

KJR-FM, KUBE, KJR, KHHO, KBKS-FM, KJAQ, KZOK-FM, KFNQ, KTDD
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
Outside Sales	1-5, 7, 9-16, 18-21	18
Outside Sales	1-5, 7, 9-16, 18-21	11
Morning Air Talent	8	8
Morning Show host	8	8
Morning Show co-host	8	8
Account Executive	1-7, 9-10, 12-17, 21	6
Executive Producer for The Jubal Show on 106.1	1-7, 9-10, 12-16, 21	6

KJR-FM, KUBE, KJR, KHHO, KBKS-FM, KJAQ, KZOK-FM, KFNQ, KTDD**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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	4
7	Evergreen State College 2700 Evergreen Parkway NW Olympia, Washington 98505 Phone : 360-867-6193 Email : careerdevelopment@evergreen.edu Mychael Heuer	N	0
8	Exigent Circumstances	N	3

KJR-FM, KUBE, KJR, KHHO, KBKS-FM, KJAQ, KZOK-FM, KFNQ, KTDD**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
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	LinkedIn - Not directly contacted by SEU	N	1
12	Nathan Hale High School 10750 30th Ave NE Seattle, Washington 98125 Phone : 206-252-3800 Fax : 1-206-252-3805 Gregg Neilson	N	0
13	Renton Technical College 3000 NE 4th St Renton, Washington 98056 Phone : 425-235-2352 X7785 Email : miko@rtc.edu Michelle Iko	N	0
14	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
15	Shoreline Community College 16101 Greenwood Ave N Shoreline, Washington 98133 Phone : 206-546-5882 Email : mboehm@shoreline.edu Michael Boehm	N	0

KJR-FM, KUBE, KJR, KHHO, KBKS-FM, KJAQ, KZOK-FM, KFNQ, KTDD**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	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
17	Unknown (source not adequately identified upon inquiry by SEU)	N	1
18	Walk In/Self-Referral	N	1
19	Walla Walla University 204 S College Ave Career Center College Place, Washington 99324 Phone : 509-527-2664 Email : career@wallawalla.edu Career Services	N	0
20	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
21	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:			11

KJR-FM, KUBE, KJR, KHHO, KBKS-FM, KJAQ, KZOK-FM, KFNQ, KTDD**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/22/2019	Participation in events or programs sponsored by educational institutions	On October 22, 2019, our VP of Sales served as a panelist for a ‘Selling oneself in a Sales Interview’ mock interview event with the Fall 2019 Marketing 430 class at the U of W Foster School of Business in Seattle, WA. Our VPS had the opportunity to speak to the students about our company and the types of broadcast sales opportunities that could be available for graduates of the sales program. As a panelist, our VPS observed the students conduct mock sales interviews with one another and provided constructive feedback.	1	VP of Sales
2	1/22/2020	Participation in Job Fairs	On January 22, 2020, our SEU participated in Seattle’s 20th Annual Diversity Employment Day Career Fair, hosted by City Career Fairs. This event was held at the Seattle Center in Seattle, WA. Station participants included our Director of Marketing & Promotions and Promotions Director, who were able to speak with interested job seekers about broadcast employment opportunities. They reviewed resumes and answered questions about working in the broadcast industry.	2	Director of Marketing and Promotions Promotions Director
3	2/25/2020	Participation in events or programs sponsored by educational institutions	On February 25, 2020, our SEU’s VP of Sales met with a student enrolled in the Winter 2020 Marketing 430 class in the Jack and Ann Rhodes Professional Sales Program at the University of Washington’s Foster School of Business. The student visited our office in Seattle, WA for this mentorship meeting. 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 and answered questions regarding sales employment in the broadcast industry.	1	VP of Sales

KJR-FM, KUBE, KJR, KHHO, KBKS-FM, KJAQ, KZOK-FM, KFNQ, KTDD

EEO PUBLIC FILE REPORT

October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/11/2020	Participation in events or programs sponsored by educational institutions	On May 11, 2020, our SEU's VP of Sales met virtually with a student enrolled in the Jack and Ann Rhodes Professional Sales Program Spring 2020 term at the University of Washington's Foster School of Business. During the video call, 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 and answered questions regarding sales employment in the broadcast industry.	1	VP of Sales
5	6/23/2020	Provision of training to management	In June 2020, our SEU's Metro President 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	Metro President