

# FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KRWM-FM	Radio	Bellevue, WA	53870
KQMV-FM	Radio	Bellevue, WA	4630
KIXI-AM	Radio	Bellevue, WA	4629
KVRQ-FM	Radio	Bellevue, WA	57843
KKNW-AM	Radio	Bellevue, WA	57834

For the reporting period: 10/01/16 to 09/30/17

## Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KRWM-FM.Warm 106.9 Account Executive	09/15/2017	Internal,National,P Except for: 2254	2015
KRWM-FM.Warm 106.9 Overnight Announcer/Assoc. Producer	01/27/2017	Internal,National,P Except for: 2254	2015
KQMV-FM.Digital Sales Manager	11/29/2016	Internal,National,P	2085
KQMV-FM.Hubbard Radio Seattle - Continuity Director	08/31/2017	Internal,National,S	2082
KQMV-FM.MOVIN 92.5 Full Time Promotion Coordinator	08/08/2017	Internal,National,S	369
KQMV-FM.MOVIN 92.5 Full Time Promotion Coordinator	08/08/2017	Internal,National,S	2015
KQMV-FM.MOVIN 92.5 Street Hit Coordinator	06/01/2017	Internal,National,S	2113
KVRQ-FM.Rock 98.9 Account Executive	09/18/2017	Internal,National,P	2082
KVRQ-FM.Rock 98.9 General Sales Manager	11/29/2016	Internal,National,P	2085

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	3	2015	4	2024	2	2082	4
2085	7	2091	1	2093	1	2113	1
2186	1						

## List of Recruitment Sources that requested postings

2043 2116 2120 2185

## Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	<b>Current:</b> 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082
National	<b>Current:</b> 255 452 487 644 657 1092 <b>01/26/17:</b> 2239 INACTIVE 2254 INACTIVE 2254 ADDED
P=Professional	<b>Current:</b> 2014 2015 2019 2024 2025 2030 2033 2034 2037 2041 2042 2043 2045 2046 2051 2052 2053 2055 2056 2057 2058 2059 2060 2061 2062 2064 2065 2066 2067 2068 2077 2084 2085 2086 2088 2089 2091 2093 2095 2101 2113 2116 2118 2119 2120 2178 2185 2186
Paid	<b>Current:</b> 2013 2113 2185
S=Support	<b>Current:</b> 2014 2015 2019 2024 2025 2030 2033 2034 2037 2041 2042 2043 2045 2046 2051 2052 2053 2055 2056 2057 2058 2059 2060 2061 2062 2064 2065 2066 2067 2068 2077 2084 2085 2086 2088 2089 2090 2095 2101 2113 2116 2178 2185
T=Technical	<b>Current:</b> 2014 2015 2019 2024 2025 2030 2033 2034 2037 2041 2042 2043 2045 2046 2051 2052 2053 2055 2056 2057 2058 2059 2060 2061 2062 2064 2065 2066 2067 2068 2077 2084 2085 2086 2088 2089 2090 2095 2101 2116 2120 2178 2185 2186

## Recruitment Sources

ID	Source	ID	Source	ID	Source
255	Emma L Bowen Foundation-NY 30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York, NY 10112 Sandra Rice (212) 664-3486	307	KSTP-TV 3415 University Ave St Paul, MN 55114 Andy Higgins (651) 642-5555	369	Internal Applicant
402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Vicki Kaping (218) 279-7734	408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745	416	WNYT-TV 15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791
452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301

