



THIS REPORT COVERS OCTOBER 1, 2014 THROUGH SEPTEMBER 30, 2015.

Total Number of Full-Time Vacancies Filled During This Period: 4

Total Number of People Interviewed For Full-Time Vacancies During This Period: 2

#	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 Rep.	1	Craigslist.org	Workforce Connection/Cal-jobs Website/Siskiyou Training and Employment Program Siskiyou Daily News College of the Siskiyous Northland Communications Website Craigslist.org Internal Candidate	0 0 0 0 1 1	2
2	Dispatcher	1	Internal Promotion	Internal Promotion	n/a	n/a
3	Lead Sales Associate	1	Internal Promotion	Internal Promotion	n/a	n/a
4	Customer Service Manager	1	Internal Promotion	Internal Promotion	n/a	n/a

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) 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: Positioning on Featured Employer on WICT and SCTE, Monster.com and local newspapers/local origination 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
Cal-Jobs /Siskiyou Training and Employment Program (STEP)/Workforce Connection	310 Boles St Weed, CA	J. Wyatt	(530) 938-3231	No	0
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com/careers	HR	(206) 621-1351	No	0
Siskiyou Daily News	309 W. Broadway Yreka, CA 90967	S. Ellin	(530) 842-5777	No	0
College of the Siskiyous	800 College Ave. Weed, CA 96094	J. Pratt	(530) 938-5227	No	0
Craigslist	siskiyou.craigslist.org	n/a	n/a	No	1
Internal Candidate	Northland Communications 900 S. Mt Shasta Blvd Mount Shasta, CA 96067	V. Reinig	(530) 926-6128	No	1