



2014 EEO Public File Report
SEATTLE, WA – FCC EMPLOYMENT UNIT #990186

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

Total Number of Full-Time Vacancies Filled During This Period: 9

Total Number of People Interviewed For Full-Time Vacancies During This Period: 49

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	Campus Point	Campus Point Another Source Northland Communications Craigslist Careerbuilder.com University of Washington Husky Jobs Seattle Pacific University Western Washington University Shoreline Community College Seattle Central Community College Terra Staffing Group Indeed.com LinkedIn Jobvite Hotjobs Seattle University Worksource Washington Bellevue Community College Washington State University Everett Community College ITT Technical Institute American Red Cross of Seattle Federal Way Employment Resource Center Resource Maximizer Master Builders Association US Air Force Lake Washington Vo Tech	3 1 1 0 2 1 0 0 0 0 0 0 0 0 1 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0	15



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				Becker CPA	0	
				Institute of Management Accountants	0	
				US Naval Air Stations: Whidbey & Everett	0	
				Employee Referral	1	
2	Marketing Manager	1	Referral	Another Source	0	1
				Northland Communications	0	
				CTAM Smart Brief Jobs	0	
				Craigslist	0	
				Careerbuilder.com	0	
				WorkSource Washington	0	
				Indeed.com	0	
				LinkedIn	0	
				Everett Community College	0	
				Lake Washington Vo Tech College	0	
				City University	0	
				Seattle Pacific University	0	
				Shoreline Community College	0	
				Settle Central Community College	0	
				Bellevue College	0	
				TT Technical Institute	0	
				American Red Cross of Seattle	0	
				International Rescue Community	0	
				Federal Way Employment Resource Center	0	
				Resource Maximizer	0	
				US Army/Air force: McChord	0	
				US Naval Air Station: Whidbey, Everett & Bremerton	0	
				University of Washington	0	
				Devry University	0	
				Ebay Classifieds	0	



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				Global Jobs Network Greater Seattle – Career Management Hiring for Hope – Job Angels Linking to Locals Seattle/Bellevue NSHMBA (National Society Hispanic MBA's) Seattle GLBT Professionals Seattle Jobs/JobDirect USA US Jobs, Careers and Networking US Military Veterans Network US Navy Veterans Marine Corps Executive Association (MEA) University of Phoenix Central Area Service Center – Seattle Veteran's Association of America Edmonds Community College Highline Community College Washington State University Referral	0 1	
3	Marketing Research Analyst	1	Indeed.com	Northland Communications Another Source Craigslist.org Careerbuilder.com Indeed.com LinkedIn Seattle Pacific University Seattle Colleges Bellevue College Resource Maximizer Western Washington University University of Washington Seattle University Ebay Classifieds Global Jobs Network US Jobs, Careers & Networking US Military Veterans Network	0 1 0 0 1 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0	4



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				Military Officers Association of America (MOAA) 0 Marine Corps Executive Association (MEA) 0 University of Phoenix 0 Veteran's Association of America 0 Washington State University 0 Boomerjobs.com 0 Puget Sound Career Consortium 0 Career Park 0 Prolango Consulting 0 Online (unknown) 1		
4	Marketing Coordinator	1	Internal Promotion	Internal Promotion	n/a	n/a
5	Accounting Associate	3	1. Craigslist 2. Campus Point 3. Campus Point	Another Source 2 Northland Communications Corp 0 Monster.com 0 Craigslist 1 Careerbuilder.com 0 Military Officers Association of America (MOAA) 0 Ebay Classifieds 0 University of Washington Husky Jobs 0 Seattle Pacific University 0 Western Washington University 0 Seattle Community Colleges 0 Campus Point 8 Jobvite 0 Career Park 0 Marine Corps Executive Association (MEA) 0 Puget Sound Career Consortium 0 University of Phoenix 0		11



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6	Legal Assistant	1	Craigslist.org	Another Source Northland Communications Craigslist Careerbuilder.com Indeed.com LinkedIn Seattle Pacific University Bellevue College Resource Maximizer Western Washington University University of Washington Seattle University Ebay Classifieds Global Jobs Network US Jobs, Careers & Networking US Military Veteran's Network Military Officers Association of America (MOAA) Marines Corps Executive Association (MEA) University of Phoenix Veteran's Association of America Seattle Community Colleges Boomerjobs Puget Sound Career Consortium Career Park Monster.com Robert Half Legal	0 1 4 1 4 1 0 2	13



