

EEO Public File Report

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

REPORTING PERIOD:

09/25/2014 - 09/24/2015

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
Community Manager	16-Oct-2014	mynorthwest.com	See Recruitment Source List for Entries on or before 08-Sep-2014 for the following media:	Radio
Digital Media Writer- Editor	20-Jan-2015	Indeed.com	See Recruitment Source List for Entries on or before 18-Dec-2014 for the following media:	Radio
Sales Assistant	24-Jan-2015	Employee Referral	See Recruitment Source List for Entries on or before 06-Jan-2015 for the following media:	Radio
Talk Host	25-Feb-2015	Internal Hire	See Recruitment Source List for Entries on or before 13-Feb-2015 for the following media:	Radio
KIRO Radio/KTTH AM Account Executive	05-Mar-2015	Employee Referral	See Recruitment Source List for Entries on or before 03-Dec-2014 for the following media:	Radio
Talk Host	05-Mar-2015	Internal Hire	See Recruitment Source List for Entries on or before 13-Feb-2015 for the following media:	Radio
KTTH AM Account Executive	12-Mar-2015	Indeed.com	See Recruitment Source List for Entries on or before 02-Dec-2014 for the following media:	Radio
Assistant Controller	21-Mar-2015	Employee Referral	See Recruitment Source List for Entries on or before 09-Mar-2015 for the following media:	Radio
Producer, 710 ESPN Seattle	27-Mar-2015	Employee Referral	See Recruitment Source List for Entries on or before 05-Feb-2015 for the following media:	Radio

Producer, 710 ESPN Seattle	27-Mar-2015	Internal Hire	See Recruitment Source List for Entries on or before 05-Feb-2015 for the following media:	Radio
Digital Media Writer - Editor (FT)	29-Mar-2015	Employee Referral	See Recruitment Source List for Entries on or before 17-Mar-2015 for the following media:	Radio
Reporter (KIRO FM)	03-Apr-2015	mynorthwest.com	See Recruitment Source List for Entries on or before 11-Feb-2015 for the following media:	Radio
Account Executive, Entry Level	13-Apr-2015	Employee Referral	See Recruitment Source List for Entries on or before 20-Mar-2015 for the following media:	Radio
Sports Talk Show Producer/Host (710 ESPN Seattle)	26-Apr-2015	Employee Referral	See Recruitment Source List for Entries on or before 12-Feb-2015 for the following media:	Radio
Sales Assistant	30-Apr-2015	Employee Referral	See Recruitment Source List for Entries on or before 24-Mar-2015 for the following media:	Radio
Account Executive, Entry Level	01-May-2015	Internal Hire	See Recruitment Source List for Entries on or before 20-Mar-2015 for the following media:	Radio
Event Coordinator	22-May-2015	mynorthwest.com	See Recruitment Source List for Entries on or before 22-Apr-2015 for the following media:	Radio
Account Executive, Entry Level	06-Jun-2015	Internal Hire	See Recruitment Source List for Entries on or before 20-Mar-2015 for the following media:	Radio
Editor/Anchor - KIRO FM (FT)	08-Jun-2015	Internal Hire	See Recruitment Source List for Entries on or before 05-May-2015 for the following media:	Radio
Account Executive (KIRO-KTTH)	20-Jul-2015	Market Referral	See Recruitment Source List for Entries on or before 22-Jun-2015 for the following media:	Radio
Account Executive (KIRO-KTTH)	21-Jul-2015	mynorthwest.com	See Recruitment Source List for Entries on or before 22-Jun-2015 for the following media:	Radio
Account Executive (KIRO-KTTH)	22-Jul-2015	Employee Referral	See Recruitment Source List for Entries on or before 22-Jun-2015 for the following media:	Radio

FT Overnight Board Operator	23-Jul-2015	Internal Hire	See Recruitment Source List for Entries on or before 02-Jul-2015 for the following media:	Radio
Digital Media Writer- Editor	19-Aug-2015	Indeed.com	See Recruitment Source List for Entries on or before 07-Jul-2015 for the following media:	Radio
Traffic Reporter (KIRO Radio)	19-Aug-2015	Indeed.com	See Recruitment Source List for Entries on or before 22-Jul-2015 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
All Access	9
Employee Referral	19
Evergreen State College	1
Glassdoor	1
Indeed.com	34
Internal Applicant	8
Internal Hire	7
Job Fair	1
LinkedIn	1
Market Referral	3
mynorthwest.com	13
Washington State University	1
Total:	98

Performance Initiatives Undertaken

The Unit participated in a variety of job fairs in the community including: Salt Lake City DMC Career Fair 10.30.14; Seattle's Diversity Career Fair 1.21.15; EDCC Internship Fair 2.4.15; and another Seattle Diversity Career Fair 7.21.15 offering opportunities to engage in the broadcast community.