644 National Association of Broadcasters  
1771 N St NW  
Washington, DC 200362891  
Karen Hunter (202) 429-5498

865 KAAL-TV  
1320 Salem Rd SW  
Rochester, MN 55902  
Deb Nerud (507) 258-7229

911 Hubbard Radio Twin Cities  
3415 University Ave  
St Paul, MN 55114  
Mary Schaible (651) 647-2989

1270 ReelzChannel  
5650 University Blvd SE  
Albuquerque, NM 87106  
Lori Lung (505) 212-8800

1847 Hubbard Radio-St. Louis  
11647 Olive Blvd  
St Louis, MO 63141  
Brenda Joyce (314) 983-6000

2014 Community Organization-General  
NA  
NA, WA 12345  
NA (123) 123-1234

2024 Self Inquiry  
NA  
NA, WA 11111  
NA (999) 999-9999

2033 Asian American Journalists Assn.  
333 Dexter Ave. N.  
Seattle, WA 98109  
Lori Matsukawa (206) 448-3853

2041 Division of Vocational Rehabilitation  
12063 15th Ave. NE  
Seattle, WA 98125  
Lorrie Moe (206) 368-4538

2045 Lake Washington Technical College  
11605 132nd Ave NE  
Kirkland, WA 98034  
Kate Conant (425) 739-8132

2052 Spokane Community College  
1810 N. Greene St.  
Spokane, WA 99217  
Career Services (509) 533-7000

2056 Green River Community College/KGRG-AM/FM  
12401 SE 320th  
Auburn, WA 98002  
Tom Evans Krause (253) 833-9111

2059 Washington State University  
PO Box 642520  
Pullman, WA 99164  
Glenn Johnson (509) 335-1556

2062 Pierce College  
9401 Farwest Drive SW  
Tacoma, WA 98467  
Agnes Steward (253) 964-6799

2066 University of Puget Sound  
1500 N Warner St  
Tacoma, WA 98416  
Leah L. Vance (253) 879-3100

2077 DeVry University- Federal Way Campus  
3600 South 344th Way  
Federal Way, WA 98001  
Career Services (877) 923-3879

