

Federal Communications Commission

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Account number: 429367

Description: CBS SEATTLE 2009 MID-TERM EEO REPORT

Application Reference Number: 20090924AAY

Successfully filed at Sep 24 2009 12:39PM

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Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY
FCC 397		
BROADCAST MID-TERM REPORT		FOR COMMISSION USE ONLY FILE NO. - 20090924AAY

Legal Name of the Licensee
CBS RADIO HOLDINGS INC.

Mailing Address
2175 K STREET, N.W.
SUITE 350

City WASHINGTON	State or Country (if foreign address) DC	Zip Code 20037 -
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Telephone Number (include area code) 2024574518	E-Mail Address (if available)
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FCC Registration Number 0009225392	Facility ID Number 6387	Call Sign KPTK
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TYPE OF BROADCAST STATION:	<input checked="" type="radio"/> Commercial Broadcast Station	<input type="radio"/> Noncommercial Broadcast Station
	<input type="radio"/> Radio	<input type="radio"/> Educational Radio
	<input type="radio"/> TV	<input type="radio"/> Educational TV
	<input type="radio"/> Low Power TV	
	<input type="radio"/> International	

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KPTK	6387	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	SEATTLE, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KJAQ	1091	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SEATTLE, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KZOK-FM	20357	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SEATTLE, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KMPS-FM	20356	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SEATTLE, WA	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name NANCY L. WOLF, ESQ.		Street Address 2000 K STREET, N.W. SUITE 600	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2024298970

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent STEPHEN A. HILDEBRANDT
Title VICE PRESIDENT	Telephone No. (include area code) 2024298970
Date 9/24/2009	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: HEIDI BAMER	Title: EXECUTIVE ASSISTANT
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Attachment 1

Description
CBS Radio Seattle 2007-2008 EEO Report
CBS Radio Seattle 2008-2009 EEO Report

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2007 – September 21, 2008.

1) Employment Unit Location/Name: Seattle, WA, /CBS Radio Holdings, Inc.

2) Unit Members (List all station call signs and communities of license):

- KBKS-FM Tacoma
- KMPS-FM Seattle
- KJAQ-FM Seattle
- KZOK-FM Seattle
- KPTK-AM Seattle

3) EEO Contact Information for Employment Unit:

Mailing Address: CBS Radio Holdings Inc. 1000 Dexter Avenue North, Suite 100 Seattle, WA 98109	Telephone Number: 206-805-1017
	Contact Person: Heidi Bamer
	E-mail Address: Heidi.bamer@cbsradio.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. National Sales Coordinator	Hired Current Employee
2. KMPS Sales Associate	Hired Current Employee
3. KPTK News & Traffic Anchor	Employee Referral
4. Broadcast Engineer	Industry Referral
5. Receptionist	Hired Current Employee
6. Digital Media Coordinator	Seattle Times/NWjobs.com
7. KMPS Marketing Director	Hired Current Employee
8. KBKS Account Executive	Employee Referral
9. KMPS General Sales Manager	Industry Referral
10. KMPS Promotions Coordinator	Hired Current Employee
11. KJAQ/KPTK Promotions Assistant	Hired Current Employee
12. KBKS Program Director	Employee Referral
13. IT/LAN Administrator	Craigslist.com
14. National Promotions Director	Hired Current Employee
15. Web Digital Administrator	Hired Current Employee

16. KZOK Promo Tech	Hired Current Employee
17. KJAQ Account Executive	Employee Referral
18. Director of Sales	Hired Current Employee
19. KJAQ Account Executive	Employee Referral
20. KBKS Account Executive	Employee Referral
21. KMPS Local Sales Manager	Employee Referral
22. National Sales Promo Director	Employee Referral
23. KMPS News Announcer	Employee Referral
24. Staff Accountant	Industry Referral
25. KZOK Traffic Reporter	Rehired Former Employee
26. KPTK Account Executive	Employee Referral
27. KPTK Account Executive	Hired Current Employee
28. National Sales Manager	Employee Referral
29. Receptionist	Hired Current Employee
30. KZOK Account Executive	Hired Current Employee
31. KPTK Account Executive	Hired Current Employee
32. Director of Sales	Hired Current Employee

