

2017 EEO Public File Report SEATTLE, WA – FCC EMPLOYMENT UNIT #990186

| This Report covers October 1 | . 2016 THROUGH S | EPTEMBER 30. | 2017. |
|------------------------------|------------------|--------------|-------|
| | | | |

| Total Number of Full-Time Vacancies Filled During This Period:3 | |
|--|----|
| Total Number of People Interviewed For Full-Time Vacancies During This Period: | 19 |

FULL-TIME POSITIONS FILLED

| # | Position Title | Number | Recruitment Source | Recruitment Source(s) Used to Fill the | Number of Interviewees | Total Number |
|---|---------------------|--------|---------------------------|---|------------------------|---------------------|
| | | Hired | of Successful | Vacancy | Referred by Each | Interviewed |
| | | | Applicant(s) | Please see attached Recruitment Resource | Recruitment Source | |
| | | | | List for recruitment source contact | | |
| | | | | information. | | |
| 1 | Marketing | 1 | WorkSource | Northland Communications | 0 | 9 |
| | Coordinator | | | Northland Communications Website | 0 | |
| | | | | Another Source | 0 | |
| | | | | Craigslist | 0 | |
| | | | | Career Builder | 0 | |
| | | | | Indeed | 5 | |
| | | | | LinkedIn | 2 | |
| | | | | Seattle Pacific University | 0 | |
| | | | | Bellevue College | 0 | |
| | | | | Resource Maximizer | 0 | |
| | | | | Western Washington University | 0 | |
| | | | | Military Officers Association of America (MOAA) | 0 | |
| | | | | Marine Corps Executive Association (MEA) | 0 | |
| | | | Prolango Consulting | | 0 | |
| | | | Career Horizons | | 0 | |
| | | | | Simply Hired | 0 | |
| | | | | Glassdoor | 1 | |
| | | | | Another Source/Jobvite Twitter Channel | 0 | |
| | | | | Facebook: AnotherSource Wall | 0 | |
| | | | | Worksource Washington | 1 | |
| | | | | US Military Pipeline | 0 | |
| | | | | University of Phoenix-Alumni | 0 | |
| | | | | University of Washington | 0 | |
| | | | | Veteran's Advantage Jobs & Career Network | 0 | |
| | | | | Seattle Community Colleges | 0 | |
| | | | | Puget Sound Careers Consortium | 0 | |
| 2 | Marketing Associate | 1 | Indeed | Northland Communications | 0 | 5 |
| | | | | Northland Communications Website | 0 | |
| | | | | Another Source | 0 | |
| | | | | Craigslist | 0 | |
| | | | | Career Builder | 0 | |

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|---|--------------------|--------|--------------------|--|------------------------|--------------|
| | | Hired | of Successful | Vacancy | Referred by Each | Interviewed |
| | | | Applicant(s) | Please see attached Recruitment Resource | Recruitment Source | |
| | | | | List for recruitment source contact | | |
| | | | | information. | | |
| | | | | Indeed | 3 | |
| | | | | LinkedIn | 1 | |
| | | | | Seattle Pacific University | 0 | |
| | | | | Clark College | 0 | |
| | | | | Bellevue College | 0 | |
| | | | | Resource Maximizer | 0 | |
| | | | | Western Washington University | 0 | |
| | | | | Military Officers Association of America (MOAA) | 0 | |
| | | | | Marine Corps Executive Association (MEA) | 0 | |
| | | | | Prolango Consulting | 0 | |
| | | | | Career Horizons | 0 | |
| | | | | Simply Hired | 0 | |
| | | | | Glassdoor | 0 | |
| | | | | Another Source/Jobvite Twitter Channel | 0 | |
| | | | | Facebook: AnotherSource Wall | 0 | |
| | | | | Worksource Washington | 0 | |
| | | | | US Military Pipeline University of Phoenix-Alumni | 0 | |
| | | | | University of Washington | 0 | |
| | | | | Veteran's Advantage Jobs & Career Network | 0 | |
| | | | | Referral | 1 | |
| | | | | Seattle Community Colleges | 0 | |
| | | | | Puget Sound Careers Consortium | 0 | |
| 3 | HR Assistant | 1 | Indeed | Northland Communications | 0 | 5 |
| 0 | Til (/ looistailt | • | macca | Northland Communications Website | 0 | |
| | | | | Another Source | 1 | |
| | | | | Craigslist | 0 | |
| | | | | Career Builder | 1 | |
| | | | | Indeed | 2 | |
| | | | | LinkedIn | 0 | |
| | | | | Seattle Pacific University | 0 | |
| | | | | Bellevue College | | |
| | | | | Resource Maximizer | 0 | |
| | | | | Military Officers Association of America (MOAA) | 0 | |
| | | | | Marine Corps Executive Association (MEA) | 0 | |
| | | | | Prolango Consulting | 0 | |
| | | | | Career Horizons | 0 | |
| | | | | Simply Hired | 0 | |
| | | | | Glassdoor | 0 | |