The Unit's management and staff spoke with various educational institutions including Green River Community College on 2.13.15 and 5.2.15 and the UW Sales Mentorship program which meets individually with mentees three times throughout the year.

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

The Unit's HR Director also attended the Diversity Roundtable panels prior to the start of each Diversity Career Fair to learn more about current trends in diversity initiatives and ways to incorporate diversity into the workplace.

The Unit's management and staff continue to provide guided tours to many area scouting and educational groups: Cub Scout Pack 725 from Kent on 1.20.15 and a group of 10 Pepperdine students and two chaperones on 3.3.15.

The Unit offered job shadows to high school and college students wishing to gain exposure to the broadcast environment. A sales job shadow on 10/3/14 involved working with a 710 ESPN Seattle Account Executive to witness the sales process first hand by accompanying the Account Executive on calls. Another job shadow on 11/11/14 involved working with a KIRO Radio reporter to learn interview skills and how to craft a story. Yet another job shadow experience on 4/8/15 involved working in the promotions department and learning about broadcast marketing.

The Unit hosts a year round internship program. During the current reporting period, a total of 13 students participated in The Unit's year round internship program. Schools represented: Everett Community College (1); North Seattle Community College (1); Santa Anna College (1); Seattle Pacific University (1), Shoreline Community College (1); Syracuse University (1); University of Montana (1); University of Washington (3), Washington State University (2), Western Washington 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 firsthand understanding of the industry to learn about what a career in broadcast entails. Departments represented by these internships were news, programming/sports and digital.

Recruitment Source List

The following sources have requested notification of job openings.

Start Date	End Date	Media Type	Recruitment Source
26-Feb-2007		Radio	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy#210-5 Malibu CA 90265 Phone: (310) 457-6616
23-Jun-2011		Radio	Art Institute of Seattle Contact: Renee Pasley Address: 2323 Elliott Ave Seattle WA 98121 Phone: (206)239-2295
22-Sep-2015		Radio	Asian American Journalists Association Contact: Samantha Pak Address: Phone:
02-Apr-2007		Radio	Bellevue Community College Contact: Fabienne Mouton Address: 3000 Landerholm Circle SE Bellevue WA 98007 Office B232N Phone: (425) 564-2190
02-Apr-2007		Radio	Centerstone (formerly Central Area Motivation Program) Contact: Leon Garnett Address: 722 18th Ave Seattle WA 98122 Phone: (206) 812-4940
02-Apr-2007		Radio	Central Washington University Contact: Career Services Address: 400 E University Way, Ellensburg WA 98926 Phone: (509) 963-1921
02-Apr-2007		Radio	City University Career Planning Contact: Alex Webster Address: 11900 NE 1st St, Bellevue WA 98005 Phone:
02-Apr-2007		Radio	Clover Park Technical College Contact: Harry Vye Address: 4500 Steilacoom Blvd SW , Lakewood WA 98499 Phone: (253) 583-8765
06-Oct-2009		Radio	DeVry University Contact: Elizabeth Thurman Address: 3005 Highland Parkway Downers Grove, IL 60515 Phone: (630) 960-8040

02-Apr-2007		Radio	Eastern Washington University Contact: Virginia Hinch Address: 114 Showalter Hall Cheney WA 99004 Phone: (509) 359-2329
02-Apr-2007		Radio	Edmonds Comm College Contact: Angel Vogt Address: 20000 68th Ave W Lynnwood WA 98036 Phone: (425) 640-1970
02-Oct-2009		Radio	Everett Community College Contact: Nidia Alqeeq Address: 2000 Tower Street Everett WA 98201 Phone: (425) 388-9278
02-Apr-2007		Radio	Evergreen State College Contact: Steve Laing Address: 2700 Evergreen Pkwy NW Olympia WA 98505 Phone: (360) 867-6189
02-Apr-2007		Radio	Evergreen State College (2) Contact: Career Development Address: 2700 Evergreen Parkway NW Olympia, WA 98505 Phone: (360) 867-6193
			Glassdoor Contact: Address: Phone:
15-Jan-2014		Radio	Goodwill Contact: Korri Shimizu Address: 14500 15th Ave NE Shoreline, WA 98155 Phone: (206) 631-8456
02-Apr-2007		Radio	Green River Community College Contact: Tom Krause Address: 12401 SE 320th St Auburn WA 98092 Phone: (253) 833-9111
23-Sep-2014		Radio	Indeed.com Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 78731 Phone:
18-Aug-2008		Radio	Johns Hopkins Career Center Contact: Sarah Gubara Address: 3400 North Charles Street Baltimore MD 21218 Phone: (410)516-8055

