

**SPOKANE MARKET**

**2010 EEO Annual Public File Report 10/01/2010**

**KDRK-FM, KBBB-FM, KEYF-FM, KEYF-AM, KZBD-FM, KGA-AM, KJRB-AM**

<b>A. Full-Time Vacancies Filled During Past Year</b>			
1. Job Title:	Account Executive	Date Filled:	10/27/2009
2. Job Title:	Traffic Coordinator	Date Filled:	12/9/2009
3. Job Title:	Account Executive	Date Filled:	12/17/2009
4. Job Title:	Account Executive	Date Filled:	2/19/2010
5. Job Title:	KDRK-Morning Show DJ	Date Filled:	4/19/2010
6. Job Title:	Account Executive	Date Filled:	7/28/2010
7. Job Title:	KZBD-Night Show DJ	Date Filled:	8/4/2010
8. Job Title:	Account Executive	Date Filled:	8/24/2010
8. Job Title:	Account Executive	Date Filled:	8/24/2010
9. Job Title:	Local Sales Manager	Date Filled:	9/10/2010
9. Job Title:	Local Sales Manager	Date Filled:	9/10/2010
<b>B. Recruitment/Referral Sources Used to Seek Candidates For Each Vacancy</b>			

1. Job Title:	Account Executive	Dates Filled: 10-27-09			
Source	Contact Person	Address	Telephone #	Interv.	Hired ?
Sent to Recruitment List Below					
Employee Referral	Jane Wich	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	Yes
Worksource	Mollie Patshkowski	130 South Arthur, Spokane, WA 99202	(509) 532-3130	Yes	No
Employee Referral	Ron Hren	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Employee Referral	Toby Howell	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No

2. Job Title:	Traffic Coordinator	Date Filled: 12/9/2009			
Source	Contact Person	Address	Telephone #	Interv.	Hired ?
Sent to Recruitment List Below					
Mapleton Business Managers List Below					
Washington State Assoc of Broadcasters	Job Bank	<a href="mailto:wsabjobbank@earthlink.net">wsabjobbank@earthlink.net</a>		No	No
Traffic Directors Guild of America	Job Bank	<a href="mailto:tdga@cox.net">tdga@cox.net</a>		No	No
Employee Referral	Jeanne George	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Employee Referral	Denise Hombel	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Worksource	Mollie Patshkowski	130 South Arthur, Spokane, WA 99202	(509) 532-3130	Yes	No
Radio Spokane Website	Denise Hombel	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Internal Candidate	Ron Hren	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	Yes

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**3. Job Title:** Account Executive **Dates Filled: 12-17-09**

Source	Contact Person	Address	Telephone #	Interv.	Hired ?
Sent to Recruitment List Below					
Former Employee Referral	Kathy Bevan	3807 W. Princeton, Spokane, WA 99205	509-879-3366	Yes	Yes
Employee Referral	Kelly King	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Employee Referral	Denise Rice	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Employee Referral	Bob Castle	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No

**4. Job Title:** Account Executive **Dates Filled: 2-19-10**

Source	Contact Person	Address	Telephone #	Interv.	Hired ?
Sent to Recruitment List Below					
KDRK Website	Bob Allison	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	Yes
KDRK Website	Bob Allison	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
KDRK Website	Bob Allison	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Employee Referral	Bob Castle	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Brett Sports	Dave Pier	700 W. Mallon, Spokane, WA 99201	509-324-4014	Yes	No

**5. Job Title:** KDRK-Morning Show DJ **Date Filled: 4/19/2010**

Source	Contact Person	Address	Telephone #	Interv.	Hired ?
Employee Referral	Bob Castle	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	Yes
All Access Web Site (allaccess.com)	Mike Skot	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No

**6. Job Title:** Account Executive **Dates Filled: 7-28-10**

Source	Contact Person	Address	Telephone #	Interv.	Hired ?
Sent to Recruitment List Below					
Mapleton Business Managers List Below					
Employee Referral	Denise Rice	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	Yes
Employee Referral	Denise Rice	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Employee Referral	Toby Howell	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Employee Referral	Bob Allison	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No

**7. Job Title:** **KZBD-Night Show DJ** **Dates Filled: 8-4-10**

Source	Contact Person	Address	Telephone #	Interv.	Hired ?
Sent to Recruitment List Below					
All Access Web Site (allaccess.com)	Mike Skot	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	Yes
All Access Web Site (allaccess.com)	Mike Skot	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
All Access Web Site (allaccess.com)	Mike Skot	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No

