

KBKS-FM, KHHO, KJAQ-FM, KJEB, KJR, KJR-FM, KPTR, KZOK-FM
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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	1-9, 13, 16, 18-19, 21-22, 24, 30	24
Radio Color Commentator for Seattle Kraken	2-4, 8-9, 13, 15-16, 18-21, 23-30	24
On-Air Host for Sports Radio 950 KJR	1-4, 6, 8-9, 13, 15-16, 18-21, 23, 25-26, 28-30	6
The Jubal Show Assistant Producer	1-4, 8-11, 13, 15-16, 18-21, 23, 25-30	11
Digital Producer for the Jubal Show	2-4, 8-9, 12, 15-16, 18-21, 23, 25-30	12
Account Executive	1-4, 8-16, 18-23, 25-30	14
Account Executive	2-4, 6, 8-9, 12-13, 15, 17-21, 23, 25-26, 28-30	6
Account Executive	2-4, 6, 8-9, 12-13, 15, 17-21, 23, 25-26, 28-30	6

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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	6
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.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
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	3
10	Indeed.com - Not directly contacted by SEU	N	2
11	LinkedIn - Not directly contacted by SEU	N	4
12	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	3
13	Nathan Hale High School 10750 30th Ave NE Seattle, Washington 98125 Phone : 206-252-3800 Fax : 1-206-252-3805 Gregg Neilson	N	0
14	Non-Employee Referral	N	1
15	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Renton Technical College 3000 NE 4th St Renton, Washington 98056 Phone : 425-235-2352 X7785 Email : miko@rtc.edu Michelle Iko	N	0
17	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
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	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
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	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	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
24	Walk in/Self-Referral Source	N	2
25	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
26	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
27	Washington State University 382 Murrow Center Pullman, Washington 99164 Phone : 509-335-6576 Darby Baldwin Manual Posting	N	0
28	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	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
30	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:			23

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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	12/3/2021	Participation in events or programs sponsored by educational institutions	On December 3, 2021, our SEU's VP of Sales met virtually with two students enrolled in the Fall 2021 Salesforce 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 students interviewed our VPS and were 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
2	1/21/2022	Participation in Job Fairs	On January 21, 2022, our SEU participated in Seattle's 22nd Annual Diversity Employment Day Career Fair, a virtual event, hosted by City Career Fairs. The event was held via a live virtual platform, attended by our Director of Marketing & Promotions. She was able to speak with interested job seekers about broadcast employment opportunities, conduct interviews and answer questions about working in the broadcast industry.	1	Director of Marketing and Promotions

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3	4/21/2022	Participation in events or programs sponsored by educational institutions	On April 21, 2022, the producer of one of our SEU's morning shows met virtually via zoom with an AVID class from Rose Hill Middle School in Redmond, WA. The zoom presentation took place during the 8 a.m. segment of the morning show, so that the students could see what she does on the air for the show in real time. Additionally, during the commercial break our producer was able to chat with the students about her job. The students were able to ask her questions about broadcast employment, her career path, and working in radio.	1	Producer and Affiliate Coordinator
4	5/26/2022	Participation in events or programs sponsored by educational institutions	On May 26, 2022, our SEU's VP of Sales met virtually with two students enrolled in the Spring 2022 Marketing 430 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 students interviewed our VPS and were 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	7/7/2022	Participation in Job Fairs	On July 7, 2022, our SEU participated in the City of Seattle Diversity Employment Day Career Fair, hosted by City Career Fairs. This was an in-person event held at the Armory at the Seattle Center in Seattle, WA, and was attended by two of our Vice Presidents of Sales. They were able to speak with interested job seekers about broadcast employment opportunities, and answer questions about working in the broadcast industry.	1	VP of sales

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6	8/24/2022	Provision of training to management	In August 2022, our SEU's VP of sales 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	VP of sales