



**2011 EEO Public File Report**  
STATESBORO – FCC EMPLOYMENT UNIT #4091

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

**Total Number of Full-Time Vacancies Filled During This Period: 14**

**Total Number of People Interviewed For Full-Time Vacancies During This Period: 60**

**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	Traffic & Billing Assistant	1	Statesboro Herald	Bullock County NBPW Stabuc RHO NU Club Phoebe Floyd Ogeechee Tech College NAACP Georgia Southern University Georgia Department of Labor American Legion Ladies Statesboro Herald Northland Community Channel Northland Website Employee Referral Walk-in	0 0 0 0 0 0 0 0 0 5 0 0 1 1	7



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2	Account Executive	1	Word of mouth	Bullock County NBPW	0	7
				Stabuc	0	
				RHO NU Club	0	
				Phoebe Floyd	0	
				Ogeechee Tech College	0	
				NAACP	0	
				Georgia Southern University	0	
				Georgia Department of Labor	0	
				American Legion Ladies	0	
				Statesboro Herald	3	
				Northland Community Channel	0	
				Internal Candidate	1	
				Northland Website	0	
				Referral	2	
Walk-in	1					
3	Installer	1	Employee Referral	Georgia Department of Labor	0	4
				Georgia Southern University	0	
				Stabuc	0	
				NAACP	0	
				Phoebe Floyd	0	
				RHO NU Club	0	
				American Legion Ladies	0	
				Bullock County NBPW	0	
				Ogeechee Tech College	0	
				Statesboro Herald	0	
				Northland Community Channel	0	
				Employee Referral	4	



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4	Dispatcher	1	Statesboro Herald	Georgia Department of Labor Georgia Southern University Stabuc NAACP Phoebe Floyd RHO NU Club American Legion Ladies Bullock County NBPW Ogeechee Tech College Statesboro Herald Northland Community Channel Internal Candidate	0 0 0 0 0 0 0 0 0 3 0 4	7
5	CSR	1	Employee Referral	Georgia Department of Labor Georgia Southern University Stabuc NAACP Phoebe Floyd RHO NU Club American Legion Ladies Bullock County NBPW Ogeechee Tech College Statesboro Herald Northland Community Channel Employee Referral	0 0 0 0 0 0 0 0 0 2 0 2	4
6	Traffic & Billing Assistant	1	Walk-in	Bulloch County NBPW Stabuc Rho Nu Club Phoebe Floyd Ogeechee Tech College NAACP Georgia Southern University Georgia Department of Labor American Legion Ladies Northland Community Channel Northland Website Walk-in	0 0 0 0 0 0 0 0 0 0 0 1	1
7	National Accounts Rep.	1	Internal Promotion	Internal Promotion	n/a	n/a



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8	System Technician	1	Internal Promotion	Internal Promotion	n/a	n/a
9	General Manager	1	Internal Promotion	Internal Promotion	n/a	n/a
10	CSR	2	Employee Referral Walk-in	GA Department of Labor Georgia Southern University Stabuc, Inc. NAACP Phoebe Floyd Temple 1002 RHO NU Club American Legion Ladies Bullock County N.B.P.W. Ogeechee Technical College Statesboro Herald Northland Community Channel Employee Referral Walk-in	0 0 0 0 0 0 0 0 0 5 0 4 4	13
11	Installer	1	Walk-in	GA Department of Labor Georgia Southern University Stabuc, Inc. NAACP Phoebe Floyd Temple 1002 RHO NU Club American Legion Ladies Bullock County N.B.P.W. Ogeechee Technical College Statesboro Herald Northland Community Channel Employee Referral Walk-in	0 0 0 0 0 0 0 0 0 1 0 5 1	7
12	Plant Manager	1	Internal Promotion	Internal Promotion	n/a	n/a



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13	Business Manager	1	Northland Website	GA Department of Labor	0	6
				Georgia Southern University	0	
				Stabuc, Inc.	0	
				NAACP	0	
				Phoebe Floyd Temple 1002	0	
				RHO NU Club	0	
				American Legion Ladies	0	
				Bullock County N.B.P.W.	0	
				Ogeechee Technical College	0	
				Statesboro Herald	2	
				Northland Community Channel	0	
				Northland Website	1	
				Employee Referral	1	
Walk-in	1					
Unknown	1					
14	Traffic & Billing Assistant	1	Statesboro Herald	Bulloch County NBPW	0	4
				Stabuc	0	
				Rho Nu Club	0	
				Phoebe Floyd	0	
				Ogeechee Tech College	1	
				Statesboro Herald	1	
				NAACP	0	
				GA Southern University	0	
				GA Department of Labor	0	
				American Legion Ladies	0	
				Northland Community Channel	1	
				Northland Website	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, 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.



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2. Participation in Internet and other programs designed to promote outreach: Positioning on Featured Employer on SCTE, WICT and NAMIC, Monster.com and local newspapers/local origination channel regarding Equal Opportunity commitment and policies.
3. Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment: established through the Georgia Youth Apprenticeship program.



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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
Georgia Dept. of Labor	PO Box 558 Statesboro, GA 30458	B. Yawn	(912) 681-5156	No	0
Ogeechee Technical College	One Joe Kennedy Blvd Statesboro, GA 30460	C. Ellis	(912) 871-1620	No	1
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
American Legion Ladies	7 James St. Statesboro, GA 30458	Q. Nunally	(912) 764-5392	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 TV Guide Channel	32 E. Vine St. Statesboro, GA 30458	T. Richards	(912) 489-8715	No	1
Northland Communications Website	www.yournorthland.com/statesboro	P. Bolden	(912) 489-8715	No	1
Statesboro Herald	1 Herald Square Statesboro, GA 30458	P. Pollard	(912) 764-9031	No	22
NAACP	P.O. Box 271 Statesboro, GA 30459			No	0
Walk-in				N/A	9
Employee Referral				N/A	20
Internal Candidate				N/A	5
Unknown				N/A	1