

KCDA, KIIX-FM, KISC, KKZX, KQNT, KZFS
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---------------------------|--|-------------------------------|
| Outside Account Executive | 1-11, 13, 15-19, 21-23 | 9 |
| Outside Account Executive | 2-8, 11-16, 18, 20-23 | 20 |

KCDA, KIIX-FM, KISC, KKZX, KQNT, KZFS**EEO PUBLIC FILE REPORT****June 1, 2019 - May 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 1 | All Access Music Group, Inc. 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Url : allaccess.com Career Services Manual Posting | N | 0 |
| 2 | Career Path Services 10 N. Post Suite #200 Spokane, Washington 99201 Phone : 509.227.2231 Email : adelmjm@dshs.wa.gov Fax : 1-509-227-2262 Jennifer Adelman | N | 0 |
| 3 | Eastern Washington University 114 Showalter Cheney, Washington 99004-2443 Phone : 509.359.2221 Fax : 1-509-359-6940 Jill Summers | N | 0 |
| 4 | GlassDoor 100 Shoreline Highway, Building A Mill Valley, California 94941 Phone : 509-242-2400 Url : https://www.glassdoor.com/index.htm Online Sources Manual Posting | N | 0 |
| 5 | Gonzaga University 502 E. Boone Spokane, Washington 99202 Jenny Harvey Manual Posting | N | 0 |
| 6 | iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting | N | 0 |

KCDA, KIIX-FM, KISC, KKZX, KQNT, KZFS**EEO PUBLIC FILE REPORT****June 1, 2019 - May 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 7 | iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting | N | 0 |
| 8 | Indeed.com 7501 N Capitol of Texas HWY Austin, Texas 78731 Phone : 509-242-2400 Url : www.indeed.com Online Sources Manual Posting | N | 4 |
| 9 | Internal Candidate | N | 1 |
| 10 | Job Fair | N | 1 |
| 11 | LDS Employment Resource Services 200 North Mullan Road-Suite 220 Spokane Valley, Washington 99206 Phone : 509-928-2534 Url : www.ldsjobs.org Email : wel-ec-spokane@ldschurch.org Fax : 1-509-922-3556 Office Staff | N | 0 |
| 12 | Linked In | N | 1 |
| 13 | Martin Luther King, Jr. Family Outreach Center 845 S. Sherman P.O. Box 40193 Spokane, Washington 99202 Phone : 509.455.8722 Fax : 1-509-455-3643 Joseph Klemz | N | 0 |
| 14 | Non-Employee Referral | N | 1 |
| 15 | SimplyHired.com 525 Almanor Ave Suite 100 Sunnyvale, California 94085 Phone : 1 (408) 400-4700 Url : http://www.simplyhired.com/ Online Sources Manual Posting | N | 0 |

KCDA, KIIX-FM, KISC, KKZX, KQNT, KZFS**EEO PUBLIC FILE REPORT****June 1, 2019 - May 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 16 | Spokane Community College Multicultural Student Svcs 1810 N. Greene St. MS-2081 Spokane, Washington 99217 Phone : 509.533.7032 Fax : 1-509-533-8266 Ruth Silverthorne | N | 0 |
| 17 | Spokane craigslist Online only Spokane, Washington Url : spokane.craigslist.org Career Services Manual Posting | N | 0 |
| 18 | Spokane Falls Community College Multicultural Student Svcs 3410 W. Ft. Wright Dr. Spokane, Washington 99204 Phone : 509.533.3546 Email : pama@spokanefalls.edu Fax : 1-509-533-3547 Pam Austin | Y | 0 |
| 19 | Unknown (source not adequately identified upon inquiry by SEU) | N | 1 |
| 20 | Walk In/Self-Referral | N | 1 |
| 21 | Washington State University P.O. Box 642520 Pullman, Washington 99164-2520 Phone : (509) 335-3709 Email : ascc@wsu.edu Fax : 1-509-335-1555 Lisa Laughter | N | 0 |
| 22 | Whitworth College 300 W. Hawthorne Rd. Spokane, Washington 99208 Phone : 509.777.1000 Kim Connors Manual Posting | N | 0 |
| 23 | www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |

KCDA, KIIX-FM, KISC, KKZX, KQNT, KZFS**EEO PUBLIC FILE REPORT****June 1, 2019 - May 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|-----------------------|--|---|
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 10 |

KCDA, KIIX-FM, KISC, KKZX, KQNT, KZFS**EEO PUBLIC FILE REPORT****June 1, 2019 - May 31, 2020****III. RECRUITMENT INITIATIVES**

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|-----------------------------------|
| 1 | 10/4/2019 | Participation in events or programs sponsored by educational institutions | Our SEU's SVP of Sales served as a speaker at Gonzaga Broadcast Communications Class regarding a career in Broadcasting and the growth of audio. | 1 | SVP of Sales |
| 2 | 5/15/2020 | Provision of training to personnel of unaffiliated non-profit organizations | In May, 2020, one of our SEUs Managers took the Value Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization. | 1 | Area President |
| 3 | 5/28/2020 | Hosting of Job Fair | Our SEU will host a 2 day online recruitment event that will live on a custom landing page. The SEU coordinated all logistical measures with local vendors. in Here potential HR reps and business owners can conduct a video chat interview and review resumes in real time. | 2 | SVPS Marketing Promotions Manager |