

KJR-FM, KUBE, KJR, KHHO, KBKS-FM, KJAQ, KZOK-FM, KFNQ
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 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
Account Executive	1-7, 9-11, 13-15, 17-18, 25	10
Account Executive	1-7, 9-11, 13-15, 17-18, 25	6
Executive Producer for The Jubal Show on 106.1	8	8
Account Executive	1-6, 9-17, 19-21, 23-25	6
Morning Show Producer for 950 KJR	1-4, 9-16, 18-25	18

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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	Asian Counseling and Referral Services 3639 Martin Luther King Jr Way S Seattle, Washington 98144 Phone : 206-695-7600 Fax : 1-206-695-7606 Young Lim	N	0
2	Bellevue Community College Career Center 3000 Landerholm Circle SE B231 Bellevue, Washington 98007 Phone : 425-564-2279 Email : careers@bellevuecollege.edu Nicholas Laymon	N	0
3	Central Washington University 400 E University Way Ellensburg, Washington Phone : 509-963-1921 Email : career@cwu.edu Career Services	N	0
4	City University Career Planning & Placement 11900 NE 1st St Bellevue, Washington 98005 Email : careers@cityu.edu Fax : 1-425-709-5441 Paul Saulsvil	N	0
5	Dept. of Army, Fort Lewis Civilian Personnel Advisory Center P.O. Box 339500, Mail Stop 37 Attn: NAF HR office Joint Base Lewis-McChord, Washington 98433 Phone : 253-966-3471 Url : http://acpol.army.mil/employment Email : rosemary.mitchel@us.army.mil Rosemary Michel	N	0
6	Employee Referral	N	4
7	Evergreen State College 2700 Evergreen Parkway NW Olympia, Washington 98505 Phone : 360-867-6193 Email : careerdevelopment@evergreen.edu Mychael Heuer	N	0
8	Exigent Circumstances	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	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
10	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	1
11	Nathan Hale High School 10750 30th Ave NE Seattle, Washington 98125 Phone : 206-252-3800 Fax : 1-206-252-3805 Gregg Neilson	N	0
12	North Seattle Community College 9600 College Way N Seattle, Washington 98103 Phone : 206-527-3685 Email : careerservices@seattlecolleges.edu Fax : 1-206-526-0175 Career Services	N	0
13	Renton Technical College 3000 NE 4th St Renton, Washington 98056 Phone : 425-235-2352 X7785 Email : miko@rtc.edu Michelle Iko	N	0
14	Seattle University 901 12th Ave PO Box 222000 Seattle, Washington 98122 Phone : 206-296-6080 Email : careerservices@seattleu.edu Fax : 1-206-296-6087 Career Services	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
15	Shoreline Community College 16101 Greenwood Ave N Shoreline, Washington 98133 Phone : 206-546-5882 Email : mboehm@shoreline.edu Michael Boehm	N	0
16	Tacoma Community College 6501 S 19th St Tacoma, Washington 98466 Phone : 253-566-5191 Email : cjordan@tacomaCC.edu Fax : 1-206-566-6065 Jackie Swallow	N	0
17	University of Puget Sound 1500 N Warner St, #1081 Career & Employment Services Tacoma, Washington 98416 Phone : 253-879-3161 Fax : 1-253-879-2927 Career Services	N	0
18	Unknown (source not adequately identified upon inquiry by SEU)	N	2
19	Urban League of Metropolitan Seattle 105 14th Ave Seattle, Washington 98122 Phone : 206-461-3792 X3034 Email : info@urbanleague.org Fax : 1-206-461-8425 Marilyn Harris	N	0
20	Washington State Association of Broadcasters PO Box 11341 Tacoma , Washington 98411 Phone : 541-419-0141 Url : www.wsab.org Email : kshipman@wsab.org Career Services	N	0
21	Washington State Dept. of Services for the Blind 3411 S Alaska St. Seattle, Washington 98504 Phone : 206-721-4422 Email : info@dsb.wa.gov Fax : 1-206-721-4103 Career Services	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
22	Washington State University 382 Murrow Center Pullman, Washington 99164 Phone : 509-335-6576 Darby Baldwin Manual Posting	N	0
23	Washington Vocational Services 22316 70th Ave W Suite D Attn: Job Announcements Mountlake Terrace, Washington 98043 Phone : 425-774-3338 Email : jlyon@wvs.org Fax : 1-425-744-1555 Michelle Caiola	N	0
24	Western Washington Indian Employment & Training Program 3701 6th Ave #4 Tacoma, Washington 98406 Phone : 253-879-9066 Email : dmartin@quinault.org Career Services	N	0
25	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:			8

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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	11/10/2020	Participation in events or programs sponsored by educational institutions	On November 10, 2020 and December 1, 2020, our SEU's VP of Sales virtually met with a student enrolled in the Fall 2020 Marketing 430 class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. During the two video calls, the student interviewed our VPS and was able to conduct a meeting, much like a sales call, with the intent to "land the meeting". Our VPS was able to provide feedback and rate the student as a part of their class grade. Our VPS discussed and answered questions regarding sales employment in the broadcast industry.	1	VP of sales
2	12/10/2020	Provision of training to management	In December 2020, our SEU's Metro President and two Program Directors took a sexual harassment prevention 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.	3	Metro President Program Directors (2)
3	2/2/2021	Participation in events or programs sponsored by educational institutions	On February 2, 2021, our Account Executive served as a panelist for the Association of Black Business Students second annual Sales Panel Q&A at the University of Washington Foster School of Business Sales Caucus career day event. This virtual event, held via Zoom, focused on the introduction of people of color to sales roles from various industries. Our Account Executive was able to speak and answer questions about job opportunities in broadcast sales, how he feels as an African American person in the industry, his reasons for getting into the industry, and successes and challenges of the broadcast industry.	1	Account executive

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4	2/18/2021	Participation in events or programs sponsored by educational institutions	On February 18, 2021, our SEU's VP of Sales met virtually with a student enrolled in the Winter 2021 Sales Management class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. During the video call, the student interviewed our VPS and was able to conduct the meeting like a sales call, with the intent to "land the meeting". Our VPS was able to provide feedback and rate the student as a part of their class grade. Our VPS discussed and answered questions regarding sales employment in the broadcast industry.	1	VP of sales
5	2/26/2021	Participation in events or programs sponsored by educational institutions	On February 26, 2021, our SEU's VP of Sales met virtually with a student enrolled in the Winter 2021 Marketing 355 class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. During the video call, the student interviewed our VPS to learn more about broadcast sales positions. They talked about job responsibilities, what broadcast sales positions are like, and how to go about gaining employment in the field post-graduation. Our VPS was able to provide feedback about the student's engagement during the meeting and rate the student as a part of their class grade.	1	VP of Sales
6	8/17/2021	Provision of training to management	In August 2021, our SEU's Metro President 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	Metro President

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7	9/3/2021	Participation in events or programs sponsored by educational institutions	On September 3, 2021, our Account Executive served as a panelist for a Careers in Digital Marketing panel at the WSU Carson College of Business. This virtual event, held via Zoom, was attended by students in the Marketing 450 class. Our Account Executive was able to speak about his career path in broadcast sales and digital marketing. He talked about and answered student questions about what it is like working in the broadcast industry, and the types of qualifications and experiences that would be helpful for students wishing to work in broadcast sales.	1	Account executive