

FCC EEO Combined Public File Report

For the Reporting Period: 10/01/2018 to 09/30/2019

Call Letter	Type of Station	Location:City/State	Facility ID
KIXI-AM	Radio	Mercer Island/Seattle, WA	4629
KKNW-AM	Radio	Seattle, WA	57834
KNUC-FM	Radio	Seattle, WA	57843
KQMV-FM	Radio	Bellevue, WA	4630
KRWM-FM	Radio	Bremerton, WA	53870

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KNUC-FM.98.9 The Bull - FT Account Executive(18-5455)	02/22/2019	379, 1443, 1753, 2053, 2058, 2059, 2090, 2101, 2120, 3000	3000
KNUC-FM.98.9 The Bull - FT General Sales Manager(18-5494)	12/19/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1844, 1845, 1847, 1848, 2014, 2015, 2019, 2021, 2022, 2024, 2025, 2033, 2037, 2041, 2051, 2053, 2056, 2057, 2058, 2059, 2060, 2061, 2081, 2082, 2085, 2101, 2112, 2116, 2178, 2186, 2320	2015
KNUC-FM.98.9 The Bull - FT Account Executive(19-1130)	09/19/2019	379, 1443, 1753, 2046, 2051, 2052, 2053, 2058, 2059, 2065, 2067, 2068, 2084, 2090, 2101, 2120, 2226, 3000, 3015, 3016, 3017, 3020, 3021, 3022, 3023, 3024, 3026, 3027, 3028, 3029, 3030, 3031	1450, 1457, 5000
KNUC-FM.KNUC On-Air Talent/NON-POSTED(19-1196)	08/15/2019	9000	2226
KNUC-FM.KNUC Program Director/NON-POSTED(19-1197)	04/10/2019	9000	2226
KNUC-FM.KNUC FT Producer/NON-POSTED(19-1209)	04/12/2019	9000	2226
KNUC-FM.98.9 The Bull FT Mid-Day On-Air Talent(19-1233)	05/24/2019	379, 1450, 1753, 2053, 2058, 2059, 2084, 2090, 2101, 2120, 2226, 3000, 3015, 3016, 3017, 3018, 3019, 3020, 3021, 3022, 3023, 3024, 3025, 3026, 3027, 3028, 3029, 3030, 3031	5000

KQMV-FM.Hubbard Radio Seattle Digital Project Manager(18-5481)	12/04/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1844, 1845, 1847, 1848, 2014, 2015, 2019, 2021, 2022, 2024, 2025, 2033, 2037, 2041, 2053, 2056, 2057, 2058, 2059, 2060, 2061, 2081, 2082, 2085, 2101, 2112, 2116, 2178, 2186, 2320	2082
KQMV-FM.Hubbard Radio Seattle Digital Brand Strategist(18-5523)	01/10/2019	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1844, 1845, 1847, 1848, 2014, 2015, 2019, 2021, 2022, 2024, 2025, 2033, 2037, 2041, 2053, 2056, 2057, 2058, 2059, 2060, 2061, 2081, 2082, 2085, 2101, 2112, 2116, 2178, 2186, 2320	2015
KQMV-FM.MOViN 92.5/KQMV - FT Account Executive(19-1253)	08/29/2019	379, 1450, 1753, 2053, 2058, 2059, 2084, 2090, 2101, 2120, 2226, 3000, 3015, 3016, 3017, 3018, 3019, 3020, 3021, 3022, 3023, 3024, 3025, 3026, 3027, 3028, 3029, 3030, 3031	2226
KRWM-FM.Vice President/Market Manager(18- 5362)	01/17/2019	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1844, 1845, 1847, 1848, 2014, 2015, 2019, 2021, 2022, 2024, 2025, 2033, 2037, 2041, 2043, 2053, 2056, 2057, 2058, 2059, 2060, 2061, 2068, 2081, 2082, 2085, 2101, 2116, 2178, 2186, 2320	2091
KRWM-FM.WARM 106.9 - FT On-Air Morning Show Host(19- 1053)	06/27/2019	1753, 2053, 2058, 2059, 2084, 2090, 2101, 2120	5000
KRWM-FM.Hubbard Radio Seattle - Director of Sales(19- 1059)	03/15/2019	379, 1443, 1753, 2053, 2058, 2059, 2090, 2101, 2120, 3000	2226
KRWM-FM.Warm 106.9 FT Promotion Coordinator(19-1168)	04/16/2019	379, 1753, 2053, 2058, 2059, 2084, 2090, 2120, 2226, 3000, 3015, 3016, 3017, 3019, 3020, 3021, 3022, 3023, 3025, 3026, 3027, 3028, 3029, 3030, 3031	3000

