

KCDA, KFOO-FM, KISC, KKZX, KQNT, KZFS**EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****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	2-11	6
Outside Account Executive	1-5, 7-8, 10-11	4

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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 Email : jdenver@allaccess.com Career Services	N	0
2	Eastern Washington University 114 Showalter Cheney, Washington 99004-2443 Phone : 509.359.2221 Fax : 1-509-359-6940 Jill Summers	N	0
3	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
4	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	2
5	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
6	LinkedIn - Not directly contacted by SEU	N	5
7	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	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
9	Station Website (one or more SEU stations) (Navigation link to corporate careers website) Washington Manual Posting	N	0
10	Washington State University P.O. Box 642520 Pullman, Washington 99164-2520 Phone : (509) 335-3709 Lisa Laughter Manual Posting	N	0
11	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/14/2020	Participation in events or programs sponsored by educational institutions	On October 14, 2020, our SVP Programming was a virtual guest speaker in the INMD 101 Integrated Media class at Gonzaga University in Spokane, WA. He talked with the students about the specific duties of different radio programming positions, and how the positions have evolved over the past 30 years. He addressed topics such as how to best keep an eye out for media jobs, and how to prepare for programming positions in the broadcast industry.	1	SVP of Programming
2	11/1/2020	Establishment of a mentoring program	From November 2020 through February 2021, our SEU's VP of Programming mentored our On-Air Producer in programming skills. The program included regular in person meetings twice per month, and shadowing twice per week and was focused on maximizing the mentee's career development potential. The program covered NexGen software, Gselector music scheduling, XTrends ratings software, and iHeart custom operations. As a result of these trainings, the On-Air Producer was promoted to Assistant Program Director.	2	VP of programming On-Air Producer
3	11/17/2020	Participation in events or programs sponsored by educational institutions	On November 17, 2020, our SVP Programming was a virtual guest speaker in the PRLS 360 Strategic Communications class at Gonzaga University in Spokane, WA. He talked with the students about the specific duties of different radio programming positions, and how the positions have evolved over the past 30 years. He addressed topics such as how to best keep an eye out for media jobs, and how to prepare for programming positions in the broadcast industry.	1	SVP of Programming

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4	12/8/2020	Provision of training to management	On December 8, 2020, our SEU's General Sales Manager took the Harassment Prevention: A Commonsense Approach for Managers Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	General sales Manager
5	4/14/2021	Provision of training to management	In April 2021, one of our SEU managers took the Valuing 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	General sales Manager