

KBKS-FM, KFOO, KHHO, KJR, KJR-FM, KPWK, KUBE
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
General Sales Manager	1-5, 7-9, 12, 14, 16-19, 21, 24-25, 27-29	12
Account Executive	1-9, 14, 16-19, 21, 24-25, 27-29	6
Front Desk Receptionist	1-5, 7-12, 14, 16-19, 21, 24-29	12
Promotion Director	1-5, 7-9, 12, 14, 16-19, 21, 24-29	12
Account Executive (Experienced 5+ Years)	1-5, 7-9, 14-19, 21, 24-29	15
Account Executive	1-5, 7-9, 13-14, 16-19, 21, 24-29	13
Account Executive	1-9, 14, 16-19, 21, 24-29	6
Sports General Sales Manager - Seattle	1-9, 14, 16-22, 24-29	6
Account Executive	1-5, 7-9, 14, 16-19, 21, 23-29	23

KBKS-FM, KFOO, KHHO, KJR, KJR-FM, KPWK, KUBE

EEO PUBLIC FILE REPORT

October 1, 2016 - September 30, 2017

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	3
7	Evergreen State College 2700 Evergreen Parkway NW Olympia, Washington 98505 Phone : 360-867-6193 Email : careerdevelopment@evergreen.edu Mychael Heuer	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	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
9	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
10	Indeed.com - Not Directly Contacted by SEU	N	1
11	Internal Posting	N	1
12	Internal Transfer/Promotion	N	3
13	LinkedIn / Word of Mouth	N	1
14	Nathan Hale High School 10750 30th Ave NE Seattle, Washington 98125 Phone : 206-252-3800 Fax : 1-206-252-3805 Gregg Neilson	N	0
15	Non-Employee Referral	N	1
16	Pacific Lutheran University School for the Arts & Communications Ingram Hall Tacoma, Washington 98447 Phone : 253-535-7761 Email : career@plu.edu Career Services	N	0
17	Renton Technical College 3000 NE 4th St Renton, Washington 98056 Phone : 425-235-2352 X7785 Email : miko@rtc.edu Michelle Iko	N	0

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EEO PUBLIC FILE REPORT

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	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
19	Shoreline Community College 16101 Greenwood Ave N Shoreline, Washington 98133 Phone : 206-546-5882 Email : mboehm@shoreline.edu Michael Boehm	N	0
20	Station Website Posting (One or More SEU Stations)	N	1
21	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
22	Unknown (source not adequately identified upon inquiry by SEU)	N	1
23	Walk In/Self-Referral	N	1
24	Walla Walla University 204 S College Ave Career Center College Place, Washington 99324 Phone : 509-527-2664 Email : career@wallawalla.edu Career Services	N	0
25	Washington State Dept. of Services for the Blind 3411 S Alaska St. Seattle, Washington 98504 Phone : 206-721-4422 Email : liswillette@dsb.wa.gov Lisa Willette	N	0
26	Washington Women's Employment & Education 515 West Harrison Ste 208 Kent, Washington 98032 Phone : 253-859-3718 Fax : 1-253-859-1881 Naqeeb Anderson	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
27	Work Source Affiliate Seattle 2024 3rd Avenue Seattle, Washington 98121 Phone : 206-436-8604 Email : aali@ywcaworks.org Fax : 1-206-436-8690 Aboubaker Ali	N	0
28	WorkSource Affiliate Rainier Serving King County 2531 Rainier Ave S Seattle, Washington 98144 Phone : 206-436-8690 J Ortiz Manual Posting	N	0
29	WSAB Job Bank 724 Columbia St NW #310 Olympia, Washington 98501 Phone : 360-705-0774 Fax : 1-360-705-0873 Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			13