List of Recruitment Sources

***An asterisk next to the name of the source indicates a source that requested our postings.**

Code	Recruitment Source	Address	Contact Person	Candidates Interviewed
255	Emma L Bowen Foundation-NY	30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York NY, 10112	Sandra Rice 2126643486	0
307	KSTP-TV	3415 University Ave St Paul MN, 55114	Andy Higgins 6516425555	0
369	Internal Applicant			3

379	Job Fair			1
402	WDIO-TV	10 Observation Rd Duluth MN, 55811	Vicki Kaping 2182797734	0
408	WHEC-TV	191 East Ave Rochester NY, 14604	Kathy Knox 5855460745	0
416	WNYT-TV	15 N Pearl St Albany NY, 12204	Christine Kimball 5184364791	0
555	KSTC-TV	3415 University Ave St Paul MN, 55114	Glenna Sorensen 6515237301	0
843	KOBF-TV	825 W Broadway Farmington NM, 87401	Deb Kelly 5053261141	0
865	KAAL-TV	1320 Salem Rd SW Rochester MN, 55902	Deb Nerud 5072587229	0
893	KOB-TV	4 Broadcast Plaza SW Albuquerque NM, 87104	Rachel Sedillo 5052434411	0
905	KOBR-TV	124 E 4th St Roswell NM, 88201	Isabel Castillo 5056258888	0
911	Hubbard Radio Twin Cities	3415 University Ave St Paul MN, 55114	Mary Schaible 6516472989	0
1213	F&F Productions	14333 Meyerlake Circle Clearwater FL, 33760	Donna Guillaume 7275356776	0
1270	ReelzChannel	5650 University Blvd SE Albuquerque NM, 87106	Lori Lung 5052128800	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	14
1450	Indeed.com	Austin Texas,		25
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		4

1753	*NAACP	1156 15th St NW #915 Washington Dist. Columbia, 20005	Adam Lee 2024632940	0
1844	Hubbard Radio - Washington, DC	3400 Idaho Ave NW Washington DC, 20016	Sue Rushkowski 2028955000	0
1845	Hubbard Radio-Cincinnati	2060 Reading Rd Cincinnati OH, 45202	Nicole Carvelli 5136995102	0
1847	Hubbard Radio-St. Louis	11647 Olive Blvd St Louis MO, 63141	Brenda Joyce 3149836000	0
1848	Hubbard Radio-Chicago	130 E Randolph St Suite 1700 Chicago IL, 60601	Liz Luptak 3129461019	0
2014	Community Organization-General	NA NA WA, 12345	NA 1231231234	0
2015	Employee-Current	NA NA WA, 11111	Employee 9999999999	5
2019	Job Fair	NA NA WA, 12345	Self 1231231234	0
2021	Recruiter	n/a n/a WA, 11111	n/a 5555555555	0
2022	Radio Ad	3650 131st Ave SE Bellevue WA, 98006	n/a 4256539462	0
2024	Self Inquiry	NA NA WA, 11111	NA 9999999999	0
2025	Emma L. Bowen Foundation	524 W 57th St New York NY, 10019	Sandra Rice 2129752545	0
2033	Asian American Journalists Assn.	333 Dexter Ave. N. Seattle WA, 98109	Lori Matsukawa 2064483853	0
2037	Centro Latino	1208 S 10th Street Tacoma WA, 98405	Kate Smith 2535727717	0