27-Aug-2013		Radio	King County Employment & Education Resources Contact: Sung Cho Address: 500 SW 7th St #201 Renton WA 98057 Phone: (206) 477-6988
02-Apr-2007		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:
02-Apr-2007		Radio	North Seattle Community College Contact: Meredith Bane Address: 9600 College Way Seattle WA 98103 Phone: (206) 934-6074
25-Apr-2008		Radio	OH/IL Centers for Broadcasting Contact: D. Clark Address: 9885 Rockside Rd Ste 160 Cleveland OH 44125 Phone: (312) 884-8000
02-Apr-2007		Radio	Pierce College Contact: Danny Marshall Address: 9401 Farwest Dr SW Lakewood WA 98498 Phone: (253) 912-3641
21-Sep-2015		Radio	Seattle Association of Black Journalists Contact: Kakela Hall Address: Phone:
02-Apr-2007		Radio	Seattle Central Community College Contact: David Skogerboe Address: 1701 Broadway BE1102E Seattle WA 98122 Phone: (206) 934-4383
02-Apr-2007		Radio	Seattle Pacific University Contact: Lori Brown Address: 3307 Third Ave W ste 216 Seattle WA 98119 Phone: (206) 281-2493
02-Apr-2007		Radio	Seattle University - CD Contact: Dan Kelly-Petersen Address: 901 12th Ave Seattle WA 98122 Phone: (206) 296-6080

02-Apr-2007		Radio	South Seattle Community College Contact: Kelly Deforrest Address: 6000 16th Ave SW Seattle WA 98106 Phone: (206) 934-7962
31-Dec-1969		Radio	South Seattle Community College (2) Contact: Kristen Davey Address: 6000 16th Ave SE Seattle, WA 98106 Phone: (206) 934-5301
31-Dec-1969		Radio	South Seattle Community College (3) Contact: Joanne Lee Address: 6000 16th Ave SW Seattle, WA 98106 Phone: (206) 934-5301
05-Dec-2008		Radio	Tacoma Housing Authority Contact: Kendra Peischel Address: 1724 E. 44th Street Tacoma WA 98404 Phone: (253) 207-4472
05-Dec-2008		Radio	Tacoma Housing Authority (2) Contact: Nicole Fillmore-Meshesha Address: 1724 E. 44th Street Tacoma WA 98404 Phone: (253) 207-4414
02-Apr-2007		Radio	University of Puget Sound Contact: Sue Dahlin Address: 1500 N Warner #1081 Tacoma WA 98416 Phone: (253) 879-3433
02-Apr-2007		Radio	University of Washington Contact: Troy Bonnes Address: Box 353740 CMU 118 Communications Seattle WA 98195 Phone: (206) 543-8860
02-Apr-2007		Radio	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		Radio	Washington Vocational Services Contact: Janee Davis Address: 22316 70th Ave W Suite D Mountlake Terrace WA 98043 Phone: (425) 774-3338
02-Apr-2007		Radio	Washington Womens Employment Contact: Nancy Robles Address: 3516 S 47th St #205 Tacoma WA 98409 Phone: (253) 590-0651

02-Apr-2007		Radio	Western Washington University Contact: Effie Eisses Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-3203
02-Apr-2007		Radio	Western Washington University- Contact: Dannie Schwarz Address: 516 High Street OM 280 MS9002 Bellingham WA 98225 Phone: (360) 650-2944
13-Aug-2008		Radio	Whitman College Contact: Marisol Martinez Address: 345 Boyer Ave Walla Walla WA 99362 Phone: (509) 527-5183
23-May-2014		Radio	WorkSource Seattle-King County Contact: Julie Shor Address: 500 SW 7th St ste 100 Renton, WA 98057 Phone: (206) 477-7040
03-Apr-2009		Radio	WWU: Communication Department Contact: Ann Reynolds Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-3870
03-Apr-2009		Radio	WWU: KUGS-FM Contact: Jamie Hoover Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-4771