



2018 EEO Public File Report
STATESBORO – FCC EMPLOYMENT UNIT #4091

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

Total Number of Full-Time Vacancies Filled During This Period: 9

Total Number of People Interviewed For Full-Time Vacancies During This Period: 30

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	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 Craigslist GA Department of Labor NAACP Northland Communications Community Channel Walk-in Employee Referral	0 0 0 0 0 0 0 0 0 0 0 0 0 2 3	5



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2	Account Executive	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 GA Department of Labor NAACP Northland Communications Community Channel *Indeed.com Unknown Employee Referral	0 0 0 0 0 0 0 0 0 0 0 0 0 2 1 2	5
3	Broadband Technician	2	Internal Promotion 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 Communications Community Channel *Indeed.com Internal Candidate GA Department of Labor	0 0 0 0 0 0 0 0 0 0 0 0 1 1 0	3



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				Southern Technical Institute Brewton Parker College Chamber of Commerce Piedmont Technical College SC Employment Security Commission Sizemore Employee Agency Lander University SC Works/ SC Department of Employment & Workforce Tri-County Tech Clemson University Job Link NC Works Rutherford County Chamber of Commerce Employee Referral	0 0 0 0 0 0 0 0 0 0 0 0 1	
4	Business Solutions Account Associate	1	Crawford Thomas Recruiting	Northland Communications Website Northland Communications Community Channel Ogeechee Technical College Georgia Department of Labor Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club Stabuc, Inc Bulloch County N.B.P.W Statesboro Herald Indeed Google LinkedIn Glassdoor Ziprecruiter	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2



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				Crawford Thomas Recruiting	2	
5	Field Supervisor	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 GA Department of Labor Northland Communications Community Channel Indeed.com Google LinkedIn Glassdoor Ziprecruiter Internal Candidate Employee Referral	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 2 1	3
6	Account Executive	1	Indeed	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 GA Department of Labor Northland Communications Community Channel Indeed	0 0 0 0 0 0 0 0 0 0 0 0 3	5



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				Google LinkedIn Glassdoor Ziprecruiter Referral	0 0 0 0 2	
7	Service Technician	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 GA Department of Labor Northland Communications Community Channel *Indeed Craigslist EmployeeReferral Walk-In	1 0 0 0 0 0 0 1 0 0 0 1 0 2 1	6
8	Customer Support Technician	1	Internal Promotion	Georgia Southern University Phoebe Floyd Temple 1002 Rhonu Club Stabuc, Inc Bulloch County N.B.P.W Northland Communications Website Statesboro Herald GA Department of Labor Northland Communications Community Channel Indeed	0 0 0 0 0 0 0 0 0 0 0	1



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				Google LinkedIn Glassdoor Ziprecruiter Internal Candidate	0 0 0 0 1	

*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 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, local newspaper, and in the local community channel regarding Equal Opportunity commitment and policies. Also sent out outreach letters to the following organizations: Statesboro Bulloch Chamber of Commerce, American Legion Ladies, Lane Magazine, East Georgia College, Ogeechee Technical College, Bulloch County N.B.P.W., Manpower, Georgia Southern University, 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 Interviewe e Referrals
Georgia Dept. of Labor	PO Box 558 Statesboro, GA 30458 P. O. Box 1106 Vidalia, GA 30475 Emanuel County www.dol.state.ga.us	B. Yawn S. Roberson	(912) 681-5156 (912) 538-3231	No	0
Ogeechee Technical College	One Joe Kennedy Blvd Statesboro, GA 30460	C. Ellis	(912) 871-1620	No	1
Georgia Southern University	L Box 8069 Statesboro, GA 30460	A. Jones	(912) 681-5611	No	0
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
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 Communicaitons Community Channel	32 E. Vine St. Statesboro, GA 30458	T. Richards	(912) 489-8715	No	0



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewe e Referrals
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	1
NAACP	P.O. Box 271 Statesboro, GA 30459 P. O. Box 12 Vidalia, GA 30475	JR Turner	(912) 839-4416	No	0
Walk-in	N/A	N/A	N/A	N/A	3
Referral	N/A	N/A	N/A	N/A	0
Employee Referral	N/A	N/A	N/A	N/A	11
Internal Candidate	N/A	N/A	N/A	N/A	4
Indeed	www.indeed.com	N/A	N/A	N/A	7
Crawford Thomas Recruiting	Crawfordthomas.com	n/a	(888) 649-6616	No	2
Unknown	Unknown	N/A	N/A	N/A	1
LinkedIn	www.linkedin.com	N/A	N/A	No	0
Google	Careers.google.com/jobs	N/A	N/A	No	0



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Glassdoor	Glassdoor.com	N/A	N/A	No	0
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	0
Southeastern Technical Institute	3001 First St. E Vidalia, GA 30474	L. Helms	(912) 537-3207	No	0
GA Southern University	P.O. Box 8069 Statesboro, GA 30459	W. Riles	(912) 681-5197	No	0
Brewton Parker College, Career and Placement Department	GA Highway 280 E Mt. Vernon GA 30445	K. Cunningham	(912) 583-2241	No	0
Chamber of Commerce	2805 E. First St. Vidalia, GA 30474	D. Evans	(912) 537-4466	No	0
Piedmont Technical College	620 N Emerald Rd Bldg A Greenwood, SC 29648	D. Rosenbaum	(864) 941-8709	No	0
Sizemore Employee Agency	464 Bypass 72 NW Greenwood, SC 29649	D. Ellis	(864) 229-3988	No	0
Craigslist	www.greenville.craigslist.org www.asheville.craigslist.org www.charlotte.craigslist.org statesboro.craigslist.org	n/a	n/a	No	0
Lander University	320 Stanley Ave, Greenwood, SC 29649 https://landeru-csm.symplicity.com/students	n/a	(864) 388-8000	No	0
NC Works	PO Box 25903	n/a	(919) 212-3849	No	0



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewe e Referrals
	Raleigh, NC 27611 www.ncworks.gov				
Rutherford Chamber of Commerce	162 North Main Street Rutherfordton, NC 28139 Rutherfordcoc.org	n/a	(828) 287-3090	n/a	0
SC Works/ SC Department of Employment & Workforce	11091 N. Radio Station Rd. Seneca, SC 29678 519 Monument St. Greenwood SC 29646	P. Smith V. Gilchrist	(864) 280.8019 (864) 223-4523	No	0
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