657 National Hispanic Media Coalition  
2514 S Grand Ave  
Los Angeles, CA 90007  
Claudia Flores (213) 746-6988

893 KOB-TV  
4 Broadcast Plaza SW  
Albuquerque, NM 87104  
Cassandra Jones (505) 243-4411

1092 Broadcast Engineering  
9800 Metcalf  
Overland Park, KS 66212  
Jennifer Shafer (913) 967-1732

1844 Hubbard Radio - Washington, DC  
3400 Idaho Ave NW  
Washington, DC 20016  
Sue Rushkowsky (202) 895-5000

1848 Hubbard Radio-Chicago  
130 E Randolph St Suite 1700  
Chicago, IL 60601  
Liz Luptak (312) 946-1019

2015 Employee-Current  
NA  
NA, WA 11111  
Employee (999) 999-9999

2025 Emma L. Bowen Foundation  
524 W 57th St  
New York, NY 10019  
Sandra Rice (212) 975-2545

2034 Boulevard Consulting Group  
P.O. Box 31150  
Spokane, WA 99223  
Dan Petek (509) 328-7307

2042 Employment Clearinghouse NAB  
1771 N Street NW  
Washington, DC 20036  
Karen Hunter (202) 429-5498

2046 Seattle Community College District  
9600 College Way N  
Seattle, WA 98103  
Kelly D. (206) 527-7656

2053 Tacoma Urban League  
2550 South Yakima  
Tacoma, WA 98405  
Shirl Gilbert (253) 383-2007

2057 N.A.A.C.P.  
P.O. Box 22148  
Seattle, WA 98122  
Lacy Steel (206) 324-6600

2060 Bellevue College  
3000 Landerholm Circle SE  
Bellevue, WA 98007  
Michael Reese (425) 564-1000

2064 Highline Community College  
2400 S. 240th St  
Des Moines, WA 98198  
Chris Panganiban (206) 878-3710

2067 Western Washington University  
516 High St  
Bellingham, WA 98225  
Aaron Ignac (360) 650-3000

2081 Hubbard Radio-Phoenix  
4343 Camelback Road #200  
Phoenix, AZ 85018  
Susan Kaiser (480) 941-1007

843 KOB-TV  
825 W Broadway  
Farmington, NM 87401  
Deb Kelly (505) 326-1141

905 KOBR-TV  
124 E 4th St  
Roswell, NM 88201  
Isabel Castillo (505) 625-8888

1213 F&F Productions  
14333 Meyerlake Circle  
Clearwater, FL 33760  
Donna Guilliame (727) 535-6776

1845 Hubbard Radio-Cincinnati  
2060 Reading Rd  
Cincinnati, OH 45202  
Nicole Carvelli (513) 699-5102

2013 Publication  
NA  
NA, WA 12345  
NA (123) 123-1234

2019 Job Fair  
NA  
NA, WA 12345  
Self (123) 123-1234

2030 Art Institute of Seattle  
2601 Elliott Ave  
Seattle, WA 98121  
Chris Rudd (206) 239-2307

2037 Centro Latino  
1208 S 10th Street  
Tacoma, WA 98405  
Kate Smith (253) 572-7717

2043 Everett Community College  
801 Wetmore Ave.  
Everett, WA 98201  
Nidia Alqeeq (425) 388-9100

2051 South Seattle Community College  
6000 16th Avenue SW  
Seattle, WA 98106  
Career Center (206) 764-5304

2055 Women's Center  
11605 132nd Ave. NE  
Kirkland, WA 98034  
Amy Purcell (425) 739-8100

2058 Pacific Lutheran University  
Career Connections  
Tacoma, WA 98447  
Jody Horn (253) 535-8321

2061 Evergreen State College - CAB 101  
2700 Evergreen Pkwy NW  
Olympia, WA 98505  
Ruth Brownstein (360) 867-6888

2065 Tacoma Community College  
6501 South 19th Street  
Tacoma, WA 98466  
R. L. Puebla (253) 566-5000

2068 WorkSource Seattle-King County-Eastside  
Division  
3000 Landerholm Circle SE  
Bellevue, WA 98007  
Mary Dolliver (425) 564-2279

2082 Hubbard Radio-Seattle  
3650 131st Avenue SE #550  
Bellevue, WA 98006  
Lisa Closterman (425) 653-1160

2084 Washington State Broadcasters Association 724 Columbia Street N.W., Suite 310 Olympia, WA 98501 Char Myers (360) 705-0774	2085 Hubbard Radio Seattle Websites 3650 131st Ave SE, Suite 550 Bellevue, WA 98006 Cliff N. Johnson (425) 653-9462	2086 KLCK Website 3650 131st Ave SE, Suite 550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160
2088 Renton Technical College 3000 NE 4th St Renton, VA 98056 Michelle Iko (425) 235-2352	2089 Edmonds Community College 20000 68th Ave W Lynnwood, WA 98036 Career Action Center (425) 640-1256	2090 Northwest University 5520 108th Ave NE Kirkland, WA 98033 Levi Davenport (425) 822-8266
2091 LinkedIn 2029 Stierlin Ct Mountain View, CA 94043 Customer Service (202) 895-5027	2093 All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616	2095 Cascadia Community College 18345 Campus Way nE Bothell, WA 98011 Katie Headlee (425) 352-8144
2101 Traffic Directors Guild of America 26000 Avenida Aeropuerto, Building 114 San Juan Capistrano, CA 92675 Larry Keene (949) 429-7063	2113 KQMV-FM 3650 131st AVENUE SE, SUITE 550 BELLEVUE, WA 98006 Cindy Gilsdorf (425) 653-1110	2116 Art Institutes of Seattle 2323 Elliott Ave Seattle, WA 98121 Renee Pasley (206) 239-2295
2118 KRWM-FM 3650 131st Ave NE, Suite 550 Bellevue, WA 98006 Chris Hanley (425) 653-1160	2119 KIXI-AM 3650 131st Ave SE, Suite 550 Bellevue, WA 98006 Dan Murphy (425) 653-9462	2120 Sanford-Brown College 645 Andover Park West Seattle, WA 98188 Pandora Neiland (206) 830-6335
2178 2060 Digital Website 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5012	2185 National Association of Broadcasters Education Foundation 1771 N St NW Washington, DC 200362891 Nate Mann (202) 429-5498	2186 Indeed 177 Broad Street, 6th Floor Stamford, CT 06901 Job Coordinator (203) 328-2691
2239 National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	2254 National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	