KBKS-FM, KFOO, KHHO, KJR, KJR-FM, KPWK, KUBE

EEO PUBLIC FILE REPORT

October 1, 2016 - September 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/29/2016	Participation in events or programs sponsored by educational institutions	Our SEU collaborated with Central Washington University to allow a high school student to shadow one of our On-Air Staff. The student got hands-on experience by listening to a live broadcast, participating in show prep, touring studios and offices. The student had the opportunity to ask questions about careers in radio.	1	On Air Host
2	1/18/2017	Participation in Job Fairs	Our SEU participated in Seattle Annual Diversity Employment Day in Seattle, WA. Station participants included our Promotions Director who discussed careers in radio with attendees, accepted resumes, discussed employment opportunities, and handed out iHeartMedia information packets.	2	promotions events mgmt
3	4/3/2017	Participation in events or programs sponsored by educational institutions	Our SEU collaborated with Seattle Christian High School to allow a high school student to shadow one of our On-Air Staff. The student got hands-on experience by listening to a live broadcast, participating in show prep, touring studios and offices. The student had the opportunity to ask questions about careers in radio.	1	On Air
4	4/13/2017	Participation in events or programs sponsored by educational institutions	Our SEU's General Sales Manager served as a guest lecturer to the Sales Practicum course at the University of Washington. The lecture's topics included career opportunities in broadcasting sales. The students had the opportunity to as questions about careers in radio.	1	GSM
5	5/23/2017	Participation in events or programs sponsored by educational institutions	Our SEU's On-air personality served as a guest speaker to Highline School District Athletic/Academic Awards banquet. The speaker's topics include career opportunities in Broadcasting.	1	On-Air Host
6	5/26/2017	Participation in events or programs sponsored by educational institutions	Our SEU's On-Air personality volunteered at Tahoma High School for their "Get Real Day" to discuss skills that would be useful in the broadcast industry. Students had the opportunity to ask questions about careers in Radio.	1	On-Air Host

KBKS-FM, KFOO, KHHO, KJR, KJR-FM, KPWK, KUBE

EEO PUBLIC FILE REPORT

October 1, 2016 - September 30, 2017

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	6/19/2017	Participation in other activities designed by the station employment unit	During the month of June, our SEU's SVP Programming worked with a student from Mount Si High School to mentor him in radio broadcasting. The program included regular, in-person meetings. The mentoring program also allowed the student to participate in show prep, taught the student how to draft a resume/air check, reviewed with the student areas of production, and allowed the student to listen to live broadcasts. The student had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	1	SVP Programming
8	7/19/2017	Participation in Job Fairs	Our SEU participated in the King County, City of Kent and State of Washington Annual Diversity Employment Day in Kent, Washington. Station participants included our Promotions Events Manager, Promotions Coordinator and Promotions Director who discussed careers in radio with attendees, accepted resumes, discussed employment opportunities, and handed out iHeartMedia information packets.	3	Promotions Events manager Promotions Coordinator Promotions Director
9	8/17/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted the Interns from Allied Integrated Marketing for a tour of our facility. Station participants included VP of Partnerships and Integrated Marketing and Project Manager, who showed the Members of the Group behind-the-scenes of our radio stations and answered questions.	2	VP of Partnerships and Integrated Marketing. Project Manager
10	9/12/2017	Participation in events or programs sponsored by educational institutions	Our SEU's Account Executive volunteered at Shelton HS to assist the students in the Marketing/Deca course to develop mock advertising plans and learn other skills that would be useful in the broadcast industry. Students had the opportunity to ask questions about careers in radio.	1	Account Executive

KBKS-FM, KFOO, KHHO, KJR, KJR-FM, KPWK, KUBE**EEO PUBLIC FILE REPORT****October 1, 2016 - September 30, 2017****III. RECRUITMENT INITIATIVES**

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11	9/18/2017	Hosting of Job Fair	Our SEU hosted an Open House Job Fair at our station in Seattle, WA on September 18, 2017. We promoted the event on-air, encouraging listeners to attend. At the Open House Job Fair, our Promotions Events Manager and Financial Specialist were on-site to collect resumes and discuss careers in broadcasting with interested attendees.	2	Promotions Events Mgr Finance Specialist

