

## **EEO Public File Report 2020-2021**

*The radio stations in the Station Employment Unit are licensed to Saga Broadcasting, LLC, dba Cascade Radio Group.*

### **A: Full-Time Vacancies Filled During the Past year**

Sales AE (2)  
Promotions Director  
News Host/ Anchor – KGMI  
Business Manager

### **B: Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy** *See Recruitment Attachment (Addendum D)*

### **C: Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year: 20**

### **D: Total Number of Interviewees for all Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:**

Internet Ad/All Access	12
Radio Advertisement	4
Employee Referral	3
In House/Promotion	0
Station Web Site	1
Other Activities	0
<b>Total</b>	<b>20</b>

*See Addendum D Attachment*

### **E: Outreach Activities**

*See Addendum E Attachment*

RECRUITMENT AND REFERRAL SOURCES  
Addendum E

Company Name	SubName	Address	City	St	Zip	email	Website	Phone	Fax
ALLACCESS.com	Cascade Radio Group	2219 Yew Street Road	Bellingham	WA	98229	bushman@cascaderadiogroup.com	www.allaccess.com	360-734-9790	360-733-4551
KGMI (on-air)	Cascade Radio Group	2219 Yew Street Road	Bellingham	WA	98229	bushman@cascaderadiogroup.com		360-734-9790	360-733-4551
KISM (on-air)	Cascade Radio Group	2219 Yew Street Road	Bellingham	WA	98229	bushman@cascaderadiogroup.com		360-734-9790	360-733-4551
KAFE (on-air)	Cascade Radio Group	2219 Yew Street Road	Bellingham	WA	98229	bushman@cascaderadiogroup.com		360-734-9790	360-733-4551
KPUG (on-air)	Cascade Radio Group	2219 Yew Street Road	Bellingham	WA	98229	bushman@cascaderadiogroup.com		360-734-9790	360-733-4551
KBAI (on-air)	Cascade Radio Group	2219 Yew Street Road	Bellingham	WA	98229	bushman@cascaderadiogroup.com		360-734-9790	360-733-4551
KGMI.com	Cascade Radio Group	2219 Yew Street Road	Bellingham	WA	98229	bushman@cascaderadiogroup.com	www.KGMI.com	360-734-9790	360-733-4551
KPUG1170.com	Cascade Radio Group	2219 Yew Street Road	Bellingham	WA	98229	bushman@cascaderadiogroup.com	www.KISM.com	360-734-9790	360-733-4551
930KBAI.com	Cascade Radio Group	2219 Yew Street Road	Bellingham	WA	98229	bushman@cascaderadiogroup.com	www.KPUG1170.com	360-734-9790	360-733-4551
CascadeRadioGroup.com	Cascade Radio Group	2219 Yew Street Road	Bellingham	WA	98229	bushman@cascaderadiogroup.com	www.KAFE.com	360-734-9790	360-733-4551
Saga Communications	Saga Communications	73 Kercheval Ave, Ste #201	Bellingham	WA	98229	bushman@cascaderadiogroup.com	www.930KBAI.com	360-734-9790	360-733-4551
Western Washington University	WWU	516 High Street	Groese Pointe	MI	78236	twiley@saga.com	www.cascaderadiogroup.com	313-866-7070	
Washington State Association of Broadcasters	WSAB	724 Columbia St. N.W. Suite 310	Bellingham	WA	98225		www.Saga.com	360-650-3000	
LinkedIn	LinkedIn		Olympia	WA	98501-1249		www.wsab.org	360-705-0774	360-705-0873
							www.linkedin.com		

## **2020-2021 Addendum E**

### **Outreach Activities**

#### **Participation in Other Activities**

The Cascade Radio Group regularly participates in **Out-reach efforts**.

Activity: **Virtual Job Fair**

The General Manager of the Cascade Radio Group participated in a virtual job fair via Zoom meetings with Western Washington University students interested in careers in broadcasting. Through their "Handshake" system, various opportunities were presented to prospective candidates.

April 29, 2021

#### **Participation in Job Fair**

The General Manager of the Cascade Radio Group participated in a job fair at Western Washington University. This involved a presentation to students interested in a journalism or a broadcasting career as well as being able to engage the General Manager in discussions about the various openings at the station. Pamphlets were available to further illustrate the various employment opportunities within Radio.

September 20, 2021

Activity: **Diversity Training for Managers**

The Department Heads of the Cascade Radio Group participate in diversity training by locating informative and educational videos regarding cultural diversity in the workplace, identifying sexual harassment, workplace bullying or other topical workplace issues. These are then watched by the team as warranted, and discussions are held to incorporate these lessons and practices into our culture.

Complyright.com presentation (Business Manager)

The State of Employment Law: How to Comply with Trending Hiring Laws.

Jamie Lizotte

March 3, 2021

Complyright.com presentation (Shared with Management Staff)

From in-Person Taunting to Online bullying: How to Halt Harassment in Today's Changing Workplace.

Jamie Lizotte

August 15, 2021

Activity: **Mentoring Program**

The Cascade Radio Group continued its training and mentoring programs for the staff. These programs enable any employee of the radio station to acquire skills that could qualify them for a higher-level position, either in another department or in their current department. This training is designed for each employee's needs and desires. We encourage all staff to participate in learning new skills to enhance their career potential.