



2011 EEO Public File Report
GREENWOOD, SC – FCC EMPLOYMENT UNIT #1124

THIS REPORT COVERS OCTOBER 1, 2010 THROUGH SEPTEMBER 30, 2011.

Total Number of Full-Time Vacancies Filled During This Period: 7

Total Number of People Interviewed For Full-Time Vacancies During This Period: 36

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 | Account Executive | 2 | Internal Candidate Index Journal | Piedmont Tech College Index Journal (Newspaper) SC Employment Security Com. Northland Website Sizemore Employee Agency Internal Candidate | 0 2 0 2 0 1 | 5 |
| 2 | Account Executive | 2 | Employee Referral | Index Journal Piedmont Tech College SC Employment Security Com. Northland Website Employee Referral | 1 0 0 0 2 | 3 |
| 3 | Installer | 1 | Employee Referral | Index Journal Piedmont Tech College SC Employment Security Com. Northland Website Employee Referral Walk-in | 3 0 0 0 5 3 | 11 |
| 4 | Marketing Coordinator | 1 | Index Journal | Index Journal Piedmont Tech College SC Employment Security Com. Northland Website Internal Candidate | 7 0 0 6 2 | 15 |



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|---|-------------------|---|----------|-----------------------------|---|---|
| 5 | Account Executive | 1 | Referral | Index Journal | 0 | 2 |
| | | | | Piedmont Tech College | 0 | |
| | | | | SC Employment Security Com. | 0 | |
| | | | | Northland Website | 1 | |
| | | | | Sizemore Employee Agency | 0 | |
| | | | | Referral | 1 | |

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) CSR Certification Program that provides a means for customer service representatives to improve their product knowledge and customer service skills and improve their wage 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: Positing on Featured Employer on SCTE, WICT and NAMIC, Monster.com and local newspapers/local origination channel regarding Equal Opportunity commitment and policies.



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RECRUITMENT RESOURCE LIST

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Entitled to Notification [Yes/No] | Total Number of Interviewee Referrals |
|---|--|-----------------------|-------------------------|--|--|
| Piedmont Technical College | 620 N Emerald Rd Greenwood, SC 29648 | D. Rosenbaum | (864) 941-8709 | No | 0 |
| Index Journal | 610 Phoenix St. Greenwood, SC 29648 | J. Duckett | (864) 223-7331 | No | 13 |
| SC Employment Security Commission/Job Service | 519 Monument Greenwood SC 29648 | V. Gilchrist | (864) 223-4523 | No | 0 |
| Northland Communications website | 101 Stewart St. Suite 700 www.yournorthland.com/greenwood | M. Que/R. Angeles | (206) 621-1351 | N/A | 9 |
| Sizemore Employee Agency | 464 Bypass 72 NW Greenwood, SC 29649 | D. Ellis | (864) 229-3988 | No | 0 |
| Internal Candidate | | n/a | n/a | No | 3 |
| Employee Referral | | n/a | n/a | No | 7 |
| Walk-in | | n/a | n/a | No | 3 |
| Referral | | n/a | n/a | No | 1 |