

# EEO Public File Report

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

## REPORTING PERIOD:

**09/25/2021 - 09/24/2022**

## 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
News Director	10/4/2021	Employee Referral	See Recruitment Source List
Production Associate	11/15/21	Internal Hire	See Recruitment Source List
Board Operator	11/29/21	Internal Hire	See Recruitment Source List
KIRO FM Host	12/1/21	All Access	See Recruitment Source List
Mariners Radio Account Executive	12/20/2021	Employee Referral	See Recruitment Source List
KTTH Host	1/10/22	Internal Hire	See Recruitment Source List
KTTH Morning Show Producer / Board Operator	2/7/22	Employee Referral	See Recruitment Source List
Director of Digital Content	2/7/22	Internal Hire	See Recruitment Source List
Traffic Reporter	2/28/22	LinkedIn	See Recruitment Source List
Sales Ops Coordinator	3/21/22	LinkedIn	See Recruitment Source List
Reporter	4/4/22	LinkedIn	See Recruitment Source List
Digital Audience Engagement Specialist	4/4/22	Internal Hire	See Recruitment Source List
Digital Ad Ops Specialist	4/4/22	Glassdoor	See Recruitment Source List
Front Desk Administrative Assistant	4/18/22	LinkedIn	See Recruitment Source List
Content Editor	4/18/22	Market Referral	See Recruitment Source List
Contributor / Host – Seattle Sports	5/1/22	Internal Hire	See Recruitment Source List
Account Manager	5/23/22	Internal Hire	See Recruitment Source List
Lead Editor, Mynw	5/31/22	Internal Hire	See Recruitment Source List
Segments Producer	5/31/22	Internal Hire	See Recruitment Source List
Content Editor	6/6/22	Employee Referral	See Recruitment Source List
Digital Media Strategist	6/27/22	Employee Referral	See Recruitment Source List
Sales Ops Coordinator	6/27/22	Employee Referral	See Recruitment Source List
KIRO Nights Board Op / Content Producer	7/11/22	Internal Hire	See Recruitment Source List
KIRO FM Host	8/1/22	Internal Hire	See Recruitment Source List

KTTH Producer / Board Operator – The Jason Rantz Show	8/15/22	Indeed	See Recruitment Source List
Reporter	8/22/22	Employee Referral	See Recruitment Source List
Account Manager	8/22/22	Indeed	See Recruitment Source List
Digital Sales Manager	8/29/22	Internal Hire	See Recruitment Source List
Content Editor	8/29/22	Internal Hire	See Recruitment Source List
Traffic Reporter	8/29/22	LinkedIn	See Recruitment Source List

## Total Number of Interviewees for All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

<b>Recruitment Source</b>	<b>Number of Interviewees Referred</b>
Indeed	34
Internal Candidate	27
Employee Referral	26
LinkedIn	23
Mynorthwest	10
Market Referral	7
All Access	3
Glassdoor	2
C89.5 (Nathan Hale High School)	1
Western Washington University	1
Job Fair	1
Central Washington University	1
Washington State University	1
Total	137

## **Performance Initiatives Undertaken**

### **2022 EEO Year - Performance Initiatives Undertaken (9/25/21- 9/24/22)**

#### **JOB FAIRS:**

The Unit participated in three job fairs in the community including: Seattle's Diversity Career Fair which was held virtually on 1.22.22 and again on 8.26.22 (and the Unit promoted the in person event on 7.7.22 fair with on air announcements) and with the Lee Hecht Harrison virtual career fair held on 5.26.22.

#### **SPEAKING ENGAGEMENTS:**

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

The Unit provided seven (7) members to the WISE (Women in Sports and Events) organization consisting of the SVP/Market Manager, Sales Manager, Host, Producer, Marketing Manager, Sponsorships Manager, and the HR Business Partner. The Unit's Market Manager was featured in a recorded interview for the WISE organization on 5.6.22 and then was also a featured speaker at a WISE Seattle event on 5.10.22.

On 7.21.22 and 7.22.22, The Unit's Program Director/Host spoke at Turning Point USA's Student Action Summit in Tampa to discuss the media's role in framing the news. He spoke to students about broadcasting and hosted one on his show for an interview.

