

JOB TITLE _____ Installer
 VACANCY DATE: _____ 06/07/2022 _____
 # OF INTERVIEWEES 7

DATE OF HIRE	SOURCE OF HIRE	RECRUITING SOURCES USED
10/05/2022	Ee referral	FACEBOOK, INDEED, COMPANY WEBSITE, JOB FAIR

JOB TITLE _____ Tech Support Rep _____
 VACANCY DATE: _____ October 2022 _____
 # OF INTERVIEWEES 5

DATE OF HIRE	SOURCE OF HIRE	RECRUITING SOURCES USED
11/07/2022	Indeed	FACEBOOK, INDEED, COMPANY WEBSITE, JOB FAIR,

JOB TITLE _____ Onsite _____
 VACANCY DATE: _____ 9/5/2022 _____
 # OF INTERVIEWEES 5

DATE OF HIRE	SOURCE OF HIRE	RECRUITING SOURCES USED
11/15/2022	Job fair at office	FACEBOOK, INDEED, COMPANY-WEBSITE, JOB FAIRS

JOB TITLE _____ CSR _____

VACANCY DATE: _____ 9/9/2022 _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
12/05/2022	Ee referrall	FACEBOOK, JOB FAIR, INDEED, CHANNEL 5, COMPANY WEBSITE Women symposium

JOB TITLE _____ Tech Support Rep _____

VACANCY DATE: _____ 11/21/2022 _____

OF INTERVIEWEES 7 hired from an installer application and interview

DATE HIRED	SOURCE OF HIRE	RECRUITMENT SOURCES USED
12/06/2022	INDEED	FACEBOOK, INDEED, COMPANY WEBSITE, CHANNEL 5, RADIO STATIONS, JOB FAIR, WOMEN SYMPOSIUM

JOB TITLE _____ CSR _____

VACANCY DATE: _____ 12/04/2022 _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
12/27/2022	REHIRED APPLIED ON COMP WEB SITE	FACEBOOK, INDEED, COMPANY WEBSITE, JOB FAIR

JOB TITLE _____ hr assistant
 VACANCY DATE: ____ forever _____
 # OF INTERVIEWEES 7 including the CSR's

DATE OF HIRE	SOURCE OF HIRE	RECRUTIMENT SOURCES USED
01/24/2023	Indeed	FACEBOOK, COMPANY WEBSITE, INDEED, JOB FAIR, CAREER CENTER

JOB TITLE _____ Fiber tech _____
 VACANCY DATE: _____ 12/23/2022 _____
 # OF INTERVIEWEES 8 include installer interviews for this position along with fiber

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
01/1/30/2023	Indeed	FACEBOOK, COMPANY WEBSITE, INDEED, JOB FAIR, CAREER CENTER

JOB TITLE _____ Security tech _____
 VACANCY DATE: _____ growth _____
 # OF INTERVIEWEES 6

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
2/13/2023	EE REFERRAL	FACEBOOK, COMPANY WEBSITE, INDEED, JOB FAIR, CAREER CENTER

JOB TITLE _____ Accounting Clerk Off assistant _____

VACANCY DATE: _____ student part time _____

OF INTERVIEWEES 0

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
3/20/2023	REHIRED	FACEBOOK, INDEED. COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Desktop Support IT _____

VACANCY DATE: _____ Building IT and Engineering _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
4/3/2023	INDEED	FACEBOOK, COMPANY WEBSITE, INDEED, CAREER CENTER

JOB TITLE _____ tsr

VACANCY DATE: _____ January 2023 _____

OF INTERVIEWEES 0

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
5/8/2023	Career Fair Pikeville	FACEBOOK, INDEED, CAREER CENTER, COMPANY WEBSITE, WOMENS SYMPOSIUM, Job Fair

JOB TITLE _____ INSTALLER
 VACANCY DATE: _____ 4/13/2023 _____
 # OF INTERVIEWEES

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
5/23/2023	COMPANY WEBSITE	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ TSR _____
 VACANCY DATE: _____ 5/19/2023 _____
 # OF INTERVIEWEES

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
6/5/2023	EE REFERRAL	FACEBOOK, INDEEDM COMPANY WEBSITE, CAREER CENTER, JOB FAIR, COLLEGE CAREER FAIR

JOB TITLE _____ INSTALLER _____
 VACANCY DATE: _____ restructuring hiring multiple installers _____
 # OF INTERVIEWEES 6 AND 2 HIRED SAME DAY

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
06/13/2023	COMPANY WEBSITE AND EE REFERRAL	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER, JOB FAIR, COLLEGE CAREER FAIR

JOB TITLE _____ TECHNICIAN _____

VACANCY DATE: _____ 4/11/2023 _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
06/26/2023	INTERNET	FACEBOOK, INDEED, COMPANY WEBSITE, JOB FAIR, CAREER CENTER, COLLEGE CAREER FAIR

JOB TITLE _____ Account Exec Sales _____

VACANCY DATE: _____ 6/21/2023 _____

OF INTERVIEWEES 7

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
7/25/2023	EE REFERRAL	FACEBOOK, INDEED, COMPNAY WEBSITE, JOB FAIR, CAREER CENTER, COLLEGE CAREER FAIR

