



THIS REPORT COVERS OCTOBER 1, 2015 THROUGH SEPTEMBER 30, 2016.

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

Total Number of People Interviewed For Full-Time Vacancies During This Period: 35

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	Business Solutions Account Executive	1	Indeed.com	Georgia Department of Labor Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 American Legion of Ladies Rhonu Club Stabuc, Inc Bulloch County N.B.P.W Northland Communications Website Indeed.com* Unknown Statesboro Herald Craigslis NAACP	0 0 0 0 0 0 0 0 0 0 1 1 0 0 0	2



2016 EEO Public File Report
STATESBORO – FCC EMPLOYMENT UNIT #4091

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2	Customer Service Technician	1	Walk-in	Georgia Department of Labor Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 American Legion of Ladies Rhonu Club Stabuc, Inc Bulloch County N.B.P.W Northland Communications Website Walk-in Statesboro Herald Craigslis NAACP	0 0 0 0 0 0 0 0 0 0 2 0 0 0	2
3	Business Solutions Account Associate	1	Employee Referral	Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 American Legion Ladies Rhonu Club Stabuc, Inc Bulloch County N.B.P.W Northland Communications Website Employee Referral Statesboro Herald Craigslis NAACP Unknown Northland Community Channel	0 0 0 0 0 0 0 0 0 1 0 0 0 1 0	2



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4	Technical Services Representative	2	Referral, Internal Promotion	Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club Stabuc, Inc Bulloch County N.B.P.W Northland Communications Website Employee Referral Statesboro Herald Craigslist NAACP Internal Promotion Northland Community Channel Walk-in	0 0 0 0 0 0 0 1 1 0 0 1 0 1	4
5	Installer	2	Employee Referral, Northland Communications Website	Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club Stabuc, Inc Bulloch County N.B.P.W Northland Communications Website Employee Referral Statesboro Herald Craigslist NAACP Northland Community Channel	0 0 0 0 0 0 1 2 1 0 0 0	4



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6	Business Sales Engineer	1	Internal Promotion	Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club Stabuc, Inc Bulloch County N.B.P.W Northland Communications Website Statesboro Herald Craigslis NAACP Northland Community Channel Internal Promotion	0 0 0 0 0 0 0 0 0 0 0 0 1	1
7	Technical Services Representative	1	Employee Referral	Ogeechee Technical College Georgia Southern University & Job Fair Phoebe Floyd Temple 1002 Rhonu Club Stabuc, Inc Bulloch County N.B.P.W Northland Communications Website Statesboro Herald Craigslis NAACP Northland Community Channel Employee Referral	1 1 0 0 0 0 0 0 0 0 0 0 1	3
8	Account Executive	2	Indeed.com Employee Referral	NAACP Georgia Southern University GA Dept. of Labor Ogeechee Technical College Indeed.com Employee Referral	0 0 0 0 4 3	7



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9	Traffic and Billing Assistant	1	Northland Communications Website	Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club Stabuc, Inc Bulloch County N.B.P.W Northland Communications Website Statesboro Herald NAACP Georgia Dept. of Labor Northland Community Channel Indeed.com*	0 0 0 0 0 0 0 0 0 0 0 0 3	3
10	Installer	1	Employee Referral	Ogeechee Technical College Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club Stabuc, Inc Bulloch County N.B.P.W Northland Communications Website Statesboro Herald Craigslis NAACP Northland Community Channel Employee Referral Indeed.com* Walk-in Unknown	0 0 0 0 0 0 0 0 0 0 0 0 3 2 1 1	7

*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 c) Education Assistance program that encourages employees to further job related skills and improve performance, and d) Video training reviewed by employment unit management regarding prevention of discrimination and harassment.

2. Participation in Internet and other programs designed to promote outreach: Posting on Featured Employer on Monster.com Diversity Banner and in local origination channel regarding Equal Opportunity commitment and policies. Also sent out outreach letters to the following organizations: Lane Magazine, East Georgia College, Ogeechee Technical College, Bulloch County N.B.P.W., American Legion Ladies, Georgia Southern University, NAACP, and Georgia Department of Labor.

3. Participation in job fairs, hosted by local colleges, by unit personnel who have substantial responsibility in making hiring decisions.

RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Georgia Dept. of Labor	PO Box 558 Statesboro, GA 30458	B. Yawn	(912) 681-5156	No	0
Ogeechee Technical College	One Joe Kennedy Blvd Statesboro, GA 30460	C. Ellis	(912) 871-1620	No	1
Georgia Southern University & Job Fair	L Box 8069 Statesboro, GA 30460	A. Jones	(912) 681-5611	No	1
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



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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
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	1
Statesboro Herald	1 Herald Square Statesboro, GA 30458	P. Pollard	(912) 764-9031	No	2
NAACP	P.O. Box 271 Statesboro, GA 30459			No	0
Craigslist	statesboro.craigslist.org	N/A	N/A	No	0
Walk-in	N/A	N/A	N/A	N/A	4
Employee Referral	N/A	N/A	N/A	N/A	11
Internal Candidate/Promotion	32 E. Vine St. Statesboro, GA 30458	HR	(912) 489-8715	N/A	2
Unknown	N/A	N/A	N/A	N/A	3
Indeed	www.indeed.com	C. Lewis	N/A	N/A	10

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