



**2014 EEO Public File Report**  
**MOSES LAKE – FCC EMPLOYMENT UNIT #2493**

*THIS REPORT COVERS OCTOBER 1, 2013 THROUGH SEPTEMBER 30, 2014.*

**Total Number of Full-Time Vacancies Filled During This Period:   3**

**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	Technical Services Rep.	1	Internal Promotion	Internal Promotion	n/a	n/a
2	Business Manager	1	Work Source	Work Source Big Bend Community College OIC of Washington Glass Door.com Craigslis Northland Communications Website Northland Communications Community Channel Spokane Review Cable360.net Columbia Basin Herald Monster.com Linkedin Referral Internet (source unknown)	2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 1	4
3	Sales Associate	1	Referral	Work Source Big Bend Community College OIC of Washington Craigslis Northland Communications Website Referral Walk-in Columbia Basin Herald	0 0 0 0 0 1 1 0	2



**SUPPLEMENTAL OUTREACH INITIATIVES**

1. Training Programs: a) NOTC 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, c) Education Assistance program that encourages employees to further job related skills and improve performance and d) Video training reviewed by employment unit management regarding prevention of discrimination and harassment.
  
2. Participation in Internet and other programs designed to promote outreach: Positioning on Featured Employer on WICT and NAMIC, Monster.com and local newspapers/local origination channel regarding Equal Opportunity commitment and policies.

**RECRUITMENT RESOURCE LIST**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification [Yes/No]</b>	<b>Total Number of Interviewee Referrals</b>
Columbia Basin Herald	815 W. 3 <sup>rd</sup> Ave. Moses Lake, WA 98837	Jamie	(509) 765-2844	No	0
Work Source	309 E 5 <sup>th</sup> Ave Moses Lake, WA 98837	Eileen	(509) 766-2559	No	2
Big Bend Community College	7662 Chanute St. NE Moses Lake, WA 98837		(509) 762-2135	No	0
OIC of Washington	PO Box 1517 Moses Lake, WA 98837	Jody	(509) 764-8120	No	0
Craigslist	Moseslake.craigslist.org			No	0
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com/moses lake	HR	(206) 621-1351	No	0
Northland Communications Community Channel	317 S. Ash St. Moses Lake, WA 98837	Debbie	(509) 765-6151	No	0
Glassdoor.com	www.glassdoor.com	N/A	N/A	No	0
The Spokane Review (On-line)	999 W Riverside Spokane, WA 99201		(800) 338-8801		0



**2014 EEO Public File Report**  
**MOSES LAKE – FCC EMPLOYMENT UNIT #2493**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Entitled to Notification [Yes/No]</b>	<b>Total Number of Interviewee Referrals</b>
Cable360.net	www.cable360.net	N/A	N/A	No	0
Monster.com	www.monster.com	N/A	N/A	No	0
LinkedIn	www.linkedin.com	N/A	N/A	No	0
Referral	N/A	N/A	N/A	N/A	2
Walk-in	N/A	N/A	N/A	N/A	1
Unknown	N/A	N/A	N/A	N/A	1