

# FCC EEO Combined Public File Report

For the Reporting Period: 10/01/2022 to 09/30/2023

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
KPNW-FM	Radio	Seattle, WA	57834

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KPNW-FM.Account Manager(22-1336)	10/06/2022	1450, 1753, 2053, 2058, 2059, 2084, 2090, 2101, 2226, 3000, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 3056, 3057, 3058, 3059, 3060, 3061, 3062, 3081, 3082, 3111, 3113, 5000	2226
KPNW-FM.Promotion Coordinator(23-1048)	03/21/2023	379, 1450, 1753, 2053, 2058, 2059, 2084, 2090, 2101, 2226, 3000, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 3056, 3057, 3058, 3059, 3060, 3061, 3062, 3081, 3082, 3111, 3113, 3114, 5000	5000
KPNW-FM.KPNW On Air Talent(23-1089)	04/18/2023	1450, 1753, 2053, 2058, 2059, 2084, 2090, 2101, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 3056, 3057, 3058, 3059, 3060, 3061, 3062, 3081, 3082, 3111, 3113, 3114	2226
KPNW-FM.KPNW On Air Talent(23-1120)	03/30/2023	2053, 2058, 2059, 2084, 2090, 2101, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 3056, 3057, 3058, 3059, 3060, 3061, 3062, 3081, 3082, 3113, 3114	2226
KQMV-FM.Digital Account Executive(22-1478)	09/08/2023	1450, 1457, 1753, 2053, 2058, 2059, 2084, 2090, 2101, 2226, 3000, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 3056, 3057, 3058, 3059, 3060, 3061, 3062, 3081, 3082, 3111, 3113, 3114, 5000	2226
KQMV-FM.Asst Program Director(22-1601)	01/03/2023	1450, 1753, 2053, 2058, 2059, 2084, 2090, 2101, 2226, 3000, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 3056, 3057, 3058, 3059, 3060, 3061, 3062, 3081, 3082, 3113, 3114, 5000	3000
KQMV-FM.Digital Account Executive(23-1126)	09/19/2023	1450, 1753, 2053, 2058, 2059, 2084, 2090, 2101, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 3056, 3057, 3058, 3059, 3060, 3061, 3062, 3081, 3082, 3111, 3113, 3114	1450, 1450

## 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
379	Job Fair			0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	3
1450	Indeed.com	Austin Texas,		15
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		2
1753	NAACP	1156 15th St NW #915 Washington Dist. Columbia, 20005	Adam Lee 2024632940	0
2053	Tacoma Urban League	2550 South Yakima Ave Tacoma Washington, 98405	Shirl Gilbert 2533832007	0
2058	Pacific Lutheran University	Career Connections Tacoma Washington, 98447	Jody Horn 2535358321	0
2059	Washington State University	370 Lighty Student Svcs. Bldg. Pullman Washington, 99164	Handshake 5093351556	0
2084	Washington State Broadcasters Association	PO Box 18026 Spokane Washington, 99228	Char Myers 3607050774	0
2090	Northwest University	5520 108th Ave NE Kirkland Washington, 98033	Levi Davenport 4258228266	0
2101	Traffic Directors Guild of America	26000 Avenida Aeropuerto, Building 114 San Juan Capistrano California, 92675	Larry Keene 9494297063	0
2226	Employee Referral			8
3000	HBI Career Site			5

3015	University of Washington - Seattle/Bothell	Communications Building, 50 University of Washington Seattle Washington, 98195	Handshake	0
3017	Idaho State University	921 So. 8th Ave. Pocatello Idaho, 83209	Handshake	0
3018	Northwest Nazarene University	623 S University Blvd Nampa Idaho, 83686	Handshake	0
3019	Saint Martin's University	5000 Abbey Way Southeast Lacey Washington, 98503	Handshake	0
3020	Seattle Pacific University	307 3rd Ave W Seattle Washington, 98119	Handshake	1
3021	University of Idaho	875 Perimeter Dr Moscow Idaho, 83844	Handshake	0
3022	University of Oregon	1200 University Street Eugene Oregon, 97403	Handshake	0
3025	George Fox University	414 N Meridian St., Newberg, Newberg Oregon, 97132	Handshake	0
3026	Lewis & Clark College	0615 SW Palatine Hill Rd., Portland Oregon, 97219	Handshake	0
3027	Oregon State University	1500 SW Jefferson Ave, Corvallis Oregon, 97331	Handshake	0
3028	Seattle University	901 12th Ave, Seattle Washington, 98122	Handshake	0
3029	Southern Oregon University	1250 Siskiyou Blvd, Ashland Oregon, 97520	Handshake	0
3030	University of Washington/Tacoma	1900 Commerce St, Tacoma Washington, 98402	Handshake	1
3031	Western Oregon University	345 Monmouth Ave N, Monmouth Oregon, 97361	Handshake	0

