



THIS REPORT COVERS OCTOBER 1, 2016 THROUGH SEPTEMBER 30, 2017.

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

Total Number of People Interviewed For Full-Time Vacancies During This Period: 4

#	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	Customer Support Technician	1	Indeed*	Sierra Star Advertiser Workforce Picayune Rancheria Fresno City College California State University Mother Lode Job Training Northland Communications Website Northland Communications Community Channel Craigslis Indeed* Employee Referral Online (Unknown)	0 0 0 0 0 0 0 0 0 2 1 1	4

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

SUPPLEMENTAL RECRUITMENT 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 and Call Center Agents 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 SCTE and WICT, Monster.com Diversity Banner and in the 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
Sierra Star Advertiser	49165 Crane Valley Rd PO Box 305 Oakhurst, CA 93644	L. Butcher	(559) 683-4464	No	0
Workforce (Private Industry Council and Employment Development Department)	209 E. 7 th St. Madera, CA 93638	J. Espinosa	(559) 662-4640	No	0
Picayune Rancheria	46575 Road 417 PO Box 1480 Coarsegold, CA 93614	M. Castillo	(559) 683-6633	No	0
Fresno City College	1101 E University Fresno, CA 93741	P. Greenwood	(559) 442-8294 Fax: (559) 442-4820	No	0
California State University – Fresno Career Development & Employment Service	Joyal Room 256 CSU Fresno, CA 93740	R. Bocchinsuso-Cohen	(559) 278-2381	No	0
Mother Lode Job Training	PO Box 1915	C.Robles	(209) 966-6700	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
	Mariposa, CA 95338				
Craigslist	www.fresno.craigslist.org	n/a	n/a	No	0
Northland Communications Website	101 Stewart St. Suite 700	HR	(206) 621-1351	N/A	0
Northland Community Channel	40092 Hwy. 49, Suite A Oakhurst, CA 93644	K. Bradley	(559) 683-7388	No	0
*Indeed	www.indeed.com	n/a	n/a	n/a	2
Employee Referral		n/a	n/a	n/a	1
Online (unknown)		n/a	n/a	n/a	1

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