

EEO Public File Report

Employment Unit Covered:
KIRO(AM), KIRO-FM, KTTH(AM)

REPORTING PERIOD:

09/25/2019 - 09/24/2020

Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Job Title	Date Filled	Hire Source	Recruitment Source
710 ESPN Talk Show Host	9/30/2019	Internal Hire	See Recruitment Source List for Entries on or before 18-Sept-2019
710 ESPN Talk Show Host	9/30/2019	Market Referral	See Recruitment Source List for Entries on or before 18-Sept-2019
710 ESPN Talk Show Host	9/30/2019	Internal Hire	See Recruitment Source List for Entries on or before 18-Sept-2019
Administrative Assistant	9/30/2019	Market Referral	See Recruitment Source List for Entries on or before 27-Aug-2019
Promotions and Events Coordinator	10/31/2019	MyNorthwest.com	See Recruitment Source List for Entries on or before 26-Sept-2019
Account Executive, Mariners	11/4/2019	Employee Referral	See Recruitment Source List for Entries on or before 1-Oct-2019
Digital Content Producer	11/4/2019	Employee Referral	See Recruitment Source List for Entries on or before 26-Sept-2019
KTTH Morning Show Producer/Board Operator	11/11/2019	Indeed	See Recruitment Source List for Entries on or before 15-Oct-2019
Video Producer	12/2/2019	Employee Referral	See Recruitment Source List for Entries on or before 15-Oct-2019
MyNorthwest Writer/Editor	1/27/2020	Employee Referral	See Recruitment Source List for Entries on or before 11-Oct-2019
Director of Sales	9/16/2020	Employee Referral	See Recruitment Source List for Entries on or before 26-July-2020

Total Number of Interviewees for All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
Current Worker	7
Glassdoor	1
Indeed	15
LinkedIn	6
Market Referral	3
MyNorthwest.com	8
Referred by Employee	10
Seattle University	1
University of Washington	1
Total	52

Performance Initiatives Undertaken

2020 EEO Year - Performance Initiatives Undertaken (9/25/19- 9/24/20)

JOB FAIRS:

The Unit participated in two annual job fairs in the community. The Unit's Director of Finance attended the Seattle's Diversity Career Fair which was held at the Seattle Center on 1.22.20 and the HR Business Partner attended the Seattle Diversity Career Fair on 7.23.20 which, due to COVID-19 restrictions, needed to be held via a virtual platform.

SPEAKING ENGAGEMENTS:

The Unit's management and staff spoke with educational institutions. The Director of Sales participated on a panel for the University of Washington's Sponsorship and Development class on 10.8.19 and the Sr VP / Market Manager participated in the same panel on 8.7.20. Additionally, a Mariners Account Executive spoke as a speaker at the DECA Fall Leadership Conference on 11.4.19.

MENTORSHIP

During the reporting period, the Unit participated in a company-wide mentorship program. Several staff members participated either as a mentor or mentee. The duration of the mentorship lasted 6 months. The Unit's Director of Sales also served as a mentor with the University of Washington's sales certificate program.

OTHER

The Unit's HR Business Partner participated in diversity and inclusion webinars:

- 6.30.20 Online News Association "Supporting Journalists of Color"
- 8.13.20 TVNewsCheck "Report Card on Race"
- 8.26.20 OCTanner's "Rethinking Diversity & Inclusion at Work"

The Unit's HR Business Partner participated in HR law seminars:

- 6.29.20 Davis Wright Tremaine's "Impacts & Implications of the SCOTUS Decisions on Title VII Workplace Protections"
- 7.30.20 Utah Anti-Discrimination Labor Division EEOC training

The Unit airs recruitment advertisements on all stations throughout the year inviting organizations in to the recruitment process.

The Unit's HR Business Partner participated in the From Day One "A forum on corporate values: building purposeful relationships with employees, customers, and communities." January 28, 2020.

NOTE: The vast majority of our workforce began operating remotely as of March 6, 2020.

