



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

**Total Number of Full-Time Vacancies Filled During This Period: 16**

**Total Number of People Interviewed For Full-Time Vacancies During This Period: 50**

**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	Installer	1	Employee Referral	Georgia Dept. of Labor Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club American Legion Ladies Stabuc, Inc Bulloch County N.B.P.W Statesboro Herald NAACP Employee Referral Unknown	0 0 0 0 0 0 0 0 0 0 3 2	5
2	Production Assistant	1	Internal Promotion	Internal Promotion	n/a	n/a
3	Broadband Tech	1	Internal Promotion	Internal Promotion	n/a	n/a
4	Field Supervisor	1	Internal Promotion	Internal Promotion	n/a	n/a



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STATESBORO – FCC EMPLOYMENT UNIT #4091

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5	Installer	4	Employee Referral (x3) Walk-in(x1)	Northland Community Channel Northland Communications Website Georgia Dept. of Labor Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club American Legion Ladies Stabuc, Inc Bulloch County N.B.P.W Statesboro Herald Craigslist NAACP Employee Referral Walk-in	0 0 0 0 0 0 0 0 0 0 0 2 0 0 7 5	14
6	Installer	1	Employee Referral	Georgia Dept. of Labor Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club American Legion Ladies Bulloch County N.B.P.W Statesboro Herald NAACP Employee Referral Stabuc, Inc	0 0 0 0 0 0 0 0 0 4 0	4
7	CS Technician	1	Internal Promotion	Internal Promotion	n/a	n/a



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8	Account Coordinator	1	Employee Referral	Georgia Dept. of Labor Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club American Legion Ladies Bulloch County N.B.P.W Statesboro Herald NAACP Employee Referral Northland Community Channel Northland Communications Website Stabuc, Inc. Craigslist Internal Candidate	0 0 1 0 0 0 0 2 0 4 0 0 0 0 0 1	8
9	Business Solutions Account Executive	2	*Job Search Agency-Metter Employee Referral	Georgia Dept. of Labor Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club American Legion Ladies Bulloch County N.B.P.W Statesboro Herald NAACP Employee Referral Northland Communications Website Stabuc, Inc. Craigslist *Job Search Agency-Metter	1 0 1 0 0 0 0 0 0 3 0 0 0 1	6



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10	Sales Representative	1	Statesboro Hearld	Georgia Dept. of Labor Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club American Legion Ladies Bulloch County N.B.P.W Statesboro Herald NAACP Northland Community Channel Northland Communications Website Stabuc, Inc Craigslist *Job Search Agency-Metter	0 0 1 0 0 0 0 1 0 0 0 0 0 0 1	3
11	Installer	1	Employee Referral	Georgia Dept. of Labor Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club American Legion Ladies Bulloch County N.B.P.W Statesboro Herald NAACP Northland Community Channel Northland Communications Website Stabuc, Inc Craigslist Walk-in Employee Referral	0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 1 2	4



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12	Technical Services Rep./Sales Associate	1	Employee Referral	Georgia Dept. of Labor Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club American Legion Ladies Bulloch County N.B.P.W Statesboro Herald NAACP Northland Community Channel Northland Communications Website Stabuc, Inc Craigslist Employee Referral	0 0 0 0 0 0 0 2 0 0 0 0 0 0 4	6

\*Unverifiable recruitment source, candidate indicated this referral source, however, it was not posted 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: Positioning on Featured Employer on WICT and 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>
Georgia Dept. of Labor	PO Box 558 Statesboro, GA 30458	B. Yawn	(912) 681-5156	No	1
Ogeechee Technical College	One Joe Kennedy Blvd Statesboro, GA 30460	C. Ellis	(912) 871-1620	No	0
Georgia Southern University	L Box 8069 Statesboro, GA 30460	A. Jones	(912) 681-5611	No	3
Phoebe Floyd Temple 1002	PO Box 202 Statesboro, GA 30459			No	0
Rhonu Club	234 Bulloch St. Statesboro, GA 30458	R. Brock	(912) 764-2669	No	0
American Legion Ladies	7 James St. Statesboro, GA 30458	Q. Nunally	(912) 764-5392	No	0
Stabuc, Inc	119 Morris St. Statesboro, GA 30458	M. Ward	(912) 764-3426	No	0
Bulloch County N.B.P.W	619 West Jones Ave Statesboro, GA 30458	G. Martin	(912) 764-3291	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
Northland Community Channel	32 E. Vine St. Statesboro, GA 30458	T. Richards	(912) 489-8715	No	0
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com/careers	HR	(206) 621-1351	No	0
Statesboro Herald	1 Herald Square Statesboro, GA 30458	P. Pollard	(912) 764-9031	No	7
NAACP	P.O. Box 271 Statesboro, GA 30459			No	0
Craigslist	statesboro.craigslist.org	N/A	N/A	No	1
Walk-in	N/A	N/A	N/A	N/A	6
Employee Referral	N/A	N/A	N/A	N/A	27
Internal Candidate	32 E. Vine St. Statesboro, GA 30458	HR	(912) 489-8715	N/A	1
Unknown	N/A	N/A	N/A	N/A	2
*Job Search Agency-Metter					2

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