

EEO Public File Report

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

REPORTING PERIOD:

09/25/2013 - 09/24/2014

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	Advertising Area
710 ESPN Seattle Program Director (14076)	06-Mar-2014	mynorthwest.com	See Recruitment Source List for Entries on or before 07-Jan-2014 for the following media:	Radio
Bonneville Seattle Sales Assistant - (FT - 14067)	11-Dec-2013	mynorthwest.com	See Recruitment Source List for Entries on or before 11-Oct-2013 for the following media:	Radio
KIRO Radio Morning News Host/Anchor (FT - 14070)	13-Jan-2013	Market Referral	See Recruitment Source List for Entries on or before 20-Nov-2013 for the following media:	Radio
Morning News Producer (FT - 14072)	28-Dec-2013	Employee Referral	See Recruitment Source List for Entries on or before 10-Dec-2013 for the following media:	Radio
Sales Assistant (14084)	06-Jun-2014	Employee Referral	See Recruitment Source List for Entries on or before 27-May-2014 for the following media:	Radio
710 ESPN Seattle Account Executive (14088)	15-Jul-2014	Employee Referral	See Recruitment Source List for Entries on or before 30-Jun-2014 for the following media:	Radio
Producer - 710 ESPN Seattle (14086)	01-Aug-2014	All Access	See Recruitment Source List for Entries on or before 09-Jun-2014 for the following media:	Radio
Sports Talk Show Producer - Mariners Pre & Post Game Host - Talk Show Host (14087)	01-Aug-2014	All Access	See Recruitment Source List for Entries on or before 26-Jun-2014 for the following media:	Radio

Promotions Administrative Assistant (14089)	05-Aug-2014	Indeed.com	See Recruitment Source List for Entries on or before 07-Jul-2014 for the following media:	Radio
Traffic Coordinator (14092)	14-Aug-2014	Indeed.com	See Recruitment Source List for Entries on or before 29-Jul-2014 for the following media:	Radio
KTTH Talk Show Host (FT - 14065)	17-Dec-2013	mynorthwest.com	See Recruitment Source List for Entries on or before 08-Oct-2013 for the following media:	Radio

Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
Employee Referral	13
Indeed.com	12
Mynorthwest.com	11
All Access	9
Internal Applicant	8
Market Referral	3
Radio Ad	1
Total:	57

Performance Initiatives Undertaken

During the reporting period, a total of 18 students participated in The Unit's year round internship program. Schools represented: Bellevue College (1), Central Washington University (2), George Washington University (1), Green River Community College (1), Northwestern (2), Pacific Lutheran University (1), Seattle Pacific University (3), University of Washington (2), Washington State University (3), Western Washington University (1), and Whitman (1). The internship allows students to receive credit for internship hours. Supervisors work with interns in their chosen field to give them access and exposure to the industry. Interns are given projects and tasks to hone their skill sets, attend meetings to gain a broader understanding of the business and industry and shadow employees to learn firsthand what a career in the broadcast industry involves. Departments involved: News, Programming, Sales, and Digital.

The Unit participated in a variety of job fairs in the community including: DeVry University Career Fair (October 8, 2013); City Career Fair's "Diversity Employment Day" at Sea-Tac airport (January 15, 2014); Edmonds Community College Internship Fair (February 5, 2014); Sandy Chamber Job Fair in SLC, Utah (June 23, 2014); Diversity Career Fair at ShoWare Center in Kent (July 23, 2014) educating those in attendance about careers in the broadcast industry.

The Unit's management and staff spoke at various educational institutions including Green River Community College KGRG Journalism 152 Class on February 21, 2014 and again on May 2, 2014.

The Unit's management and staff continue to provide guided tours to many area scouting groups: Cub Scout Pack 600 on December 16, 2013; Tiger Troops - Pack 504 from Bonney Lake and Pack 319 on January 25, 2014; (21) 9th-12th grade home school co-op tour and mock newscasts on January 28, 2014; Tiger Troop on January 29, 2014; Girl Scout Troop 41958 on March 3, 2014; Tiger Pack 420 from Kent (18 kids, 14 adults) on April 27, 2014.