5) Job Title: National Sales Coordinator Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle-King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.org	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No

Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Employment Security – Olympia	Evelyn Rodriguez	212 Maple Park Ave SE, Olympia, WA 98501	(360) 902-9534	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KMPS Sales Associate Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No

YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle-King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.org	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KPTK News & Traffic Anchor Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No

Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: Broadcast Engineer

Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No

Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No
Seattle Craig's List	Web Posting	http://seattle.craigslist.org/	N/A	No

5) Job Title: Receptionist

Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes

CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: Digital Media Coordinator Referral Source(s) of Hiree: Seattle Times/NWjobs.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No

Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle-King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.org	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KMPS Marketing Director Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No

Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplcity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KBKS Account Executive Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle-King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.org	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No

Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KMPS General Sales Manager Referral Source(s) of Hire: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No

Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KMPS Promotions Coordinator Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No

City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KJAQ/KPTK Promotions Assistant Referral Source(s) of Hire: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No

Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KBKS Program Director Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No

Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No
All Access Music Group	Web Posting	www.allaccess.com	N/A	No

5) Job Title: IT/LAN Administrator Referral Source(s) of Hiree: Craigslist.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104	(206) 624-5777	No

		www.youmaga.com		
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No
Seattle Craig's List	Web Posting	http://seattle.craigslist.org/	N/A	No

5) Job Title: National Promotions Director Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No

Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: Web Digital Administrator Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No

Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KZOK Promo Tech Referral Source(s) of Hire: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle-King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.org	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No

Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KJAQ Account Executive Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No

Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: Director of Sales

Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No

Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KJAQ Account Executive Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No

Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourceskc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KBKS Account Executive Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No

City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourceskc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KMPS Local Sales Manager Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No

Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: National Sales Promotion Director Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No

Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KMPS News Announcer Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No

University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: Staff Accountant

Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Linda Perry	PO Box 7368, Seattle, WA 98133	(206) 542-8605	No
Department of Army Ft. Lewis Career Center	Miriam Stewart	PO Box 33128, Ft Lewis, WA 98433	(253) 967-5091	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
NW Center	Jean Kantu	1600 W Armory Way, Seattle, WA 98119	(206) 285-9140	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No

Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-8425	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Tacoma Urban League	Tutrecia Jiles	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KZOK Traffic Reporter Referral Source(s) of Hire: Rehired Former Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No

Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KPTK Account Executive Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
International Academy of Design & Technology	Laura Neilson	654 Andover Park W, Seattle, WA 98188 http://employer.iadt-seattle.com	(206) 830-6334	Yes
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No

Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourceskc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Bellevue Community College	Web Posting	www2.monstertrak.monster.com (Monster Trak)	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KPTK Account Executive Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
International Academy of Design & Technology	Laura Neilson	654 Andover Park W, Seattle, WA 98188 http://employer.iadt-seattle.com	(206) 830-6334	Yes
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourceskc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No

Bellevue Community College	Web Posting	www2.monstertrak.monster.com (Monster Trak)	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: National Sales Manager Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
International Academy of Design & Technology	Laura Neilson	654 Andover Park W, Seattle, WA 98188 http://employer.iadt-seattle.com	(206) 830-6334	Yes
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No

Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Bellevue Community College	Web Posting	www2.monstertrak.monster.com (Monster Trak)	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: Receptionist

Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
International Academy of Design & Technology	Laura Neilson	654 Andover Park W, Seattle, WA 98188 http://employer.iadt-seattle.com	(206) 830-6334	Yes
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No

Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourceskc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Bellevue Community College	Web Posting	www2.monstertrak.monster.com (Monster Trak)	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KZOK Account Executive Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No

International Academy of Design & Technology	Laura Neilson	654 Andover Park W, Seattle, WA 98188 http://employer.iadt-seattle.com	(206) 830-6334	Yes
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourceskc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Bellevue Community College	Web Posting	www2.monstertrak.monster.com (Monster Trak)	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: KPTK Account Executive Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
International Academy of Design & Technology	Laura Neilson	654 Andover Park W, Seattle, WA 98188 http://employer.iadt-seattle.com	(206) 830-6334	Yes
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourceskc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No
Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No

