

**KBKS-FM, KFNQ, KHHO, KJR, KJR-FM, KTDD, KUBE, KZOK, KJAQ, KFNQ****EEO PUBLIC FILE REPORT****October 1, 2017 - September 30, 2018****I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-4, 6-8, 10-11, 16, 18-19, 21-22, 24-26	7
Account Executive	1-4, 6-8, 10-11, 16, 18-22, 24-26	7
Morning Show Host	7	7
Morning Show Host	7	7
Sales Assistant	7, 10-11, 13, 27	7
Temp On-Air Host	9-11, 18, 27	9
Broadcast Engineer	1-8, 10-12, 16, 18-22, 24-26	12
Front Desk Receptionist	1-4, 6, 8, 10-12, 16, 18-22, 24-27	12
Morning Show KUBE 93.3 Seattle's #1 for Hip Hop	1-4, 6-8, 10-11, 13, 16-22, 24, 27	7
Account Executive	1-4, 6, 8, 10-12, 14-16, 18-22, 24, 27	14
Account Executive	1-4, 6, 8, 10-12, 14-16, 18-22, 24, 27	12
Outside Account Executive	1-4, 6, 8, 10-11, 16, 18-24, 27	23

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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	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	Current Employee	N	1
6	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
7	Employee Referral	N	9
8	Evergreen State College 2700 Evergreen Parkway NW Olympia, Washington 98505 Phone : 360-867-6193 Email : careerdevelopment@evergreen.edu Mychael Heuer	N	0
9	Former Employee	N	1

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<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>
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 Hire	N	2
14	Job Board	N	1
15	Linked In	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	Other Source	N	2
18	Pacific Lutheran University School for the Arts & Communications Ingram Hall Tacoma, Washington 98447 Phone : 253-535-7761 Career Services Manual Posting	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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<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>
20	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
21	Shoreline Community College 16101 Greenwood Ave N Shoreline, Washington 98133 Phone : 206-546-5882 Email : mboehm@shoreline.edu Michael Boehm	N	0
22	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
23	Unknown Referral Source	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	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

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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>
27	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>22</b>

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### **III. RECRUITMENT INITIATIVES**

	<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	10/19/2017	Participation in events or programs sponsored by educational institutions	Our SEU's Account Executive volunteered at Tumwater High School to assist the students in 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 question about careers in radio	1	Account Executive
2	10/24/2017	Participation in events or programs sponsored by educational institutions	Our SEU collaborated with University of Washington to allow a college student to shadow one of our On-Air Staff. The student got hands-on experience by listening to a live broadcast, participating in an on-air broadcast, and touring studios and offices. The student had the opportunity to ask questions about careers in radio.	1	On-Air Host
3	5/16/2018	Participation in events or programs sponsored by educational institutions	Our SEU's General Sales Manager served as guest Lecturer to the Sales Practicum course at the University of Washington. The lecture's topics included career opportunities the broadcasting sales. The students had the opportunity to ask questions about careers in radio.	1	General Sales Manager
4	7/18/2018	Participation in Job Fairs	Our SEU participated in City of Kent Diversity Employment Day. Station participants included our Promotions Directors who discussed careers in radio with attendees, accepted resumes, discussed employment opportunities, and handed out iHeartMedia information packets.	2	Promotions Director Promotions Director
5	8/10/2018	Participation in events sponsored by community groups	Our SEU Hosted the Interns from Allied Integrated marketing for a tour of our facility. Station participants included VP of Partnerships and Integrated Marketing, who showed the Members of the group behind-the-scenes of our radio stations and answered questions	1	VP of Partnership & Integrated Marketing