra Star Advertiser Workforce (Private Industry Council and Employment Development Department) Picayune Rancheria Fresno City College California State University – Fresno Career Development & Employment Service Mother Lode Job Training Craigslis Northland Communications Website Northland Community Channel *Indeed *Jobsplus.com | 1 0 0 0 0 0 0 1 0 0 4 1 | 7 |



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|---|-----------------------------|--------------|---|---|--|--------------------------|
| 2 | Customer Support Technician | 1 | Indeed.com | Sierra Star Advertiser Workforce (Private Industry Council and Employment Development Department) Picayune Rancheria Fresno City College California State University – Fresno Career Development & Employment Service Mother Lode Job Training Craigslis Northland Communications Website Northland Community Channel *Indeed Madera County Workforce | 0 0 0 0 0 0 0 0 0 2 0 | 2 |

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

SUPPLEMENTAL RECRUITMENT 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 and Call Center Agents 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.

2. Participation in Internet and other programs designed to promote outreach: Posting on Featured Employer on SCTE and WICT and in the local newspaper 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 |
|---|---|-----------------------|---------------------------------------|--|--|
| Sierra Star Advertiser | 49165 Crane Valley Rd PO Box 305 Oakhurst, CA 93644 | L. Butcher | (559) 683-4464 | No | 1 |
| Workforce (Private Industry Council and Employment Development Department) | 209 E. 7 th St. Madera, CA 93638 | J. Espinosa | (559) 662-4640 | No | 0 |
| Picayune Rancheria | 46575 Road 417 PO Box 1480 Coarsegold, CA 93614 | M. Castillo | (559) 683-6633 | No | 0 |
| Fresno City College | 1101 E University Fresno, CA 93741 | P. Greenwood | (559) 442-8294 Fax: (559) 442-4820 | No | 0 |
| California State University – Fresno Career Development & Employment Service | Joyal Room 256 CSU Fresno, CA 93740 | R. Bocchinsuso-Cohen | (559) 278-2381 | No | 0 |
| Mother Lode Job Training | PO Box 1915 Mariposa, CA 95338 | C.Robles | (209) 966-6700 | No | 0 |
| Craigslist | www.fresno.craigslist.org | n/a | n/a | No | 1 |



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|-----------------------------------|--|-----------------------|-------------------------|--|--|
| Northland Communications Website | 101 Stewart St. Suite 700 | HR | (206) 621-1351 | n/a | 0 |
| Northland Community Channel | 40092 Hwy. 49, Suite A Oakhurst, CA 93644 | K. Bradley | (559) 683-7388 | No | 0 |
| *Indeed | www.indeed.com | n/a | n/a | No | 6 |
| *Jobsplus | n/a | n/a | n/a | No | 1 |
| Madera County Workforce | 2037 W. Cleveland Avenue Madera, CA 93637 | n/a | (559) 662-4500 | No | 0 |

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