

2018 EEO Public File Report

SENECA, SC - FCC EMPLOYMENT UNIT #5637

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

Total Number of	Full-Time V	acancies Fille	d During This I	Period:	6	

Total Number of People Interviewed For Full-Time Vacancies During This Period: 11

FULL-TIME POSITIONS FILLED

#	Position Title	Number	Recruitment	Recruitment Source(s) Used to Fill	Number of Interviewees	Total
		Hired	Source of	the Vacancy	Referred by Each	Number
			Successful	Please see attached Recruitment	Recruitment Source	Interviewed
			Applicant(s)	Resource List for recruitment source		
4	<u> </u>	4	D (1/0)	contact information.		
1	Service	1	Referral/Contractor	Northland Communications Website	0	2
	Technician			Indeed	0	
				Google	0	
				LinkedIn	0	
				Glassdoor	0	
				Ziprecruiter	0	
				Employee Referral	1	
				Referral/Contractor	1	
2	Service	2	Employee Referral	Northland Communications Website	0	5
	Technician		x2	Tri-County Tech	0	
				SC Works/ SC Department of	0	
				Employment & Workforce		
				Clemson University	0	
				The Journal	0	
				Indeed*	0	
				Craigslist	0	
				Northland Community Channel	0	
				The Anderson Independent	0	
				Employee Referral	2	
				Walk-in	3	
3	Service	2	Employee Referral,	Northland Communications Website	0	4
	Technician		Indeed	Tri-County Tech	0	
				SC Works/ SC Department of	0	
				Employment & Workforce		
				The Journal	1	
				Indeed*	0	

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#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy Please see attached Recruitment Resource List for recruitment source contact information.	Number of Interviewees Referred by Each Recruitment Source	Total Number Interviewed
				Craigslist	0	
				Northland Community Channel	1	
				Employee Referral	1	
				Walk-in	1	
4	Billing Center Accountant`	1	Internal Promotion	Internal Promotion	n/a	n/a

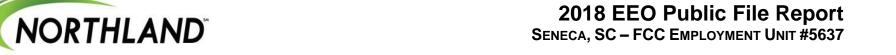
^{*}Unverifiable recruitment source, candidate indicated this referral source, however, it was not posted by Northland

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 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: Posting on Featured Employer on SCTE and WICT and in the local community channel and local newspaper regarding Equal Opportunity commitment and policies.

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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	615 N Pine Street Seneca, SC	P. Bolden	(864) 882-0002	No	1
Northland Communications Website	101 Stewart St, Suite 700 Seattle, WA 98101 www.yournorthland.com/careers	Human Resources	(206) 621-1351	No	0
SC Works/ SC Department of Employment & Workforce	11091 N. Radio Station Rd. Seneca, SC 29678	J. Carter	(864) 882-5638	No	0
The Journal	201 W North 1 st St. PO Box 547 Seneca, SC 29679	S. Lee	(864) 882-2375	No	1
Tri-County Tech	PO Box 1086 7900 Hwy 76 Pendleton, SC 29670	HR Representati ve	(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
Craigslist	greenville.craislist.org	n/a	n/a	No	0
Employee Referral	n/a	n/a	n/a	n/a	4
Referral/Contractor	n/a	n/a	n/a	n/a	1
Walk-in	n/a	n/a	n/a	n/a	4
The Anderson Independent	1000 Williamston Road Anderson, SC 29621	N. Hennesy	(864) 224-4321	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
Indeed	Indeed.com	n/a	n/a	No	0
Google Jobs	Careers.google.com/jobs	n/a	n/a	No	0
LinkedIn	LinkedIn.com	n/a	n/a	No	0
Glassdoor	Glassdoor.com	n/a	n/a	No	0
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	0

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