

Covington										
#	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	Employee Referral	Arnold K Burton Technology Center, Career Cafés, Career Cafés, Covington Workforce Center, Covington Workforce Center, Giles County Partnership for Excellence Foundation, Giles County Partnership for Excellence Foundation, Giles County Partnership for Excellence Foundation, Goodwill Industries of the Valleys- Workforce Development Center, Hollins University - Career Development Center, Lynchburg College, National College, New River Community Action, New River Community College, New River Valley Community Services, New River/ Mount Rogers Workforce Investment Board, Nicholas Community Action Partnership, Inc, Open Doors Inc, Radford Virginia Workforce Center, Radford Virginia Workforce Center, Randolph College, Region 2000 Career Center, Roanoke Valley Workforce Center, Roanoke Workforce Center, Virginia Career - Total Action Against Poverty, Virginia Community College, Virginia Polytechnic Institute and State University, Washington and Lee University (W&L JobLink) Lexington, VA, Womanspace, Women's Center, Workforce West Virginia, Workforce West Virginia, Workforce West Virginia, WV DHHR - Greenbrier County Office (Dept of Health & Human Resources) (Also for Summers, Monroe, and Pocahontas Counties), WV DHHR - Nicholas County Office (Dept of Health & Human Resources), Hire a Hero, Military1, JOFDAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, 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 Jobs, USD Working Women, Womans Careers, Women's Jobs, US Diversity, US Diversity, Disability Jobs,	Employee Referral-1, Indeed-1	2	Matthew Fravel	982	7/9/2019	7/17/2019

2	Broadband Technician	1	Careers	Arnold R Burton Technology Center, Career Caf�, Career Caf�, Covington Workforce Center, Covington Workforce Center, Giles County Partnership for Excellence Foundation, Giles County Partnership for Excellence Foundation, Giles County Partnership for Excellence Foundation, Goodwill Industries of the Valleys- Workforce Development Center, Hollins University - Career Development Center, Lynchburg College, National College, New River Community Action, New River Community College, New River Valley Community Services, New River/ Mount Rogers Workforce Investment Board, Nicholas Community Action Partnership, Inc, Open Doors Inc, Radford Virginia Workforce Center, Radford Virginia Workforce Center, Randolph College, Region 2000 Career Center, Roanoke Valley Workforce Center, Roanoke Workforce Center, Virginia Career - Total Action Against Poverty, Virginia Community College, Virginia Polytechnic Institute and State University, Washington and Lee University (W&L JobLink) Lexington, VA, Womanspace, Women's Center, Workforce West Virginia, Workforce West Virginia, Workforce West Virginia, WV DHHR - Greenbrier County Office (Dept of Health & Human Resources) (Also for Summers, Monroe, and Pocahontas Counties), WV DHHR - Nicholas County Office (Dept of Health & Human Resources), Hire a Hero, Military1, JOFDAV, Glass Door, JuJu, JobInventory.com, CareerAlerts.com, Employment Crossings, Jobs Trovit, EARN, 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 Jobs, USD Working Women, Womens Careers, Women's Jobs, US Diversity, US Diversity, Disability	Indeed -2, careers-1	3	Monica Walters	915	6/4/2019	7/16/2019
3	Customer Service Rep	1	Indeed	Arnold R Burton Technology Center, Career Caf�, Career Caf�, Covington Workforce Center, Covington Workforce Center, Giles County Partnership for Excellence Foundation, Giles County Partnership for Excellence Foundation, Giles County Partnership for Excellence	Indeed-1	1	Matthew Fravel	680	1/24/2019	3/14/2019
4	Direct Sales Rep. 801	1	client careers	Arnold R Burton Technology Center, Career Caf�, Career Caf�, Covington Workforce Center, Covington Workforce Center, Giles County Partnership for Excellence Foundation, Giles County Partnership for Excellence Foundation, Giles County Partnership for Excellence	Indeed-2, client careers-1	3	Monica Walters	873	5/15/2019	5/28/2019
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	Indeed	6433 Champion Granview Way Buildign 1, Austin, TX 78750	Matthew Dearing	646-895-8034	no	6	1			
2	client careers	500 Shentel Way Edinburg, VA 22824	Human Resources	540-984-5241	no	1	1			
3	Careers site	500 Shentel Way Edinburg, VA 22824	Human Resources	540-984-5241	no	1	1			
4	Employee Referral	500 Shentel Way Edinburg, VA 22824	Human Resources	540-984-5241	no	1	1			
5	Arnold R Burton Technology		(Jason Suhr) amcclung@rcs.k12.v							

76	RecruitABILITY	http://www.recruit-ability.com/								
77	LinkedIn	www.linkedin.com								
78	Kimble Group	https://kimblegroup.com/								
79	David Careers	https://davidcareers.com/								
80	Jobcase	https://www.jobcase.com/								
81	Virginia Workforce Connection	https://usr56.dayforcehcm.com/CandidatePortal/en-US/Shentel/Posting/View/3523								