**8. Job Title:** **Account Executive** **Dates Filled: 8-24-10**

Source	Contact Person	Address	Telephone #	Interv.	Hired ?
Sent to Recruitment List Below					
Mapleton Business Managers List Below					
Eastern Washington University	EWU Career Center	<a href="http://ewu.csm.symplicity.com/employers">http://ewu.csm.symplicity.com/employers</a>		Yes	Yes
Gonzaga University	GU Career Center	<a href="http://gonzaga-csm.symplicity.com/employers">http://gonzaga-csm.symplicity.com/employers</a>	509-313-4234	Yes	Yes
Eastern Washington University	EWU Career Center	<a href="http://ewu.csm.symplicity.com/employers">http://ewu.csm.symplicity.com/employers</a>		Yes	No
Gonzaga University	GU Career Center	<a href="http://gonzaga-csm.symplicity.com/employers">http://gonzaga-csm.symplicity.com/employers</a>	509-313-4234	Yes	No
Employee Referral	Luke Gerrells	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Employee Referral	Luke Gerrells	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No

**9. Job Title:** **Local Sales Manager** **Date Filled: 9-10-10**

Source	Contact Person	Address	Telephone #	Interv.	Hired ?
Employee Referral	Karen Dineen	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	No
Employee Referral	Bob Allison	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	Yes
Employee Referral	Bob Allison	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	Yes	Yes

**C. Total Number of Interviewees For Full-Time Vacancies Filled: 38**

**C. Total Number of Interviewees For Full-Time Vacancies Filled Per Recruitment Source:**

Source	Contact Person	Address	Telephone #	Total # of Interviews
Employee Referral	Jane Wich	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	1
Worksource	Mollie Patshkowski	130 South Arthur, Spokane, WA 99202	(509) 532-3130	2
Employee Referral	Ron Hren	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	2
Employee Referral	Toby Howell	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	2
Washington State Assoc of Broadcasters	Job Bank	<a href="mailto:wsabjobbank@earthlink.net">wsabjobbank@earthlink.net</a>		1

Traffic Directors Guild of America	Job Bank	<a href="mailto:tdga@cox.net">tdga@cox.net</a>		1
Employee Referral	Jeanne George	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	1
Employee Referral	Denise Hombel	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	1
Former Employee Referral	Kathy Bevan	3807 W. Princeton, Spokane, WA 99205	509-879-3366	1
Employee Referral	Kelly King	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	1
Employee Referral	Denise Rice	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	3
Employee Referral	Bob Castle	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	3
KDRK Website	Bob Allison	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	3
Brett Sports	Dave Pier	700 W. Mallon, Spokane, WA 99201	509-324-4014	1
All Access Web Site (allaccess.com)	Mike Skot	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	4
Employee Referral	Bob Allison	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	3
Eastern Washington University	EWU Career Center	<a href="http://ewu.csm.symplicity.com/employers">http://ewu.csm.symplicity.com/employers</a>		2
Radio Spokane Website	Denise Hombel	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	1
Gonzaga University	GU Career Center	<a href="http://gonzaga-csm.symplicity.com/employers">http://gonzaga-csm.symplicity.com/employers</a>	509-313-4234	2
Employee Referral	Luke Gerrells	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	2
Employee Referral	Karen Dineen	1601 E. 57th Ave., Spokane, WA 99223	509-448-1000	1
<b>Total</b>				<b>38</b>

#### D. Recruitment Initiatives Implemented from October 1, 2008 through September 30, 2010

Type Of Initiative	Date Implemented	Description	Unit Participants
EWU Job Fair	11/6/2008	Participated in job fair at Eastern Washington University Established working referral program for Internships in	Denise Hombel, Joe Via
WSU Internship Program	1/2/2009	Marketing, Sales and Promotions.	Denise Hombel Brad Leggett, Ron Hren
WSU, GU, Whitworth, EWU Internship Fair	2/25/2009	Co-Sponsor of Partnership in Employment Career Fair '09	Denise Hombel Brad Leggett, Ron Hren
EWU Engineering Job Fair	4/8/2009	Participated in job fair at Eastern Washington University Established working referral program for Internships in	Denise Hombel Denise Hombel, Ron
GU Internship Program	1/2/2009	Marketing, Sales and Promotions. Established working referral program for Internships in	Hren Denise Hombel, Ron
Whitworth University Internship Program	1/2/2009	Marketing, Sales and Promotions. Established working referral program for Internships in	Hren Denise Hombel, Ron
EWU Internship Program	1/2/2009	Marketing, Sales and Promotions.	Hren Ron Hren, Denise
Whitworth University Job/Internship Fair	3/31/2009	Participated in job fair at Whitworth University	Hombel
Eastern Washington University	11/4/2009	Participated in job fair at Eastern Washington University	Bob Allison, Ron Hren
GU Fall Business & Liberal Arts Career Fair	11/7/2009	Participated in job fair at Gonzaga University	Bob Allison, Ron Hren
Whitworth Job Internship Fair	4/6/2010	Participated in job fair at Whitworth University	Ron Hren

