



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

Total Number of Full-Time Vacancies Filled During This Period: 6

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

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 | Service Technician | 1 | Referral/Contractor | Northland Communications Website Indeed Google LinkedIn Glassdoor Ziprecruiter Employee Referral Referral/Contractor | 0 0 0 0 0 0 1 1 | 2 |
| 2 | Service Technician | 2 | Employee Referral x2 | Northland Communications Website Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University The Journal Indeed* Craigslist Northland Community Channel The Anderson Independent Employee Referral Walk-in | 0 0 0 0 0 0 0 0 0 0 2 3 | 5 |
| 3 | Service Technician | 2 | Employee Referral, Indeed | Northland Communications Website Tri-County Tech SC Works/ SC Department of Employment & Workforce The Journal Indeed* | 0 0 0 1 0 | 4 |



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|---|----------------------------|--------------|---|--|--|--------------------------|
| | | | | Craigslist Northland Community Channel Employee Referral Walk-in | 0 1 1 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.



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 Representative | (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.craigslist.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 |



2018 EEO Public File Report
SENECA, SC – FCC EMPLOYMENT UNIT #5637

| 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 |