Outreach Activities

<b>Name of Event / Initiative</b>	<b>Contact Person</b>	<b>Date</b>	<b>Brief Description of Initiative</b>	<b>Other Information</b>
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Fredrick	06/01/2016 - 09/30/2017	In 2016, 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 first 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 Seattle Internships	KRWM, KQMV, KVRQ, KIXI, KKNW Station Staff	10/01/2016 - 09/30/2017	In an ongoing effort to recruit new talent, Hubbard Radio Seattle offers internships across all of our departments. Each internship is completed for college credit. The interns participate in a wide range of radio and broadcasting duties in programming, production and promotions.	Students are from Central Washington University, Green River College, Pacific Lutheran University, Bellevue College and Washington State University.
Green River Comm. College Mass Media Talk	Professor John Knowlton	10/13/2016 - 04/27/2017	A Sales Manager participated in discussions with Mass Media Classes about the past, present, and future of radio. During the discussions, he also talked about working in the radio industry and encouraged students to apply for open positions and internships at Hubbard Radio Seattle.	After the presentations and discussions, students requested more information regarding internship opportunities with Hubbard Radio Seattle.
Job Shadow-- Pacific Lutheran University	Shawn Torrey	10/26/2016 - 10/26/2016	A student from Pacific Lutheran University spent the morning with the Marketing & Promotions Departments. The student met staff members, learned about the stations and what goes into running successful radio shows.	
EEO/Public File Webinar	Mark Allen-- WSAB President	10/27/2016 - 10/27/2016	The Vice President/Market Manager and Human Resources Manager participated in the Washington State Association of Broadcasters EEO and Public File Webinar.	

Everett Community College Internship Job Fair	Nidia Alqeeq	02/21/2017 - 02/21/2017	The Marketing Manager and Promotions Coordinator from Hubbard Radio Seattle participated in Everett Community College's Fall Internship Job Fair. They met with students, alumni and community members during the event to talk about employment opportunities at Hubbard Radio Seattle. They also received resumes and handed out information about openings at the stations.
Bellevue College Networking and Job Fair	Kathy King	05/03/2017 - 05/03/2017	A Marketing Director and Promotions Coordinator from Hubbard Radio Seattle participated in Bellevue College's Center for Career Connections & Women's Center Job and Networking Fair. They met with students, alumni and community members during the event to talk about employment opportunities at Hubbard Radio Seattle. They also received resumes and handed out information about openings at the stations.
Green River Comm. College Radio Marketing Class	Tom Krause	05/05/2017 - 05/05/2017	A Hubbard Radio Seattle Marketing Manager spoke to an upper level marketing class about what it takes to market and coordinate successful radio promotional events. The students asked many questions about working in radio. The Marketing Manager encouraged them to explore internship opportunities with Hubbard Radio Seattle.
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Frederick	06/01/2017 - 09/01/2018	In 2017, 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	Dan Vallie	06/19/2017 - 06/28/2017	Hubbard Radio Seattle sponsored the National Radio Talent Institute at Central Washington University June 19-28, 2017. The National Radio Talent 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 Hubbard Radio Seattle team led sessions and provided feedback to attendees.
Hubbard Radio-Green River College Scholarship Foundation	Tom Krause Evans, Director of Broadcast Operations & Instructor	08/01/2017 - 08/31/2017	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: <ul style="list-style-type: none"> <li>• A second year GRCC student enrolled in the radio broadcasting program</li> <li>• Have a minimum of 2.8 cumulative GPA</li> <li>• Display merit and need</li> <li>• Display a motivation to continue their education</li> </ul>