



THIS REPORT COVERS OCTOBER 1, 2012 THROUGH SEPTEMBER 30, 2013.

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

Total Number of People Interviewed For Full-Time Vacancies During This Period: 18

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	CS Technician	1	Internal promotion	n/a	n/a	n/a
2	Sales Associate	1	Employment Agency	Index Journal Northland Communications Website Condustrial, Inc.	1 1 1	3
3	Account Executive	1	Walk-in	Index Journal Walk-in Employee Referral Piedmont Technical College SC Employment Security Northland Communications Website	1 1 2 0 0 0	4
4	Installer	2	Northland Communications Website Index Journal	Northland Communications Website Index Journal Piedmont Tech College SC Employment Security Employee Referral	1 2 1 0 2	5



5	Dispatcher	1	Employee Referral	Northland Communications Website	0	2
				Index Journal	0	
				Piedmont Tech College	0	
				SC Employment Security	1	
				Employee Referral	1	
				Sizemore Employee Agency	0	
				Craigslist	0	
6	Sales Supervisor	1	Craigslist	Northland Communications Website	0	3
				Index Journal	0	
				Piedmont Tech College	0	
				SC Employment Security	0	
				Internal Candidate	1	
				Sizemore Employee Agency	0	
				Craigslist	1	
				Unknown	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.
2. Participation in Internet and other programs designed to promote outreach: Positing on Featured Employer on WICT and NAMIC, Monster.com and local newspapers/local origination channel regarding Equal Opportunity commitment and policies.
3. Participation in job fairs, hosted by local college, by unit personnel who has substantial responsibility in making hiring decisions.



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	4
SC Employment Security Commission/Job Service	519 Monument Greenwood SC 29648	V. Gilchrist	(864) 223-4523	No	1
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	0
Craigslist	www.greenville.craigslist.org	n/a	n/a	No	1
Community Channel Cable Channel 4/Charter Media	520 Hwy 29 Bypass North Anderson SC 29621	K. Turpin	n/a	No	0
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	0



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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
Conustrial, Inc.	464-H Hwy 472 By Pass NW Greenwood, SC 29649	R. Reeder	(864) 538-7200 ext. 2016	No	1
Internal Candidate		n/a	n/a	No	1
Employee Referral		n/a	n/a	No	5
Walk-in		n/a	n/a	No	1
Unknown		n/a	n/a	No	1