3056	Brigham Young University - Idaho	525 S. Center St. Rexburg Idaho, 83460	Handshake	0
3057	Eastern Washington University	526 5th St Cheney Washington, 99004	Handshake	0
3058	Bushnell University	828 E 11th Ave Eugene Oregon, 97401	Handshake	0
3059	Pacific University	2043 College Way Forest Grove Oregon, 97116	Handshake	0
3060	University of Portland	5000 N Willamette Blvd Portland Oregon, 97203	Handshake	0
3061	Whitworth University	300 W Hawthorne Rd Spokane Washington, 99251	Handshake	0
3062	Willamette University	900 State St Salem Oregon, 97301	Handshake	0
3081	Lewis & Clark State College	4583 Jackson Hwy. Toledo Washington, 98591	Handshake	0
3082	Portland State University	1825 SW Broadway Portland Oregon, 97201	Handshake	0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
3113	Warner Pacific University	2219 SE 68th Ave Portland Oregon, 97215	Handshake	0
3114	Green River College	12401 SE 320th Street Auburn Washington, 98092	Handshake	0
5000	Internal			3

## Outreach Activities

<b>Name of Event/ Initiative</b>	<b>Contact Person</b>	<b>Date</b>	<b>Description of Initiative</b>
Central WA Students Visit	Dan Lang	05/18/2023-05/18/2023	An employee of the Market who also works for Central Washington University coordinated a tour and informational meetings for students who work at the school radio station (88.1 The Burg) and are interested in careers in media. The students toured the Hubbard Radio Seattle studios then met with the Director of Marketing and the Promotions Team to learn more about big market for promotions. The students also met with the two Program Directors talking about programming views, experience, career opportunities and ways to grow their career in media. At the end of the tour, they learned about producing, production, and the equipment used.
Central Washington University Mentorship	CWU Student Program Director	06/22/2023-08/10/2023	A Market Program Director mentored the student Program Director for Central Washington University's radio station. They spoke on the phone twice and the student visited the studios and offices once. The purpose of the mentorship is to prepare the student for a future in broadcasting.
Covey Leadership Training	Julie Pomeroy	10/18/2022-11/15/2022	A Hubbard Radio Seattle manager participated in leadership training during the year. The training was The 6 Critical Practices for Leading a Team. Training was provided to grow and develop management/leadership skills.
Morning Show Bootcamp	Kerie Swepston	08/09/2023-08/11/2023	Morning Show BootCamp is the annual conference for On-Air Radio Talent, Program Directors and other industry professionals. They come to learn about innovative ways to engage listeners on a variety of topics presented by subject matter experts in the radio industry. Hubbard Radio Seattle's Market Manager and Program Director attended the 2023 MSBC. There were opportunities to network with attendees who may be looking at Hubbard Radio Seattle for employment opportunities.
NXT Leadership Program	Dan Seeman	06/01/2023-10/01/2023	In 2022, Hubbard Radio launched the NXT Leadership Program. This leadership program identifies and develops leaders in the company, inviting them to learn and grow in a uniquely curated leadership training program and participate in an Innovation Summit in Minneapolis-St. Paul. Employees are first nominated by management to apply for the program. Following the formal applicant process, Hubbard Radio Market Managers select 1 participant per market. A Program Director for the Seattle Market was selected.

Station Tour & Career  
Discussion

Erik Krema - Bus Dev

08/07/2023-  
08/07/2023

The Market coordinated a tour and career discussion for a member of the public interested in a career in radio and part of a HAM radio club. The person met with the Chief Engineer and Business Development Manager to talk about radio career opportunities and met with other key employees in Production and Engineering departments.