Bellevue Community College	Web Posting	www2.monstertrak.monster.com (Monster Trak)	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

5) Job Title: Director of Sales

Referral Source(s) of Hiree: Hired Current Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Lucas Nurmi	1120 John St., Seattle, WA 98109	(206) 652-6970	No
Puget Sound Radio Broadcasters Association (PSRBA)	Ann Suter	3310 S. Dose Terrace, Seattle, WA 98144 www.psrba.org	(206) 226-3125	No
Washington State Association of Broadcasters (WSAB)	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501-1249 www.wsab.org	(360) 705-0774	No
Community Trades & Careers	Jeff Custer	17962 Middale Ave N, Shoreline, WA 98133	(206) 542-8605	No
International Academy of Design & Technology	Laura Neilson	654 Andover Park W, Seattle, WA 98188 http://employer.iadt-seattle.com	(206) 830-6334	Yes
Metropolitan Center – YMCA	Swan Tso	909 4 th Ave, Seattle, WA 98104	(206) 382-5337	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	No
YWCA – Family Village	Carole Christianson	16601 NE 80 th St, Redmond, WA 98052	(425) 556-1352	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7607	No
South Seattle Community College	Jo Anderson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	No
Tacoma Community College	A.C. Mosley	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	No
Pacific Lutheran University	Joanne Lisosky	PLU, Tacoma, WA 98447	(253) 531-6900	No
YouMaga Classifieds	Junko Hirayama	316 Maynard Ave S #110, Seattle, WA 98104 www.youmaga.com	(206) 624-5777	No
Work Source Seattle – King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourceskc.com	(206) 440-2556	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	No

Urban League of Metropolitan Seattle	Marilynn Harris	105 14 th Ave, Seattle, WA 98122	(206) 461-3792	No
Bates Technical College	Career Center	1101 S Yakima Ave, Tacoma, WA 98405	(206) 680-7002	No
University of Southern California	Megan Hutaff	3502 Watt Way, ASC 154, Los Angeles, CA 90089-0281	(213) 821-1514	Yes
CBS Radio Website	Web Posting	www.cbsradio.com	N/A	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Web Posting	https://washington-csm.symplicity.com	N/A	No
Washington State University	Web Posting	www.careers.wsu.edu (Monster Trak)	N/A	No
Bellevue Community College	Web Posting	www2.monstertrak.monster.com (Monster Trak)	N/A	No
Tacoma Urban League	Michelle Wheeler	2550 S Yakima Ave, Tacoma, WA 98405	(253) 383-2006	No
Art Institute of Seattle	Career Services	2323 Elliott Ave, Seattle, WA 98121	(800) 275-2471	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	No

6) Total # of Interviewees Referred by Each Source: For the period from September 22, 2006 – September 21, 2007, this Employment Unit interviewed 118 interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) Employee Referral	26
(2) www.cbsradio.com	13
(3) Seattle Times Online	1
(4) www.allaccess.com	4
(5) Industry Referrals	5
(6) Craig’s List Seattle http://seattle.craigslist.org	2
(7) www.psrba.org	2
(8) SBE.org (IT)	5
(9) KMPS website	1
(10) www.careers.wsu.edu	3
(11) Interviewee was current employee	56

7) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Puget Sound Radio Broadcasters Association Job Fair. Co-sponsored the job fair and had a booth at the job fair, collected resumes and spoke with potential candidates regarding job opportunities.	May 29, 2008	Executive Assistant, Program Director

(b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. KBKS-FM, KMPS-FM, KZOK-FM, KJAQ-FM, KPTK-AM , have made significant contributions to the CBS radio career website (www.cbsradio.com) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	Executive Assistant , Digital Media Coordinator

(c) Participation in Educational Events.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. North Seattle Community College. Spoke to students from the broadcast/journalism/radio class regarding careers in broadcasting and internships in radio.	May 29, 2008	Program Director
2. Washington State University – Edward R. Murrow School of Communications Symposium. Employees spoke to students about careers in broadcasting.	April 4, 2008	Account Executives (4)
3. Green River Community College students came to the KZOK studios to observe a live Morning show broadcast, ask questions, and learn about careers in broadcasting.	July 2008	On-air hosts/Morning Show Producer/News Anchor
4. Green River Community College. Employees spoke to students in the school's broadcasting classes about careers in radio.	June 18 & 19, 2008	Program Director, Engineering Tech

