

EEO Public File Report

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

REPORTING PERIOD:

09/25/2015 - 09/24/2016

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
Podcast Producer	28-Jan-2016	Employee Referral	See Recruitment Source List for Entries on or before 10-Dec-2015 for the following media:	Radio
Social Media Manager	17-May-2016	Employee Referral	See Recruitment Source List for Entries on or before 08-Apr-2016 for the following media:	Radio
Account Executive (KIRO-KTTH)	28-Jul-2016	Employee Referral	See Recruitment Source List for Entries on or before 11-Jul-2016 for the following media:	Radio
News Producer/Anchor	16-Aug-2016	mynorthwest.com	See Recruitment Source List for Entries on or before 28-Jul-2016 for the following media:	Radio
14169 Talk Host	29-Aug-2016	All Access	See Recruitment Source List for Entries on or before 02-Aug-2016 for the following media:	Radio
Talk Show Contributor	21-Sep-2016	mynorthwest.com	See Recruitment Source List for Entries on or before 06-Jun-2016 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	6
Employee Referral	7
Indeed.com	8
Internal Applicant	4
mynorthwest.com	5
Total:	37

Performance Initiatives Undertaken

2016 EEO Year - Performance Initiatives Undertaken (9/25/15- 9/24/16)

JOB FAIRS:

The Unit participated in a variety of job fairs in the community including: Seattle's Diversity Career Fair 1.20.16; Edmonds Community College Internship Fair 2.3.16; Diversity Career Fair 7.20.16 offering opportunities to engage in the broadcast community. On 6.3.16 The Unit attended the Seattle Storm's Sports & Entertainment Career Fair.

SPEAKING ENGAGEMENTS:

The Unit's management and staff spoke with various educational institutions including: The WA Collegiate Journalism Conference at the University of Washington on 10.24.15, Green River Community College on 2.12.16, Roosevelt High School's DECA class on 4.7.16, Nathan Hale High School's KNHC radio students on 3.15.16, the UW sales mentorship program which meets with mentees three times throughout the year, a UW graduate level Marketing and Communications Class and the Hubbard Radio Talent Institute at Central Washington University on 6.15, 6.16 and 6.20.16.

JOB SHADOWS:

The Unit offered job shadows to high school and college students wishing to gain exposure to the broadcast environment. A job shadow on 10.28.15 involved a student working with a KIRO FM anchor and a Promotions Manager. Four high school students from Nathan Hale High School's radio station C98.5 participated in a three and a half hour job shadow program on 2.16.16. Three of them worked with the Unit's Director or Production, Production Associate and Director of Imaging and one shadowed the talk show/producing track by sitting in on two talk shows and meeting with the Unit's Executive Producer, multiple show Producers and the afternoon Anchor. Another job shadow on 4.21.16 shadowed a Producer on the Jason Rantz talk show.

INTERNSHIPS:

The Unit hosts a year round internship program. During the current reporting period, a total of 16 students participated in The Unit's year round internship program. Schools represented: Conservatory of Recording Arts and Sciences (1); Indiana University (1); Quincy University (1); Scripps College (1); Seattle Central Community College (1); Seattle Pacific University (1), Seattle University (1); University of Puget Sound (1); University of Washington (5), 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.

OTHER

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

Multiple station anchors and reporters participated in the high school journalism awards as judges from 4.9.16-.4.29.16.

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
10-Dec-2015		Radio	C89.5 FM Contact: H. June Fox Address: 10750 30th Ave NE Seattle WA 98125 Phone: 206-252-3801
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:

Start Date	End Date	Media Type	Recruitment Source
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 Community 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
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:

Start Date	End Date	Media Type	Recruitment Source
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 Community 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

Start Date	End Date	Media Type	Recruitment Source
			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

Start Date	End Date	Media Type	Recruitment Source
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