



**2016 EEO Public File Report**  
**VIDALIA – FCC EMPLOYMENT UNIT #9344**

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

**Total Number of Full-Time Vacancies Filled During This Period: 1**

**Total Number of People Interviewed For Full-Time Vacancies During This Period: 5**

| # | Position Title  | Number Hired | Recruitment Source of Successful Applicant(s) | Recruitment Source(s) Used to Fill the Vacancy<br><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 | Sales Associate | 1            | Employee Referral                             | Northland Communications Website<br>Northland Community Channel<br>Southeastern Technical Institute<br>Manpower Temp Agency<br>GA Southern University<br>Brewton Parker College, Career and Placement Department<br>NAACP<br>GA Department Of Labor<br>Chamber of Commerce<br>Vidalia Advance Progress<br>Referral<br>Employee Referral | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>1<br>1<br>3 | 5                        |



**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 channel regarding Equal Opportunity commitment and policies. Also sent out outreach letters to the following organizations: Southeastern Technical Institute, Brewton Parker College, Chamber of Commerce, GA Department of Labor, Georgia Southern University, Kauffman Chris Enterprises, Manpower, Advance Progress, and NAACP.
  
3. Participation in job fairs, hosted by local colleges, by unit personnel who have substantial responsibility in making hiring decisions.

**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> |
|---|---|-----------------------|-------------------------|--|--|
| Southeastern Technical Institute                        | 3001 First St. E<br>Vidalia, GA 30474   | L. Helms              | (912) 537-3100          | No                                       | 0  |
| Manpower Temp Agency                                    | 2337 First St. E<br>Vidalia, GA 30474   | M. English            | (912) 537-3240          | No                                       | 0  |
| GA Southern University                                  | P.O. Box 8069<br>Statesboro, GA 30459   | W. Riles              | (912) 681-5197          | No                                       | 0  |
| Brewton Parker College, Career and Placement Department | GA Highway 280 E<br>Mt. Vernon GA 30445 | K. Cunningham         | (912) 583-2241          | No                                       | 0  |
| NAACP   | P. O. Box 12<br>Vidalia, GA 30475       | J. R. Turner          | (912) 839-4416          | No                                       | 0  |



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|------------------------------------|---|-----------------------|-------------------------|--|--|
| GA Department Of Labor             | P. O. Box 1106<br>Vidalia, GA 30475                                   | S. Brennan            | (912) 538-3231          | No                                       | 0  |
| Chamber of Commerce                | 2805 E. First St.<br>Vidalia, GA 30474                                | D. Evans              | (912) 537-4466          | No                                       | 0  |
| Vidalia Advance Progress Newspaper | PO Box 669<br>205 East First St<br>Vidalia, GA 30474                  | G. Cauley             | (912)537-3131           | No                                       | 1  |
| Northland Community Channel        | PO Box 547<br>Vidalia, GA 30475                                       | P. Lott               | (912) 537-3200          | No                                       | 0  |
| Northland Communications Website   | 101 Stewart St., Suite 700<br>Seattle, 98101<br>www.yournorthland.com | Human Resources       | (206) 621-1351          | No                                       | 0  |
| Referral                           | n/a   | n/a                   | n/a                     | n/a                                      | 1  |
| Employee Referral                  | n/a   | n/a                   | n/a                     | n/a                                      | 3  |