

	Lebanon									
#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy	Number of Interviews Referred by Each Recruitment Source	Total Number Interviewed	Recruiter	Req #	Date Posted	Date Filled
1	Customer Service Rep.	1	indeed	Ashe County - NCWorks Career Center Ashe County JobLink Career Center Ashe County JobLink Career Center AveryCounty Job Link Career Center Blue Ridge Job Corps Center Bluefield State College Career Services Bristol Virginia Workforce Center Bristol Virginia Workforce Center Bristol Virginia Workforce Center Cedar Bluff Vec Field Office Community Action of South Eastern WV Council of the Southern Mountains Cumberland - Southeast Kentucky Community and Technical College - Cumberland Campus Cumberland Plateau Planning District Commission Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus East Tennessee State University (ETSU) Johnson City TN Goodwill of Tennessee Area Hindman - Hazard Community and Technical College - Knott Co. Branch Hindman - LKLP Community Action Council Hindman-Hazard Community & Tech. College-Knott Co. Branch Hindman-LKLP Community Action Council Intergrated Resources Inc James H. Quillen VA Medical Center Knott County Adult Learning Center Knott County Adult Learning Center Marion Workforce Center Milligan College (Bufts2Work) Milligan College TN Mountain Empire Community College Northeast Tennessee Career Center Norton VEC Field Office People Inc. of Virginia People Inc. of Virginia People Incorporated of Virginia - Bristol People Incorporated of Virginia - Abingdon People Incorporated of Virginia - Bristol People Incorporated of Virginia- Abingdon Pikeville - Office of Employment and Training Pikeville - Office of Employment and Training Pikeville-Office of Employment and Training Pikeville-Office of Vocational Rehabilitation Roanoke Virginia Workforce Center Southwest Virginia Community College Tennessee Career Center - Johnson City Tennessee Career Center at Bristol Tennessee Career Center at Bristol Tennessee Career Center at Elizabethton Tennessee Career Center at Elizabethton Tennessee Career Center at Kingsport Tennessee Career Center at Kingsport TN Department of Labor and Workforce Development TN DOL and WD - Johnson County TN DOL and WD - Johnson County TN DOL and WD -Johnson County University of Virginia at Wise/ Career Development Virginia Highlands Community College Virginia Intermont College Watauga County Job Link Career Center Watauga County NCWorks Career Center Whitesburg - Southeast Kentucky Community and Technical College - Whitesburg Campus Whitesburg-Office of Vocational Rehabilitation Whitesburg-Southeast Kentucky Community and Technical College-Whitesburg Campus Workforce West Virginia Welch WORKFORCE West Virginia Welch Workforce West Virginia Welch WV DHHR - McDowell County (Dept of Health & Human Resources) WV DHHR - Wyoming County Office (Dept of Health & Human Resources) RecruitABILITY LinkedIn Kimble Group David Careers Jobcase US Diversity African American Careers African American Jobs Asian Careers Asian Workforce Asian Jobs Disability Jobs Disability Careers USD Veterans Veteran Careers Veteran Jobs USD Disabled Vets Gay Careers Gay Jobs Hispanic Careers USD Hispanic Workforce Hispanic Jobs Native American Careers American Indian Jobs Senior Careers Senior	Indeed- 4	4	Matthew Fravel	637	1/3/2019	1/14/2019

