



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

Total Number of Full-Time Vacancies Filled During This Period: 2

Total Number of People Interviewed For Full-Time Vacancies During This Period: 4

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	Installer	1	Walk-In	Idaho Dept of Labor Bonner County Daily Bee Walk-in	2 1 1	4
2	Technical Services Rep.	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) 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 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
Idaho DOL/Sandpoint Job Service	2101 W. Pine Street Sandpoint, Idaho 83864-1794	A. Bangerman	(208) 263-7544	No	2
Bonner County Daily Bee	310 Church St Sandpoint, ID 83864			No	1
Walk-in				n/a	1