



2019 EEO Public File Report
SEATTLE, WA – FCC EMPLOYMENT UNIT #990186

THIS REPORT COVERS OCTOBER 1, 2018 THROUGH SEPTEMBER 30, 2019.

Total Number of Full-Time Vacancies Filled During This Period: 5

Total Number of People Interviewed For Full-Time Vacancies During This Period: 6

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	Accounting Associate	1	LinkedIn	Northland Communications Another Source Monster.com Craigslist.org Careerbuilder.com Indeed.com Handshake: Seattle Pacific University Handshake: Seattle University Handshake: Washington State University Glassdoor.com LinkedIn & LinkedIn Groups Google Jobs Western Washington University University of Washington Terra Staffing Group CampusPoint Resource Maximizer Prolango Consulting MOAA Hero2Hired Bellevue College Puget Sound Careers Consortium America's Job Exchange	0 0 0 0 0 0 0 0 0 0 1 0 0 0 1 0 0 0 0 0 0 0 0 0 0	2
2	Chief Executive Officer	1	Mega Broadband Investments Holdings LLC	Mega Broadband Investments Holdings LLC	1	1
3	Chief Financial Officer	1	Mega Broadband Investments Holdings LLC	Mega Broadband Investments Holdings LLC	1	1
4	Director of Acquisitions & Special Projects	1	Employee Referral	Exigent Circumstances	1	1
5	Chief Operating Officer	1	Referral	Exigent Circumstances	1	1



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 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
Another Source, Inc.	18000 Pacific Hwy So, Suite 412 Seattle, WA 98188 www.anothersource.com	M. Glenn	(206) 241-8906	No	0
Monster.com	www.monster.com	n/a	n/a	No	0
Craigslist.org	www.seattle.craigslist.org	n/a	n/a	No	0
Careerbuilder.com	www.careerbuilder.com	n/a	n/a	No	0
Indeed.com	www.indeed.com	n/a	n/a	No	0
Handshake • Seattle Pacific University • Seattle University • Washington State University	App.joinhandshake.com/jobs/1249754	n/a	n/a	No	0



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Glassdoor	Glassdoor.com	n/a	n/a	No	0
LinkedIn & LinkedIn Groups <ul style="list-style-type: none"> • Job Seekers Discussion • Global Jobs Network • US Military Veterans Network • Accounting & Finance Jobs in Seattle • Jobs for Accountants • US Veteran – Recruiter • Veterans Hired • Military Veteran to Civilian Career Transitions • Jobs for Veterans • University of Washington Alumni • Women’s Diversity Network • Washington State University Alumni • Hispanic Professionals • Corporate Finance Work • Linked: Seattle 	www.linkedin.com	n/a	n/a	No	1
Google Jobs	www.google.com/jobs	n/a	n/a	No	0
Western Washington University	516 High Street Bellingham, WA 98225 www.wvu.edu	n/a	(360) 650-3000	No	0
University of Washington Husky Jobs	110 Mackenzie Hall Seattle, WA 98195 careers.washington.edu/huskyjobs	n/a	(206) 543-4661	No	0
Terra Staffing Group	2200 6th Avenue Suite 104 Seattle, WA 98121	T. Walsh	(206) 405-3300	No	1
CampusPoint	2401 4th Ave #830, Seattle, WA 98121	J. Bergener	(206) 651-3570	No	0



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America's Job Exchange	www.americasjobexchange.com	n/a	n/a	No	0
Eastern Washington University	526 5th St. Cheney, WA 99004	n/a	(509) 359-6200	No	0
Bellevue College	3000 Landerholm Cir SE Bellevue, WA 98007	n/a	(425) 564-1000	No	
Puget Sound Careers Consortium	n/a	n/a	n/a	No	0
Resource Maximizer	PO Box 46804 Seattle, WA 98146 www.resourcemaximizer.com	S. Edwards	(206) 242-4336	No	0
Prolango Consulting	8201 164th Ave NE, Suite 200 Redmond, WA 98052 www.prolango.com	J. Flores	(425) 405-0224	No	0
Military Officers Association of America (MOAA)	www.careercenter.moaa.org	n/a	n/a	No	0
Her2Hired Employment	n/a	T. Clark	n/a	No	0
Megabroadband Investments Holdings LLC	101 Stewart St Suite 700 Seattle, WA 98101	HR	(206) 621-1351	No	2
Employee Referral	n/a	n/a	n/a	No	1
Referral	n/a	n/a	n/a	No	1