2	Broadband Maintenance Tech 501	1	Careers	<p>Ashe County - NCWorks Career Center Ashe County JobLink Career Center Ashe County JobLink Career Center AveryCounty Job Link Career Center Blue Ridge Job Corps Center Bluefield State College Career Services Bristol Virginia Workforce Center Bristol Virginia Workforce Center Bristol Virginia Workforce Center Cedar Bluff Vec Field Office Community Action of South Eastern WV Council of the Southern Mountains Cumberland - Southeast Kentucky Community and Technical College - Cumberland Campus Cumberland Plateau Planning District Commission Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus East Tennessee State University (ETSU) Johnson City, TN Goodwill of Tenneva Area Hindman - Hazard Community and Technical College - Knott Co. Branch Hindman - LKLP Community Action Council Hindman-Hazard Community &amp; Tech. College-Knott Co. Branch Hindman-LKLP Community Action Council Intergrated Resources Inc James H. Quillen VA Medical Center Knott County Adult Learning Center Knott County Adult Learning Center Marion Workforce Center Milligan College (Bufs2Work) Milligan College, TN Mountain Empire Community College Northeast Tennessee Career Center Norton VEC Field Office People Inc. of Virginia People Inc. of Virginia People Incorporated of Virginia - Bristol People Incorporated of Virginia - Abingdon People Incorporated of Virginia - Bristol People Incorporated of Virginia - Abingdon Pikeville - Office of Employment and Training Pikeville - Office of Employment and Training Pikeville-Office of Employment and Training Pikeville-Office of Vocational Rehabilitation Roanoke Virginia Workforce Center Southwest Virginia Community College Tennessee Career Center - Johnson City Tennessee Career Center at Bristol Tennessee Career Center at Bristol Tennessee Career Center at Elizabethton Tennessee Career Center at Kingsport Tennessee Career Center at Kingsport TN Department of Labor and Workforce Development TN DOL and WD - Johnson County TN DOL and WD - Johnson County TN DOL and WD - Johnson County University of Virginia at Wise/ Career Development Virginia Highlands Community College Virginia Intermont College Watauga County Job Link Career Center Watauga County NCWorks Career Center Whitesburg - Southeast Kentucky Community and Technical College - Whitesburg Campus Whitesburg Office of Vocational Rehabilitation Whitesburg Southeast</p>	Glass Door- 1, Indeed- 1, Careers- 1	3	Monica Walters	823	4/12/2019	5/9/2019
3	Field Auditor	1	Employee Referral	<p>Ashe County - NCWorks Career Center Ashe County JobLink Career Center Ashe County JobLink Career Center AveryCounty Job Link Career Center Blue Ridge Job Corps Center Bluefield State College Career Services Bristol Virginia Workforce Center Bristol Virginia Workforce Center Bristol Virginia Workforce Center Cedar Bluff Vec Field Office Community Action of South Eastern WV Council of the Southern Mountains Cumberland - Southeast Kentucky Community and Technical College - Cumberland Campus Cumberland Plateau Planning District Commission Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus East Tennessee State University (ETSU) Johnson City, TN Goodwill of Tenneva Area Hindman - Hazard Community and Technical College - Knott Co. Branch Hindman - LKLP Community Action Council Hindman-Hazard Community &amp; Tech. College-Knott Co. Branch Hindman-LKLP Community Action Council Intergrated Resources Inc James H. Quillen VA Medical Center Knott County Adult Learning Center Knott County Adult Learning Center Marion Workforce Center Milligan College (Bufs2Work) Milligan College, TN Mountain Empire Community College Northeast Tennessee Career Center Norton VEC Field Office People Inc. of Virginia People Inc. of Virginia People Incorporated of Virginia - Bristol People Incorporated of Virginia - Abingdon People Incorporated of Virginia - Bristol People Incorporated of Virginia - Abingdon Pikeville - Office of Employment and Training Pikeville - Office of Employment and Training Pikeville-Office of Employment and Training Pikeville-Office of Vocational Rehabilitation Roanoke Virginia Workforce Center Southwest Virginia Community College Tennessee Career Center - Johnson City Tennessee Career Center at Bristol Tennessee Career Center at Bristol Tennessee Career Center at Elizabethton Tennessee Career Center at Kingsport Tennessee Career Center at Kingsport TN Department of Labor and Workforce Development TN DOL and WD - Johnson County TN DOL and WD - Johnson County TN DOL and WD - Johnson County University of Virginia at Wise/ Career Development Virginia Highlands Community College Virginia Intermont College Watauga County Job Link Career Center Watauga County NCWorks Career Center Whitesburg - Southeast Kentucky Community and Technical College - Whitesburg Campus</p>	Employee Referral-1, Indeed-1, Client Careers-1	3	Monica Walters	916	6/13/2019	6/23/2019

