

EEO Public File Report

Employment Unit Covered:

KIRO(AM), KIRO-FM, KTTH(AM)

Reporting Period

September 23, 2008 - September 23, 2009

Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Job Title of FT Vacancy</u>	<u>Date Filled</u>	<u>Hire Source</u>	<u>Recruitment Source</u>
Account Executive/Manager	10/16/2008	Market Referral	See Recruitment Source List for entries on or before 09/05/2008
Sports Asst Program Director	12/29/2008	Market Referral	See Recruitment Source List for entries on or before 12/02/2008 Additional Recruitment Source Used: All Access
Sports Asst Program Director	12/29/2008	Employee Referral	See Recruitment Source List for entries on or before 12/02/2008 Additional Recruitment Source Used: All Access
710 ESPN Sports Reporter	01/09/2009	Market Referral	See Recruitment Source List for entries on or before 12/30/2008 Additional Recruitment Source Used: WSAB All Access radiogrit.com
710 ESPN Sports Talk Show Host	03/23/2009	Market Referral	See Recruitment Source List for entries on or before 01/15/2009 Additional Recruitment Source Used: WSAB
710 ESPN Sports Talk Show Host	03/15/2009	Personnel Agency	See Recruitment Source List for entries on or before 01/15/2009 Additional Recruitment Source Used: WSAB
BSRG Talk Show Producer	02/17/2009	Market Referral	See Recruitment Source List for entries on or before 01/15/2009 Additional Recruitment Source Used: WSAB
BSRG Talk Show Producer	03/19/2009	Market Referral	See Recruitment Source List for entries on or before 01/15/2009 Additional Recruitment Source Used: WSAB
BSRG Talk Show Producer	01/24/2009	Market Referral	See Recruitment Source List for entries on or before 01/15/2009 Additional Recruitment Source Used: WSAB
BSRG Talk Show Producer	02/03/2009	mynorthwest.com	See Recruitment Source List for entries on or before 01/15/2009 Additional Recruitment Source Used:

			WSAB
BSRG Account Executive/Manager	02/06/2009	Walk-In/Self Referred	See Recruitment Source List for entries on or before 02/09/2009
BSRG Account Executive/Manager	02/18/2009	Employee Referral	See Recruitment Source List for entries on or before 02/09/2009
BSRG Account Executive/Manager	02/26/2009	Employee Referral	See Recruitment Source List for entries on or before 02/09/2009
BSRG Account Executive/Manager	02/23/2009	Employee Referral	See Recruitment Source List for entries on or before 02/09/2009
BSRG Traffic Assistant	02/24/2009	Market Referral	See Recruitment Source List for entries on or before 02/09/2009
BSRG Sales Associate	05/19/2009	Internship	See Recruitment Source List for entries on or before 05/08/2009
National Sales Manager (Prof)	07/10/2009	Internal Hire	See Recruitment Source List for entries on or before 06/29/2009 Additional Recruitment Source Used: All Access TVandRadiojobs.com
BSRG Account Executive	07/16/2009	Market Referral	See Recruitment Source List for entries on or before 07/16/2009
BSRG Account Executive	07/28/2009	Market Referral	See Recruitment Source List for entries on or before 07/16/2009
BSRG Account Executive	09/11/2009	Employee Referral	See Recruitment Source List for entries on or before 07/16/2009

Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source:	Number of Interviewees Referred
Market Referral	15
Employee Referral	12
Internet	3
All Access	2
Personnel Agency	1
mynorthwest.com	3
Internal Hire	6
Walk-In/Self Referred	1
Internship	1
Total Applicants	44

Performance Initiatives Undertaken

Seattle's Internship Program is designed to assist local college students acquire skills for future careers in broadcasting. Newsroom interns gain practical experience in broadcast journalism by writing stories, rewriting copy, researching stories, and learning audio and editing techniques. Other internship opportunities include hands-on work assisting talk show producers in the production of live broadcasting, promotion and marketing internships and sales internships.

On 4/20/2009, Bonneville Seattle hosted an EEO Breakfast for its local community outreach organizations. Seven (7) attendees sat through presentations from various departments, learned about specific jobs available and specific qualities looked for in applicants. A discussion was held in which attendees informed the HR Director on ways to improve the frequency of referrals and engage more interest from the sources.

On 5/28/09, Bonneville's HR Director attended the University of Washington's Sales Program Breakfast to meet with business students about possible mentor and internship opportunities within the organization.

Bonneville Seattle's Marketing Director spoke to a class of 25 students enrolled in Greenriver Community College's summer "Broadcasting Boot Camp", discussing promotional and marketing aspects related to public appearances. The class is designed to present on topics not offered during the school year.

A local high school student job shadowed with Bonneville-Seattle's Production Director in July, 2009. He had the opportunity to sit in on a client session and learn the various aspects of producing on-air commercials, including voicing and digital editing.

Bonneville Seattle's VP/GM of 710 ESPN Seattle/Director of Sales was involved in the University of Washington's Sales Program Mentorship program from April-June, 2009, in which he met regularly with students interested in sales opportunities in the broadcast industry to provide guidance and advice.

Recruitment Source List

The following sources have requested notification of job openings.

