

Equal Employment Opportunity Program For

Federal Communications Commission

47 CFR Part 76

**Mashell Telecom, Inc.
D/B/A Rainier Connect
PIERCE COUNTY
PO Box 639
104 Washington Ave. N
Eatonville, WA 98328
UNIT NUMBER 10773**

EEO Public File Report:

Period Covered by Report: April 1, 2020 to September 30, 2020

Revised and Updated Annually

www.rainierconnect.com

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EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Mashell Telecom, Inc. d/b/a Rainier Connect Equal Employment Opportunity

Mashell Telecom, Inc. is an equal opportunity employer. We do not discriminate against persons because of their age, gender, race, color, religious creed, ancestry, national origin, genetic information or any disability which can be reasonably accommodated, in determining suitability for employment, compensation, promotion, transfers, training, education, social and recreational programs or termination.

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SECTION 1: Preliminary Statement

Mashell Telecom, Inc. has prepared this equal employment opportunity program as a reaffirmation of its commitment to equal employment opportunity. In preparation for this plan, the terminology used in the Federal Communications Commission 47 CFR Part 76 rules and regulations has been used as a guide.

In developing and implementing this plan, Mashell Telecom, Inc. is intending to widely disseminate to the community, notices of job vacancies to qualified candidates and community groups involved in assisting job seekers regardless of whether they are a minority or women's group. This plan has been developed in strict reliance upon the rules and regulations issued by the Federal Communications Commission.

As required, Mashell Telecom, Inc. maintains this report at the unit's public file at www.rainierconnect.com/legal-notices-tariffs.

SECTION 2: Full-Time Job Vacancies (4/1/20 through 9/30/20)

Position Title	Number of Vacancies
Customer Support Technician.....	1
Systems Administrator	1
Customer Care Representative	11
Facilities Technician	3
Construction & Engineering Coordinator	1

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SECTION 3: Recruitment Sources

Mashell Telecom, Inc. forwards copies of regular full time job openings to the following recruitment sources where appropriate for the available position:

No.	Source	Contact	Address	Telephone	Total # of Resumes	# of Interviews
Agencies						
1	The Business Connection	Patrick Williams	4650 Steilacoom Blvd SW, Bld 19 Lakewood, WA 98499	253-583-8802	0	0
2	Volt		12101 Tukwila International Blvd Suite 210 Seattle, WA 98168	206-444-5600	0	0
3	Office Team		820 A Street, Suite 350 Tacoma, WA 98402	253-274-8955	0	0
4	Opti Staffing		1142 Broadway Plaza, Suite 110 Tacoma, WA 98402	253-284-2400	0	0
5	Almond & Associates		207 Broadway, Suite 300 Tacoma, WA 98402	253-952-5555	0	0
Newspapers						
6	The Chronicle Newspaper	chronline.com			0	0
7	The Seattle Weekly	www.seattleweekly.com			0	0
8	The Eatonville Dispatch	www.dispatchnews.com	PO Box 248, Eatonville, WA 98328	(360)832-4411	0	0
Recruiting Websites						
9	Careerbuilder	Careerbuilder.com			0	0
10	Indeed	www.indeed.com			876	28
11	Craigslist	www.craigslist.com	N/A (Website)	N/A	9	0
12	Diversity Working	www.diversityworking.com	N/A (Website)	N/A	0	0
13	IMDiversity	www.imdiversity.com/			0	0
14	Monster.com	Jake Ebenhoch	jake.ebenhoch@monster.com	(480) 567-3602	0	0
Job Boards						
15	WorkSource	https://secure.esd.wa.gov/home/WorkSourceWA/Employer/Account	boconnor@esd.wa.gov	(360) 740-6861	0	0
Social Networking Sites						
16	Facebook				0	0
17	Twitter				0	0
18	LinkedIn				0	0
19	snagajob.com	www.snagajob.com	N/A (Website)	N/A	0	0

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Colleges/Technical Schools						
20	University of Washington	careers.washington.edu/Students/HuskyJobs			0	0
21	Pacific Lutheran University	www.collegecentral.com/plu			0	0
22	University of Puget Sound	www.pugetsound.edu/about/offices--services/ces/employers/		(253) 879-3100	0	0
23	Devry Technical College	www.myinterfase.com/hiredevry/employer/			0	0
24	Centralia College	Joanie Rogerson	Jrogerson@centralia.edu	(360) 736-9391	0	0
25	Clover Park Technical College				0	0
26	Bates Technical College				0	0
27	Tacoma Community College				0	0
28	Renton Technical College				0	0
29	Pierce College				0	0
30	Highline Community College				0	0
31	Green River Community College				0	0
32	ITT Technical College				0	0
Other						
33	Employee Referrals & Internal Candidates	RainierConnect.com			9	7
34	Rainier Connect Internet Website	www.rainierconnect.com			71	4
35	Centralia College Job Fair	Joan Rogerson	jrogerson@centralia.edu	360-736-9591	0	0
36	Tacoma Community College Job Fair	www.tacomacc.edu/employment/jobfair/			0	0
37	Pacific Lutheran University Job Fair	Bobbi Hughes	hughesbr@plu.edu	(253) 535-8278	0	0
38	Washington Independent Telecommunications Association (WITA)	Lynn Fiorillo-Lowe	lynnlowe@wita-tel.org	360-352-5453	0	0
39	Centralia-Chehalis Chamber of Commerce	Announcement at Chamber Meeting	www.chamberway.com		0	0

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40	KIRO TV	Kirotv.com			0	0
41	Source Unknown				0	0

Recruiting—Mashell Telecom, Inc. utilizes a variety of recruiting sources to insure that our efforts are diversified through job fairs, newspapers, agencies, colleges and diversity websites. An applicant may find a position of interest by visiting such websites as [Craigslist](#), Facebook or Indeed.com for example and then follow Mashell Telecom, Inc. procedures to apply by completing an application which includes a candidate profile. Openings are also made available internally to existing employees by email announcement; employees are encouraged to refer their friends and families to RainierConnect.com to see the Job Descriptions and apply.

SECTION 4: Long Term Recruitment Activities

In accordance with FCC 47 CFR Part 76.75 (b)(2), Mashell Telecom, Inc. conducted more than the requirement of two of the sixteen suggested long-term recruitment activities. The Unit selected Option 1, Participation in at least two job fairs, Option 5, establishing an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; and Option 14 provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

- 1. Option 1:** Participation in at least two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions.
- 2. Option 5:** Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment.

This program was introduced January 1, 2009 and we actively keep in contact with over 5 local universities and technical colleges.

- 3. Option 14:** Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

All managers receive in-house diversity and fair hiring practice training and individual counseling. This training provides notice to managers that they are responsible for insuring an environment free of discrimination and covers our non discrimination and equal opportunity policy. All hiring managers and supervisors receive one-on-one counseling from the HR manager regarding the importance of a diverse workplace and recruiting from a variety of sources. Each time an opening is posted, hiring managers & supervisors are reminded of the company's policy to post the position widely to reach diverse job seekers. At these times the importance of fair hiring practices with a focus on diversity is emphasized.