



2017 EEO Public File Report
SEATTLE, WA – FCC EMPLOYMENT UNIT #990186

#	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
				Another Source/Jobvite Twitter Channel	0	
				Facebook: AnotherSource Wall	0	
				Worksource Washington	0	
				US Military Pipeline	0	
				University of Washington	0	
				Veteran's Advantage Jobs & Career Network	0	
				Puget Sound Careers Consortium	0	
				Ebay Classifieds	0	
				Veteran's Association of America	0	
				Monster.com	1	
				Now Hiring Veterans	0	
				Western Washington University	0	
				Veteran Job Listings	0	

*Unverifiable recruitment resource. Applicant identified this referral source, however, it was not posted by Northland.

SUPPLEMENTAL OUTREACH INITIATIVES

1. Training Programs: a) NCD 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.
2. Participation in Internet and other programs designed to promote outreach: Posting on Featured Employer on SCTE and WICT, Monster.com Diversity Banner regarding Equal Opportunity commitment and policies.
3. Participation in job fair, hosted by local college, by unit personnel who has substantial responsibility in making hiring decisions.

RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Northland Communications and website	101 Stewart St Suite 700 Seattle, WA 98101 www.your northland.com	HR	(206) 621-1351	No	0



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Another Source, Inc.	18000 Pacific Hwy So, Suite 412 Seattle, WA 98188 www.anothersource.com	M. Glenn	(206) 241-8906	No	1
Monster.com	www.monster.com			No	1
Craigslist.org	www.seattle.craigslist.org			No	0
Careerbuilder.com	www.careerbuilder.com			No	1
Indeed.com	www.indeed.com			No	10
LinkedIn	www.linkedin.com			No	3
Seattle Pacific University	3307 Third Ave W Seattle, WA 98119 www.spu.depts/cdc/alumni/jobs/fin dajob.asp		(206) 281-2485	No	0
Seattle Community Colleges • North Seattle College • South Seattle College • Seattle Central College • Seattle Vocational Institute	www.seattlecolleges.edu/			No	0
Bellevue Community College	3000 Landerholm Circle Bellevue, WA 98007		(425) 564-1000	No	0
Resource Maximizer	PO Box 46804 Seattle, WA 98146 www.resourcemaximizer.com	S. Edwards	(206) 242-4336	No	0
Western Washington University	516 High Street Bellingham, WA 98225 www.wwu.edu		(360) 650-3000	No	0
University of Washington Husky Jobs	110 Mackenzie Hall Seattle, WA 98195 careers.washington.edu/huskyjobs		(206) 543-4661	No	0
Ebay Classifieds	www.ebayclassifieds.com			No	0
Military Officers Association of America (MOAA)	www.careercenter.moaa.org			No	0
Marine Corps Executive Association (MEA)	www.marineea.org/			No	0



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University of Phoenix	https://alumni.phoenix.edu/			No	0
Puget Sound Career Consortium				No	0
Prolango Consulting	8201 164th Ave NE, Suite 200 Redmond, WA 98052 www.prolango.com		(425) 405-0224	No	0
Career Horizons	14205 SE 36 th St, Suite 100 Bellevue, WA 98006 Career-horizons.com		(425) 450-4960	No	0
Simply Hired	www.simplyhired.com			No	0
Glassdoor	www.glassdoor.com			No	1
Jobvite Twitter Channel				No	0
Facebook: Another Source Wall	www.facebook.com			No	0
Now Hiring Veteran's	www.nowhiringveterans.com			No	0
US Military Pipeline	usmilitarypipeline.com			No	0
Veteran Job Listing	www.veteranjoblistings.com			No	0
Veteran's Advantage Jobs & Career Network	www.veteransadvantage.com/va/militarybenefits/veterans-advantage-jobs-and-career-network			No	0
WorkSource Washington	Multiple Locations throughout Washington www.wa.gov/esd/employment.html		(877) 872-5627	No	1
Clark College	1933 Fort Vancouver Way Vancouver, WA 98663 http://www.clark.edu/		(360) 699-6398	No	0
Veteran's Association of America	www.vetsaa.org			No	0
Referral				No	1

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