

**KBKS-FM, KHHO, KJAQ-FM, KJEB, KJR, KJR-FM, KPTR, KZOK-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

**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>
Assistant Program Director and On-Air Talent for KBKS FM	1-7, 9-10, 12-26	6
Morning Show Producer - KZOK BJ Shea & Sarah	1-6, 8-10, 12, 14-26	4
Outside Account Executive	1-3, 5-6, 9-11, 19-22, 24-26	9
Outside Account Executive	1-6, 9-10, 20-22, 24-26	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	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	Central Washington University 400 E University Way Ellensburg, Washington Phone : 509-963-1921 Email : career@cwu.edu Career Services	N	0
3	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
4	Employee Referral	N	5
5	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
6	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	6
7	Indeed.com - Not directly contacted by SEU	N	1
8	Internal Candidate	N	1

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9	<p>LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting</p>	N	7
10	<p>Nathan Hale High School 10750 30th Ave NE Seattle, Washington 98125 Phone : 206-252-3800 Fax : 1-206-252-3805 Gregg Neilson</p>	N	0
11	<p>On-Air Announcement (One or More SEU Stations)</p>	N	1
12	<p>Renton Technical College 3000 NE 4th St Renton, Washington 98056 Phone : 425-235-2352 X7785 Michelle Iko Manual Posting</p>	N	0
13	<p>Seattle Central Community College 1701 Broadway Seattle, Washington 98122 Phone : 206-587-6905 Email : <a href="mailto:CareerServicesCenter@seattlecolleges.edu">CareerServicesCenter@seattlecolleges.edu</a> Fax : 1-206-587-6302 Shiloh Bradley</p>	N	0
14	<p>Seattle Colleges 9600 College Way N Seattle, Washington 98103 Phone : 206-527-3685 Career Services Manual Posting</p>	N	0
15	<p>Seattle University 901 12th Ave PO Box 222000 Seattle, Washington 98122 Phone : 206-296-6080 Career Services Manual Posting</p>	N	0

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16	Shoreline Community College 16101 Greenwood Ave N Shoreline, Washington 98133 Phone : 206-546-5882 Michael Boehm Manual Posting	N	0
17	Tacoma Community College 6501 S 19th St Tacoma, Washington 98466 Phone : 253-566-5191 Jackie Swallow Manual Posting	N	0
18	University of Puget Sound 1500 N Warner St, #1081 Career & Employment Services Tacoma, Washington 98416 Phone : 253-879-3161 Career Services Manual Posting	N	0
19	Unknown (source not adequately identified upon inquiry by SEU)	N	3
20	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
21	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
22	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

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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>
23	Washington State University 382 Murrow Center Pullman, Washington 99164 Phone : 509-335-6576 Darby Baldwin Manual Posting	N	0
24	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
25	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
26	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 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>24</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	11/1/2023	Participation in events or programs sponsored by educational institutions	On November 1, 2023, our SEU's VP of Sales met with a student enrolled in the Principles of Selling class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. During the approximately meeting, the student interviewed our VP of Sales to learn more about broadcast sales positions. They talked about job responsibilities, what broadcast sales positions are like, and how to go about gaining employment in the field post-graduation and other questions and answers surrounding broadcasting. Our VP of Sales was able to provide feedback about the student's engagement during the meeting and rate the student as a part of their class grade.	1	VP of Sales
2	11/8/2023	Participation in events or programs sponsored by educational institutions	On November 8, 2023, our SEU's VP of Sales met with a student enrolled in the Sales Force Management and Advanced Sales 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 Vice President of Sales and was able to conduct the meeting like a sales call, with the intent to "land the meeting". Our Vice President of Sales was able to provide feedback and rate the student as a part of their class grade. Our Vice President of Sales also discussed her career, her career path, and answered questions regarding sales employment in the broadcast industry.	1	VP of Sales

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3	11/9/2023	Participation in events or programs sponsored by educational institutions	On November 9, 2023, our SEU's VP of Sales met with a student enrolled in the Principles of Selling class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. During the meeting, the student interviewed our VP of Sales to learn more about broadcast sales positions. They talked about job responsibilities, what broadcast sales positions are like, and how to go about gaining employment in the field post-graduation. Our VP of Sales was able to provide feedback about the student's engagement during the meeting, answer any questions, and rate the student as a part of their class grade.	1	VP of Sales
4	11/9/2023	Participation in events or programs sponsored by educational institutions	On November 9, 2023, our SEU's Market President met with a student enrolled in the Principles of Selling class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. During the meeting, the student interviewed our Market President to learn more about broadcast sales positions and operations. They talked about job responsibilities, what broadcast sales positions are like, and how to go about gaining employment in the field post-graduation. Our Market President was able to provide feedback about the student's engagement during the meeting, answer questions, and rate the student as a part of their class grade.	1	Market President

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5	2/27/2024	Participation in events or programs sponsored by educational institutions	On February 27, 2024, our SEU's VP of Sales met with a student enrolled in the Winter 2024 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 Vice President of Sales and was able to conduct the meeting like a sales call, with the intent to "land the meeting". Our Vice President of Sales was able to provide feedback and rate the student as a part of their class grade. They also discussed her career, her career path, and answered questions regarding sales employment in the broadcast industry.	1	VP of Sales
6	5/14/2024	Participation in events or programs sponsored by educational institutions	On May 14, 2024, our SEU's VP of Sales met with a student enrolled in the Spring 2024 Marketing 430 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 Vice President of Sales and was able to conduct the meeting like a sales call, with the intent to "land the meeting". Our Vice Present of Sales was able to provide feedback and rate the student as a part of their class grade. They also discussed her career, her career path, and answered questions regarding sales employment in the broadcast industry.	1	VP of Sales