Due to the safety protocols for our staff and others while dealing with COVID-19 restrictions, we were unable to engage in many of our traditional outreach initiatives including internships, station tours and job shadows.

Recruitment Source List

The following sources have requested notification of job openings.

Start Date	End Date	Recruitment Source
26-Feb-2007		All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy#210-5 Malibu CA 90265 Phone: (310) 457-6616
23-Jun-2011		Art Institute of Seattle Contact: Renee Pasley Address: 2323 Elliott Ave Seattle WA 98121 Phone: (206)239-2295
22-Sep-2015		Asian American Journalists Association Contact: Samantha Pak Address: P.O. Box 9698 Seattle, WA 98109 Phone:
02-Apr-2007		Bellevue Community College Contact: Fabienne Mouton Address: 3000 Landerholm Circle SE Bellevue WA 98007 Office B232N Phone: (425) 564-2190
10-Dec-2015		C89.5 FM Contact: H. June Fox Address: 10750 30th Ave NE Seattle WA 98125 Phone: 206-252-3801
02-Apr-2007		Centerstone (formerly Central Area Motivation Program) Contact: Leon Garnett Address: 722 18th Ave Seattle WA 98122 Phone: (206) 812-4964
02-Apr-2007		Central Washington University Contact: Career Services

Start Date	End Date	Recruitment Source
		Address: 400 E University Way, Ellensburg WA 98926 Phone: (509) 963-1921
02-Apr-2007		City University Career Planning Contact: Karen Langer Address: 521 Wall Street Ste 100 Seattle, WA 98121 Phone: (206) 239-4500
02-Apr-2007		Clover Park Technical College Contact: Harry Vye Address: 4500 Steilacoom Blvd SW , Lakewood WA 98499 Phone: (253) 583-8765
06-Oct-2009		DeVry University Contact: Elizabeth Thurman Address: 3005 Highland Parkway Downers Grove, IL 60515-5799 Phone: (630) 960-8040
16-Jan-2014		DSHS Contact: Brent Masters Address: 9600 College Way N Seattle WA Phone: 206-549-8344
02-Apr-2007		Eastern Washington University Contact: Nate Bryant Address: 114 Showalter Hall, Cheney WA 99004 Phone: (509) 359-6058
02-Apr-2007		Edmonds Community College Contact: Angel Vogt Address: 20000 68th Ave W Lynnwood WA 98036 Phone: (425) 640-1970
02-Oct-2009		Everett Community College Contact: Miriam Zaragoza Address: 2000 Tower Street Everett WA 98201 Phone: (425) 388-9278
02-Apr-2007		Evergreen State College Contact: Kevin Andrew Address: 2700 Evergreen Pkwy NW Olympia WA 98505 Phone: (360) 867-6189
02-Apr-2007		Evergreen State College (2) Contact: Career Development Address: 2700 Evergreen Parkway NW Olympia, WA 98505 Phone: (360) 867-6193

Start Date	End Date	Recruitment Source
15-Jan-2014		Goodwill Contact: Ahmed Mohamoud Address: 14500 15th Ave NE Shoreline, WA 98155 Phone: (206) 631-8456
02-Apr-2007		Green River Community College Contact: Tom Krause Address: 12401 SE 320th St Auburn WA 98092 Phone: (253) 833-9111
23-Sep-2014		Indeed.com Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 78731 Phone:
18-Aug-2008		Johns Hopkins Career Center Contact: Julie Kuhn Sanchez Address: 3400 North Charles Street Baltimore MD 21218 Phone: (410)516-6677
27-Aug-2013		King County Employment & Education Resources Contact: Sung Cho Address: 500 SW 7th St #201 Renton WA 98057 Phone: (206) 477-6988
02-Apr-2007		Lower Columbia Community College Contact: Jenny Smith Address: 1600 Maple Longview WA 98362 Phone: (360) 442-2330
		mynorthwest.com Contact: Marin Brustuen Address: 1820 Eastlake Ave East Seattle WA 98102 Phone: 206.726.7000
02-Apr-2007		North Seattle Community College Contact: Meredith Bane Address: 9600 College Way Seattle WA 98103 Phone: (206) 934-6074
25-Apr-2008		OH/IL Centers for Broadcasting Contact: D. Clark Address: 9885 Rockside Rd Ste 160 Cleveland OH 44125 Phone: (312) 884-8000

