

**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

| <b>Job Title</b>                               | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--|--|-------------------------------|
| 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                             |

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| <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<br>3639 Martin Luther King Jr Way S<br>Seattle, Washington 98144<br>Phone : 206-695-7600<br>Fax : 1-206-695-7606<br>Young Lim  | N  | 0   |
| 2                | Bellevue Community College Career Center<br>3000 Landerholm Circle SE B231<br>Bellevue, Washington 98007<br>Phone : 425-564-2279<br>Email : careers@bellevuecollege.edu<br>Nicholas Laymon  | N  | 0   |
| 3                | Central Washington University<br>400 E University Way<br>Ellensburg, Washington<br>Phone : 509-963-1921<br>Email : career@cwu.edu<br>Career Services  | N  | 0   |
| 4                | City University Career Planning & Placement<br>11900 NE 1st St<br>Bellevue, Washington 98005<br>Email : careers@cityu.edu<br>Fax : 1-425-709-5441<br>Paul Saulsvil  | N  | 0   |
| 5                | Dept. of Army, Fort Lewis Civilian Personnel Advisory Center<br>P.O. Box 339500, Mail Stop 37 Attn: NAF HR office<br>Joint Base Lewis-McChord, Washington 98433<br>Phone : 253-966-3471<br>Url : <a href="http://acpol.army.mil/employment">http://acpol.army.mil/employment</a><br>Email : rosemary.mitchel@us.army.mil<br>Rosemary Michel | N  | 0   |
| 6                | Employee Referral   | N  | 4   |
| 7                | Evergreen State College<br>2700 Evergreen Parkway NW<br>Olympia, Washington 98505<br>Phone : 360-867-6193<br>Email : careerdevelopment@evergreen.edu<br>Mychael Heuer   | N  | 0   |
| 8                | Exigent Circumstances   | N  | 3   |

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|------------------|---|--|---|
| 9                | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting | N  | 0   |
| 10               | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting | N  | 1   |
| 11               | LinkedIn - Not directly contacted by SEU  | N  | 1   |
| 12               | Nathan Hale High School<br>10750 30th Ave NE<br>Seattle, Washington 98125<br>Phone : 206-252-3800<br>Fax : 1-206-252-3805<br>Gregg Neilson  | N  | 0   |
| 13               | Renton Technical College<br>3000 NE 4th St<br>Renton, Washington 98056<br>Phone : 425-235-2352 X7785<br>Email : <a href="mailto:miko@rtc.edu">miko@rtc.edu</a><br>Michelle Iko  | N  | 0   |
| 14               | Seattle University<br>901 12th Ave PO Box 222000<br>Seattle, Washington 98122<br>Phone : 206-296-6080<br>Email : <a href="mailto:careerservices@seattleu.edu">careerservices@seattleu.edu</a><br>Fax : 1-206-296-6087<br>Career Services          | N  | 0   |
| 15               | Shoreline Community College<br>16101 Greenwood Ave N<br>Shoreline, Washington 98133<br>Phone : 206-546-5882<br>Email : <a href="mailto:mboehm@shoreline.edu">mboehm@shoreline.edu</a><br>Michael Boehm  | N  | 0   |

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|--|---|--|---|
| 16   | University of Puget Sound<br>1500 N Warner St, #1081 Career & Employment Services<br>Tacoma, Washington 98416<br>Phone : 253-879-3161<br>Fax : 1-253-879-2927<br>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<br>204 S College Ave Career Center<br>College Place, Washington 99324<br>Phone : 509-527-2664<br>Email : career@wallawalla.edu<br>Career Services  | N  | 0   |
| 20   | Washington State Dept. of Services for the Blind<br>3411 S Alaska St.<br>Seattle, Washington 98504<br>Phone : 206-721-4422<br>Email : info@dsb.wa.gov<br>Fax : 1-206-721-4103<br>Career Services                | N  | 0   |
| 21   | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>11</b>   |

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|   | <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 | 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<br>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   |

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|---|-------------|---|--|-------------------------------------|--------------------------|
| 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          |