

**KBKS-FM, KFNQ-AM, KFNY, KHHO, KJAQ-FM, KJR, KJR-FM, KTDD, KUBE,  
KZOK-FM**

**EEO PUBLIC FILE REPORT**

**October 1, 2018 - September 30, 2019**

**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>
General Sales Manager	1-7, 11-12, 14-17, 20-24, 26, 28	15
Account Executive	1-7, 10-12, 17, 20-26, 28	25
Account Executive	1-7, 10-12, 17, 20-26, 28	6
Outside Account Executive	1-5, 7, 11-13, 17, 20-24, 26-28	13
106.1 KISS FM Seattle Morning Show Co-Hosts	1-7, 9, 11-12, 15, 17, 19-24, 26-28	6
106.1 KISS FM Seattle Morning Show Co-Hosts	1-7, 9, 11-12, 15, 17, 19-24, 26-28	15
Program Director for KBKS (CHR)	1-5, 7, 11-12, 15, 17, 20-24, 26-28	15
Outside Account Executive	1-5, 7, 11-12, 15, 17, 20-24, 26-28	15
Assistant Program Director	8	8
Outside Account Executive	1-7, 11-12, 17, 20-24, 26-28	6
Outside Account Executive	1-5, 7, 11-12, 16-18, 21-24, 26-28	12

**KBKS-FM, KFNQ-AM, KFNY, KHHO, KJAQ-FM, KJR, KJR-FM, KTDD, KUBE,  
KZOK-FM**

**EEO PUBLIC FILE REPORT**

**October 1, 2018 - September 30, 2019**

**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	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 : <a href="http://acpol.army.mil/employment">http://acpol.army.mil/employment</a> Email : rosemary.mitchel@us.army.mil Rosemary Michel	N	0
6	Employee Referral	N	9
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

**KBKS-FM, KFNQ-AM, KFNY, KHHO, KJAQ-FM, KJR, KJR-FM, KTDD, KUBE,  
KZOK-FM**

**EEO PUBLIC FILE REPORT**

**October 1, 2018 - September 30, 2019**

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

<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>
9	Facebook post	N	2
10	GlassDoor - Not Directly Contacted by SEU 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : . Online Source Manual Posting	N	1
11	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
12	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	2
13	Indeed.com - Not Directly Contacted by SEU	N	1
14	Internal Candidate	N	2
15	Internal Transfer/Promotion	N	4
16	LinkedIn / Word of Mouth	N	4
17	Nathan Hale High School 10750 30th Ave NE Seattle, Washington 98125 Phone : 206-252-3800 Fax : 1-206-252-3805 Gregg Neilson	N	0
18	Non-Employee Referral	N	1
19	On Air Recruitment Ad	N	2
20	Pacific Lutheran University School for the Arts & Communications Ingram Hall Tacoma, Washington 98447 Phone : 253-535-7761 Career Services Manual Posting	N	0

**KBKS-FM, KFNQ-AM, KFNY, KHHO, KJAQ-FM, KJR, KJR-FM, KTDD, KUBE,  
KZOK-FM**

**EEO PUBLIC FILE REPORT**

**October 1, 2018 - September 30, 2019**

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

<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>
21	Renton Technical College 3000 NE 4th St Renton, Washington 98056 Phone : 425-235-2352 X7785 Email : miko@rtc.edu Michelle Iko	N	0
22	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
23	Shoreline Community College 16101 Greenwood Ave N Shoreline, Washington 98133 Phone : 206-546-5882 Email : mboehm@shoreline.edu Michael Boehm	N	0
24	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
25	Vetterly - Not Directly Contacted by SEU 27 West 23rd St, 2nd Floor New York, Nebraska 10010 Phone : 646-480-8285 Online Source Manual Posting	N	1
26	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

**KBKS-FM, KFNQ-AM, KFNY, KHHO, KJAQ-FM, KJR, KJR-FM, KTDD, KUBE,  
KZOK-FM**

**EEO PUBLIC FILE REPORT**

**October 1, 2018 - September 30, 2019**

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

<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	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
28	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>30</b>