The Unit offered job shadows to high school students wishing to gain exposure to the broadcast environment. The job shadow accepted involved sitting in the studio with a producer during show prep as well as the live show for talk shows on KIRO FM. There was one (1) student from Kingston High School on June 27, 2014 that participated in the program.

The Unit has offered internal job shadows to employees wishing to gain exposure to new roles and expand their skill sets. As of this report two individuals in promotions took advantage of this opportunity on August 27, 2014 and then for a few days over the two week period of August 25 – Sept 5, 2014.

During the reporting period the Unit's HR Director participated in monthly broadcaster ascertainment meetings with community organizations.

The Unit's HR Director attended the 1st Annual Higher Education as Collaboration: An Educator-Employer Forum conference on May 20, 2014.

Recruitment Source List

The following sources have requested notification of job openings.

Start Date	Media Type	Recruitment Source
26-Feb-07	Radio	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy#210-5 Malibu CA 90265 Phone: (310) 457-6616
23-Jun-11	Radio	Art Institute of Seattle Contact: Renee Pasley Address: 2323 Elliott Ave Seattle WA 98121 Phone: (206)239-2295
2-Apr-07	Radio	Bellevue Community College Contact: Fabienne Mouton Address: 3000 Landerholm Circle SE Bellevue WA 98007 Phone: (425) 564-2476
2-Apr-07	Radio	Centerstone (formerly Central Area Motivation Program) Contact: Rebekah Binns Address: 722 18th Ave Seattle WA 98122 Phone: (206) 812-4943
2-Apr-07	Radio	Central Washington University Contact: Career Services Address: 400 E 8th Ave, Ellensburg WA 98926 Phone: (509) 963-1921
2-Apr-07	Radio	City University Career Planning Contact: Address: 11900 NE 1st St, Bellevue WA 98005 Phone: (425) 709-7607
2-Apr-07	Radio	Clover Park Technical College Contact: Harry Vye Address: 4500 Steilacoom Blvd SW , Lakewood WA 98499 Phone: (253) 583-8765
6-Oct-09	Radio	DeVry University Contact: Deborah Douglas Address: 3600 S 344th Way, Federal Way WA 98001 Phone: (253) 943-2848
2-Apr-07	Radio	Eastern Washington University Contact: Virginia Hinch Address: 114 Showalter Hall Cheney WA 99004 Phone: (509) 359-2329
2-Apr-07	Radio	Edmonds Comm College

		Contact: Angel Vogt Address: 20000 68th Ave W Lynnwood WA 98036 Phone: (425) 640-1970
2-Oct-09	Radio	Everett Community College Contact: Nidia Alqeeq Address: 2000 Tower Street Everett WA 98201 Phone: (425) 388-9016
2-Apr-07	Radio	Evergreen State College Contact: Steve Laing Address: 2700 Evergreen Pkwy NW Olympia WA 98505 Phone: (360) 867-6189
2-Apr-07	Radio	Evergreen State College (2) Contact: Career Development Address: 2700 Evergreen Parkway NW Olympia, WA 98505 Phone:
15-Jan-14	Radio	Goodwill Contact: Korri Shimizu Address: 14500 15th Ave NE Shoreline, WA 98155 Phone: 206-631-8456
2-Apr-07	Radio	Green River Community College Contact: Tom Krause Address: 12401 SE 320th St Auburn WA 98092 Phone: (253) 833-9111
23-Sep-14	Radio	Indeed.com Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 78731 Phone:
18-Aug-08	Radio	Johns Hopkins Career Center Contact: Sarah Gubara Address: 3400 North Charles Street Baltimore MD 21218 Phone: (410)516-8055
27-Aug-13	RADIO	King County Employment & Education Resources Contact: Sung Cho Address: Phone: 206-477-6988
2-Apr-07	Radio	Lower Columbia Comm College Contact: Jenny Smith Address: 1600 Maple Longview WA 98362 Phone: (360) 442-2330
	Radio	mynorthwest.com