Start/End Dates :	Recruitment Source:
START: 02/26/2006	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy,#210-5, Malibu, CA 90265 Phone: (310) 457-6616
START: 04/02/2007	Bellevue Community College Contact: Jane Foster Address: 3000 Landerholm, Circle SE, Bellevue, WA 98007 Phone: 425-564-2476
START: 04/02/2007	Central Area Motivation Prog/ Contact: Sultan Mohammed Address: 722 18th Ave, Seattle, WA 98144 Phone: 206-812-4940
START: 04/02/2007	Central Washington University Contact: Maxine Herbert-Hill Address: 400 E 8th Ave, Ellensburg, WA 98926 Phone: 509-963-1921
START: 04/02/2007	City University Career Plannin Contact: Eileen Ryan-Rojas Address: 11900 NE 1st St, Bellevue, WA 98005 Phone: 425-709-7607
START: 04/02/2007	Clover Contact: Harry Vye Address: 4500 Steilacoom Blvd SW, Lakewood, WA 98499 Phone: 253-589-5800
START: 04/02/2007	Eastern Washington University Contact: Robin Showalter Address: SWH 115, Cheney, WA 99004 Phone: 509-359-2221
	Edmonds Comm College

START: 04/02/2007	Contact: Angel Vogt Address: 20000 68th Ave W, Lynnwood, WA 98036 Phone: 425-401-9710
START: 04/02/2007	Evergreen State College Contact: Walt Freeman Address: 2700 Evergreen Pkwy NW, Olympia, WA 98505 Phone: 360-866-6000
START: 04/02/2007	Green River Community College Contact: Tom Krause Address: 12401 SE 320th St, Auburn, WA 98092 Phone: 253-833-9111
START: 08/18/2008	Johns Hopkins Career Center Contact: Ladzer Odotei Address: 3400 North Charles Street, Baltimore, MD 21218 Phone: 410-516-8056
START: 04/02/2007	Lower Columbia Comm College Contact: John Krause Address: 1600 Maple, Longview, WA 98362 Phone: 360-442-2331
START: 04/02/2007	National Association of Hispan Contact: Joseph Torres Address: 529 14th St, Suite 1000, Washington, DC 20045 Phone: 202-662-7145
START: 04/02/2007	North Seattle Community Colleg Contact: Campus Career Services Address: 9600 College Way, Seattle, WA 98103 Phone: 206-527-7656
START: 04/25/2008	OH/IL Centers for Broadcasting Contact: Gary James Address: 9000 Sweet Valley Drive, Valley View, OH 44125 Phone: 216-447-9117
START: 04/02/2007	Pierce College Contact: Xenia Maxwell Address: 9401 Farwest Dr SW, Lakewood, WA 98498 Phone: 253-964-6705
START: 04/02/2007	Seattle Central Community Coll Contact: Career Planning & Placement Address: 1701 Broadway, Seattle, WA 98122 Phone: 206-587-5422
START: 04/02/2007	Seattle Pacific University Contact: Career Development Address: 3307 Third Ave W, Seattle, WA 98119 Phone: 206-281-2018
START: 04/02/2007	Seattle University - CD Contact: Career Development Address: 108 E Columbia, Seattle, WA 98122 Phone: 206-296-6000
START: 04/02/2007	Seattle University Contact: James Vive Address: 108 E Columbia, Seattle, WA 98122 Phone: 206-296-6083

START: 04/02/2007	South Seattle Community Colleg Contact: Pamm Hubbard Address: 6000 16th Ave SW, Seattle, WA 98106 Phone: 206-764-7935
START: 12/05/2008	Tacoma Housing Authority Contact: Brent Masters Address: 1724 E. 44th Street, Tacoma, WA 98404 Phone: 253-284-9489
START: 04/02/2007	University of Puget Sound Contact: Leah Vance Address: 1500 N Warner #1074, Tacoma, WA 98416 Phone: 253-879-3250
START: 04/02/2007	University of Washington Contact: Maureen Jones Address: 134 Mary Gates Hall, Box 3, Seattle, WA 98195 Phone: 206-543-9107
START: 04/02/2007	Washington State University Contact: Glenn Johnson Address: 226 Murrow Center, Pullman, WA 99164 Phone: 509-335-1556
START: 04/02/2007	Washington Vocational Services Contact: Flynn Clarke Address: 22316 70th Ave W, Suite D, Mountlake Terrace , WA 98043 Phone: 425-774-3338
START: 04/02/2007	Washington Women's Employment Contact: Deborah Howell Address: 3516 S 47th St #205, Tacoma, WA 98409 Phone: 253-474-9933
START: 04/02/2007	Western Washington University Contact: Tina Loudon Address: 516 High Street, Bellingham, WA 98225 Phone: 360-650-3240
START: 04/02/2007	Western Washington University- Contact: Shar Sarte Prince Address: 516 High Street, Bellingham, WA 98225 Phone: 360-650-3240
START: 04/02/2007	Western Washington University Contact: Effie Eisses Address: 516 High Street, Bellingham, WA 98225 Phone: 360-650-3240
START: 08/13/2008	Whitman College Contact: Heidi M. Baldwin Address: 345 Boyer Ave, Walla Walla, WA 99362 Phone: (509)527-5183
START: 04/03/2009	WWU: Communication Department Contact: Ann Reynolds Address: 516 High Street, Bellingham, WA 98225 Phone:
START: 04/03/2009	WWU: KUGS-FM Contact: Jamie Hoover Address: 516 High Street, Bellingham, WA 98225

Phone: