

**KBKS-FM, KFNK-FM, KIIIIO-AM, KJR-AM, KJR-FM, KNBQ-FM, KUBE-FM****EEO PUBLIC FILE REPORT****October 1, 2009 - September 26, 2011****I. VACANCY LIST**

See Section II. the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hirce</b>
Studio Engineer	2-13, 15-23, 26-35	10
Studio Engineer	2-13, 15-23, 26-35	12
On-Air Personality	2-10, 12-13, 15-17, 19-23, 26-36	12
Digital Content Manager	2-4, 6-9, 12-13, 15-17, 19-23, 26-36	12
Digital Media Manager	2-10, 13, 15-17, 19-23, 25-36	10
Account Executives	1-9, 11-13, 15-36	12
Account Executives	1-9, 11-13, 15-36	12
Account Executives	1-9, 11-13, 15-36	12
Sales Assistant	14	14
General Sales Manager	12	12
Market Manager	12	12

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSI")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	An Institute of Seattle 2323 Elliott Ave Seattle, Washington 98121 Phone : 206-239-2290 Email : Fax : 1-206-441-3475 Career Services	N	0
2	Asian Counseling and Referral Services 3639 Martin Luther King Jr Way S Seattle, Washington 98144 Phone : 206-695-7600 Email : Fax : 1-206-695-7606 Young Lim	N	0
3	Bates Technical College 1101 Yakima Avenue Tacoma, Washington 98405 Phone : 253-680-7240 Email : skmiller@bates.etc.edu Fax : 1--- Shirley Miller	N	0
4	Bellevue Community College Career Center 3000 Landerholm Circle SE B231 Bellevue, Washington 98007 Phone : 425-564-2279 Email : careers@bellevuecollege.edu Fax : 1--- Nicholas Laymon	N	0
5	Center for Career Alternatives 901 Rainier Ave S Seattle, Washington 98144 Phone : 206-322-9080 Email : psai@CCAWA.org Fax : 1-206-322-9084 Peter Tsai	N	0
6	Central Area Motivational Program 722 18th Ave Seattle, Washington 98122 Phone : 206-812-4940 Email : davidg@campscattle.org Fax : 1--- David Gestaut	N	0

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7	Central Washington University 400 E University Way Ellensburg, Washington Phone : 509-963-1921 Email : career@cwu.edu Fax : 1--- Career Services	N	0
8	Centro Latino Ser 1208 S 10th St Tacoma, Washington 98405 Phone : 253-572-7717 Email : msalado@clatino.org Fax : 1--- Maria Salado	N	0
9	City University Career Planning & Placement 11900 NE 1st St Bellevue, Washington 98005 Phone : Email : careers@cityu.edu Fax : 1-425-709-5441 Paul Saulsfil	N	0
10	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Email : Fax : Career Services	N	24
11	Dept. of Army, Fort Lewis Civilian Personnel Advisory Center P.O. Box 339500, Mail Stop 37 Attn: NAF IIR office Joint Base Lewis-McChord, Washington 98433 Phone : 253-966-3471 Email : rosemary.mitchel@us.army.mil Fax : 1--- Rosemary Michel	N	0
12	Employee Referral	N	8

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13	Evergreen State College 2700 Evergreen Parkway NW Olympia, Washington 98505 Phone : 360-867-6193 Email : careerdevelopment@evergreen.edu Fax : 1--- Mychael Heuer	N	0
14	Job Fair	N	1
15	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1--- Scott Russell	N	0
16	Nathan Hale High School 10750 30th Ave NE Seattle, Washington 98125 Phone : 206-252-3800 Email : Fax : 1-206-252-3805 Gregg Neilson	N	0
17	North Seattle Community College 9600 College Way N Seattle, Washington 98103 Phone : 206-527-3685 Email : mkoning@secc.edu Fax : 1-206-526-0175 Marloes Koning	N	0
18	Pacific Lutheran University School for the Arts & Communications Ingram Hall Tacoma, Washington 98447 Phone : 253-535-7761 Email : sope@plu.edu Fax : 1--- Career Services	N	0

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19	Puget Sound Radio Broadcast Association PO Box 9392 Seattle, Washington 98109 Phone : 206-829-8418 Email : laura@psrba.org Fax : 1--- Laura Ricder	N	0
20	Renton Technical College 3000 NE 4th St Renton, Washington 98056 Phone : 425-235-2352 X7785 Email : miko@rtc.edu Fax : 1--- Michelle Iko	N	0
21	Seattle Central Community College 1701 Broadway Seattle, Washington 98122 Phone : 206-587-6905 Email : sbradley@secced.ccc.edu Fax : 1-206-587-6302 Shiloh Bradley	N	0
22	Seattle University 901 12th Ave PO Box 222000 Seattle, Washington 98122 Phone : 206-296-6080 Email : careerservices@seattleu.edu Fax : 1-206-296-6087 Career Services	N	0
23	Shoreline Community College 16101 Greenwood Ave N Shoreline, Washington 98133 Phone : 206-546-5882 Email : jotten@shoreline.edu Fax : 1--- Jan Otten	N	0
24	Tacoma Community College 6501 S 19th St Tacoma, Washington 98466 Phone : 253-566-5191 Email : Fax : 1-206-566-6065 Jackie Swallow	N	0

