



# 2013 EEO Public File Report

## SEATTLE, WA – FCC EMPLOYMENT UNIT #990186

**THIS REPORT COVERS OCTOBER 1, 2012 THROUGH SEPTEMBER 30, 2013.**

**Total Number of Full-Time Vacancies Fill During This Period: 14**  
**Total Number of People Interviewed For Full-Time Vacancies During This Period: 75**

**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 Corp. Another Source, Inc Monster.com Craigslist.org WorkSource Indeed.com Simply Hired.com Careerbuilder.com LinkedIn City University Edmonds Community College University of Washington Western WA University Everett Community College Seattle University Seattle Central Community College ITT Technical Institute American Red Cross of Seattle International Rescue Community Federal Way Employment Resource Center Resource Maximizer Central Area Service Center–City of Seattle Customer Service & Support Professionals Master Builders Association US Air force US Naval Air Stations Devry University Various Social Outlets & Media Payscale Jobfox Glasdoor Lake Washington Technical College	0 0 0 0 0 2 0 0 1 0 0 0 2 0	5



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2	Corporate Coordinator	1	CampusPoint	Northland Communications Corp. Another Source, Inc Monster.com Craigslist.org WorkSource Indeed.com Simply Hired.com Careerbuilder.com LinkedIn City University Edmonds Community College University of Washington Western WA University Washington State University Gonzaga University CamousPoint Everett Community College Seattle University Seattle Central Community College ITT Technical Institute American Red Cross of Seattle International Rescue Community Federal Way Employment Resource Center Resource Maximizer Central Area Service Center–City of Seattle Customer Service & Support Professionals Master Builders Association US Air force US Naval Air Stations Devry University Various Social Outlets & Media Payscale Jobfox Glasdoor Lake Washington Vo Tech Employee Referral	0 3 0 0 0 1 0 2 0 0 0 0 0 0 0 0 3 0 2	11



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3	Marketing Associate	1	Craigslist	Northland Communications Corp. Another Source, Inc Monster.com Craigslist.org WorkSource Indeed.com Simply Hired.com Careerbuilder.com LinkedIn City University Edmonds Community College University of Washington Western WA University Washington State University Gonzaga University CamousPoint Everett Community College Seattle University Seattle Central Community College ITT Technical Institute American Red Cross of Seattle International Rescue Community Federal Way Employment Resource Center Resource Maximizer Central Area Service Center—City of Seattle Customer Service & Support Professionals Master Builders Association US Air force US Naval Air Stations Devry University Various Social Outlets & Media Payscale Jobfox Glasdoor Lake Washington Vo Tech	0 0 1 5 1 5 2 0	14



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4	Operations Analyst	1	Northland Communications Corp. (Website)	Northland Communications Corp. Another Source, Inc Monster.com Craigslist.org WorkSource Indeed.com Simply Hired.com Careerbuilder.com LinkedIn City University Edmonds Community College University of Washington Western WA University Washington State University Gonzaga University Everett Community College Seattle University Seattle Central Community College ITT Technical Institute American Red Cross of Seattle International Rescue Community Federal Way Employment Resource Center Resource Maximizer Central Area Service Center–City of Seattle Customer Service & Support Professionals Master Builders Association US Air force US Naval Air Stations Devry University Various Social Outlets & Media Payscale Jobfox Glasdoor Lake Washington Vo Tech	1 1 0 2 0 6 0	10



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5	A/P Associate	2	Craigslist Indeed.com	Northland Communications Corp. Another Source, Inc Craigslist.org WorkSource Indeed.com Simply Hired.com Careerbuilder.com LinkedIn City University Edmonds Community College University of Washington Western WA University Everett Community College Seattle University Seattle Central Community College ITT Technical Institute American Red Cross of Seattle International Rescue Community Federal Way Employment Resource Center Resource Maximizer Central Area Service Center–City of Seattle Customer Service & Support Professionals Master Builders Association US Air force US Naval Air Stations Devry University Various Social Outlets & Media Payscale Jobfox Glasdoor Lake Washington Vo Tech	0 2 1 0 1 0	4