JOB TITLE _____ Construction tech, security tech installer _____

VACANCY DATE: _____ 6/10/2023 _____

OF INTERVIEWEES

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
8/7/2023	EE REFERRAL	

JOB TITLE _____ Sec Tech _____

VACANCY DATE: _____

OF INTERVIEWEES

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
8/7/2023	Indeed	

JOB TITLE _____ Installer and CSR_ Hired two installers and one CSR SAME

VACANCY DATE: _____

OF INTERVIEWEES 5

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
8/21/2023	EE REFERRAL	NONE

JOB TITLE _____ WORK TRAINING PROGRAM AND HIRED AS TECHNI-
CIAN _____

VACANCY DATE: _____ na _____

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
9/4/2023	CAREER CENTER	FACEBOOK, INDEED, COMPANY WEBSITE, CARRER CENTER

JOB TITLE _____ CSR _____

VACANCY DATE: _____

OF INTERVIEWEES 12

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
9/5/2023	Indeed	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ installer _____

VACANCY DATE: _____ building team _____

OF INTERVIEWEES 4

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
9/11/2023	EE REFERRAL	

JOB TITLE _____ Systems Admin _____

VACANCY DATE: _____ 8/31/2023 _____

OF INTERVIEWEES 4

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
9/11/2023	INDEED	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER, UK ENGINEERING CAREER DAY

JOB TITLE _____ tsr

VACANCY DATE: _____ 09/19/2022 _____

OF INTERVIEWEES 2

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
9/27/2022	INDEED	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____csr
 VACANCY DATE: _____9/5/2022_____

OF INTERVIEWEES 12

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
10/04/2022	INDEED	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____Fiber techs
 VACANCY DATE: _____new building team due to expanding_____

OF INTERVIEWEES 2

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
12/08/2022 and 11/29/2022	Hazard Community College Fiber students	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____TSR
 VACANCY DATE: _____10/06/2022_____

OF INTERVIEWEES 2

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
10/18/2022	FACEBOOK	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ csr _____

VACANCY DATE: _____ 9/5/2022 _____

OF INTERVIEWEES 2

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
11/08/2022	FACEBOOK	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE INSTALLER _____

VACANCY DATE: _____ 10/01/2022 _____

OF INTERVIEWEES 2

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
11/30/2022	Website	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ installer

VACANCY DATE: _____ 5/2/2022 _____

OF INTERVIEWEES 2

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
08/29/2022	EE REFERRAL	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Land Agent _____

VACANCY DATE: _____ new position due to expansion _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
12/06/2022	Website and knew an employee	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ csr _____

VACANCY DATE: _____ 11/09/2022 _____

OF INTERVIEWEES 2

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
12/12/2022	Facebook	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Part-time student Accounting _____

VACANCY DATE: _____ as needed _____

OF INTERVIEWEES 2

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
12/06/2022	EE REFERRAL	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Onsite Tech _____

VACANCY DATE: _____ adding to onsite team contracts growing _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
11/21/2022	Ee referral	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Technician _____

VACANCY DATE: _____ 4/13/2023 _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
5/23/2023	Website	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Installer

VACANCY DATE: _____ growth restructuring _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
7/26/2023	website	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ TSR _____

VACANCY DATE: _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
4/3/2023	WEBSITE	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Office Assistance _____

VACANCY DATE: _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
2/15/2023	Ee referral	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Technician _____

VACANCY DATE: _____ 6/10/2023 _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
6/14/2023	Ee referral	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Sec Tech _____

VACANCY DATE: _____ 2/22/2023 _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
3/7/2023	Website	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE CSR _____

VACANCY DATE: _____ 3/3/23 _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
5/23/2023	Website	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Sec Tech _____

VACANCY DATE: _____ 4/11/2023 _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
6/16/2023	Website	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Installer _____

VACANCY DATE: _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
06/06/2023	Website	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ Installer _____

VACANCY DATE: _____ expanding _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
3/28/2023	Website	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ CSR

VACANCY DATE: _____ need _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
05/08/2023	EE REFERRAL	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

JOB TITLE _____ INSTALLER _____

VACANCY DATE: _____ expanding _____

OF INTERVIEWEES 3

DATE OF HIRE	SOURCE OF HIRE	RECRUITMENT SOURCES USED
03/22/2023	Website	FACEBOOK, INDEED, COMPANY WEBSITE, CAREER CENTER

RECRUITMENT SOURCES

SOURCE	ADDRESS	CONTACT
KY CAREER CENTER	686 N LAKE DR Prestonsburg, Ky. 41653	JOEY OSBORNE 606-432-2775
Gearheart Website	Www.gearheart.com	Angela Hall 606-479-6355 Heath Wiley 606479-6134
Advertising on Radio and Channel 5 local channel	20 Laynesville RD Harod, Ky 41635	Patricia Hall 606-479-7000
UPIKE Handshake	147 Sycamore St Road Pikeville, Ky. 41501	Darwin Kiser 606-218-4467
Hiring Simulation helping people renter employment	Jenny Wiley State Resort Park	Jenni Hampton 502-395-0048

FACEBOOK	COMPANY	ANGELA HALL ADMIN
INDEED	COMPANY	ANGELA HALL ADMIN
JOB FAIRS BIG SANDY AREA COMMUNITY ACTION PLAN	478 Town Mountain Rd, Pikeville, KY 41501	JOEY OSBORNE 606-432-2775

VCU Virtual Career Fair	60 West Main St Richmond, VA. 23284	Laura Lemza 804-827-7411
Floyd County Career Day	3490 Ky Rt 321 Prestonsburg, Ky 41653	606-886-2668 Heather Coleman
Sullivan University	2355 Harrodsburg rd Lex ky 40504	Jessica Drake Career Services 859-514-7680
SBDC Womens Symposium	624 James Trimble Blvd Paints-ville Ky 41240	