

# EEO Public File Report

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

## REPORTING PERIOD:

09/25/2017 - 09/24/2018

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

Job Title	Date Filled	Source of Hire	Recruitment Sources
News Producer	Oct 16, 2017	Employee Referral	See Recruitment Source List for Entries on or before 6-Sept-2017 for the following media:
News Producer	Oct 30, 2017	Employee Referral	See Recruitment Source List for Entries on or before 6-Sept-2017 for the following media:
Promotions Administrative Assistant	Oct 13, 2017	Employee Referral	See Recruitment Source List for Entries on or before 13-Sept-2017 for the following media:
Talk Show Contributor	April 2, 2018	Mynorthwest.com	See Recruitment Source List for Entries on or before 25-Oct-2017 for the following media:
Program Director	March 12, 2018	Employee Referral	See Recruitment Source List for Entries on or before 15-Dec-2017 for the following media:
Account Executive	March 5, 2018	Market Referral	See Recruitment Source List for Entries on or before 31-Jan-2018 for the following media:
Broadcast Network Engineer	June 11, 2018	Indeed	See Recruitment Source List for Entries on or before 03-March-2018 for the following media:
KTTH Producer/Board Operator	May 8, 2018	Mynorthwest.com	See Recruitment Source List for Entries on or before 11-April-2018 for the following media:
News Editor	July 23, 2018	Employee Referral	See Recruitment Source List for Entries on or before 30-April-2018 for the following media:
Writer-Editor	Sept 24, 2018	Glassdoor	See Recruitment Source List for Entries on or before 27-July-2018 for the following media:

## Total Number of Interviewees for All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
All Access	1
Classified/Ad	1
Employee Referral	16
Glassdoor	1
Indeed.com	12
Internal Applicant	7
LinkedIn	6
Market Referral	5
Monster	1
mynorthwest.com	5
Washington State University	1
<b>Total:</b>	<b>56</b>

## Performance Initiatives Undertaken

2018 EEO Year - Performance Initiatives Undertaken (9/25/17- 9/24/18)

### JOB FAIRS:

The Unit's HR Business Partner participated in a variety of job fairs in the community including: Seattle's Diversity Career Fair at the Seattle Center on 1.17.18 and at Showare Center in Kent on 7.18.18 along with the Seattle Storm's Sports & Entertainment Career Fair at the Key Arena on 5.31.18.

### SPEAKING ENGAGEMENTS:

The Unit's management and staff spoke with various educational institutions including: A Green River Community College journalism class on 10.11.17 (KIRO FM Anchor) and 2.16.18 (KIRO AM Sales Manager); Hubbard Talent Institute at Central Washington University (the students toured the Unit's stations on 7.18.18 and a KIRO AM host gave a presentation on sports broadcasting), the Unit's Chief Engineer and Broadcast Maintenance Engineer presented at CWU on 7.19.18 and the KIRO FM's Program Director and a Host gave presentations on 7.23.18 at CWU; the Unit's Market Manager mentored three University of Washington sales certificate program students throughout the year; a KIRO AM Sales Manager was a part of a broadcast and sponsorship panel at the University of Washington on 12.4.18 and an Account Executive served as a mentor for two University of Washington sales certification students during the period.

**JOB SHADOWS:**

The Unit offered job shadow opportunities to high school and college students wishing to gain exposure to the broadcast environment. Two job shadows took place on 10.20.17 with a KIRO AM Producer/Board Operator and two students from Central Washington University. On 1.30.18 another Central Washington University student shadowed a KIRO AM talk show. On 6.19.18 a high school student shadowed an Account Executive and a KIRO AM talk show.

**INTERNSHIPS:**

The Unit hosts a year-round internship program aimed at giving exposure to a variety of positions in the broadcast industry and helping to develop the students' skills needed for future employment in the industry. Interns receive school credit for their hours. During the current reporting period, a total of 6 students participated in the Unit's internship program. The various schools represented were: Bellevue College (1), Syracuse University (1), University of Washington (1) Washington State University (1), Western Washington University (1), and Whitworth University (1).

The internships are given in exchange for college credit. Supervisors work with interns to build skills needed in their particular field of interest as well as connect them in with other resources within the industry. Interns are able to gain a first-hand understanding of the industry to learn about what a career in broadcast entails. Departments represented by these internships were news, programming/sports and digital.

**STATION TOURS**

On 11.6.17, Green River CC brought 15 students and their teacher to the stations for a tour and discussion led by a KIRO FM Anchor.

**OTHER**

During the reporting period, the Unit's HR Business Partner hosted the annual kick off meeting (on 9.13.18) and participated in broadcaster ascertainment meetings throughout the year with community organizations.

The Unit's HR Business Partner attended Seattle University's First Annual Engaged Employer Symposium on 8.6.18 which focused on the areas of diversity, equity and inclusion.

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

## 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 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

<b>Start Date</b>	<b>End Date</b>	<b>Recruitment Source</b>
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 Comm 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
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

Start Date	End Date	Recruitment Source
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 Comm 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
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:

<b>Start Date</b>	<b>End Date</b>	<b>Recruitment Source</b>
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
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

<b>Start Date</b>	<b>End Date</b>	<b>Recruitment Source</b>
02-Apr-2007		University of Washington Contact: Troy Bonnes Address: Box 353740 CMU 118 Communications Seattle WA 98195 Phone: (206) 543-8860
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 Womens 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
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

**Start Date**

**End Date**

**Recruitment Source**

03-Apr-2009

WWU: KUGS-FM

Contact: Jamie Hoover

Address: 516 High Street Bellingham WA 98225

Phone: (360) 650-4771