

KBKS-FM, KHHO, KJAQ-FM, KJEB, KJR, KJR-FM, KPTR, KZOK-FM
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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 |
|---|--|-------------------------------|
| On-Air Host on The Jubal Show | 1-4, 9-10, 14-17, 20-23, 25, 27-30, 32 | 16 |
| Account Executive | 1-5, 8-10, 13-17, 20-23, 25, 27-30, 32 | 5 |
| Account Executive | 1-5, 8-10, 13-17, 20-23, 25, 27-30, 32 | 5 |
| Sports Radio KJR Asst. Program Director | 1-6, 9-10, 14-15, 17, 20-23, 25, 27-32 | 31 |
| Digital Director for The Jubal show and KBKS-FM | 1-4, 7, 9-10, 13-15, 17-25, 27-30, 32 | 24 |
| Promotions Coordinator Seattle | 1-4, 9-15, 17-23, 25, 27-30, 32 | 12 |
| Account Executive | 1, 3-5, 9-10, 14-15, 17-23, 25, 27-30, 32 | 5 |
| Seattle Kraken Radio Broadcast Analyst | 1, 3-5, 9-10, 14-15, 17-23, 25-30, 32 | 5 |

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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 | Employee Referral | N | 6 |
| 6 | Evergreen State College 2700 Evergreen Parkway NW Olympia, Washington 98505 Phone : 360-867-6193 Email : careerdevelopment@evergreen.edu Mychael Heuer | N | 0 |
| 7 | Glassdoor - Not directly contacted by SEU | N | 1 |
| 8 | Google Jobs - Not directly contacted by SEU | N | 1 |
| 9 | 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 |

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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 | 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 | 1 |
| 11 | Indeed.com - Not directly contacted by SEU | N | 1 |
| 12 | Internal Transfer/Promotion | N | 1 |
| 13 | LinkedIn - Not directly contacted by SEU | N | 5 |
| 14 | 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 | 0 |
| 15 | Nathan Hale High School 10750 30th Ave NE Seattle, Washington 98125 Phone : 206-252-3800 Fax : 1-206-252-3805 Gregg Neilson | N | 0 |
| 16 | Non-Employee Referral | N | 2 |
| 17 | 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 |
| 18 | Renton Technical College 3000 NE 4th St Renton, Washington 98056 Phone : 425-235-2352 X7785 Email : careerservices@rtc.edu Michelle Iko | N | 0 |

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|------------------|---|--|---|
| 19 | Seattle Central Community College 1701 Broadway Seattle, Washington 98122 Phone : 206-587-6905 Email : CareerServicesCenter@seattlecolleges.edu Fax : 1-206-587-6302 Shiloh Bradley | N | 0 |
| 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 | 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 |
| 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 | Unknown (source not adequately identified upon inquiry by SEU) | N | 4 |
| 25 | 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 |

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|--|---|--|---|
| 26 | Walk in/Self-Referral Source | N | 1 |
| 27 | 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 |
| 28 | 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 |
| 29 | 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 |
| 30 | 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 |
| 31 | Word of Mouth Referral | N | 2 |
| 32 | 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: | | | 25 |

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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 | 11/7/2022 | Participation in events or programs sponsored by educational institutions | On November 7, 2022, our SEU's VP of Sales met with two students enrolled in the Fall 2022 Marketing 430 class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. Our VP of Sales met with the students in person to learn about the world of broadcast sales. 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 | 2/15/2023 | Participation in events or programs sponsored by educational institutions | On February 15, 2023, our SEU's VP of Sales met with a student enrolled in the Winter 2023 Marketing 430 class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. Our VP of Sales met with the student in person so they could learn about the world of broadcast sales. 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 |

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|---|-------------|---|---|-------------------------------------|--------------------------|
| 3 | 2/21/2023 | Participation in events or programs sponsored by educational institutions | On February 21, 2023, our SEU's VP of Sales met with a student enrolled in the Winter 2023 Marketing 355 class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. During the approximately 40 minute meeting, the student interviewed our VP of Sales to learn about the world of broadcast sales. They spoke about job responsibilities, what broadcast sales positions are like, and how to go about gaining employment in the field post-graduation. Our VPS was able to provide feedback and rate the student as a part of their class grade. | 1 | VP of Sales |
| 4 | 3/6/2023 | Participation in events or programs sponsored by educational institutions | On March 6, 2023, our SEU's VP of Sales participated in a Sales Management Panel discussion with a Winter 2023 Advanced Sales course in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. During the Q&A panel discussion, students asked questions about sales and sales management careers. Our VPS participated as a panel member, answering questions about sales and sales management careers, her career, experience, and career path in broadcast sales. | 1 | VP of Sales |

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|---|-------------|---|--|-------------------------------------|--------------------------|
| 5 | 5/2/2023 | Participation in events or programs sponsored by educational institutions | On May 2, 2023, our SEU's VP of Sales met with a student enrolled in the Spring 2023 Sales Force Management class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. Our VP of Sales met with the student in person so they could learn about the world of broadcast sales. The student interviewed our VPS and was 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 her career, her career path, and answered questions regarding sales employment in the broadcast industry. | 1 | VP of Sales |
| 6 | 8/11/2023 | Participation in events or programs sponsored by educational institutions | On August 11, 2023, our SEU's VP of Sales met with a student enrolled in the Summer 2023 Marketing 335 Principles of Selling class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. Our VP of Sales met with the student in person so they could learn about the world of broadcast sales. The student interviewed our VPS and was 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 her career, her career path, and answered questions regarding sales employment in the broadcast industry. | 1 | VP of Sales |
| 7 | 8/17/2023 | Provision of training to management | In Aug, 2023, our SEU's VPS 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 | Vice President of Sales |

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|---|-------------|--|--|-------------------------------------|--------------------------|
| 8 | 8/17/2023 | Provision of training to management | On August, 2023 our SEU's VPS took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace. | 1 | Vice President of Sales |