



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

Total Number of Full-Time Vacancies Filled During This Period: 19

Total Number of People Interviewed For Full-Time Vacancies During This Period: 31

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 | SVP, Commercial Sales | 1 | Employee Referral | Northland Communications Website Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University Employee Referral Indeed Google LinkedIn Glassdoor Ziprecruiter | 0 0 0 0 1 0 0 0 0 0 0 | 1 |
| 2 | Service Technician | 1 | Employee Referral | Highlander The Journal Northland Communications Website Northland Community Channel Department of Commerce, Division of Employment Security Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University Employee Referral Indeed Google LinkedIn Glassdoor | 0 0 0 0 0 0 0 0 0 4 1 0 0 0 | 5 |



2019 EEO Public File Report
SENECA, SC – FCC EMPLOYMENT UNIT #5637

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|---|-----------------------------|--------------|---|--|--|--------------------------|
| | | | | Ziprecruiter | 0 | |
| 3 | Field Supervisor | 1 | Internal Candidate | Highlander Franklin Press The Journal Northland Communications Website Northland Community Channel Department of Commerce, Division of Employment Security Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University Internal Candidate Indeed Google LinkedIn Glassdoor Ziprecruiter | 0 0 0 1 0 0 0 0 0 0 3 0 0 0 0 0 | 4 |
| 4 | Customer Support Technician | 1 | Internal Candidate/ Promotion | Highlander The Journal Northland Communications Website Northland Community Channel Department of Commerce, Division of Employment Security Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University Internal Candidate Indeed Google LinkedIn | 0 0 0 0 0 0 0 0 1 0 0 0 | 1 |



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|---|--------------------|--------------|---|---|---|--------------------------|
| | | | | Glassdoor Ziprecruiter | 0 0 | |
| 5 | Service Technician | 1 | Employee Referral | Highlander Franklin Press The Journal Northland Communications Website Northland Community Channel Department of Commerce, Division of Employment Security Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University Employee Referral Indeed Google LinkedIn Glassdoor Ziprecruiter | 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 | 1 |
| 6 | Service Technician | 3 | Employee Referral x2 Walk-in x1 | Highlander The Journal Northland Communications Website Northland Community Channel Department of Commerce, Division. of Employment Security Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University Employee Referral Walk-in Indeed Google | 0 0 0 0 0 0 0 0 3 1 0 0 | 4 |



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|---|-------------------|--------------|---|---|--|--------------------------|
| | | | | LinkedIn Glassdoor Ziprecruiter | 0 0 0 | |
| 7 | Sales Associate | 1 | Employee Referral | Highlander The Journal Northland Communications Website Northland Community Channel Department of Commerce, Division of Employment Security Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University Employee Referral Indeed Google LinkedIn Glassdoor | 0 0 0 0 0 0 0 0 0 1 1 0 0 0 | 2 |
| 8 | Billing Assistant | 1 | Indeed.com | Northland Communications Website Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University Indeed Google LinkedIn Glassdoor Ziprecruiter Northland Community Channel | 0 0 0 0 3 0 0 0 0 0 0 | 3 |
| 9 | Sales Associate | 2 | Walk-in Facebook | Highlander Northland Communications Website Northland Community Channel Department of Commerce, Division of Employment Security | 0 0 0 0 | 3 |



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| | | | | Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University Indeed Google LinkedIn Glassdoor Facebook Walk-in | 0 0 0 1 0 0 0 1 1 | |
| 10 | Service Technician | 1 | Indeed | Highlander Northland Communications Website Northland Community Channel Department of Commerce, Division of Employment Security Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University Indeed Google LinkedIn Glassdoor Ziprecruiter | 0 0 0 0 0 0 0 1 0 0 0 0 | 1 |
| 11 | Service Technician | 2 | Indeed | Northland Communications Website Northland Community Channel Department of Commerce, Division of Employment Security Tri-County Tech SC Works/ SC Department of Employment & Workforce Clemson University Indeed Google | 0 0 0 0 0 0 0 2 0 | 2 |



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|----|-------------------------------------|--------------|---|--|--|--------------------------|
| | | | | LinkedIn Glassdoor Ziprecruiter | 0 0 0 | |
| 12 | Regional Sales Director | 1 | Technology Executive Group | Technology Executive Group | 1 | 1 |
| 13 | Regional VP, Sales & Administration | 1 | Technology Executive Group | Technology Executive Group | 1 | 1 |
| 14 | Director of Operations | 1 | Employee Referral | Employee Referral | 1 | 1 |
| 15 | Billing Center Accountant | 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 and 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.

RECRUITMENT RESOURCE LIST



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| Name of Recruitment Source | Address | Contact Person | Telephone Number | Entitled to Notification [Yes/No] | Total Number of Interviewee Referrals |
|---|--|-----------------------|-------------------------|--|--|
| Northland Community Channel | 615 N Pine Street Seneca, SC 4160 Cashiers Rd. Highlands, SC | P. Bolden | (864) 882-0002 | No | 0 |
| Northland Communications Website | 101 Stewart St, Suite 700 Seattle, WA 98101 www.yournorthland.com/careers (Clemson and Highlands) | Human Resources | (206) 621-1351 | No | 1 |
| SC Works/ SC Department of Employment & Workforce | 11091 N. Radio Station Rd. Seneca, SC 29678 | J. Carter | (864) 882-5638 | No | 0 |
| The Journal | 201 W North 1 st St. PO Box 547 Seneca, SC 29679 | S. Lee | (864) 882-2375 | 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 |
| Employee Referral | n/a | n/a | n/a | n/a | 14 |
| Walk-in | n/a | n/a | n/a | n/a | 2 |
| Indeed | Indeed.com (Clemson & Highlands) | n/a | n/a | No | 6 |
| Google Jobs | Careers.google.com/jobs (Clemson & Highlands) | n/a | n/a | No | 1 |



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|--|---|-----------------------|-------------------------|--|--|
| LinkedIn | LinkedIn.com (Clemson & Highlands) | n/a | n/a | No | 0 |
| Glassdoor | Glassdoor.com (Clemson & Highlands) | n/a | n/a | No | 0 |
| Ziprecruiter | Ziprecruiter.com (Clemson & Highlands) | n/a | n/a | No | 0 |
| Facebook | www.facebook.com/yournorthland | HR | (206) 621-1351 | No | 1 |
| Technology Executive Group | 8000 Midlantic Dr. Suite 109N Mount Laurel, NJ 08054 | J. Huinker | (856) 985-5368 | No | 2 |
| Internal Candidate/Promotion | n/a | n/a | n/a | n/a | 4 |
| Dept. of Commerce, Division of Employment Security | 427 Harrison Ave Franklin, NC 28734 | S. Mashburn | (828) 369-9534 | No | 0 |
| Highlander | Post Office Box 350 Franklin, NC 28744 | Dorothy | (828) 524-2010 | No | 0 |
| Franklin Press | Post Office Box 350 Franklin, NC 28744 | Dorothy | (828) 524-2010 | No | 0 |