**KAPS/KBRC**

**EEO PUBLIC FILE REPORT**

**October 1, 2016 to September 30, 2017**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

|  |  |  |
| --- | --- | --- |
| **Job Title** | **Recruitment Sources (RS) Used to Fill Vacancy** | **RS Referring Hiree** |
| Account Executive  | 1 - 26 | 24 |
| Account Executive  | 1 – 26 | 18 |
| Account Executive – September 2017 | 1 - 26 | 17 |
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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

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| --- | --- | --- | --- |
| **RSNumber** | **RS Information** | **Source Entitledto VacancyNotification?(Yes/No)** | **No. of Interviewees Referred by RS****over12-month period** |
| 1 | Affirmative Action Register8356 Olive BlvdSt. Louis, MO 63132Attn: Beth Teck, Productionaareeo@concentric.com | No |  |
| 2 | American School of Broadcast Student Services915 W. 2nd Ave, Suite 5Spokane, Wa 99201Attn: Jackie Graham(509)535-1010asbschool@msn.com | No |  |
| 3 | Apprenticeship & Non traditional Employment for Men and WomenP.O. Box 2490Renton, Wa 98506Attn: Becky Statzel, Job Developer(435)235-2212Bstatzel@rtc.ctc.edu | No |  |
| 4 | Bellevue Community College3000 Landerholm Circle SE, B233EBellevue, Wa 98007Attn: Candiest Stewart, Multi-Cultural Services(425)564-2208cstewart@bcc.ctc.edu | No |  |
| 5 | Career Path Services905 N. Washington #300Spokane, Wa 99201Attn: Dan Woods, Employment Associate(509)343-1304dwoods@careerpathservices.org | No |  |
| 6 | Center for School to WorkEducational Services District 1011025 West Indiana AvenueSpokane, WA 99205-4400(509) 456-7660Amillane@esd101,net | No |  |
| 7 | Skagit Valley College2405 E College WayMount Vernon, WA 98273Attn: Linda Broadgate(360) 416-7600Linda.Broadgate@skagit.edu | No |  |
| 8 | Indeed.comSkagit County Jobs Website215 N 15th StreetMount Vernon, WA 98273(360)491-6450 | No |  26 |
| 9 | University of Washington – Employment Opportunity/Program Counseling Center373 Schmitz HallPO Box 355845Seattle, Wa 98195Attn: Mike Richter, Student Services Counselor(206)543-7132askoma@u.washington.edu | No |   |
| 10 | Washington State Association of Broadcasters Job Bank724 Columbia St., NW, Suite 310Olympia, Wa 98501Attn: Carol Castellano, Job Bank Coordinator(360)705-0774lwsab@mail.tss.net | No | 7 |
| 11 | Washington Vocational Services22316 709th Ave. West, Suite DMountlake Terrace, Wa 98043Attn: Bridget Thompson(424)774-3338bthompson@wvs.org | No |  |
| 12 | Washington Works!O616 1st Ave, 5th FloorSeattle, Wa 98104(206)343-9731Karen@waworks.org | No |  |
| 13 | Central Area Motivational Program722 18th AveSeattle, Wa 98122Attn: Joan Curvey(206)812-4940employmenet20@aol.com | No |  |
| 14 | Commission on African American Affairs1210 Eastside St., 1st FloorPO Box 40926Olympia, Wa 98504Attn: Andrea Caupain, Executive Assistant(360)753-0127staff@caa.wa.gov | No |  |
| 15 | NAACP – SpokanePO Box 4597Spokane, Wa 99202Attn: Eileen K. Thomas, President(509)532-0911etkell@aol.com | No |  |
| 16 | Asian American Journalists Association – Seattle ChapterC/o KING TV333 Dexter Ave. NorthSeattle, Wa 98109Attn: Lori Matsukawa, KING-TV(206)448-3853memberservices@aajaseattle.org | NO |  |
| 17 | KAPS RadioP.O. Box 250Mount Vernon, WA 98273Attn: John Di Meo(360) 464-0660www.kapsradio.com | No |  16 |
| 18 | KBRC RadioP.O. Box 250Mount Vernon, WA 98273Attn: John Di Meo(360) 464-0660www.kbrcradio.com | No |  8 |
| 19 | Hispanic Academic Achievers Program920 Road 44Pasco, Wa 99301Attn: Frank Armijo(509)547-2557haap@owt.com | No |  |
| 20 | National Hispanic Media Coalition2514 S. GrandLos Angeles, Ca 90007(213)743-6988nhmc@axteca.neet | No |  |
| 21 | Affiliated Tribes of NW Indians Economic Development Commission18130 Midvale Ave. N., Suite CShoreline, Wa 98133Attn: Mark Ulkes, Executive Director(206)542-5115markufkes@atniedc.com | No |  |
| 22 | American Indian Women’s Service League606 12th Ave. SouthSeattle, Wa 98144Attn: Mike Marshall(206)329-6594 | No |  |
| 23 | Northwest Indian College2522 Kwina RoadBellingham, WA 98226Attn: NW Indian Job Center(360) 676-2772 | No |  |
| 24 | Skagit Valley Herald1000 East College WayMount Vernon, WA 98273Attn: Classified Dept.(360) 424-4567 | No |  7 |
| 25 | Western Washington Indian Employment & Training3701 6th Ave. #4Tacoma, Wa 98406Attn: Sandra Simmons, Program Officer(253)879-9066wwietp@msn.com | No |  |
| 26 | Skagit County Worksource2605 East College WayMount Vernon, WA 98273Attn: Kenn Sebastianksebastian@edu.wa.gov (360)416-3573 | No |  24  |
| **TOTAL INTERVIEWEES****OVER 12-MONTH****PERIOD** |  |  | 88 |

**III. RECRUITMENT INITIATIVES**

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| --- | --- | --- |
|  | **TYPE OF RECRUITMENT INITIATIVE(MENU SELECTION)** | **BRIEF DESCRIPTION OF ACTIVITY** |
| **1** | Participation in Career Days | Program with local school districts, administered by local Rotary Clubs. In April 2017 students from the local high schools (with emphasis on women and minorities) came to our facility and spent time with various dept.’s to learn more about job opportunities in broadcasting. |
| **2** | Job Banks | Continual participation (with all job openings) in the Washington State Association of Broadcasters Job Bank and the local Job Service Job Bank (administered by the Washington State Employment Security Dept. and Worksource). |
| **3** | Internship Program | On-going internship program with Central Washington University Communications Department. Designed to allow College students to receive firsthand experience in a variety of jobs in radio.  |
| **4** | Job Listings to Media Trade Groups | All job opportunities are sent to a wide variety of media trade groups with a broad based membership that includes women and minorities. (Complete list on file).  |