

**KAPS/KBRC
EEO PUBLIC FILE REPORT
October 1, 2025 to September 30, 2026**

I. VACANCY LIST

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

[illegible]

--	--	--

KAPS/KBRC

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Affirmative Action Register 8356 Olive Blvd St. Louis, MO 63132 Attn: Beth Teck, Production aareeo@concentric.com	No	
2	American School of Broadcast Student Services 915 W. 2 nd Ave, Suite 5 Spokane, Wa 99201 Attn: Jackie Graham (509)535-1010 asbschool@msn.com	No	
3	Apprenticeship & Non traditional Employment for Men and Women P.O. Box 2490 Renton, Wa 98506 Attn: Becky Statzel, Job Developer (435)235-2212 Bstatzel@rtc.ctc.edu	No	
4	Bellevue Community College 3000 Landerholm Circle SE, B233E Bellevue, Wa 98007 Attn: Candiest Stewart, Multi-Cultural Services (425)564-2208 cstewart@bcc.ctc.edu	No	

5	Career Path Services 905 N. Washington #300 Spokane, Wa 99201 Attn: Dan Woods, Employment Associate (509)343-1304 dwoods@careerpathservices.org	No	
6	Center for School to Work Educational Services District 101 1025 West Indiana Avenue Spokane, WA 99205-4400 (509) 456-7660 Amillane@esd101.net	No	
7	Skagit Valley College 2405 E College Way Mount Vernon, WA 98273 Attn: Linda Broadgate (360) 416-7600 Linda.Broadgate@skagit.edu	No	
8	Indeed.com Skagit County Jobs Website 215 N 15 th Street Mount Vernon, WA 98273 (360)491-6450	No	12
9	University of Washington – Employment Opportunity/Program Counseling Center 373 Schmitz Hall PO Box 355845 Seattle, Wa 98195 Attn: Mike Richter, Student Services Counselor (206)543-7132 askoma@u.washington.edu	No	
10	Washington State Association of Broadcasters Job Bank 724 Columbia St., NW, Suite 310 Olympia, Wa 98501 Attn: Carol Castellano, Job Bank Coordinator (360)705-0774 lwsab@mail.tss.net	No	4
11	Washington Vocational Services 22316 709 th Ave. West, Suite D Mountlake Terrace, Wa 98043 Attn: Bridget Thompson (424)774-3338 bthompson@wvs.org	No	

12	Washington Works! O616 1st Ave, 5th Floor Seattle, Wa 98104 (206)343-9731 Karen@waworks.org	No	
13	Central Area Motivational Program 722 18th Ave Seattle, Wa 98122 Attn: Joan Curvey (206)812-4940 employenet20@aol.com	No	
14	Commission on African American Affairs 1210 Eastside St., 1st Floor PO Box 40926 Olympia, Wa 98504 Attn: Andrea Caupain, Executive Assistant (360)753-0127 staff@caa.wa.gov	No	
15	NAACP – Spokane PO Box 4597 Spokane, Wa 99202 Attn: Eileen K. Thomas, President (509)532-0911 etkell@aol.com	No	
16	Asian American Journalists Association – Seattle Chapter C/o KING TV 333 Dexter Ave. North Seattle, Wa 98109 Attn: Lori Matsukawa, KING-TV (206)448-3853 memberservices@aajaseattle.org	NO	
17	KAPS Radio P.O. Box 250 Mount Vernon, WA 98273 Attn: John Di Meo (360) 464-0660 www.kapsradio.com	No	3
18	KBRC Radio P.O. Box 250 Mount Vernon, WA 98273 Attn: John Di Meo (360) 464-0660 www.kbrcradio.com	No	2

19	Hispanic Academic Achievers Program 920 Road 44 Pasco, Wa 99301 Attn: Frank Armijo (509)547-2557 haap@owt.com	No	
20	National Hispanic Media Coalition 2514 S. Grand Los Angeles, Ca 90007 (213)743-6988 nhmc@axteca.neet	No	
21	Affiliated Tribes of NW Indians Economic Development Commission 18130 Midvale Ave. N., Suite C Shoreline, Wa 98133 Attn: Mark Ulkes, Executive Director (206)542-5115 markulkes@atniedc.com	No	
22	American Indian Women's Service League 606 12 th Ave. South Seattle, Wa 98144 Attn: Mike Marshall (206)329-6594	No	
23	Northwest Indian College 2522 Kwina Road Bellingham, WA 98226 Attn: NW Indian Job Center (360) 676-2772	No	
24	Skagit Valley Herald 1000 East College Way Mount Vernon, WA 98273 Attn: Classified Dept. (360) 424-4567	No	3
25	Western Washington Indian Employment & Training 3701 6 th Ave. #4 Tacoma, Wa 98406 Attn: Sandra Simmons, Program Officer (253)879-9066 wwietp@msn.com	No	

26	Skagit County Worksource 2605 East College Way Mount Vernon, WA 98273 Attn: Kenn Sebastian ksebastian@edu.wa.gov (360)416-3573	No	3
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			21

III. RECRUITMENT INITIATIVES

	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 2026 students from the local high schools (with emphasis on women and minorities) attended an on line presentation by our staff from 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).