



2016 EEO Public File Report
SEATTLE, WA – FCC EMPLOYMENT UNIT #990186

THIS REPORT COVERS OCTOBER 1, 2015 THROUGH SEPTEMBER 30, 2016.

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

Total Number of People Interviewed For Full-Time Vacancies During This Period: 30

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	Graphic Designer	1	Career Builder	Northland Communications Northland Communications Website Another Source Monster Craigslisr Career Builder Indeed LinkedIn Seattle Pacific University Bellevue College Resource Maximizer Western Washington University University of Washington Ebay Classifieds Military Officers Association of America (MOAA) Marine Corps Executive Association (MEA) Boomerjobs Prolango Consulting Career Horizons Simply Hired Glassdoor Jobvite Twitter Channel Facebook: AnotherSource Wall Worksource Washington Now Hiring Veteran's US Military Pipeline Veteran's Job Listing Veteran's Advantage Jobs & Career Network	0 0 0 0 0 1 6 0	7



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2	Legal Assistant	1	Craigslit	Northland Communications Northland Communications Website Another Source Monster Craigslit Career Builder Indeed LinkedIn Seattle Pacific University Bellevue College Resource Maximizer Western Washington University University of Washington Ebay Classifieds Military Officers Association of America (MOAA) Marine Corps Executive Association (MEA) Boomerjobs Prolango Consulting Career Horizons Simply Hired Glassdoor Jobvite Twitter Channel Facebook: AnotherSource Wall Worksource Washington Now Hiring Veteran's US Military Pipeline Veteran's Job Listing Veteran's Advantage Jobs & Career Network Puget Sound Careers Consortium Seattle Community Colleges Clark College Edmonds Community College Spokane Community College *Beyond.com	0 0 1 1 4 0 3 0 0 0 0 0 0 0 1 0 1	11



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3	Accounting Associate	1	Campus Point	Northland Communications/Internal Candidate Northland Communications Website Another Source University of Phoenix-Alumni Craigslist.org Careerbuilder.com Indeed.com Seattle Pacific University Washington State University Bellevue College Western Washington University University of Washington Ebay Classifieds Military Officers Association of America (MOAA) Marine Corps Executive Association (MEA) Seattle Community Colleges Puget Sound Careers Consortium Simply Hired Glassdoor Another Source Twitter Channel WorkSource Washington US Military Pipeline Veteran's Advantage Jobs & Career Network Another Source Facebook page CampusPoint LinkedIn Groups: Another Source Linked: Seattle Seattle WA Connections WASU Alumni Group University of Puget Sound Alumni Association US Military Veterans Network NAAAP Professional Women's Business Network Connect: Professional Women's Network Hispanic Professionals Black Enterprise Networked Native Americans in Business	1 0 4 0 0 0 4 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0	12

*Unverifiable recruitment resource. Applicant identified 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 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 Monster.com Diversity Banner regarding Equal Opportunity commitment and policies.

3. Participation in job fair, 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/Internal Candidate	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	5
Monster.com	www.monster.com			No	1
Craigslist.org	www.seattle.craigslist.org			No	4
Careerbuilder.com	www.careerbuilder.com			No	1
Indeed.com	www.indeed.com			No	13
LinkedIn (and groups)	www.linkedin.com			No	1
Seattle Pacific University	3307 Third Ave W Seattle, WA 98119 www.spu.depts/cdc/alumni/jobs/fin dajob.asp		(206) 281-2485	No	0
Seattle Community Colleges • North Seattle College • South Seattle College • Seattle Central College • Seattle Vocational Institute	www.seattlecolleges.edu/			No	0
Bellevue Community College	3000 Landerholm Circle		(425) 564-1000	No	0



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	Bellevue, WA 98007				
Resource Maximizer	PO Box 46804 Seattle, WA 98146 www.resourcemaximizer.com	S. Edwards	(206) 242-4336	No	0
Western Washington University	516 High Street Bellingham, WA 98225 www.wvu.edu		(360) 650-3000	No	0
University of Washington Husky Jobs	110 Mackenzie Hall Seattle, WA 98195 careers.washington.edu/huskyjobs		(206) 543-4661	No	1
Ebay Classifieds	www.ebayclassifieds.com			No	0
Military Officers Association of America (MOAA)	www.careercenter.moaa.org			No	0
Marine Corps Executive Association (MEA)	www.marineea.org/			No	0
University of Phoenix	https://alumni.phoenix.edu/			No	0
Boomerjobs	www.boomerjobs.com			No	0
Puget Sound Career Consortium				No	0
Prolango Consulting	8201 164th Ave NE, Suite 200 Redmond, WA 98052 www.prolango.com		(425) 405-0224	No	0
Career Horizons	14205 SE 36 th St, Suite 100 Bellevue, WA 98006 Career-horizons.com		(425) 450-4960	No	0
Simply Hired	www.simplyhireed.com			No	0
Glassdoor	www.glassdoor.com			No	0
Jobvite Twitter Channel				No	0
Facebook: Another Source Wall	www.facebook.com			No	0
Now Hiring Veteran's	www.nowhiringveterans.com			No	0
US Military Pipeline	usmilitarypipeline.com			No	0



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Veteran Job Listing	www.veteranjoblistings.com			No	0
Veteran's Advantage Jobs & Career Network	www.veteransadvantage.com/va/militarybenefits/veterans-advantage-jobs-and-career-network			No	0
WorkSource Washington	Multiple Locations throughout Washington www.wa.gov/esd/employment.html		(877) 872-5627	No	0
Edmonds Community College	20000 68 th Ave N Lynnwood, WA 98036		(425) 640-1459	No	0
CampusPoint	2101 4 th Ave Suite 2200 Seattle, WA 98121	C. Kaufman	(206) 783-9200 x206	No	1
Washington State University	1630 NE Valley Rd, Pullman, WA 99163		(509) 335-3564	No	1
Clark College	1933 Fort Vancouver Way Vancouver, WA 98663 http://www.clark.edu/		(360) 699-6398	No	0
Spokane Community College	1810 N Greene St. Spokane, WA 99217-5399 http://www.scc.spokane.edu/		(509) 533-7000	No	0
*Beyond.com					1

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