(d) Internship Program.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The Employment Unit conducts an ongoing internship program designed to assist college students in acquiring skills needed for broadcast employment and careers in broadcasting.	Ongoing	Promotions Directors, Marketing Directors, Morning Show Producer, National Sales Manager

(e) Job Shadow Program.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The Employment Unit conducts an ongoing job shadow program where high school and college students observe radio station operations in order to learn about broadcasting and the skills required for careers in broadcasting. Each job shadow typically lasts for one day to one week.	Ongoing	Promotions, Marketing, Sales, Programming, Engineering, Business Office

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2008 – September 21, 2009.

1) **Employment Unit Location/Name:** CBS Radio - Seattle

2) **Unit Members (List all station call signs and communities of license):** KMPS-FM, Seattle, WA
 KZOK-FM, Seattle, WA
 KJAQ(FM), Seattle, WA
 KPTK(AM), Seattle, WA

3) **EEO Contact Information for Employment Unit:**

Mailing Address: 1000 Dexter Ave. N., Ste. 100 Seattle, WA 98109	Telephone Number: (206) 805-1017
	Contact Person/Title: Heidi Bamer / Executive Assistant
	Email Address: heidi.bamer@cbsradio.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
1. Imaging / Creative Services	Rehire
2. Digital Sales Manager	Employee Referral
3. KMPS Traffic Manager	Employee Referral
4. KZOK Account Executive	Employee Referral
5. KZOK News Announcer	Rehire
6. KZOK Video / Web Producer	Employee Referral
7. Digital Sales Manager	Employee Referral
8. Cluster Marketing & Digital Director	Rehire
9. KPTK Account Executive	Intern hired
10. Sales Associate	Employee Referral
11. KJAQ Account Executive	CBS Radio Website
12. KMPS Account Executive	Rehire
13. KJAQ Account Executive	Employee Referral

KMPS-FM, KZOK-FM, KJAQ(FM), and KPTK(AM) are Equal Opportunity Employers.

14. National Sales Manager	Internal Promotion
15. KZOK Local Sales Manager	Internal Promotion
16. Traffic Administrator	Internal Promotion
17. Digital NTR Sales Manager	Internal Promotion
18. Assistant Controller	Internal Promotion
19. Imaging / Creative Services Manager	Internal Promotion
20. KJAQ General Sales Manager	Internal Promotion
21. KJAQ Assistant Program Director	Internal Promotion

5) Job Title: Imaging /Creative Services

Referral Source(s) of Hiree: Rehire

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Andrew Kane	akane@seattletimes.com	(206) 652-6538	0	No
CBS Radio website	Webposting	www.cbsradio.com	Webposting	0	No
PSRBA – Puget Sound Radio Broadcasters Association	Laura Rieder	PO Box 9392, Seattle, WA 98109	206-829-8418	0	No
WSAB - Washington State Association of Broadcasters	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsab.org	(360) 705-0774	0	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	0	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	0	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	0	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	0	No
Pacific Lutheran University	Joanne Lisosky	12180 Park Ave. S., Tacoma, WA 98447	(253) 531-6900	0	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	0	No
Work Source Seattle-King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.org	(206) 440-2556	0	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	0	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Webposting	325 9 th Ave., Seattle, WA 98104	N/A	0	No
Washington State University	Webposting	PO Box 641227, Pullman, WA 99164	N/A	0	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	0	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	0	No

KMPS-FM, KZOK-FM, KJAQ(FM), and KPTK(AM) are Equal Opportunity Employers.

