



2012 EEO Public File Report
GREENWOOD, SC – FCC EMPLOYMENT UNIT #1124

THIS REPORT COVERS OCTOBER 1, 2011 THROUGH SEPTEMBER 30, 2012.

Total Number of Full-Time Vacancies Filled During This Period: 9

Total Number of People Interviewed For Full-Time Vacancies During This Period: 26

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	CSR	1	Job Fair	South Carolina Employment Security Job Fair	9	9
2	Plant Operations Manager	1	Northland Website	Index Journal Northland Website Craigslist Unknown	0 1 0 1	2
3	Account Executive	1	Piedmonth Tech	Piedmont Technical College Index Journal Newspaper SC Employment Security Northland Website Sizemore Employee Agency Internal Candidate Referral	1 0 0 0 0 1 1	3
4	Business Manager	1	Employee Referral	Piedmont Technical College Index Journal Newspaper SC Employment Security Northland Website Sizemore Employee Agency Craigslist Employee Referral	0 0 0 0 0 0 1	1



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5	Field Supervisor	1	Employee Referral	Index Journal Northland Website Employee Referral	0 0 1	1
6	CSR	1	Staff Source Employment Agency	Index Journal Walk-in Staff Source	0 2 1	3
7	Work Order Supervisor	1	Internal Promotion	Internal Promotion	n/a	1
8	Sales Supervisor	1	Northland website	Piedmont Technical College Index Journal SC Employment Security Northland Website Sizemore Employee Agency Craigslist	0 0 0 1 0 0	1
9	Business Solutions Account Associate	1	Employee Referral	SC Job Service Seneca Journal Tri-County Tech Clemson University Northland Communications Website Northland Community Channel Employee Referral	0 2 0 0 0 2 1	5

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: Positioning on Featured Employer on 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	1
Index Journal	610 Phoenix St. Greenwood, SC 29648	J. Duckett	(864) 223-7331	No	0
SC Employment Security Commission/Job Service	519 Monument Greenwood SC 29648	V. Gilchrist	(864) 223-4523	No	9
Northland Communications website	101 Stewart St. Suite 700 www.yournorthland.com/careers	HR	(206) 621-1351	N/A	2
Sizemore Employee Agency	464 Bypass 72 NW Greenwood, SC 29649	D. Ellis	(864) 229-3988	No	0
Staff Source	1303 Montague Ave Greenwood, SC 29649	A. Berch	(864) 229-7823	No	1
Craigslist	www.greenville.craigslist.org	n/a	n/a	No	0
Community Channel Cable Channel 4/Charter Media	520 Hwy 29 Bypass North Anderson SC 29621	K. Turpin	n/a	No	2
South Carolina Job Service/Employment Security Commission	11091 N. Radio Station Rd. Seneca, SC 29678	P. Smith	n/a	No	0
Seneca Journal/Clemson Messenger/Oconee Publishing Company (Newspapers)	201 W North 1 st St. PO Box 547 Seneca, SC 29679	P. Vinson	n/a	No	2



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Tri-County Tech	PO Box 1086 7900 Hwy 76 Pendleton, SC 29670	HR Representative	n/a	No	0
Clemson University Clemson Job Link	Michelin Career Center 316 Hendrix Student Center Box 344007 Clemson, SC 29634-4007	L. Dunson	n/a	No	0
Internal Candidate		n/a	n/a	No	1
Internal Promotion		n/a	n/a	No	1
Employee Referral		n/a	n/a	No	3
Walk-in		n/a	n/a	No	2
Referral		n/a	n/a	No	1
Unknown		n/a	n/a	No	1