4	Customer Service Rep.	1	indeed	Ashe County - NCWorks Career Center Ashe County JobLink Career Center Ashe County JobLink Career Center AveryCounty Job Link Career Center Blue Ridge Job Corps Center Bluefield State College Career Services Bristol Virginia Workforce Center Bristol Virgin	Indeed-3	3	Matthew Fravel	679	1/24/2019	3/7/2019
SUPPLEMENTAL OUTREACH INITIATIVES. A non-exclusive list of supplemental initiatives include: i) Training programs: Shentel University and outside educational resources training program that enables unit personnel to acquire skills that could qualify them for higher level positions, ii) Education Assistance program: tuition reimbursement plan that encourages employees to further job related skills and improve performance; iii) Job Fairs: human resources personnel routinely attend local job fairs in areas surrounding employment units when possible."										
#	Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification	Total Number of Referrals	Total Number Full-Time Hires			
1	Ashe County - NCWorks Career Center	Jefferson, NC 28640	esc.jobs.jefferson@nccommerce.com		no					
2	Ashe County JobLink Career Center	Jefferson, NC 28640	esc.jobs.jefferson@ncesc.gov		no					
3	Ashe County JobLink Career Center	Jefferson, NC 28640	(George Loebe) george.loebe@nccommerce.com		no					
4	AveryCounty Job Link Career Center	Boone, NC 28607	esc.jobs.boone@ncesc.gov		no					
5	Blue Ridge Job Corps Center	Marion, VA 24354	(James Yonts) yonts.james@jobcorps.org		no					
6	Bluefield State College Career Services	Bluefield, WV 24701	(Jonette Aughenbaugh) jaughenbaugh@bluefieldstate.edu		no					
7	Bristol Virginia Workforce Center	Bristol, VA 24201	Richard.Morgan@vec.virginia.gov		no					
8	Bristol Virginia Workforce Center	Bristol, VA 24202	james.butler@vec.virginia.gov		no					
9	Bristol Virginia Workforce Center	Bristol, VA 24209	(Bristol, VA 24209) joseph.doyle@vec.virginia.gov		no					
10	Cedar Bluff Vec Field Office	Cedar Bluff, VA 24609	(Cedar Bluff, VA 24609) cedarbluff@vec.virginia.gov		no					
11	Community Action of South Eastern WV	Bluefield, WV 24701	(Josephine Poe) jpoe@casewv.org		no					
12	Council of the Southern Mountains	Northfork, WV 24868	(Randal Johnson) randalcsm@hotmail.com		no					
13	Cumberland - Southeast Kentucky Community and Technical College - Cumberland Campus	Cumberland, KY 40823	jfulkerson0016@kctcs.edu		no					
14	Cumberland Plateau Planning District Commission	Lebanon, VA 24266	(James Baldwin) jimbaldwin@bvunet.net (Cumberland, KY 40823)		no					
15	Cumberland-Southeast Kentucky Community and Technical College- Cumberland Campus	Cumberland, KY 40823	jfulkerson0016@kctcs.edu		no					
16	East Tennessee State University	Johnson City,			no					





57	Watauga County Job Link Career Center	Boone, NC 28607	esc.job.boone@ncesc.gov		no								
58	Watauga County NCWorks Career Center	Boone, NC 28607	ncworks.1900@nccommerce.com		no								
59	Whitesburg - Southeast Kentucky Community and Technical College - Whitesburg Campus	Whitesburg, KY 41858	deborah.young@kctcs.edu		no								
60	Whitesburg-Office of Vocational Rehabilitation	Whitesburg, KY 41858	vivah.anderson@ky.gov		no								
61	Whitesburg-Southeast Kentucky Community and Technical College- Whitesburg Campus	Whitesburg, KY 41858	deborah.young@kctcs.edu		no								
62	Workforce West Virginia Welch	Welch, WV 24801	(Lori Turner) workforcecontractorjoblist@wv.gov		no								
63	WORKFORCE West Virginia Welch	Welch, WV 24801	(Peggy Icenhour - Bus Rep) Peggy.J.Icenhour@wv.gov		no								
64	Workforce West Virginia Welch	Welch, WV 24801	(Steven Emson - vet Rep) steven.e.ellison@wv.gov		no								
65	WV DHHR - McDowell County (Dept of Health & Human Resources)	Welch, WV 24801	(Cathy Estep) cathy.a.estep@wv.gov		no								
66	WV DHHR - Wyoming County Office (Dept of Health & Human Resources)	Pineville, WV 24874	(Warren Schurdell) warren.a.schurdell@wv.gov		no								
67	RecruitABILITY	<a href="http://www.recruit-ability.com/">http://www.recruit-ability.com/</a>	Feed		no								
68	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>	Feed		no								
69	Kimble Group	<a href="https://kimblegroup.com/">https://kimblegroup.com/</a>	Feed		no								
70	David Careers	<a href="https://davidcareers.com/">https://davidcareers.com/</a>	Feed		no								
71	Jobcase	<a href="https://www.jobcase.com/">https://www.jobcase.com/</a>	Feed		no								
72	US Diversity	<a href="https://www.usdiversity.com/">https://www.usdiversity.com/</a>	Feed		no								
73	African American Careers	<a href="https://www.africanamericancareers.org">www.africanamericancareers.org</a>	Feed		no								
74	African American Jobs	<a href="https://www.africanamericanjobs.org/">https://www.africanamericanjobs.org/</a>	Feed		no								