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6	Legal Assistant	1	Craigslist	Northland Communications Corp. Another Source, Inc Monster.com Craigslist.org WorkSource Indeed.com Simply Hired.com Careerbuilder.com LinkedIn City University Edmonds Community College University of Washington Western WA University Washington State University Gonzaga University Everett Community College Seattle University Seattle Central Community College ITT Technical Institute American Red Cross of Seattle International Rescue Community Federal Way Employment Resource Center Resource Maximizer Central Area Service Center–City of Seattle Customer Service & Support Professionals Master Builders Association US Air force US Naval Air Stations Devry University Various Social Outlets & Media Payscale Jobfox Glasdoor Lake Washington Vo Tech	0 1 0 4 2 2 1 0	10



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7	EVP, Sales and Marketing	1	Herd Freed Hartz	Northland Communications Corp. Herd Freed Hartz Another Source, Inc Monster.com Craigslis.org WorkSource Indeed.com Simply Hired.com Careerbuilder.com LinkedIn	0 10 0 0 0 0 0 0 0 0	10
8	Marketing Coordinator	1	Internal Promotion	Internal Promotion	n/a	1
9	Operations Administrator	1	Internal Promotion	Internal Promotion	n/a	1
10	System Accountant	1	Internal Promotion	Internal Promotion	n/a	1
11	G/L Accountant	1	Internal Promotion	Internal Promotion	n/a	1



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12	Accounting Associate	1	Terra Staffing Group	Northland Communications Corp. Another Source, Inc Craigslist.org WorkSource Indeed.com Washington State University Seattle Pacific University Careerbuilder.com LinkedIn University of Washington Western WA University Everett Community College Seattle University Seattle Central Community College ITT Technical Institute American Red Cross of Seattle International Rescue Community Federal Way Employment Resource Center Resource Maximizer Master Builders Association US Air force US Naval Air Stations Lake Washington Vo Tech Terra Staffing Group Becker CPA Institute of Management Accountants Shoreline Community College US Naval Air Station –Whidbey Island US Naval Air Station –Everett Hotjobs.com Jobvite.com	0 0 1 0 4 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	6





**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) CSR Certification Program that provides a means for customer service representatives to improve their product knowledge and customer service skills and improve their wage 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: Positing on Featured Employer on WICT and NAMIC, Monster.com regarding Equal Opportunity commitment and policies.
  
3. Participation in job fairs, hosted by local college, by unit personnel who has substantial responsibility in making hiring decisions.

**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>
Northland Communications Corp.	101 Stewart St Suite 700 Seattle, WA 98101 www.your northland.com	Hr	(206) 621-1351	No	1
Another Source, Inc.	18000 Pacific Hwy So, Suite 412 Seattle, WA 98188 www.anothersource.com	M. Glenn	(206) 241-8906	No	7
Monster.com	www.monster.com			No	1
Careerbuilder.com	www.careerbuilder.com			No	2
Indeed.com	www.indeed.com			No	21
LinkedIn	www.linkedin.com			No	1
Simply Hired.com	www.simplyhired.com			No	3
Hertz Freed Hartz	601 Union St Seattle, WA 98101	K. Hartz	(206) 525-9700	No	10
Terra Staffing Group	2200 6th Ave #104 Seattle, WA 98021	F. Alexander	(206) 405-3300	No	1