The Unit's Assistant Controller continued to co-chair the Media Financial Management Young Professionals Network. 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, speed mentoring session, and service project at the annual conference. The discussion topics and guest speakers included working remotely and the changing landscape for companies, diversity and inclusion, goal setting, motivation, professional development, and leadership.

#### **MENTORSHIP**

During the reporting period, the Unit participated in a company-wide mentorship program. Two staff members served as mentees and 6 participated as mentees. The duration of the mentorships lasted 6 months and took place February 2022 – August 2022.

#### **TRAINING**

From December 2021 – December 2022, the Unit partnered with Franklin Covey to provide a personal development resource for all employees working 20+ hours per week, called the Franklin Covey All-Access Pass. This resource provides many on-demand tools for personal development, including articles, videos, and self-guided activities. As part of this program, over 500 employees from across the company have participated in an Unconscious Bias training program. This program included a live companywide kick-off event in February, three hour-long online modules, and twelve bi-weekly, 30-minute virtual group discussions.

Seven of the Unit's employees (HR Business Partner, Seattle Sports Host, Sales Manager, Seattle Sports Contributor, Account Executive, Account Manager and KIRO Reporter) served with 33 other facilitators to facilitate and lead company-wide group conversations (a series of twelve 30 min conversations called Team Talks) on Franklin Covey's Unconscious Bias program. This program ran from April 2022 – October 2022.

In an effort to equip internal employees with knowledge and resources to develop their skills and advance in their careers, the Unit produced a series of development seminars covering a variety of topics:

- Developing an Effective Relationship with Your Manager, on 11.3.21
- Utilizing the Franklin Covey All-Access Pass (see previous paragraph), held on 12.1.21
- Effective Goal Setting, held on 1.19.22

The Unit's HR Business Partner attended the HRCI webinar "Alchemizing HR: Navigating What's Next; Engaged Scholarship, Racial Equity and Social Justice and the Arts" (originally live on 10.21.21).

The Unit's HRBP conducted Employment Law 101 training for those who were promoted to three employees who were promoted to new managers during the time period: Director of Digital Content, Lead Editor and Board Operator Coordinator.

## **OTHER**

The Unit's HR Business Partner participated in a career showcase at ShoWare Center for high school students on 4.28.22. There were 10 districts participating. The purpose of this event is to allow the student to see, hear and in some cases experience hands on, a wide range of career pathways. They will learn, directly from employers, the skills, education and training needed for that industry such as apprenticeships, internships, and "On the Job Training". Students will also be able to learn the application process for various industries.

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."

## 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
22-Sept-15		Asian American Journalists Association Contact: Samantha Pak Address: P.O. Box 9698 Seattle, WA 98109
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: Career Services Address: 521 Wall Street Ste 100 Seattle, WA 98121 Phone: (206) 239-4500
06-Oct-2009		DeVry University Contact: Linda Carpenter 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

<b>Start Date</b>	<b>End Date</b>	<b>Recruitment Source</b>
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: John Kasprick 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
		mynorthwest.com Contact: Marin Brustuen Address: 1820 Eastlake Ave East Seattle WA 98102 Phone: 206.726.7000

<b>Start Date</b>	<b>End Date</b>	<b>Recruitment Source</b>
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: Liz Brazile 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: Sylvia Juarez Address: 6000 16th Ave SW Seattle WA 98106 Phone: (206) 934-7962
05-Dec-2008		Tacoma Housing Authority Contact: Kendra Peischel Address: 1724 E. 44th Street Tacoma WA 98404 Phone: (253) 207-4472



<b>Start Date</b>	<b>End Date</b>	<b>Recruitment Source</b>
05-Dec-2008		Tacoma Housing Authority (2) Contact: Caroline Cabellon / Cacey Hanauer 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		Western Washington University Contact: Effie Eisses Address: 516 High Street Bellingham WA 98225 Phone: (360) 650-7579
01-Oct-2021		Western Washington University Contact: Brita Eschete Address: 516 High Street OM 280 MS9002 Bellingham, WA 98225

<b>Start Date</b>	<b>End Date</b>	<b>Recruitment Source</b>
13-Aug-2008		Whitman College Contact: Marisol Martinez Address: 345 Boyer Ave Walla Walla WA 99362 Phone: (509) 527-5183
03-Apr-2009	01-Nov-2021	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