		Contact: Marin Brustuen Address: 1820 Eastlake Ave East Seattle WA 98102 Phone:
2-Apr-07	Radio	North Seattle Community College Contact: Meridith Bane Address: 9600 College Way Seattle WA 98103 Phone: (206) 934-6074
25-Apr-08	Radio	OH/IL Centers for Broadcasting Contact: Gary James Address: 9885 Rockside Rd Ste 160 Cleveland OH 44125 Phone: (216) 503-5900
2-Apr-07	Radio	Pierce College Contact: Danny Marshall Address: 9401 Farwest Dr SW Lakewood WA 98498 Phone: (253) 912-3641
2-Apr-07	Radio	Seattle Central Community College Contact: Shiloh Bradley Address: 1701 Broadway BE1102E Seattle WA 98122 Phone: (206)934-4383
2-Apr-07	Radio	Seattle Pacific University Contact: Rick Sass Address: 3307 Third Ave W ste 216 Seattle WA 98119 Phone: (206) 281-2344
2-Apr-07	Radio	Seattle University - CD Contact: Dan Kelly-Petersen Address: 901 12th Ave Seattle WA 98122 Phone: (206) 296-6080
2-Apr-07	Radio	South Seattle Community College Contact: Kelly Deforrest Address: 6000 16th Ave SW Seattle WA 98106 Phone: (206) 934-7962
31-Dec-69	Radio	South Seattle Community College (2) Contact: Kristen Davey Address: 6000 16th Ave SE Seattle, WA 98106 Phone: 206-934-5301
31-Dec-69	Radio	South Seattle Community College (3) Contact: Joanne Lee Address: 6000 16th Ave SW Seattle, WA 98106 Phone: 206-934-5301
5-Dec-08	Radio	Tacoma Housing Authority Contact: Kendra Peischel

		Address: 1724 E. 44th Street Tacoma WA 98404 Phone: (253) 207-4472
5-Dec-08	Radio	Tacoma Housing Authority (2) Contact: Nicole Fillmore-Meshesha Address: 1724 E. 44th Street Tacoma WA 98404 Phone: (253) 207-4414
2-Apr-07	Radio	University of Puget Sound Contact: Elizabeth Wormsbecker Address: 1500 N Warner #1081 Tacoma WA 98416 Phone: (253) 879-2639
2-Apr-07	Radio	University of Washington Contact: Tabitha Bronsema Address: Box 353740 CMU 118 Communications Seattle WA 98195 Phone: (206) 543-8860
2-Apr-07	Radio	Washington State University Contact: Job Listings (Career Advising Office) Address: 226 Murrow Center Pullman WA 99164 Phone: (509) 335-1556
2-Apr-07	Radio	Washington Vocational Services Contact: Janee Davis Address: 22316 70th Ave W Suite D Mountlake Terrace WA 98043 Phone: (425) 774-3338
2-Apr-07	Radio	Washington Womens Employment Contact: Nancy Robles Address: 3516 S 47th St #205 Tacoma WA 98409 Phone: (253)590-0651
2-Apr-07	Radio	Western Washington University Contact: Effie Eisses Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-3240
2-Apr-07	Radio	Western Washington University- Contact: Dannie Schwarz Address: 516 High Street OM 280 MS9002 Bellingham WA 98225 Phone: (360) 650-2944
13-Aug-08	Radio	Whitman College Contact: Marisol Martinez Address: 345 Boyer Ave Walla Walla WA 99362 Phone: (509) 527-5183
23-May-14	Radio	WorkSource Seattle-King County

		Contact: Julie Shore Address: 500 SW 7th St ste 100 Renton, WA 98057 Phone: 206-477-7040
3-Apr-09	Radio	WWU: Communication Department Contact: Ann Reynolds Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-3870
3-Apr-09	Radio	WWU: KUGS-FM Contact: Jamie Hoover Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-4771