

EEO Public File Report

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

REPORTING PERIOD:

09/25/2018 - 09/24/2019

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
Account Executive, Mariners	Oct 24, 2018	Employee Referral	See Recruitment Source List for Entries on or before 28-Aug-2018 for the following media:
Account Executive, KIRO/KTTH	Nov 5, 2018	Market Referral	See Recruitment Source List for Entries on or before 22-Aug-2018 for the following media:
Account Executive, KIRO/KTTH	Nov 5, 2018	Employee Referral	See Recruitment Source List for Entries on or before 22-Aug-2018 for the following media:
Administrative Assistant	Nov 14, 2018	Indeed	See Recruitment Source List for Entries on or before 30-Oct-2018 for the following media:
KTTH Host	Jan 14, 2019	Craigslist	See Recruitment Source List for Entries on or before 12-Dec-2018 for the following media:
Segments Producer	February 26, 2019	Employee Referral	See Recruitment Source List for Entries on or before 15-Jan-2019 for the following media:
Reporter	March 11, 2019	Indeed	See Recruitment Source List for Entries on or before 13-Dec-2018 for the following media:
Account Executive	Aug 19, 2019	Employee Referral	See Recruitment Source List for Entries on or before 21-June-2019 for the following media:
Digital Ad Ops	Aug 19, 2019	LinkedIn	See Recruitment Source List for Entries on or before 27-June-2019 for the following media:
Producer/Board Operator	Aug 23, 2019	Central Washington University	See Recruitment Source List for Entries on or before 6-Aug-2019 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
Central Washington University	2
Craigslist	1
Employee Referral	11
Glassdoor	2
Indeed.com	8
Internal Applicant	1
LinkedIn	3
Market Referral	2
mynorthwest.com	4
Radio Ad	1
Total:	37

Performance Initiatives Undertaken

2019 EEO Year - Performance Initiatives Undertaken (9/25/18- 9/24/19)

JOB FAIRS:

The Unit's HR Business Partner and Controller participated in community job fairs including: Seattle's Diversity Career Fair at the Seattle Center on 1.16.19 and at the Meydenbauer Center in Bellevue on 7.16.18.

SPEAKING ENGAGEMENTS:

The Unit's management and staff spoke with various educational institutions including: A University of Washington journalism/podcasting class on 1.24.19 (Podcast Producer); a University of Washington broadcasting/sponsorship/sales class on 12.3.18 (Sales Manager); a Green River Community College Journalism 152 class on 4.19.19 (Host/Program Director) and 5.10.19 (Sales Manager); the University of Washington journalism mentor program 2018-2019 (Executive Producer); Keynote address at the 44th Annual Murrow Symposium at Washington State University on 4.4.19 (Executive Producer); Hubbard Radio Talent Institute at Central Washington University – 6.4.19 students toured the Unit's stations on-site and VP/Market Manager gave welcome/opening remarks and Program Director, Host and Host/Producer gave a panel presentation on sports broadcasting, the Unit's Broadcast Network Engineer and Broadcast Maintenance Engineer presented at Central Washington University on 6.13.19, the Unit's Assistant Program Director and Evening Host presented at Central Washington University on 6.17.19.

JOB SHADOWS:

The Unit offered job shadow opportunities to high school and college students wishing to gain exposure to the broadcast environment. One job shadow took place on 9.17.19 with a KIRO Radio Editor with a student from Central Washington University.

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. Interns receive school credit for their hours. During the current reporting period, a total of 4 students participated in The Unit's year-round internship program. Schools represented: California State University (1), Ohio State University (1), Seattle University (1), and Washington State University (1).

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 included news, programming (news/talk and sports) and digital.

STATION TOURS

On 10.24.18 Washington State University brought 9 students from KUGR for a tour of 710 ESPN.

On 1.18.19 Blaine K-8 brought 26 journalism students and their teacher for a tour and a discussion led by a KIRO FM Reporter, 710sports.com Writer, and 710 ESPN Seattle Host and Writer.

On 4.23.19 Seattle University brought 5 journalism students and their instructor for a station tour led by Seattle's Morning News Anchor/Managing Editor and a discussion and question and answer led by a KIRO Contributor, Anchor, Report and Editor.

On 6.4.19 Bates College brought a group of 13 students for a station tour with a focus on commercial production led by the Unit's Director of Production and Assistant Director of Production, engineering and board operation led by the Unit's Broadcast Maintenance Engineer and show producing led by the Assistant Program Director, Segments Producer, Midday Producer and KIRO Nights Host.

On 9.6.19 the International Radio Club of America brought 15 attendees on a station tour led by KTTH Program Director/Host with a question and answer session with the Unit's Director of Engineering.

OTHER

The Unit's HR Business Partner participated as the panel chair on the Green River Community College Advisory Panel.

The Unit's HR Business Partner participated in Western Washington University's Business Summit "Opportunity Rising – Building a Culture of Excellence Through Diversity, Equity & Inclusion in the Workplace" on 10.26.18.

The Unit airs recruitment advertisements on all stations throughout the year inviting organizations in to 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

Start Date	End Date	Recruitment Source
		Address: 4500 Steilacoom Blvd SW , Lakewood WA 98499 Phone: (253) 583-8765
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:

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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

Start Date	End Date	Recruitment Source
02-Apr-2007		University of Washington Contact: Troy Bonnes Address: Box 353740 CMU 118 Communications Seattle WA 98195 Phone: (206) 543-8860
17-Sept - 2019		Washington State Association of Broadcasters Contact: Keith Shipman PO Box 11341 Tacoma, WA 98411 Phone: (360) 705-0774
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

Start Date

End Date

Recruitment Source

Address: 516 High Street Bellingham WA 98225
Phone: (360) 650-3870

03-Apr-2009

WWU: KUGS-FM

Contact: Jamie Hoover

Address: 516 High Street Bellingham WA 98225

Phone: (360) 650-4771