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Everett Community College Student Employment Referral Center	2000 Tower St. Everett, WA 98201		425-388-9278	No	0
Craigslist.org	www.seattle.craigslist.org			No	13
WorkSource Washington	Multiple Locations throughout Washington www.wa.gov/esd/employment.html		(877) 872-5627	No	3
City University	11900 NE 1 <sup>st</sup> St Bellevue, WA 98005		(888) 422-4898	No	0
Seattle Pacific University	3307 Third Ave W Seattle, WA 98119 www.spu.depts/cdc/alumni/jobs/findajob.asp		(206) 281-2485	No	0
University of Washington Husky Jobs	110 Mackenzie Hall Seattle, WA 98195 www.washington.edu		(206) 543-4661	No	0
Edmonds Community College	20000 68 <sup>th</sup> Ave N Lynnwood, WA 98036		(425) 640-1459	No	0
Seattle Central Community College	1701 Broadway Seattle, WA 98122		(206) 587-3800	No	0
Shoreline Community College	16101 Greenwood Av N Shoreline, WA 98133		(206) 546-4101	No	0
ITT Technical Institute, Seattle/Bothell	12720 Gateway Dr Suite 100 Seattle, WA 98168		(206) 244-3300	No	0
American Red Cross of Seattle-King County	1900 25 <sup>th</sup> Av S Seattle, WA 98124		(206) 323-2345	No	0
International Rescue Community	318 1 <sup>st</sup> Ave S Suite 200 Seattle, WA 98104			No	0



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Federal Way Employment Resource Center	34815 Weyerhaeuser Way S. Federal Way, WA 98003 www.lidsjobs.org			No	0
Resource Maximizer	PO Box 46804 Seattle, WA 98146 www.resourcemaximizer.com	S. Edwards	(206) 242-4336	No	0
Central Area Service Center – City of Seattle	2301 S. Jackson St, Suite 208 Seattle, WA 98104		(206) 684-4767	No	0
US Air Force	62 MSS/DPF 551 McChord AFB, WA 98438 www.62aw.af.mil		(253) 982-2695	No	0
US Naval Air Station – Everett	Fleet & Family Support Center 13910 45 <sup>th</sup> Ave NE Marysville, WA 98271		(425) 304-3724	No	0
US Naval Air Station – Bremerton	C/N47612, Bldg 853 120 S. Dewey St. Bremerton, WA 98314-5020		(360) 476-0540	No	0
US Naval Air Station – Whidbey Island	Fleet & Family Support Center NAS Whidbey Island, WA	W. Conley	(360) 257-8053	No	0
CampusPoint	2101 4 <sup>th</sup> Ave Suite 2200 Seattle, WA 98121	C. Kaufman	(206) 783-9200 x206	No	3
Customer Service & Support Professionals	PMB 426 – 14241 NE Woodinville-Duvall Rd. Woodinville, WA 98072-8564	I. Meadows	(425) 398-9292	No	0
Master Builder’s Association	335 116 <sup>th</sup> Ave., SE Bellevue, WA 98004	G. Blanco	(425) 451-7920	No	0
Payscale	www.payscale.com			No	0
Devry University	Bellevue Corporate Plaza 600 108 <sup>th</sup> Ave NE Bellevue, WA 98004			No	0
Western Washington University	516 High Street Bellingham, WA 98225		(360) 650-3000	No	2



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Seattle University	901 12th Avenue, P.O. Box 222000 Seattle, WA 98122-1090		(206) 296-6000	No	0
JobVite	www.jobvite.com			No	0
JobFox	www.jobfox.com			No	0
Glassdoor	www.glassdoor.com			No	0
PayScale	www.payscale.com			No	0
Washington State University	1630 NE Valley Rd, Pullman, WA 99163		(509) 335-3564	No	0
Institute of Management Accountants	http://www.imanet.org/ima_home.aspx		(800) 638-4427	No	0
Becker CPA	http://www.becker.com/accounting/cpaexamreview/index.cfm		(800) 868-3900	No	0
Lake Washington Vo Tech	11605 132nd Ave NE Kirkland, WA 98034		(425) 739-8100	No	0
Referral				N/A	1
Employee Referral				N/A	2
Internal Promotion				N/A	4
Oodle	www.oodle.com			No	0
Facebook Wall	www.facebook.com/anotherSource			No	0
Prolango Consulting	8201 164th Ave NE, Suite 200 Redmond, WA 98052		(425) 405-0224	No	0
Ebay Classifieds	www.ebayclassifieds.com			No	0
Military Officers Association of America	www.careercenter.moaa.org			No	0