



**THIS REPORT COVERS OCTOBER 1, 2014 THROUGH SEPTEMBER 30, 2015.**

**Total Number of Full-Time Vacancies Filled During This Period: 13**

**Total Number of People Interviewed For Full-Time Vacancies During This Period: 33**

**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	Field Supervisor	1	Internal Promotion	Internal Promotion	n/a	n/a
2	Business Manager	1	Northland Website	Northland Community Channel Northland Communications Website SC Job Service/Employment Security Commission Seneca Journal Tri-County Tech LinkedIn Craigslist Clemson University Job Link Cable360.net	0 1 0 0 0 0 0 0 0 0	1
3	Plant Operations Manager	1	Employee Referral	Cable360.net Northland Communications Website SC Job Service/Employment Security Commission Employee Referral Craigslist The Journal SCTE Clemson University Job Link	2 0 0 2 0 0 0 0	4
4	Sales Associate	1	Northland Website	Northland Communications Website SC Job Service/Employment Security Commission Tri-County Tech Clemson University Job Link	1 0 0 0	1



**2015 EEO Public File Report**  
**SENECA, SC – FCC EMPLOYMENT UNIT #5637**

#	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
				Craigslist The Journal	0 0	
5	Billing Assistant	1	Internal Candidate	Northland Communications Website SC Job Service/Employment Security Commission Tri-County Tech Clemson University Job Link Craigslist The Journal Internal Candidate	0 0 0 0 0 0 0 1	1
6	Installer	2	Employee Referral (x2)	Northland Communications Website SC Job Service/Employment Security Commission Tri-County Tech Clemson University Job Link Craigslist The Journal Walk-in Employee Referral Northland Communications Community Channel	0 0 0 0 0 0 1 1 3 0	5
7	Sales Associate	2	Staffmark Agency Employee Referral	Northland Communications Website SC Job Service/Employment Security Commission Tri-County Tech Clemson University Job Link Craigslist The Journal Staffmark Agency Employee Referral Referral	0 0 0 0 0 0 0 1 6 1	8
8	Sales Associate	1	Employee Referral	Northland Communications Website SC Job Service/Employment Security Commission Tri-County Tech	0 0 0 0	4



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				Clemson University Job Link Craigslist The Journal Employee Referral Walk-in	0 0 0 3 1	
9	Installer	1	Walk-in	Northland Communications Website SC Job Service/Employment Security Commission Northland Community Channel Tri-County Tech Clemson University Job Link Craigslist The Journal Employee Referral Walk-in	0 0 0 0 0 0 0 2 2	4
10	Installer	1	Walk-in	Northland Communications Website SC Job Service/Employment Security Commission Tri-County Tech Clemson University Job Link Craigslist The Journal Staffing Agency: Unknown Source* Employee Referral Walk-in	0 0 0 0 0 0 1 1 2	4
11	Marketing Supervisor	1	Internal Promotion	Northland Communications Website SC Job Service/Employment Security Commission Tri-County Tech Clemson University Job Link Craigslist The Journal Internal Promotion	0 0 0 0 0 0 1	1

\*Candidate indicates an unverifiable/unknown source by Northland.



**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: Positing on Featured Employer on WICT, SCTE, Monster.com and local newspapers/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>
Northland Community Channel	615 N Pine Street Seneca, SC	G. Crain	(864) 882-0002	No	0
Northland Communications Website	101 Stewart St, Suite 700 Seattle, WA 98101 <a href="http://www.yournorthland.com/careers">www.yournorthland.com/careers</a>	Human Resources	(206) 621-1351	No	2
SC Job Service/Employment Security Commission	11091 N. Radio Station Rd. Seneca, SC 29678	J. Carter	(864) 882-5638	No	0
Seneca Journal	201 W North 1 <sup>st</sup> St. PO Box 547 Seneca, SC 29679	S. Lee	(864) 882-2375	No	1
Tri-County Tech	PO Box 1086 7900 Hwy 76	HR Representative	(864) 646-8361	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
	Pendleton, SC 29670				
Clemson University Job Link	Michelin Career Center 316 Hendrix Student Center Box 344007 Clemson, SC 29634-4007	L. Dunson	(864) 656-2160	No	0
Staffmark Agency	301 Halton Rd. Greenville, SC 92906		(864) 322-6004	No	1
Craigslist	greenville.craigslist.org	n/a	n/a	No	0
SCTE	www.scte.org	n/a	n/a	NO	0
LinkedIn	www.linkedin.com	n/a	n/a	No	0
Employee Referral	n/a	n/a	n/a	n/a	17
Referral	n/a	n/a	n/a	n/a	1
Walk-in	n/a	n/a	n/a	n/a	6
Cable360	Cable360.net	n/a	n/a	n/a	2
Internal Candidate	n/a	n/a	n/a	n/a	1
Internal Promotion	n/a	n/a	n/a	n/a	1