5) Job Title: Digital Sales Manager

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Andrew Kane	akane@seattletimes.com	(206) 652-6538	0	No
CBS Radio website	Webposting	www.cbsradio.com	Webposting	1	No
PSRBA – Puget Sound Radio Broadcasters Association	Laura Rieder	PO Box 9392, Seattle, WA 98109	206-829-8418	0	No
WSAB - Washington State Association of Broadcasters	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsab.org	(360) 705-0774	0	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	0	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	0	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	0	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	0	No
Pacific Lutheran University	Joanne Lisosky	12180 Park Ave. S., Tacoma, WA 98447	(253) 531-6900	0	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	0	No
Work Source Seattle-King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.org	(206) 440-2556	0	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	0	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Webposting	325 9 th Ave., Seattle, WA 98104	N/A	0	No
Washington State University	Webposting	PO Box 641227, Pullman, WA 99164	N/A	0	No
Clover Park Technical College – Radio Broadcast Department	Harry Vi	4500 Steilacoom Blvd SW, Lakewood, WA 98499	(253) 589-5678	0	No
Highline Community College	Erik Tinglestad	2400 S 240 th , Des Moines, WA 98198	(206) 878-3710	0	No
Craigslist	Webposting	www.craigslist.org (Seattle)	Internet	0	No
Employee Referral	N/A	N/A	N/A	1	N/A

5) Job Title: KMPS Traffic Manager

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Andrew Kane	akane@seattletimes.com	(206) 652-6538	0	No
CBS Radio website	Webposting	www.cbsradio.com	Webposting	2	No
PSRBA – Puget Sound Radio Broadcasters Association	Laura Rieder	PO Box 9392, Seattle, WA 98109	206-829-8418	0	No
WSAB - Washington State Association of Broadcasters	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsab.org	(360) 705-0774	0	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	0	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	0	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	0	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	0	No
Pacific Lutheran University	Joanne Lisosky	12180 Park Ave. S., Tacoma, WA 98447	(253) 531-6900	0	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	0	No
Work Source Seattle-King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.org	(206) 440-2556	0	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	0	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Webposting	325 9 th Ave. Seattle, WA 98104	N/A	0	No
Employee Referral	N/A	N/A	N/A	1	N/A

KMPS-FM, KZOK-FM, KJAQ(FM), and KPTK(AM) are Equal Opportunity Employers.

5) Job Title: KZOK Account Executive

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Andrew Kane	akane@seattletimes.com	(206) 652-6538	0	No
CBS Radio website	Webposting	www.cbsradio.com	Webposting	10	No
PSRBA – Puget Sound Radio Broadcasters Association	Laura Rieder	PO Box 9392, Seattle, WA 98109	206-829-8418	0	No
WSAB - Washington State Association of Broadcasters	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsab.org	(360) 705-0774	0	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	0	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	0	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	0	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	0	No
Pacific Lutheran University	Joanne Lisosky	12180 Park Ave. S., Tacoma, WA 98447	(253) 531-6900	0	No
Asian Counseling & Referral Service	Yong Lim	720 8 th Ave S #200, Seattle, WA 98104	(206) 695-7590	0	No
Work Source Seattle-King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.org	(206) 440-2556	0	No
Shoreline Community College	Ann Ludwig	16101 Greenwood Ave N, Seattle, WA 98133	(206) 546-4610	0	No
University of Washington – UW Bothell, UW Seattle, UW Tacoma	Webposting	325 9 th Ave., Seattle, WA 98104	N/A	0	No
Employee Referral	N/A	N/A	N/A	1	N/A

5) Job Title: KZOK News Announcer**Referral Source(s) of Hiree: Rehire**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio website	Webposting	www.cbsradio.com	Webposting	8	No
PSRBA – Puget Sound Radio Broadcasters Association	Laura Rieder	PO Box 9392, Seattle, WA 98109	206-829-8418	0	No
WSAB - Washington State Association of Broadcasters	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsab.org	(360) 705-0774	0	No

5) Job Title: KZOK Video/Web Producer

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio website	Webposting	www.cbsradio.com	Webposting	0	No
PSRBA – Puget Sound Radio Broadcasters Association	Laura Rieder	PO Box 9392, Seattle, WA 98109	206-829-8418	0	No
WSAB - Washington State Association of Broadcasters	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsab.org	(360) 705-0774	0	No
Craigslist	Webposting	www.craigslist.org (Seattle)	Webposting	7	No
Employee Referral	N/A	N/A	N/A	1	N/A