2041	Division of Vocational Rehabilitation	12063 15th Ave. NE Seattle WA, 98125	Lorrie Moe 2063684538	0
2043	*Everett Community College	801 Wetmore Ave. Everett WA, 98201	Nidia Alqeeq 4253889100	0
2046	Seattle Community College District	9600 College Way N Seattle Washington, 98103	Kelly D. 2065277656	0
2051	South Seattle Community College	6000 16th Ave SW Seattle Washington, 98106	Career Center 2067645304	0
2052	Spokane Community College	1810 N Greene St Spokane Washington, 99217	Career Services 5095337000	0
2053	Tacoma Urban League	2550 South Yakima Tacoma Washington, 98405	Shirl Gilbert 2533832007	0
2056	Green River Community College/KGRG-AM/FM	12401 SE 320th Auburn WA, 98002	Tom Evans Krause 2538339111	0
2057	N.A.A.C.P.	P.O. Box 22148 Seattle WA, 98122	Lacy Steel 2063246600	0
2058	Pacific Lutheran University	Career Connections Tacoma Washington, 98447	Jody Horn 2535358321	0
2059	Washington State University	PO Box 642520 Pullman Washington, 99164	Glenn Johnson 5093351556	0
2060	Bellevue College	3000 Landerholm Circle SE Bellevue WA, 98007	Michael Reese 4255641000	0
2061	Evergreen State College - CAB 101	2700 Evergreen Pkwy NW Olympia WA, 98505	Ruth Brownstein 3608676888	0
2065	Tacoma Community College	6501 South 19th St Tacoma Washington, 98466	R. L. Puebla 2535665000	0
2067	Western Washington University	516 High Street Bellingham Washington, 98225	Aaron Ignac 3606503000	0
2068				

WorkSource Seattle, King
County, Eastside Division

3000 Landerholm Circle SE
Bellevue Washington, 98007

Mary Dolliver
4255642279

0

2081	Hubbard Radio-Phoenix	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298673	0
2082	Hubbard Radio-Seattle	3650 131st Avenue SE #550 Bellevue WA, 98006	Lisa Closterman 4256531160	5
2084	Washington State Broadcasters Association	724 Columbia St NW #310 Olympia Washington, 98501	Char Myers 3607050774	2
2085	Hubbard Radio Seattle Websites	3650 131st Ave SE, Suite 550 Bellevue WA, 98006	Cliff N. Johnson 4256539462	5
2090	Northwest University	5520 108th Ave NE Kirkland Washington, 98033	Levi Davenport 4258228266	0
2091	LinkedIn	2029 Stierlin Ct Mountain View CA, 94043	Customer Service 2028955027	1
2093	All Access	28955 Pacific Coast Highway #210 Malibu CA, 90265	N/A 3104576616	1
2101	Traffic Directors Guild of America	26000 Avenida Aeropuerto, Building 114 San Juan Capistrano California, 92675	Larry Keene 9494297063	0
2112	CWU-Career Services	400 E. University Way Ellensburg WA, 98926	Jo Ann Ryan 5099632405	0
2116	*Art Institutes of Seattle	2323 Elliott Ave Seattle WA, 98121	Renee Pasley 2062392295	0
2120	*Sanford Brown College	645 Andover Park W Seattle Washington, 98188	Pandora Neiland	0
2178	2060 Digital Website	2060 Reading Road Cincinnati OH, 45202	Nicole Carvelli 5136995012	0
2186	Indeed	177 Broad Street, 6th Floor Stamford CT, 06901	Job Coordinator 2033282691	0
2226	Employee Referral			12