KBKS-FM, KFOO, KHHO, KJR, KJR-FM, KPWK, KUBE
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Executive Producer	1-7, 10-11, 16, 18-19, 21-23, 25-30	6
Continuity Director	1-5, 7, 9-12, 16, 18-19, 21-23, 25-30	12
Executive Producer	1-5, 7-8, 10-11, 16, 18-19, 21-23, 25-30	8
On-Air Talent	1-7, 10-11, 16, 18-19, 21-23, 25-30	6
Account Executive	1-5, 7, 10-12, 15-19, 21-23, 25-30	15
Engineering/IT Tech Support	1-7, 10-11, 16, 18-19, 21-23, 25-30	6
Program Director	1-7, 10-11, 13-14, 16, 18-19, 21-30	14
Front Desk Receptionist	1-5, 7, 10-12, 16, 18-23, 25-26, 28-30	12

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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	Former Employee Referral	N	2
9	Former Intern	N	1

KBKS-FM, KFOO, KHHO, KJR, KJR-FM, KPWK, KUBE

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October 1, 2015 - September 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	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
11	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
12	Indeed.com - Not Directly Contacted by SEU	N	4
13	Internal Posting	N	1
14	Internal Transfer/Promotion	N	1
15	LinkedIn / Word of Mouth	N	1
16	Nathan Hale High School 10750 30th Ave NE Seattle, Washington 98125 Phone : 206-252-3800 Fax : 1-206-252-3805 Gregg Neilson	N	0
17	On-Air Announcement (One or More SEU Stations)	N	1
18	Pacific Lutheran University School for the Arts & Communications Ingram Hall Tacoma, Washington 98447 Phone : 253-535-7761 Email : career@plu.edu Career Services	N	0
19	Renton Technical College 3000 NE 4th St Renton, Washington 98056 Phone : 425-235-2352 X7785 Email : miko@rtc.edu Michelle Iko	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
20	Seattle Central Community College 1701 Broadway Seattle, Washington 98122 Phone : 206-587-6905 Email : sbradley@sccd.ctc.edu Fax : 1-206-587-6302 Shiloh Bradley	N	0
21	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
22	Shoreline Community College 16101 Greenwood Ave N Shoreline, Washington 98133 Phone : 206-546-5882 Email : mboehm@shoreline.edu Michael Boehm	N	0
23	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
24	Walk In/Self-Referral	N	1
25	Walla Walla University 204 S College Ave Career Center College Place, Washington 99324 Phone : 509-527-2664 Email : career@wallawalla.edu Career Services	N	0
26	Washington State Dept. of Services for the Blind 3411 S Alaska St. Seattle, Washington 98504 Phone : 206-721-4422 Email : liswillette@dsb.wa.gov Lisa Willette	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
27	Washington Women's Employment & Education 515 West Harrison Ste 208 Kent, Washington 98032 Phone : 253-859-3718 Fax : 1-253-859-1881 Naqeeb Anderson	N	0
28	Work Source Affiliate Seattle 2024 3rd Avenue Seattle, Washington 98121 Phone : 206-436-8604 Email : aali@ywcaworks.org Fax : 1-206-436-8690 Aboubaker Ali	N	0
29	WorkSource Affiliate Rainier Serving King County 2531 Rainier Ave S Seattle, Washington 98144 Phone : 206-436-8690 J Ortiz Manual Posting	N	0
30	WSAB Job Bank 724 Columbia St NW #310 Olympia, Washington 98501 Phone : 360-705-0774 Fax : 1-360-705-0873 Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			16

KBKS-FM, KFOO, KHHO, KJR, KJR-FM, KPWK, KUBE

EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/14/2016	Participation in events or programs sponsored by educational institutions	Our SEU's General Sales Manager served as a guest lecturer to the Sales Practicum course at the University of Washington. The lecture's topics included career opportunities in broadcasting sales. The students had the opportunity to ask questions about careers in radio.	1	General Sales Manager
2	6/3/2016	Participation in Job Fairs	Our SEU participated in the Seattle Storm Career Fair. Station participants included our Promotions Director, who discussed careers in radio with attendees, accepted resumes, discussed employment opportunities, and handed out iHeartMedia information packets.	1	Promotion Director