5) Job Title: Digital Sales Manager

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craigslist	Webposting	www.craigslist.org (Seattle)	Webposting	1	No
CBS Radio website	Webposting	www.cbsradio.com	Webposting	0	No
PSRBA – Puget Sound Radio Broadcasters Association	Laura Rieder	PO Box 9392, Seattle, WA 98109	206-829-8418	0	No
WSAB - Washington State Association of Broadcasters	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsab.org	(360) 705-0774	0	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	0	No
Careerbuilder.com	Webposting	N/A	Webposting	1	No
Ladders.com	Webposting	N/A	Webposting	1	No
Work Source Seattle-King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.org	(206) 440-2556	1	No
Employee Referral	N/A	N/A	N/A	1	N/A

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5) Job Title: Cluster Marketing & Digital Director

Referral Source(s) of Hiree: Rehire

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Seattle Times	Andrew Kane	akane@seattletimes.com	(206) 652-6538	0	No
CBS Radio website	Webposting	www.cbsradio.com	Webposting	0	No
PSRBA – Puget Sound Radio Broadcasters Association	Laura Rieder	PO Box 9392, Seattle, WA 98109	206-829-8418	0	No
WSAB - Washington State Association of Broadcasters	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsab.org	(360) 705-0774	0	No
Ladders.com	Webposting	N/A	Webposting	1	No
Work Source Seattle-King County	Donna Gurr	12550 Aurora Ave N, Seattle, WA 98133 www.worksourcekc.org	(206) 440-2556	1	No
Craigslist	Webposting	www.craigslist.org (Seattle)	Webposting	1	No

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5) Job Title: KPTK Account Executive

Referral Source(s) of Hiree: Intern hired

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio website	Webposting	www.cbsradio.com	Webposting	5	No
PSRBA – Puget Sound Radio Broadcasters Association	Laura Rieder	PO Box 9392, Seattle, WA 98109	206-829-8418	0	No
WSAB - Washington State Association of Broadcasters	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsab.org	(360) 705-0774	0	No
City University (Career Planning)	Eileen Ryan-Rojas	11900 NE First St, Bellevue, WA 98005	(425) 709-7606	0	No
South Seattle Community College	Cessa Heard-Johnson	6000 16 th Ave SW 4RS158, Seattle, WA 98106	(206) 768-6455	0	No
Tacoma Community College	Kim Washington-Moten	6501 S 19 th St, Tacoma, WA 98466	(253) 566-6042	0	No
Western Washington University	Tina Loudon	WWU, Bellingham, WA 98225	(360) 650-3240	0	No
Pacific Lutheran University	Joanne Lisosky	12180 Park Ave. S., Tacoma, WA 98447	(253) 531-6900	0	No

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5) Job Title: Sales Associate

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio website	Webposting	www.cbsradio.com	Webposting	5	No
PSRBA – Puget Sound Radio Broadcasters Association	Laura Rieder	PO Box 9392, Seattle, WA 98109	206-829-8418	0	No
WSAB - Washington State Association of Broadcasters	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsab.org	(360) 705-0774	0	No
Employee Referral	N/A	N/A	N/A	1	N/A

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5) **Job Title: KJAQ Account Executive**
Job Title: KMPS Account Executive
Job Title: KJAQ Account Executive

Referral Source(s) of Hiree: CBS Radio website
Referral Source(s) of Hiree: Rehire
Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio website	Webposting	www.cbsradio.com	Webposting	5	No
PSRBA – Puget Sound Radio Broadcasters Association	Laura Rieder	PO Box 9392, Seattle, WA 98109	206-829-8418	0	No
WSAB - Washington State Association of Broadcasters	Sandie Maki	724 Columbia St NW, Ste 310, Olympia, WA 98501 www.wsab.org	(360) 705-0774	0	No
Employee Referral	N/A	N/A	N/A	1	N/A

5) Job Title: National Sales Manager

Referral Source(s) of Hiree: Internal Promotion

This vacancy was filled by an internal promotion.

5) Job Title: KZOK Local Sales Manager

Referral Source(s) of Hiree: Internal Promotion

This vacancy was filled by an internal promotion.