75	Asian Careers	<a href="https://www.asiancareers.org/">https://www.asiancareers.org/</a>	Feed			no								
76	Asian Workforce	<a href="https://www.usd-asianworkforce.com/AA">https://www.usd-asianworkforce.com/AA</a>	Feed			no								
77	Asian Jobs	<a href="https://www.asianjobs.org/">https://www.asianjobs.org/</a>	Feed			no								
78	Disability Jobs	<a href="https://www.disabilityjobs.org/">https://www.disabilityjobs.org/</a>	Feed			no								
79	Disability Careers	<a href="https://www.disabilitycareers.org/">https://www.disabilitycareers.org/</a>	Feed			no								
80	USD Veterans	<a href="https://www.usd-veterans.com/AA">https://www.usd-veterans.com/AA</a>	Feed			no								
81	Veteran Careers	<a href="https://www.veterancareers.org/">https://www.veterancareers.org/</a>	Feed			no								
82	Veteran Jobs	<a href="https://www.veteranjobs.org/AA">https://www.veteranjobs.org/AA</a>	Feed			no								
83	USD Disabled Vets	<a href="https://www.usd-disabledvets.com/">https://www.usd-disabledvets.com/</a>	Feed			no								
84	Gay Careers	<a href="https://www.gaycareers.org/">https://www.gaycareers.org/</a>	Feed			no								
85	Gay Jobs	<a href="https://www.gayjobs.org/AA">https://www.gayjobs.org/AA</a>	Feed			no								
86	Hispanic Careers	<a href="https://www.hispaniccareers.org/">https://www.hispaniccareers.org/</a>	Feed			no								
87	USD Hispanic Workforce	<a href="https://www.usd-hispanicworkforce.com/">https://www.usd-hispanicworkforce.com/</a>	Feed			no								
88	Hispanic Jobs	<a href="https://www.hispanicjobs.org/">https://www.hispanicjobs.org/</a>	Feed			no								

89	Native American Careers	<a href="https://www.nativeamericancareers.org/">https://www.nativeamericancareers.org/</a>	Feed		no					
90	American Indian Jobs	<a href="https://www.americanindianjobs.org/">https://www.americanindianjobs.org/</a>	Feed		no					
91	Senior Careers	<a href="https://www.seniorscareers.org/">https://www.seniorscareers.org/</a>	Feed		no					
92	Senior Jobs	<a href="https://www.seniorsjobs.org/">https://www.seniorsjobs.org/</a>	Feed		no					
93	USD Working Women	<a href="https://www.usd-workingwomen.com/">https://www.usd-workingwomen.com/</a>	Feed		no					
94	Womans Careers	<a href="https://www.womenscareers.org/">https://www.womenscareers.org/</a>	Feed		no					
95	Womens Jobs	<a href="https://www.womensjobs.org/">https://www.womensjobs.org/</a>	Feed		no					
96	US Diversity	<a href="https://www.usdiversity.net/">https://www.usdiversity.net/</a>	Feed		no					
97	US Diversity	<a href="https://www.usdiversity.org/">https://www.usdiversity.org/</a>	Feed		no					
98	JOFDAV	<a href="https://www.iofdav.com/">https://www.iofdav.com/</a>	Feed		no					
99	Glass Door	<a href="http://www.glassdoor.com">http://www.glassdoor.com</a>	Feed		no	1	0			
100	JuJu	<a href="http://www.iuju.com">http://www.iuju.com</a>	Feed		no					
101	JobInventory.com	<a href="http://www.jobinventory.com">http://www.jobinventory.com</a>	Feed		no					
102	CareerAlerts.com	<a href="http://www.careeralerts.com">http://www.careeralerts.com</a>	Feed		no					



103	Employment Crossings	<a href="https://www.employmentcrossing.com/">https://www.employmentcrossing.com/</a>	Feed		no					
104	Jobs Trovit	<a href="https://jobs.trovit.com/">https://jobs.trovit.com/</a>	Feed		no					
105	EARN	<a href="https://www.askearn.org/">https://www.askearn.org/</a>	Feed		no					
106	Hire a Hero	<a href="http://www.hireahero.org/">http://www.hireahero.org/</a>	Feed		no					
107	Military1	<a href="https://www.military1.com/">https://www.military1.com/</a>	Feed		no					
108	<a href="#">Virginia Workforce Connection</a>	<a href="https://us55.dayforcehcm.com/CandidatePortal/en-US/Shentel/Posting/View/2931">https://us55.dayforcehcm.com/CandidatePortal/en-US/Shentel/Posting/View/2931</a>	Manual Posting		no					
109	Indeed	6433 Champion Granview Way Buidign 1, Austin, TX 78750	Matthew Dearing	646-895-8034	no	9		2		
110	Careers	Ceridian for employees 600 Cherokee Way Edinburg, VA 22824	Human Resources	540-984-5241	no	2		1		
111	Employee Referral	600 Cherokee Way Edinburg, VA 22824	Human Resources	540-984-5241	no	1		1		