



2015 EEO Public File Report
MOSES LAKE – FCC EMPLOYMENT UNIT #2493

THIS REPORT COVERS OCTOBER 1, 2014 THROUGH SEPTEMBER 30, 2015.

Total Number of Full-Time Vacancies Filled During This Period: 4

Total Number of People Interviewed For Full-Time Vacancies During This Period: 32

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	Plant Operations Manager	1	Careerbuilder.com	Work Source Big Bend Community College OIC of Washington Craigslis Northland Communications Website Northland Community Channel The Spokane Review Cable360.net Tri-Cities Herald CareerBuilder Wenatchee Business Journal Yakima Herald Columbia Basin Herald	0 0 0 1 0 0 0 2 0 1 0 0 0	4
2	Installer	1	Northland Communications Website	Work Source Big Bend Community College OIC of Washington Craigslis Northland Communications Website Northland Community Channel Columbia Basin Herald Walk-in Employee Referral	3 0 0 3 2 0 0 1 1	10



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3	Installer	1	Employee Referral	Work Source	3	13
				Big Bend Community College	0	
				OIC of Washington	0	
				Craigslist	2	
				Northland Communications Website	0	
				Northland Community Channel	0	
				Columbia Basin Herald	2	
				Walk-In	1	
				Employee Referral	4	
				SCTE	0	
Indeed.com*	1					
4	Installer	1	Work Source	Work Source	2	5
				Big Bend Community College	0	
				OIC of Washington	0	
				Craigslist	1	
				Northland Communications Website	0	
				Northland Community Channel	0	
				Columbia Basin Herald	2	

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

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 SCTE, Monster.com and local newspapers/local origination channel regarding Equal Opportunity commitment and policies.



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RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Columbia Basin Herald	815 W. 3 rd Ave. Moses Lake, WA 98837	Jamie	(509) 765-2844	No	4
Work Source (Online)	309 E 5 th Ave Moses Lake, WA 98837 https://fortress.wa.gov/esd/worksource/employment.aspx	Eileen	(509) 766-2559	No	8
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 Spokane.craigslist.org			No	7
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com/moseslake	HR	(206) 621-1351	No	2
Northland Communications Community Channel	317 S. Ash St. Moses Lake, WA 98837	N. Clark	(509) 765-6151	No	0
The Spokane Review (On-line)	999 W Riverside Spokane, WA 99201		(800) 338-8801		0
Cable360.net	www.cable360.net	N/A	N/A	No	2
Referral	N/A	N/A	N/A	N/A	5
Walk-in	N/A	N/A	N/A	N/A	2
Tri-Cities Herald	333 W. Canal Drive Kennewick, WA 99336	Kris	509-586-6181	No	0
Career Builder (through Tri-Cities Herald)	Careerbuilder.com	n/a	n/a	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
Wenatchee Business Journal	201 Cottage Avenue #4	Carol	509-663-6730	No	0
Yakima Herald	114 N. 4 th Street Yakima, WA 98901	Meeks	509-248-1251	No	0
Indeed	www.indeed.com			N/A	1
SCTE	www.scte.org			N/A	0