



THIS REPORT COVERS OCTOBER 1, 2013 THROUGH SEPTEMBER 30, 2014.

Total Number of Full-Time Vacancies Filled During This Period: 18

Total Number of People Interviewed For Full-Time Vacancies During This Period: 50

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	Sales Associate	3	Walk-in (x2) Referral (x1)	Northland Community Channel Northland Communications Website Tri County Tech South Carolina Job Service/Employment Security Commission Seneca Journal Clemson University Craigslist LinkedIn Referral Walk-in Staffmark Agency	0 0 0 1 0 0 0 0 4 2 3	10
2	Administrative Assistant	1	South Carolina Job Service/ Employment Security Commission	Northland Community Channel Northland Communications Website South Carolina Job Service/Employment Security Commission Tri-County Tech Clemson University Craigslist	0 0 1 0 0 1	2



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3	Installer	1	Walk-in	Northland Community Channel Northland Communications Website South Carolina Job Service/Employment Security Commission Clemson University Craigslist Walk-in Employee Referral Unknown	0 0 0 0 0 2 1 1	4
4	Account Executive	1	Northland Communications Website	Northland Communications Website South Carolina Job Service/Employment Security Commission Seneca Journal Tri-Country Tech Clemson University Referral	1 1 0 0 0 1	3
5	Installer	1	Employee Referral	Northland Communications Website South Carolina Job Service/Employment Security Commission Seneca Journal Referral Walk-in	0 0 0 2 4	6
6	Sales Associate	1	Craigslist	Northland Communications Website South Carolina Job Service/Employment Security Commission Seneca Journal Craigslist Staffmark Agency	0 0 0 1 3	4
7	Administrative Assistant	1	Staffmark Agency	Northland Communications Website South Carolina Job Service/Employment Security	0 0	6



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				Commission Seneca Journal Craigslist Staffmark Agency Employee Referral	0 0 5 1	
8	Business Solutions Sales Manager	1	Referral	Northland Communications Website Tri-Country Tech South Carolina Job Service/Employment Security Commission Clemson University Craigslist Seneca Journal Referral Unknown	0 0 0 0 0 0 1 1	2
9	Marketing Supervisor	1	Northland Communications Website	Northland Community Channel Northland Communications Website Tri-Country Tech South Carolina Job Service/Employment Security Commission Clemson University Seneca Journal Craigslist LinkedIn	0 1 0 0 0 0 0 0	1
10	Business Solutions Account Coordinator	1	LinkedIn	Northland Community Channel Northland Communications Website Tri-Country Tech South Carolina Job Service/Employment Security Commission Clemson University Seneca Journal Craigslist LinkedIn	0 1 0 0 0 0 0 1	3



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				Employee Referral	1	
11	MDU Account Executive	2	Employee Referral LinkedIn	Northland Communications Website Tri-Country Tech South Carolina Job Service/Employment Security Commission Clemson University Craigslis LinkedIn Employee Referral	0 0 0 0 0 1 1	2
12	Installer	2	SC Job Service	Clemson University Northland Communications website Northland Community Channel Walk-in South Carolina Job Service/Employment Security Commission Craigslis	0 0 0 1 2 1	4
13	Technical Services Representative	1	Internal Promotion	N/A	N/A	N/A
14	Installer	1	Walk In	Clemson University Northland Communications website Northland Community Channel Walk-in South Carolina Job Service/Employment Security Commission Craigslis Tri-Country Tech Seneca Journal	0 0 0 3 0 0 0 0	3



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 and 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, NAMIC, 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
Northland Community Channel	615 N Pine Street Seneca, SC	G. Crain	(864) 882-0002	No	0
Northland Communications Website	101 Stewart St, Suite 700 Seattle, WA 98101 www.yournorthland.com/careers	Human Resources	(206) 621-1351	No	3
South Carolina Job Service/Employment Security Commission	11091 N. Radio Station Rd. Seneca, SC 29678	J. Carter	(864) 882-5638	No	5
Seneca Journal	201 W North 1 st St. PO Box 547 Seneca, SC 29679	S. Lee	(864) 882-2375	No	0
Tri-County Tech	PO Box 1086 7900 Hwy 76 Pendleton, SC 29670	HR Representative	(864) 646-8361	No	0
Clemson University Job	Michelin Career Center	L. Dunson	(864) 656-2160	No	0



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Link	316 Hendrix Student Center Box 344007 Clemson, SC 29634-4007				
Staffmark Agency	301 Halton Rd. Greenville, SC 92906		(864) 322-6004	No	11
Craigslist	greenville.craigslist.org	n/a	n/a	No	3
LinkedIn	www.linkedin.com	n/a	n/a	No	2
Employee Referral	n/a	n/a	n/a	n/a	4
Referral	n/a	n/a	n/a	n/a	8
Walk-in	n/a	n/a	n/a	n/a	12
Unknown	n/a	n/a	n/a	n/a	2