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| # | Position Title | Number Hired | Recruitment Source Recruitment Source(s) Used to Fill the Vacancy | | Number of Interviewees Referred by Each | Total Number Interviewed |
|---|----------------|-----------------|---|---|--|--------------------------|
| | | | Applicant(s) | Please see attached Recruitment Resource | Recruitment Source | |
| | | | | List for recruitment source contact | | |
| | | | | information. | | |
| | | | | Another Source/Jobvite Twitter Channel | 0 | |
| | | | | Facebook: AnotherSource Wall | 0 | |
| | | | | Worksource Washington | 0 | |
| | | | | US Military Pipeline | | |
| | | | | University of Washington | 0 | |
| | | | | Veteran's Advantage Jobs & Career Network | | |
| | | | Puget Sound Careers Consortium 0 | | | |
| | | | | Ebay Classifieds | 0 | |
| | | | | Veteran's Association of America | 0 | |
| | | | | Monster.com | 1 | |
| | | | | Now Hiring Veterans | 0 | |
| | | | | Western Washington University | 0 | |
| | | | | Veteran Job Listings | 0 | |

^{*}Unverifiable recruitment resource. Applicant identified this referral source, however, it was not posted by Northland.

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 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, 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 and website | 101 Stewart St Suite 700 Seattle, WA 98101 www.your northland.com | HR | (206) 621-1351 | 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 |
|---|---|-------------------|---------------------|---|--|
| Another Source, Inc. | 18000 Pacific Hwy So, Suite 412 Seattle, WA 98188 www.anothersource.com | M. Glenn | (206) 241-8906 | No | 1 |
| Monster.com | www.monster.com | | | No | 1 |
| Craiglist.org | www.seattle.craigslist.org | | | No | 0 |
| Careerbuilder.com | www.careerbuilder.com | | | No | 1 |
| Indeed.com | www.indeed.com | | | No | 10 |
| LinkedIn | www.linkedin.com | | | No | 3 |
| 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 Bellevue, WA 98007 | | (425) 564-1000 | No | 0 |
| 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.wwu.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 | 0 |
| 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 |

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|---|--|-------------------|---------------------|---|--|
| University of Phoenix | https://alumni.phoenix.edu/ | | | 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 | 1 |
| 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 |
| Veteran Job Listing | www.veteranjoblistings.com | | | No | 0 |
| Veteran's Advantage Jobs & Career Network | www.veteransadvantage.com/va/milit arybenefits/veterans-advantage-jobs- and-career-network | | | No | 0 |
| WorkSource Washington | Multiple Locations throughout Washington www.wa.gov/esd/employment.html | | (877) 872-5627 | No | 1 |
| Clark College | 1933 Fort Vancouver Way Vancouver, WA 98663 http://www.clark.edu/ | | (360) 699-6398 | No | 0 |
| Veteran's Association of America | www.vetsaa.org | | | No | 0 |
| Referral | | | | No | 1 |

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