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7	Administrative Assistant	1	Employee Referral	Another Source Northland Communications Corp Craigslist Careerbuilder.com Military Officers Association of America (MOAA) Ebay Classifieds Seattle Pacific University Western Washington University Seattle Community Colleges Jobvite Marine Corps Executive Association (MEA) Puget Sound Career Consortium University of Phoenix Indeed Boomerjobs Bellevue College Linked In Washington State University Employee Referral	1 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 0 0 0 1	5

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 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: Positioning 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

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Northland Communications Corp.	101 Stewart St Suite 700 Seattle, WA 98101 www.your northland.com	Hr	(206) 621-1351	No	2
Another Source, Inc.	18000 Pacific Hwy So, Suite 412 Seattle, WA 98188 www.anothersource.com	M. Glenn	(206) 241-8906	No	5
Monster.com	www.monster.com			No	0
Careerbuilder.com	www.careerbuilder.com			No	4
Indeed.com	www.indeed.com			No	5
LinkedIn	www.linkedin.com			No	1
Terra Staffing Group	2200 6th Ave #104 Seattle, WA 98021	F. Alexander	(206) 405-3300	No	0
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	6
WorkSource Washington	Multiple Locations throughout Washington www.wa.gov/esd/employment.html		(877) 872-5627	No	0
City University	11900 NE 1 st 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



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
University of Washington Husky Jobs	110 Mackenzie Hall Seattle, WA 98195 www.washington.edu		(206) 543-4661	No	1
Edmonds Community College	20000 68 th 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 th Av S Seattle, WA 98124		(206) 323-2345	No	0
International Rescue Community	318 1 st Ave S Suite 200 Seattle, WA 98104			No	0
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 th Ave NE Marysville, WA 98271		(425) 304-3724	No	0
US Naval Air Station –	C/N47612, Bldg 853		(360) 476-0540	No	0



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Bremerton	120 S. Dewey St. Bremerton, WA 98314-5020				
US Naval Air Station – Whidbey Island	Fleet & Family Support Center NAS Whidbey Island, WA	W. Conley	(360) 257-8053	No	0
CampusPoint	2101 4 th Ave Suite 2200 Seattle, WA 98121	C. Kaufman	(206) 783-9200 x206	No	11
Master Builder’s Association	335 116 th Ave., SE Bellevue, WA 98004	G. Blanco	(425) 451-7920	No	0
Devry University	Bellevue Corporate Plaza 600 108 th Ave NE Bellevue, WA 98004			No	0
Western Washington University	516 High Street Bellingham, WA 98225		(360) 650-3000	No	1
Seattle University	901 12th Avenue, P.O. Box 222000 Seattle, WA 98122-1090		(206) 296-6000	No	0
JobVite	www.jobvite.com			No	1
Washington State University	1630 NE Valley Rd, Pullman, WA 99163		(509) 335-3564	No	0
Institute of Management Accountants	http://www.ima.net.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
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	www.careercenter.moaa.org			No	0



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Association of America Career Park	www.careerpark.com/			No	0
Marine Corps Executive Association (MEA)	www.marineea.org/			No	0
Seattle Community Colleges	www.seattlecolleges.edu/			No	0
University of Phoenix	https://alumni.phoenix.edu/			No	0
Puget Sound Career Consortium				No	0
Hotjobs	www.hotjobs.com			No	5
Boomerjobs	www.boomerjobs.com			No	1
Robert Half Legal	601 Union Street, Suite 4300 Seattle, WA 98101	K. Hardy	(206) 749-9460	No	2
Referral				n/a	1
Employee Referral				n/a	2
Online (Unknown)				n/a	1
Bellevue Community College	3000 Landerholm Circle Bellevue, WA 98007		(425) 564-1000	No	0
Global Jobs Network (LinkedIn Group)				No	0
Greater Seattle – Career Management				No	0
Hiring for Hope – Job Angeles	www.hiringforhope.org			No	0



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Linking to locals Seattle/Bellevue (LinkedIn Group)				No	0
NSHMBA (National Society of Hispanic MBA's)	www.nshmba.org			No	0
Seattle GLBT Professionals (LinkedIn Group)				No	0
Seattle Jobs/Jobs Direct USA	www.jobsdirectusa.com			No	0
US Jobs, Careers and Networking				No	0
US Military Veteran's Network				No	0
US Navy Veteran's				No	0
Veteran's Association of America	www.vetsaa.org			No	0
Highline Community College	2400 S 240th St Des Moines, WA 98198		(206) 878-3710	No	0