



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

Total Number of Full-Time Vacancies Filled During This Period: 17

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	Technical Services Representative	1	Internal Promotion	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Referral Internal Candidate	0 0 0 1 0 0 0 0 0 1 2	4
2	System Technician	1	Internal Promotion	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Augusta Chronicle The Reflector	0 0 0 0 0 0 0 0 0 0 0	n/a
3	Field Supervisor	1	Internal Promotion	Piedmont Technical College Index Journal SC Employment Security	0 0 0	2



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GREENWOOD, SC – FCC EMPLOYMENT UNIT #1124

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				Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Internal Candidate	0 0 1 0 0 0 1	
4	Customer Service Technician	1	Indeed.com	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Indeed.com* Walk-in	0 0 0 0 0 0 0 0 1 1	2
5	Broadband Technician	1	Internal Promotion	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel	0 0 0 0 0 0 0 0	n/a
6	Dispatcher	3	Northland Website (x1), Employee Referral (x2)	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications	1 0 0 2 0 0 0 0	5



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				Community Channel Employee Referral	2	
7	Sales Associate	1	Employee Referral	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Executive Park Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Employee Referral *Indeed.com	0 0 0 0 2 0 0 0 0 0 1 1	4
8	System Technician	1	Northland Website	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Facebook (Northland's Page)	0 0 0 2 0 0 0 0 0 0	2
9	Commercial Engineer Supervisor	1	Internal promotion	n/a	n/a	n/a
10	Account Executive	1	Indeed.com	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications	0 0 0 0 0 0 0 0	2



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				Community Channel *Indeed.com	2	
11	Business Solutions Account Executive	1	Internal Promotion	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Internal Candidate	0 0 0 0 0 0 0 0 1	1
12	Commercial Engineer	1	Piedmont Technical College	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Internal Candidate Indeed.com* LinkedIn	1 0 0 0 0 0 0 0 2 1 0	4
13	Service Technician	2	Referral (x2)	Piedmont Technical College Index Journal SC Employment Security Northland Communications Website Sizemore Employee Agency Craigslis Lander University Northland Communications Community Channel Referral	0 0 0 1 0 0 0 0 2	3
14	Sales Associate	1	Employee Referral	SC Employment Security	0	2



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				Northland Communications Website	0	
				Craigslist	0	
				Lander University	0	
				Northland Communications Community Channel	0	
				Employee Referral	1	
				Walk-in	1	

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

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 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 community channel 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
Piedmont Technical College	620 N Emerald Rd Bldg A Greenwood, SC 29648	D. Rosenbaum	(864) 941-8709	No	2
Index Journal	610 Phoenix St.	J. Duckett	(864) 223-7331	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
	Greenwood, SC 29648				
SC Employment Security Commission/Job Service	519 Monument St. Greenwood SC 29646	V. Gilchrist	(864) 223-4523	No	0
Northland Communications website	101 Stewart St. Suite 700	HR	(206) 621-1351	N/A	6
Sizemore Employee Agency	464 Bypass 72 NW Greenwood, SC 29649	D. Ellis	(864) 229-3988	No	0
Craigslist	www.greenville.craigslist.org	n/a	n/a	No	2
Northland Communications Community Channel	Northland Communications 9A Boardwalk Place Seneca, SC 29678	P. Bolden	(864) 882-0002	No	0
Employee Referral		n/a	n/a	n/a	4
Referral		n/a	n/a	n/a	3
Lander University	320 Stanley Ave, Greenwood, SC 29649 https://landeru-csm.symplicity.com/students	n/a	(864) 388-8000	No	0
Internal Candidate		n/a	n/a	n/a	6
The Reflector	1150 Sugg Parkway Greenville, NC 27834	R. Patterson	(252) 329-9500	No	0
The Augusta Chronicle	725 Broad Street Augusta, GA 30901	J. Turner	(706) 993-4866	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
Facebook (Northland's Page)	www.facebook.com	HR	(206) 621-1351	No	0
LinkedIn	www.linkedin.com	n/a	n/a	No	0
Indeed.com*				No	4
Walk-in		n/a	n/a	n/a	2
Executive Park	600 Monument St. Greenwood, SC 29646		(864) 396-2725	No	2

*Unverifiable recruitment source; applicant indicated this recruitment source, however it was not posted by Northland Communications.