5) Job Title: Traffic Administrator

Referral Source(s) of Hiree: Internal Promotion

This vacancy was filled by an internal promotion.

5) Job Title: Digital NTR Sales Manager

Referral Source(s) of Hiree: Internal Promotion

This vacancy was filled by an internal promotion.

5) Job Title: Assistant Controller

Referral Source(s) of Hiree: Internal Promotion

This vacancy was filled by an internal promotion.

5) Job Title: Imaging / Creative Services

Referral Source(s) of Hiree: Internal Promotion

This vacancy was filled by an internal promotion.

5) Job Title: KJAQ General Sales Manager

Referral Source(s) of Hiree: Internal Promotion

This vacancy was filled by an internal promotion.

5) Job Title: KJAQ Assistant Program Director

Referral Source(s) of Hiree: Internal Promotion

This vacancy was filled by an internal promotion.

6) Total # of Interviewees Referred: For the period from September 22, 2008, through September 21, 2009, this Employment Unit interviewed **62** interviewees for full-time job vacancies.

7) Supplemental Recruitment Measures.

Supplemental Recruitment Initiatives:

1. Participation in Job Fairs

- a. April 23, 2009, Western Washington University Spring Career Fair, MAC Gym, Student Recreation Center, Bellingham, WA: The Employment Unit Program Director, who has substantial responsibility in making hiring decisions, attended the Fair.
- b. May 13, 2009, Diversity Career Expo, Union Station Great Hall, Seattle, WA: The Employment Unit Program Director, General Sales Manager, and Executive Assistant, each of whom have substantial responsibility in making hiring decisions, attended the Expo.

2. Participation in Events Sponsored by Groups Interested in Broadcast Employment Issues

- a. On an ongoing basis, the Employment Unit offers job shadowing opportunities to high school and college students interested in careers in broadcasting. During the reporting period, the Employment Unit had 3 shadows.
- b. On an ongoing basis, the Employment Unit offers station tours for those interested in the broadcasting industry.

3. Participation in Career Events Sponsored by Educational Institutions

- a. October 20, 2008, Highland Middle School: An Employment Unit on-air personality spoke to students about careers in broadcasting and handed out stickers and station merchandise.
- b. January 8, 2009, Wildcat Idol Competition at Mt. Si High School: An Employment Unit on-air personality was on the judge's panel for the school talent competition.
- c. January 21, 2009, Green River Community College: The Employment Unit Program Director spoke to students on careers on broadcasting.
- d. June 4, 2009, Studio Scavenger Hunt: An Employment Unit on-air personality hosted students at the studio to tour the show studios and see how radio stations operate.
- e. June 16, 2009, Sherwood Elementary: An Employment Unit on-air personality spoke to students about careers in broadcasting and handed out stickers and station merchandise.

4. Internship Program

The Employment Unit has an on-going internship program in our National Sales, Promotions, and Programming departments. During the reporting period the Employment Unit had a total of 16 interns.

- a. National Sales Department, 4 Interns: Intern duties included attending sales & promotion meetings for all stations, daily tasks, writing up recaps and airchecks for clients, and attending station events.

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- b. Promotions Department, 8 Interns: Intern duties included keeping databases updated, attending station events, preparing prizes for contest winners and filing winner sheets, daily tasks, and responding to listener emails.
 - c. Programming Department, 1 Morning Show Intern: Intern duties included being in the studio during morning show, daily tasks, and responding to listener emails.
 - d. Programming Department, 3 Afternoon Show Intern: Intern, duties included being in the studio during afternoon show, daily tasks, and responding to listener emails.
5. Participate in General Outreach Efforts Using Job Banks or Internet Programs

The Employment Unit has made significant contributions to the CBS Radio career website (www.cbsradio.com) which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.

6. Management Training

On September 15, 2009 all Employment Unit Management and Human Resources personnel, including the Employment Unit Executive Assistant, took part in a two part training webinar/phone conference call entitled: Part I: Preventing Discrimination in the workplace and Part II: EEO Compliance. This program was put on by CBS Radio's Corporate Legal and Human Resources departments.