



2019 EEO Public File Report
MOSES LAKE – FCC EMPLOYMENT UNIT #2493

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: 15

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	Sales Associate	1	Employee Referral	Work Source Big Bend Community College OIC of Washington Northland Communications Website Grant County Journal Indeed Google Jobs LinkedIn Glassdoor.com Ziprecruiter.com Employee Referral	0 0 0 0 0 3 0 0 0 0 0 1	4
2	Regional QA Tech	1	Employee Referral	Work Source Big Bend Community College OIC of Washington Northland Communications Website Grant County Journal Indeed Google Jobs LinkedIn Glassdoor.com Ziprecruiter.com Employee Referral Lewis-Clark State College Panhandle Special Needs	0 0 0 2 0 0 0 0 0 0 0 2 0 0	4



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				Idaho Department of Commerce & Labor (Sandpoint Job Service)	0	
3	Senior System Technician	2	Northland Communications Website and Employee Referral	Work Source Big Bend Community College OIC of Washington Northland Communications Website Indeed Google Jobs LinkedIn Glassdoor.com Ziprecruiter.com Employee Referral	0 0 0 1 0 0 0 0 0 0 1	2
4	Plant Operations Manager	1	CableFax	Work Source Big Bend Community College OIC of Washington Northland Communications Website Grant County Journal Indeed Google Jobs LinkedIn Glassdoor.com Ziprecruiter.com Employee Referral CableFax	0 0 0 1 0 0 0 0 0 0 0 1	2
5	Service Technician	1	Employee Referral	Work Source Big Bend Community College OIC of Washington Northland Communications Website Indeed Google Jobs	0 0 0 1 0 0	2



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				LinkedIn Glassdoor.com Ziprecruiter.com Employee Referral	0 0 0 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 and Call Center Agents 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 and in local newspaper regarding Equal Opportunity commitment and policies.

RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Work Source	309 E 5 th Ave Moses Lake, WA 98837 https://fortress.wa.gov/esd/worksource/Employment.aspx	Eileen	(509) 766-2559	No	0
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



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Northland Communications Website	101 Stewart St., Suite 700 Seattle, WA 98101 www.yournorthland.com/moses lake www.yournorthland.com/sandpoint	HR	(206) 621-1351	No	5
Employee Referral	N/A	n/a	n/a	n/a	5
Idaho Department of Commerce & Labor (Sandpoint Job Service)	613 Ridley Village Road, Ste. C Sandpoint, ID 83864		(208) 263-7544	No	0
Lewis-Clark State College	500 8th Ave. Lewiston, ID 83501		(208) 666-6707	No	0
Panhandle Special Needs	1424 N. Boyer Ave. Sandpoint, ID 83864		(208) 263-7022	No	0
Indeed	Indeed.com	n/a	n/a	No	3
Google Jobs	Careers.google.com/jobs	n/a	n/a	No	0
LinkedIn	LinkedIn.com	n/a	n/a	No	0
Glassdoor	Glassdoor.com	n/a	n/a	No	0
Ziprecruiter	Ziprecruiter.com	n/a	n/a	No	0
CableFAX	www.cablefax.com	n/a	n/a	No	1
Grant County Journal	PO Box 998 Ephrata, WA 98823	K. Moser	(509) 754-4636	No	0