

**KCDA, KFOO, KISC, KKZX, KQNT, KZFS**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 31, 2018**

**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
Production Designer / On-Air Talent	1-3, 5-11, 13-16, 18-19	1
Outside Account Executive	1-4, 6, 9, 11, 13, 15-16, 18-19	4
Production Designer / On-Air Talent	1-3, 5-6, 8-12, 14-20	9

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access Music Group, Inc. 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Url : allaccess.com Career Services Manual Posting	N	2
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	Employee Referral	N	1
5	GlassDoor 100 Shoreline Highway, Building A Mill Valley, California 94941 Phone : 509-242-2400 Url : <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a> Online Sources Manual Posting	N	0
6	Gonzaga University 502 E. Boone Spokane, Washington 99202 Jenny Harvey Manual Posting	N	0
7	iHeart MediaSpokane station websites 808 E. Sprague Ave. Spokane, Washington 99202 Phone : 503-323-6422 Kara Roybal Manual Posting	N	0

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8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
10	Indeed.com 7501 N Capitol of Texas HWY Austin, Texas 78731 Phone : 509-242-2400 Url : <a href="http://www.indeed.com">www.indeed.com</a> Online Sources Manual Posting	N	0
11	LDS Employment Resource Services 200 North Mullan Road-Suite 220 Spokane Valley, Washington 99206 Phone : 509-928-2534 Url : <a href="http://www.ldsjobs.org">www.ldsjobs.org</a> Email : <a href="mailto:wel-ec-spokane@ldschurch.org">wel-ec-spokane@ldschurch.org</a> Fax : 1-509-922-3556 Office Staff	N	0
12	LinkedIn / Word of Mouth	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

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14	SimplyHired.com 525 Almanor Ave Suite 100 Sunnyvale, California 94085 Phone : 1 (408) 400-4700 Url : <a href="http://www.simplyhired.com/">http://www.simplyhired.com/</a> Online Sources Manual Posting	N	0
15	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
16	Spokane Falls Community College Multicultural Student Svcs 3410 W. Ft. Wright Dr. Spokane, Washington 99204 Phone : 509.533.3546 Email : <a href="mailto:pama@spokanefalls.edu">pama@spokanefalls.edu</a> Fax : 1-509-533-3547 Pam Austin	Y	0
17	Spokanehelpwanted Online only Spokane, Washington Url : <a href="http://www.spokanehelpwanted.com">www.spokanehelpwanted.com</a> Career Services Manual Posting	N	0
18	Washington State University P.O. Box 642520 Pullman, Washington 99164-2520 Phone : (509) 335-3709 Email : <a href="mailto:ascc@wsu.edu">ascc@wsu.edu</a> Fax : 1-509-335-1555 Lisa Laughter	N	0
19	Whitworth College 300 W. Hawthorne Rd. Spokane, Washington 99208 Phone : 509.777.1000 Kim Connors Manual Posting	N	0

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20	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>5</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/14/2017	Participation in events or programs sponsored by educational institutions	On November 14, 2017, our SEU provided a job shadow opportunity for an 8th grade student from Mountainside Middle School. The student is interested in a broadcast production career, and was able to experience an educational day in the life of a Production Director.	1	Production Director
2	3/7/2018	Participation in events or programs sponsored by educational institutions	On March 7, 2018, our SEU's Director of Marketing and Promotions visited Spokane Community College. During her visit, she met with the Big Foot Events team, a group of approx. 15 students, who are in charge of campus entertainment. She spoke with the students about the broadcasting industry, her role as a Marketing Director, and other broadcast employment opportunities. Additionally, students were able to ask questions, which she answered.	1	Director of Marketing & Promotions
3	5/14/2018	Hosting of Job Fair	On May 14th, 2018, our SEU hosted an open house job fair at our offices in Spokane, WA. The event was promoted on our radio stations. Interested candidates were able to visit our location for face-to-face time with our hiring managers. All of our hiring managers were available, and our Market President, General Sales Manager and Local Manager met with attendees.	3	Market President General Sales Manager Local Sales Manager
4	5/29/2018	Hosting of Job Fair	On May 29, 2018, our SEU hosted an open house job fair at our offices in Spokane, WA. The event was promoted on our radio stations. Interested candidates were able to visit our location for face-to-face time with our hiring managers. Our General Sales Manager, Local Sales Manger, SVP of Programming, Director of Marketing and Promotions, and Program Director participated in the event and met with attendees.	5	General Sales Manager Local Sales Manager SVP of Programming Director of Marketing & Promotions Program Director