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02-Apr-2007		Pierce College Contact: Diana Baker Address: 9401 Farwest Dr SW Lakewood WA 98498 Phone: (253) 912-3641
21-Sep-2015		Seattle Association of Black Journalists Contact: Kakela Hall Address: Phone:
02-Apr-2007		Seattle Central Community College Contact: Muno Ali Address: 1701 Broadway BE1102E Seattle WA 98122 Phone: (206) 934-4383
02-Apr-2007		Seattle Pacific University Contact: Lori Brown Address: 3307 Third Ave W Ste 216 Seattle WA 98119 Phone: (206) 281-2493
02-Apr-2007		Seattle University - CD Contact: Dan Kelly-Petersen Address: 901 12th Ave Seattle WA 98122 Phone: (206) 296-6080
02-Apr-2007		South Seattle Community College Contact: Kelly Deforrest Address: 6000 16th Ave SW Seattle WA 98106 Phone: (206) 934-7962
31-Dec-1969		South Seattle Community College (2) Contact: Kristen Davey Address: 6000 16th Ave SE Seattle, WA 98106 Phone: (206) 934-5301
31-Dec-1969		South Seattle Community College (3) Contact: Joanne Lee Address: 6000 16th Ave SW Seattle, WA 98106 Phone: (206) 934-5301
05-Dec-2008		Tacoma Housing Authority Contact: Kendra Peischel Address: 1724 E. 44th Street Tacoma WA 98404 Phone: (253) 207-4472

Start Date	End Date	Recruitment Source
05-Dec-2008		Tacoma Housing Authority (2) Contact: Nicole Fillmore-Meshesha Address: 1724 E. 44th Street Tacoma WA 98404 Phone: (253) 207-4414
02-Apr-2007		University of Puget Sound Contact: Sue Dahlin Address: 1500 N Warner #1081 Tacoma WA 98416 Phone: (253) 879-3433
02-Apr-2007		University of Washington Contact: Troy Bonnes Address: Box 353740 CMU 118 Communications Seattle WA 98195 Phone: (206) 543-8860
17-Sept - 2019		Washington State Association of Broadcasters Contact: Keith Shipman PO Box 11341 Tacoma, WA 98411 Phone: (360) 705-0774
02-Apr-2007		Washington State University Contact: Job Listings (Career Advising Office) Address: 226 Murrow Hall PO Box 642530 Pullman WA 99164-2530 Phone: (509) 335-7333
02-Apr-2007		Washington Vocational Services Contact: Laura Allen Address: 22316 70th ave w suite D Mountlake Terrace WA 98043 Phone: (425) 774-3338
02-Apr-2007		Washington Women's Employment Contact: Nancy Robles Address: 3516 S 47th St #205 Tacoma WA 98409 Phone: (253) 590-0651
02-Apr-2007	31-Mar-2017	Western Washington University Contact: Effie Eisses Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-7579
02-Apr-2007		Western Washington University- Contact: Dannie Schwarz Address: 516 High Street OM 280 MS9002 Bellingham WA 98225 Phone: (360) 650-2944

Start Date	End Date	Recruitment Source
13-Aug-2008		Whitman College Contact: Marisol Martinez Address: 345 Boyer Ave Walla Walla WA 99362 Phone: (509) 527-5183
23-May-2014		WorkSource Seattle-King County Contact: Julie Shor Address: 500 SW 7th St Ste 100 Renton, WA 98057 Phone: (206) 477-7040
03-Apr-2009		WWU: Communication Department Contact: Ann Reynolds Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-3870
03-Apr-2009		WWU: KUGS-FM Contact: Jamie Hoover Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-4771