**KBKS-FM, KFNQ-AM, KFNY, KHHO, KJAQ-FM, KJR, KJR-FM, KTDD, KUBE,  
KZOK-FM**

**EEO PUBLIC FILE REPORT**

**October 1, 2018 - September 30, 2019**

**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	1/16/2019	Participation in Job Fairs	On January 16, 2019, our SEU participated in Seattle's 19th Annual Diversity Employment career fair held at the Seattle Center Pavilion in Seattle, WA. Station participants included our Director of Marketing and Promotions, Promotions Director and Promotions Assistant who discussed careers in radio with attendees, discussed employment opportunities and handed out iHeartMedia information packets.	3	Director of Marketing & Promotions Promotions Director Promotions Assistant
2	4/18/2019	Participation in events or programs sponsored by educational institutions	On April 18, 2019, our SEU participated in the Talley High School College & Career Fair in Seattle, WA. This event, held during the school day, provided the opportunity for students to explore post-secondary options and enhance their college and career readiness. Station participants included the KUBE morning show, Program Director, Street Team and Director of Marketing & Promotions, who spoke with students and answered questions about working in the broadcast industry.	7	Program Director Director of Marketing and Promotions Promotions Director On Air Talent x3 Street Team
3	4/19/2019	Participation in events or programs sponsored by educational institutions	On April 19, 2019, our SEU participated in a Career Fair event at West Seattle High School in Seattle, WA. Our station participants included a Program Director, Morning Show Talent, and Street Team. Students were able to hear about radio employment opportunities, and ask questions about working in the broadcast industry.	6	Program Director Promotions Director On Air Talent x3 Street Team Member
4	4/26/2019	Participation in events or programs sponsored by educational institutions	On April 26, 2019, our SEU's Account Executive participated on a Marketing Board at Carson College of Business of Washington State University. Topics included career opportunities in Broadcasting Sales, Scholarship ideas, and entry level jobs available.	1	Sr. Account Executive

**KBKS-FM, KFNQ-AM, KFNY, KHHO, KJAQ-FM, KJR, KJR-FM, KTDD, KUBE,  
KZOK-FM**

**EEO PUBLIC FILE REPORT**

**October 1, 2018 - September 30, 2019**

**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>
5	4/30/2019	Participation in events or programs sponsored by educational institutions	On April 30, 2019 our SEU participated at an event at the University of Washington Foster School of Business. One of our VP's of Sales was a panelist at this two hour event, which was attended by approximately 80 students. She represented Broadcast Media Sales, and answered questions from the students about media sales and media sales management.	1	VP of Sales
6	5/22/2019	Participation in events or programs sponsored by educational institutions	On May 22, 2019, our SEU's On-Air Talent served as a guest Speaker at a DECA Luncheon. The event was held at Club Husky at the University of Washington, and was attended by approximately 500 High School students. He spoke about the importance of organizations like DECA, and how debate and communications help him even today in his job.	1	On-Air Host
7	5/28/2019	Participation in events or programs sponsored by educational institutions	On May 28, 2019, our SEU's Digital Team participated as Guest Speakers for Green River KGRG Broadcast & Digital Media Management class. The lecture's topics included Digital Careers opportunities in broadcasting. The students had the opportunity to ask question about careers in Radio.	2	Regional Digital Director Digital Producer
8	6/17/2019	Participation in events or programs sponsored by educational institutions	On June 17, 2019, one of the Program Director's from our SEU was a guest instructor at Hubbard Radio Talent Institute at Central Washington University. His presentation was entitled "Basics of Doing a Great Music Radio Show". There were approximately 35 students in attendance, and the students had the opportunity to ask questions.	1	Program Director

**KBKS-FM, KFNQ-AM, KFNY, KHHO, KJAQ-FM, KJR, KJR-FM, KTDD, KUBE,  
KZOK-FM**

**EEO PUBLIC FILE REPORT**

**October 1, 2018 - September 30, 2019**

**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>
9	6/18/2019	Participation in events or programs sponsored by educational institutions	On June 18, 2019, our SEU's SVP of Programming was a guest instructor at Hubbard Radio Talent Institute, Central Washington University. His presentation was entitled "What You Have to Know to be the PD". There were approximately 35 students in attendance, and the students had the opportunity to ask questions. Additionally, he spent time with the lead instructor to brainstorm ideas about creating more synergies between their program and our SEU to create a pipeline of future potential hires in all departments.	1	SVP of Programming
10	7/17/2019	Participation in Job Fairs	On July 17, 2019, our SEU participated in Seattle's 19th Annual Diversity Employment Day Career Fair held at the Meydenbauer Center in Bellevue, WA. Our Director of Marketing and Promotions, Promotions Director, and Promotions Assistant attended the event, and were able to talk with and review resumes of job seekers.	3	Director of Marketing & Promotions Promotions Director Promotions Assistant
11	8/20/2019	Participation in events or programs sponsored by educational institutions	On August 20, 2019, our SEU hosted a group of 33 middle school aged teens from the Mukilteo Boys and Girls Club for a tour of our studios in Seattle, WA. The students visited with some of our On-Air Talent to talk about working in radio, and were able to visit a production studio to discuss how audio is produced. Students were able to ask questions, and learned about various jobs available in the broadcast industry.	6	Promotions Director Production Director Production Assistant On-Air Talent (x3)



**KBKS-FM, KFNQ-AM, KFNY, KHHO, KJAQ-FM, KJR, KJR-FM, KTDD, KUBE,  
KZOK-FM**

**EEO PUBLIC FILE REPORT**

**October 1, 2018 - September 30, 2019**

**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>
12	9/24/2019	Participation in events or programs sponsored by educational institutions	On August 16, 2019, our SEU's SVP of Programming attended a committee meeting as a member of the Radio Broadcasting Advisory board for Green River Community College's broadcast program. This special advisory board consists of industry members who are helping to set the curriculum for one of few broadcast colleges in the state. They help to build the classes that should be taught and marketed for enrollment, which is a pipeline for our industry to hire future employees.	1	SVP of Programming