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25	The Freeform Radio Initiative, Inc Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Fax : 1--- Scott McWilliams	N	0
26	University of Puget Sound 1500 N Warner St. #1081 Career & Employment Services Tacoma, Washington 98416 Phone : 253-879-3161 Email : Fax : 1-253-879-2927 Career Services	N	0
27	Urban League of Metropolitan Seattle 105 14th Ave Seattle, Washington 98122 Phone : 206-461-3792 X3034 Email : mharris@urbanleague.org Fax : 1-206-461-8425 Marilyn Harris	N	0
28	Walla Walla University 204 S College Ave Career Center College Place, Washington 99324 Phone : 509-527-2664 Email : career@wallawalla.edu Fax : 1--- Career Services	N	0
29	Washington State Dept. of Services for the Blind 3411 S Alaska St. Seattle, Washington 98504 Phone : 206-721-4422 Email : lisawillette@dsb.wa.gov Fax : 1--- Lisa Willette	N	0
30	Washington State University 382 Murrow Center Pullman, Washington 99164 Phone : 509-335-6576 Email : dsbaldwin@wsu.edu Fax : 1--- Darby Baldwin	N	0

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31	Washington Vocational Services 22316 70th Ave W Suite D Attn: Job Announcements Mountlake Terrace, Washington 98043 Phone : 425-774-3338 Email : michellec@wvvs.org Fax : 1--- Michelle Caiola	N	0
32	Washington Women's Employment & Education 515 West Harrison Ste 208 Kent, Washington 98032 Phone : 253-859-3718 Email : Fax : 1-253-859-1881 Naqeeb Anderson	N	0
33	Western Washington Indian Employment & Training Program 3701 6th Ave #4 Tacoma, Washington 98406 Phone : 253-879-9066 Email : jenny@wwietp.org Fax : 1--- Jenny Rudolph	N	0
34	Work Source Affiliate Seattle 2024 3rd Avenue Seattle, Washington 98121 Phone : 206-436-8604 Email : aali@ywcaworks.org Fax : 1-206-436-8690 Aboubaker Ali	N	0
35	Work Source Lewis County 151 NE Hampe Way Chehalis, Washington 98532 Phone : 360-740-6861 Email : boconnor@icsd.wa.gov Fax : Brenda O'Connor	N	0
36	WSAB Job Bank 724 Columbia St NW #310 Olympia, Washington 98501 Phone : 360-705-0774 Email : wsabjobbank@earthlink.net Fax : 1-360-705-0873 Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			33

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	4/1/2011	Listing of each upper-level category opening in a job bank or newsletter	Upper level job listing in PSRBA and Radio Inc	1		1.00
2	7/6/2011	Participation in events sponsored by community groups	On July 6th, our stations participated in Diversity Presentation and Panel Discussion. Tony Benton from Clear Channel, along with several major companies in the Northwest discussed ways to increase diversity in leadership within their organizations we talked about best practices and strategies that could be used by companies of any size and/or industry.	2		0.25
3	7/6/2011	Hosting of Job Fair	This event brings together Seattle & Washington's major employers with thousands of qualified diversity professionals with the aim to recruit, promote, and reaffirm their commitment to diversity in the workplace. Also represented at this event are professional organizations comprised of diverse and multi-ethnic Seattle & Washington residents.	3	Tony Benton Community Affairs Director Marlin Affairs Director Assistant Chris Brown Digital Director	1.00
4	7/14/2011	Establishment of an intern program designed to assist members of the community	on July 14th, 2011, our stations hosted students from the D.A.S.H. center for the Arts. Students were from several Tacoma High Schools. Station participants included the Director of community Affairs. Hosts also included the KUBE 93 Program Director, KUBE 93 Promotions director and Community Relations intern. Information was provided to students about radio operations and broadcasting careers.	4		1.00
5	8/25/2011	Establishment of an intern program designed to assist members of the community	Central Area Community Festival: Family and friends enjoyed a diverse display of art and culture in a marketplace filled with music performances, art, food concessions, and loads of entertainment. The CACF mission was to educate by sharing the many cultures in the community and strengthening the pride, integrity, and spirituality of the community	3		1.00

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6	9/26/2011	Participation in scholarship programs	Internship Program: Business, promotion, programming internship programs. Dates are ongoing and coincide with school quarters	5		1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>5.25</b>