

STATESBORO - FCC EMPLOYMENT UNIT #4091

THIS REPORT COVERS OCTOBER 1, 2018 THROUGH SEPTEMBER 30, 2019.

Total Number of Full-Time Vacancies	s Filled During This Period:	12
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Total Number of People Interviewed For Full-Time Vacancies During This Period: 24

FULL-TIME POSITIONS FILLED

#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy Please see attached Recruitment Resource List	Number of Interviewees Referred by Each Recruitment Source	Total Number Interviewed
1	Commercial	1	Walk-in	for recruitment source contact information. Stabuc, Inc 0		3
'	Engineer	'	waik-iii	Phoebe Floyd Temple 1002	0	3
	Liigiiieei			Rhonu Club	0	
				Bulloch County N.B.P.W	0	
				Ogeechee Technical College	0	
				Northland Communications Website	0	
				Northland Communications	0	
				Community Channel	0	
				GA Department of Labor	0	
				Georgia Southern University	0	
				Statesboro Herald	0	
				Dice.com	0	
				Indeed.com	0	
				Google.com	0	
				LinkedIn.com	0	
				Glassdoor.com	0	
				Ziprecruiter.com	0	
				Walk-in 1		
				Crawford Thomas Recruiting	2	
2	Project	1	Internal Candidate	Stabuc, Inc	0	1
-	Coordinator		(promotion)	Phoebe Floyd Temple 1002	0	
	200. 4 14.01		(5.0	Rhonu Club	Ö	
				Bulloch County N.B.P.W	0	



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#	Position Title	Number	Recruitment Source	Recruitment Source(s) Used to	Number of Interviewees	Total
		Hired	of Successful	Fill the Vacancy	Referred by Each	Number
			Applicant(s)	Please see attached Recruitment Resource List	Recruitment Source	Interviewed
			7 (pp.100.11(0)	for recruitment source contact information.		
				Ogeechee Technical College	0	
				Northland Communications Website	0	
				Northland Communications	0	
				Community Channel		
				GA Department of Labor	0	
				Georgia Southern University	0	
				Statesboro Herald	0	
				Indeed.com	0	
				Google.com	0	
				LinkedIn.com	0	
				Glassdoor.com	0	
				Ziprecruiter.com	0	
				Internal Candidate	1	
3	System	1	Employee Referral	Stabuc, Inc	0	2
	Technician			Phoebe Floyd Temple 1002	0	
				Rhonu Club	0	
				Bulloch County N.B.P.W	0	
				Ogeechee Technical College	0	
				Northland Communications Website	0	
				Northland Communications	0	
				Community Channel		
				GA Department of Labor	0	
				Georgia Southern University	0	
				Statesboro Herald	0	
				Indeed.com	0	
				Google.com	0	
				LinkedIn.com	0	
				Glassdoor.com	0	
				Ziprecruiter.com	0	
				Employee Referral	2	



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4	System	1	Employee Referral	Stabuc, Inc	0	1
	Technician			Phoebe Floyd Temple 1002	0	
				Rhonu Club	0	
				Bulloch County N.B.P.W	0	
				Ogeechee Technical College	0	
				Northland Communications Website	0	
				Northland Communications	0	
				Community Channel		
				GA Department of Labor	0	
				Georgia Southern University	0	
				Indeed.com	0	
				Google.com	0	
				LinkedIn.com	0	
				Glassdoor.com	0	
				Ziprecruiter.com	0	
				Employee Referral	1	
5	Network	1	Indeed	Stabuc, Inc	0	2
	Engineer			Phoebe Floyd Temple 1002	0	
				Rhonu Club	0	
				Bulloch County N.B.P.W	0	
				Ogeechee Technical College	0	
				Northland Communications Website	0	
				Northland Communications	0	
				Community Channel		
				GA Department of Labor	0	
				Georgia Southern University	0	
				Indeed.com	2	
				Google.com	0	
				LinkedIn.com	0	
				Glassdoor.com	0	
				Ziprecruiter.com	0	



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				Statesboro Herald	0	
6	Project Manager	1	Employee Referral	Stabuc, Inc	0	1
				Phoebe Floyd Temple 1002	0	
				Rhonu Club	0	
				Bulloch County N.B.P.W	0	
				Ogeechee Technical College	0	
				Northland Communications Website	0	
				Northland Communications	0	
				Community Channel		
				GA Department of Labor	0	
				Georgia Southern University	0	
				Indeed.com	0	
				Google.com	0	
				LinkedIn.com	0	
				Glassdoor.com	0	
				Ziprecruiter.com	0	
				Statesboro Herald	0	
				Employee Referral	1	
7	System	1	Internal Transfer	Stabuc, Inc	0	1
	Technician			Phoebe Floyd Temple 1002	0	
				Rhonu Club	0	
				Bulloch County N.B.P.W	0	
				Ogeechee Technical College	0	
				Northland Communications Website	0	
				Northland Communications	0	
				Community Channel		
				GA Department of Labor	0	
				Georgia Southern University	0	
				Indeed.com	0	
				Google.com	0	
				LinkedIn.com	0	



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				Glassdoor.com	0	
				Ziprecruiter.com	0	
				SCTE	0	
				Internal Transfer	1	
8	Account	1	Indeed.com	Stabuc, Inc	0	2
	Executive			Phoebe Floyd Temple 1002	0	
				Rhonu Club	0	
				Bulloch County N.B.P.W	0	
				Ogeechee Technical College	0	
				Northland Communications Website	0	
				Northland Communications	0	
				Community Channel		
				GA Department of Labor	0	
				Georgia Southern University	0	
				Indeed.com	2	
				Google.com	0	
				LinkedIn.com	0	
				Glassdoor.com	0	
				Ziprecruiter.com	0	
9	Customer	1	Indeed.com	Northland Communications Website	0	5
	Support			Indeed.com	4	
	Technician			Google.com	0	
				LinkedIn.com	0	
				Glassdoor.com	1	
				Ziprecruiter.com	0	
10	Account	1	Indeed.com	Northland Communications Website	0	4
	Executive			Indeed.com	4	
				Google.com	0	
				LinkedIn.com	0	
				Glassdoor.com	0	
				Ziprecruiter.com	0	



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11	Commercial Retention Rep.	1	Internal Promotion	Internal Promotion	n/a	1
12	Field Supervisor	1	Internal Promotion	Internal Promotion	n/a	1

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, 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., 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	B. Yawn	(912) 681-5156	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
	Statesboro, GA 30458 P. O. Box 1106 Vidalia, GA 30475 Emanuel County	S. Roberson	(912) 538-3231		
	www.dol.state.ga.us				
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	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 Communications 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/career s	HR	(206) 621-1351	No	0
Statesboro Herald	1 Herald Square Statesboro, GA 30458	P. Pollard	(912) 764-9031	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
Walk-in	n/a	n/a	n/a	n/a	1
Employee Referral	n/a	n/a	n/a	n/a	4
Internal Candidate/Promotion	n/a	n/a	n/a	n/a	3
Indeed	www.indeed.com	n/a	n/a	n/a	12
Crawford Thomas Recruiting	Crawfordthomas.com	J. Sassaman	(888) 649-6616	No	2
LinkedIn	www.linkedin.com	n/a	n/a	No	0
Google	Careers.google.com/jobs	n/a	n/a	No	0
Glassdoor	Glassdoor.com	n/a	n/a	No	1
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	0
Internal Transfer	n/a	n/a	n/a	n/a	1
Dice	www.dice.com	n/a	n/a	No	0
SCTE (Society of Cable Telecommunications Engineers)	www.scte.org	n/a	n/a	No	0