

EEO Public File Report

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

REPORTING PERIOD:

09/25/2020 - 09/24/2021

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
Producer / Board Operator	2/1/2021	Employee Referral	See Recruitment Source List
Account Executive	3/15/2021	Market Referral	See Recruitment Source List
Chief Engineer	5/3/2021	Employee Referral	See Recruitment Source List
Overnight Editor - Anchor	5/27/2021	Employee Referral	See Recruitment Source List
Account Manager	6/1/2021	Internal Hire	See Recruitment Source List
Account Manager	6/14/2021	LinkedIn	See Recruitment Source List
Account Manager	7/7/2021	Indeed	See Recruitment Source List
Senior Administrative Assistant	7/20/2021	LinkedIn	See Recruitment Source List
Digital Sales Manager	8/4/2021	Employee Referral	See Recruitment Source List
Account Executive	8/9/2021	LinkedIn	See Recruitment Source List
Digital Media Strategist	8/12/2021	LinkedIn	See Recruitment Source List
Show Contributor/Executive Producer	8/16/2021	Exigent Hire	See Recruitment Source List
Sales Operations Coordinator	9/13/2021	LinkedIn	See Recruitment Source List

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	12
Exigent	1
Indeed	5
Internal Applicant	5
Job Fair	1
LinkedIn	13
Market Referral	3
MyNorthwest	1
Total	41

Performance Initiatives Undertaken

2021 EEO Year - Performance Initiatives Undertaken (9/25/20- 9/24/21)

JOB FAIRS:

The Unit participated in three job fairs in the community including: Seattle's Diversity Career Fair which was held virtually on 1.22.21 and on 7.16.21 due to COVID-19 restrictions, as well as the Lee Hecht Harrison virtual career fair on 9.23.21.

SPEAKING ENGAGEMENTS:

The Unit's management and staff spoke with educational institutions and community organizations.

The Unit's Assistant Controller co-chaired the Media Financial Management Young Professionals Committee. From Sept-April she planned and facilitated a monthly call for committee members (includes young(er) professionals from various radio/TV/gaming companies around the country) as well as a roundtable at the annual conference. The discussion topics and guest speakers included COVID and working remotely, diversity and inclusion, goal setting, motivation, media outlook 2021, professional development and leadership.

The Unit's Mariners Reporter participated as a speaker on the panel of the WISE Seattle: Sports Media Career Journey Panel on 2.9.21. The Unit's HR Business Partner and SVP/MM participated as attendees.

On 7.19.21, The Unit's Program Director/Host spoke at Turning Point USA's Student Action Summit in Tampa, "From Podcasting to Broadcasting, Breaking In and Standing Out". He then hosted two students on his talk show and helped to mentor them in their on-air delivery.

MENTORSHIP

During the reporting period, the Unit participated in a company-wide mentorship program. Several staff members participated either as a mentor or mentee. The duration of the mentorships lasted 6 months and were held September 2020 - Feb 2021 and May 2021 - Nov 2021.

TRAINING

To promote understanding of, and compliance with, our policy of equal opportunity employment, all employees have been required to complete two trainings, Sexual Harassment Prevention and Discrimination and Harassment Prevention. In December 2020 all managers undertook a specific manager training for Sexual Harassment Prevention and Discrimination and Harassment Prevention as well.

The Unit's HR Business Partner led the Seattle leadership team as well as the HR team through two separate book studies of Franklin Covey's "Unconscious Bias for Leaders" which took place from April 2021 - September 2021.

The Unit's HR Business Partner conducted Employment Law 101 training for three employees (Production Director, Board Op Supervisor and Coordinating Producer) who were promoted to new manager roles during the reporting period.

The Unit's SVP/Market Manager participated in the National Association of Broadcasters Broadcast Leadership Training throughout the full reporting year.

The Unit's HR Business Partner facilitated the Franklin Covey Multipliers Webinar series (2 tracks, 4 sessions each) for sales leaders across the company which took place October 20th - November 13th.

The Unit's Reporter attended online JAWS training sessions and then shared her learnings on 6.25.21 in a training discussion with the entire news team. Topics included "Is This Story Worth My Life", "Covering Hate Online, on Streets: How to Stay Safe and Sane", "Sick to Death: Covering COVID-19" and "Style Matters: When Social Change Hit the AP Stylebook".

OTHER

The Unit's HR Business Partner participated in diversity and inclusion webinars:

- 10.30.20 Sponsored by ONA, facilitated by the Maynard Institute, "Belonging in the News: Part One with Nikole Hannah-Jones".
- 10.28.20 Sponsored by the Human Capital Institute, "Achieving Inclusive Cultures with Modern Leaders".
- 3.15.21 Sponsored by the Power Shift Project, "Workplace Integrity: Do You Qualify as an Ally? (Especially Now)".

The Unit's HR Business Partner participated in a mock interview class at Bellevue College on 10.23.20.

The Unit participated in a company-wide employee resource group, the Bonneville Community, "for employees interested in learning about and promoting inclusion and diversity at Bonneville."

NOTE: The vast majority of our workforce began operating remotely as of March 6, 2020. Due to the safety protocols for our staff and others while dealing with COVID-19 restrictions, we were unable to engage in many of our traditional outreach initiatives in 2020 and 2021 including internships, station tours and job shadows. We hope to resume them sometime in 2022.

Recruitment Source List

The following sources were notified of the Unit's full-time job openings. The sources marked with an asterisk (*) have requested notifications of full-time 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
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		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
06-Oct-2009		DeVry University Contact: Elizabeth Thurman Address: 3005 Highland Parkway Downers Grove, IL 60515-5799 Phone: (630) 960-8040
02-Apr-2007		Eastern Washington University Contact: Nate Bryant Address: 114 Showalter Hall, Cheney WA 99004 Phone: (509) 359-6058
02-Apr-2007		Edmonds Community College Contact: Angel Vogt Address: 20000 68th Ave W Lynnwood WA 98036 Phone: (425) 640-1970

Start Date	End Date	Recruitment Source
02-Oct-2009		Everett Community College Contact: Miriam Zaragoza/Myra Odom-Oby Address: 2000 Tower Street Everett WA 98201 Phone: (425) 388-9278
02-Apr-2007		Evergreen State College Contact: Kevin Andrew/Advising 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
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 Community College Contact: Jenny Smith Address: 1600 Maple Longview WA 98362 Phone: (360) 442-2330

Start Date	End Date	Recruitment Source
		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:
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: Student Jobs Address: 6000 16th Ave SW Seattle WA 98106 Phone: (206) 934-7962

Start Date	End Date	Recruitment Source
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
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
16-Jan-2014		Washington State Division of Vocational Rehabilitation* Contact: Brent Masters Address: 9600 College Way N Seattle WA Phone: 206-549-8344
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	31-Mar-2017	Western Washington University Contact: Effie Eisses Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-7579

Start Date	End Date	Recruitment Source
13-Aug-2008		Whitman College Contact: Marisol Martinez Address: 345 Boyer Ave Walla Walla WA 99362 Phone: (509) 527-5183
03-Apr-2009		Western Washington University: Communication Department Contact: Ann Reynolds Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-3870
03-Apr-2009		Western Washington University: KUGS-FM Contact: Jamie Hoover Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-4771