2320	HBI Radio North	13225 Dogwood Dr Brainerd MN, 56425	Justin Jerve 2188224461	0
3000	HBI Career Site			25
3015	University of Washington	Communications Building, 50 University of Washington Seattle Washington, 98195		0
3016	Gonzaga University	502 E Boone Ave Spokane Washington, 99258		0
3017	Idaho State University	921 So. 8th Ave. Pocatello Idaho, 83209		0
3018	Northwest Nazarene University	623 S University Blvd Nampa Idaho, 83686		0
3019	Saint Martin's University	5000 Abbey Way Southeast Lacey Washington, 98503		0
3020	Seattle Pacific University	307 3rd Ave W Seattle Washington, 98119		0
3021	University of Idaho	875 Perimeter Dr Moscow Idaho, 83844		0
3022	University of Oregon	1200 University Street Eugene Oregon, 97403		0
3023	Whitman College	280 Boyer Ave Walla Walla Washington, 99362		0
3024	Eastern Oregon University	One University Blvd. La Grande Oregon, 97850		0
3025	George Fox University	414 N Meridian St., Newberg, Newberg Oregon, 97132		0
3026	Lewis & Clark College	0615 SW Palatine Hill Rd., Portland Oregon, 97219		0

3027	Oregon State University	1500 SW Jefferson Ave, Corvallis Oregon, 97331	0
3028	Seattle University	901 12th Ave, Seattle Washington, 98122	0
3029	Southern Oregon University	1250 Siskiyou Blvd, Ashland Oregon, 97520	0
3030	University of Washington/Tacoma	1900 Commerce St, Tacoma Washington, 98402	0
3031	Western Oregon University	345 Monmouth Ave N, Monmouth Oregon, 97361	0
5000	Internal		6
9000	Exigent Circumstance		0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Foster Professional Sales Program/Job Fair	Barry Erickson	11/24/2018- 11/24/2018	The market's General Sales Manager attended the Foster Professional Sales Program and Job Fair. The job fair is geared toward fostering sales professionals. Information about careers in media sales was given out.
Green River Comm College	Tom Krause	03/13/2019- 03/13/2019	The Digital Director gave a presentation to the Intro to Broadcast class at the Green River Community College. Part of the presentation included information about jobs in broadcasting.
Green River Comm College Scholarship Program	Tom Krausse	10/01/2018- 09/30/2019	Hubbard Radio Seattle donated \$2500 to the Green River Community College Foundation to provide a scholarship to a deserving student in the Communications program. The Business Manager for the employment unit and the GRCC Board of Directors selected a scholarship recipient using the following criteria: A 2nd year GRCC student enrolled in the Radio Broadcasting program. Must have a minimum of 2.8 cumulative GPA. Display merit and need. Display a motivation to continue their education.

Hubbard Radio Next Gen Leadership Program 2019-20	Dan Seeman	07/15/2019-06/01/2020	The Hubbard Radio Next Gen Leadership Program identifies, rewards and develops future leaders of the company. Employees are nominated by market management to apply for the program. Following a formal application process market managers select up to two (2) participants per market. In the Seattle market two employees were selected to participate.
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Frederick	10/01/2018-06/01/2019	In 2018, Hubbard Radio continued with the NextGen Leadership Program. The program's goal is to identify, reward and develop future leaders of the company. Employees were nominated by management to apply for the program. Following the formal application process, Hubbard Radio Market Managers selected up to two participants per market. In the Hubbard Radio Seattle market, two employees were selected and participated in the annual program.
Hubbard Radio Talent Institute	Monica Payne	06/10/2019-06/19/2019	Hubbard Radio Seattle sponsored the National Radio Talent Institute at Central Washington University June 10-19, 2019. The Institute is a system of talent incubator programs on college campuses across the US for the purpose of discovering and coaching entry-level talent for the industry. Members of the market led sessions and provided feedback to attendees.
KQMV Programming Social Media Internship	Ricky Villa	10/01/2019-09/30/2019	KQMV offers a social media internship throughout the year. The selected interns assisted with social media and web posts. Internships are completed for college credit.
Market Promotions Internships	Promotions Departments	10/01/2018-09/30/2019	Hubbard Radio Seattle offers promotions internships year round at all radio stations. The internships focus on marketing and promotions and are completed for college credit.