

KCDA, KIIX-FM, KISC, KKZX, KQNT, KZFS
EEO PUBLIC FILE REPORT
June 1, 2016 - May 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Full Time On-Air Host	1-3, 5-13, 15-19, 21-22, 24-25	8
Outside Account Exec	2-12, 15-19, 21-22, 24-25	7
Director of Marketing and Events	1-19, 21-22, 24-25	14
Outside Account Executive	2-4, 6-10, 12, 15-17, 19, 21-22, 24	4
On Air Talent / Promotions	1-4, 7-10, 12-13, 15-17, 19, 21-22, 24-25	10
On Air Talent/Assistant PD	1-3, 6-13, 15-17, 19, 21-22, 24-25	10
Sales Assistant/National Sales Coordinator	1-6, 8-11, 13, 15, 18-22, 24-25	20
Account Executive	1-3, 6, 8, 10-11, 15, 18-19, 21, 23-26	26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group, Inc. 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Url : allaccess.com Career Services Manual Posting	N	1
2	Career Path Services 10 N. Post Suite #200 Spokane, Washington 99201 Phone : 509.227.2231 Email : adelmjm@dshs.wa.gov Fax : 1-509-227-2262 Jennifer Adelman	N	0
3	Eastern Washington University 114 Showalter Cheney, Washington 99004-2443 Phone : 509.359.2221 Fax : 1-509-359-6940 Jill Summers	N	0
4	Employee Referral	N	6
5	GlassDoor 100 Shoreline Highway, Building A Mill Valley, California 94941 Phone : 509-242-2400 Url : https://www.glassdoor.com/index.htm Online Sources Manual Posting	N	0
6	Gonzaga University 502 E. Boone Spokane, Washington 99202 Jenny Harvey Manual Posting	N	0
7	iHeart Media Radio Commercials 808 E. Sprague Ave. Spokane, Washington 99202 Phone : 509.242.2400 Email : randyanderson@iheartmedia.com Randy Anderson	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	iHeart MediaSpokane station websites 808 E. Sprague Ave. Spokane, Washington 99202 Phone : 503-323-6422 Kara Roybal Manual Posting	N	2
9	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
10	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	3
11	Indeed.com 7501 N Capitol of Texas HWY Austin, Texas 78731 Phone : 509-242-2400 Url : www.indeed.com Online Sources Manual Posting	N	7
12	Inlander 1227 W. Summit Parkway Spokane, Washington 99201 Phone : 509-325-0634 Url : http://www.inlander.com/spokane/ReachUs/Page Print Posting Manual Posting	N	0
13	Internal Candidate	N	7
14	Internal Hire	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	LDS Employment Resource Services 200 North Mullan Road-Suite 220 Spokane Valley, Washington 99206 Phone : 509-928-2534 Url : www.ldsjobs.org Email : wel-ec-spokane@ldschurch.org Fax : 1-509-922-3556 Office Staff	N	0
16	Martin Luther King, Jr. Family Outreach Center 845 S. Sherman P.O. Box 40193 Spokane, Washington 99202 Phone : 509.455.8722 Fax : 1-509-455-3643 Joseph Klemz	N	0
17	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0
18	SimplyHired.com 525 Almanor Ave Suite 100 Sunnyvale, California 94085 Phone : 1 (408) 400-4700 Url : http://www.simplyhired.com/ Online Sources Manual Posting	N	0
19	Spokane Community College Multicultural Student Svcs 1810 N. Greene St. MS-2081 Spokane, Washington 99217 Phone : 509.533.7032 Fax : 1-509-533-8266 Ruth Silverthorne	N	0
20	Spokane craigslist Online only Spokane, Washington Url : spokane.craigslist.org Career Services Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Spokane Falls Community College Multicultural Student Svcs 3410 W. Ft. Wright Dr. Spokane, Washington 99204 Phone : 509.533.3546 Email : pama@spokanefalls.edu Fax : 1-509-533-3547 Pam Austin	Y	0
22	Spokanehelpwanted Online only Spokane, Washington Url : www.spokanehelpwanted.com Career Services Manual Posting	N	1
23	Unknown (source not adequately identified upon inquiry by SEU)	N	1
24	Washington State University P.O. Box 642520 Pullman, Washington 99164-2520 Phone : (509) 335-3709 Email : ascc@wsu.edu Fax : 1-509-335-1555 Lisa Laughter	N	0
25	Whitworth College 300 W. Hawthorne Rd. Spokane, Washington 99208 Phone : 509.777.1000 Kim Connors Manual Posting	N	0
26	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/28/2016	Participation in Job Fairs	On June 28, 2016, our SEU participated in the Whitworth University's Annual Fall Job & Internship Fair. The job fair was held at the HUB on Whitworth campus in Spokane, WA. Students had the opportunity to meet with participating businesses as prospective employers. Our Sales Manager attended the Job Fair.	1	Sales Manager
2	9/14/2016	Participation in Job Fairs	On September, 14th, 2016, our SEU participated in the Whitworth University's Annual Fall Job & Internship Fair. The job fair was held at the HUB on Whitworth campus in Spokane, WA. Students had the opportunity to meet with participating businesses as prospective employers. Our Sales Manager attended the Job Fair.	1	Sales Manager
3	10/27/2016	Participation in Job Fairs	On October, 27th, 2016, our SEU participated at Eastern Washington University's Fall Career Fair. The job fair was held at the URC on EWU campus in Cheney, WA. Students had the opportunity to meet with participating businesses as prospective employers. Our Sales Manager attended the Job Fair.	1	Sales Manager
4	1/23/2017	Participation in Job Fairs	On January, 23rd 2017, our SEU participated at WorkSource's Professional Networking Cohort! The event was held at WorkSource in Spokane, Washington. Job seekers had the opportunity to meet with participating businesses as prospective employers. Our Sales Manager attended the Job Fair.	1	Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	4/12/2017	Participation in Job Fairs	On April 12, 2017, our SEU participated in Whitworth University's Annual Summer Job & Internship Fair. The job fair was held in the Hixson Union Building on the Whitworth Campus in Spokane, WA. Students had the opportunity to meet with participating businesses as prospective employers. Our Sales Manager attended the Job Fair.	1	Sales Manager
6	4/21/2017	Hosting of Job Fair	On April 21, 2017, our SEU hosted an open house at our office located at 808 E Sprague in Spokane, WA. The event was promoted on our radio stations, and interested candidates were able to visit our location for face-to-face time with our hiring managers. Our Market President, SVP of Programming, Director of Marketing & Promotions, and two Sales Managers were in attendance to meet with attendees and to review resumes.	5	Market President SVPP Sales Managers (2) Director of Marketing & Promotions
7	5/9/2017	Participation in Job Fairs	On May 9th, 2017, our SEU participated in the Spokane Community College annual career fair. The event was held in the Lair Student Center of the college, located in Spokane, WA. Our Director of Marketing and Promotions attended the event to speak with and meet prospective applicants.	1	Director of Marketing and Promotions