EWU Science Health & Engineering Career and Internship Fair	4/7/2010	Participated in joband internship fair at Eastern Washington University	Dave Ratener
EWU "Work It" Conference	5/7/2010	Co-Sponsor of the EWU "Work It" Conference	Ron Hren, Karen Dineen, Jeanne George

**Resources Entitled to Notification:**

**None Requested**

**2009/10 WSAB Minority & Women's Recruitment Source Directory**

92nd Mission Support Squadron	Timothy Early	220 W. Bong Ste 206A, Fairchild AFB, WA 99011	509-247-8313
Affirmative Action Register	Lucy Knapp	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335
Blue Mountain Action Council	Kathy Covey	342 Catherine St., Walla Walla, WA 99362	509-529-4980
Brewster Learning Center	Erin Mundinger	PO Box 1637, Brewster, WA 98812	509-689-8031
Career Connections	Teresa Antosyn	421 N. Mullan Rd, Spokane, WA 99206	509-928-0423
Career Path Services	Linda White	522 South Main, Colville, WA 99114	509-684-8859
Clarkston CSO	Patty Busse	1300 Fifth St., Clarkston, WA 99403	509-758-4518
DSHS Community Services Work source	Fritzi Reber	1100 South Main, Colville, WA 99114	509-685-5600
Emma Bowen Foundation	Phyllis Eagle-Oldson	1299 Pennsylvania Ave NW 11th Floor, Wash DC 20004	202-637-4494
Entertainment Employment Journal	G. Carbajal	PO Box 60163, Corpus Christi, TX 78466-0163	361-986-0118
Goodwill Industries	Gail Kogle	130 East Third Ave, Spokane, WA 99202	509-838-4246
Goodwill Industries	Wendy Martindale	714 South 27th St., Tacoma, WA 98409	253-537-6884
Individual Development Center	Margaret Porter	1020 E. John St. Ste 101, Seattle, WA 98102	206-329-0600
Lower Columbia Community College	John Krause	1600 Maple, Longview, WA 98362	360-442-2331
Mattawa Opportunities	Maria Ledezma	403 Boundry, Mattawa, WA 99394	509-932-4045
Metropolitan Development Council	Karin Twitchell	721 S. Fawcett Ave #201, Tacoma, WA 98402	253-383-3921
Naval Station Everett	D. Gale Kennedy	Fleet & Family Services, 13919 45th Ave. NE, Marysville, WA 98271	425-304-5124
Skill Source	Dale Petersen	233 N. Chelan, Wenatchee, WA 98001	509-663-3091
Spokane Community College	Christy Doyle	1810 N. Greene St., Spokane, WA 99217-5399	509-533-7249
Spokane Falls Community College	Linda Kraus-Perez	3410 W. Fort George Wright Dr., Spokane, WA 99224	509-533-3682
Tacoma Community College	Candice Carbone & Trish Iverson	1314 S. "L" St., Tacoma, WA 98415	253-383-3951

Washington Vocational Services	Flynn Clarke	22316 - 70th Ave W. Ste D, Mountlake Terrace, WA 98043-2190	425-774-3338
Wenatchee Valley College	Victor Rodriguez	1300 Fifth St., Wenatchee, WA 98901	509-682-6890
West Central Community Center	Candice Drohan	1605 N. Belt, Spokane, WA 99205	509-326-2347
Asian American Journalists Association	Lori Matsukawa	c/o King-TV 333 Dexter Ave. N., Seattle, WA 98109	206-448-3853
National Association of Asian American Professionals	Ken Lee	PO Box 14344, Seattle, WA 98104	425-450-4882
National Hispanic Media Coalition	Claudia Flores	2514 S. Grand Ave., Los Angeles, CA 90007	213-746-1305
Jamestown S'Klallam Tribe	Paula Nelson	1033 Old Blyn Highway., Sequim, WA 98382	360-681-4627
Seattle Indian Center	Victrine Joyner	611 - 12th Ave S Ste 300, Seattle, WA 98144-2007	206-329-8700
WWIETP	Daniel Greco	3701 Sixth Ave #4, Tacoma, WA 98406	253-879-9066
Dept of Social & Health Services	Attn: Director	Vocational Rehabilitation 20311 - 52nd Ave. W. #201, Lynwood, WA 98036-3901	425-673-3180
American Women in Radio & Television	<a href="http://www.info@awrt.org">www.info@awrt.org</a>	8405 Greensboro Dr. Ste #800, McLean, VA 22102	703-506-3290
Bellevue Community College	Teresa McClane	The Career Center & Women's Center 3000 Landerholm Circle SE #B232, Bellevue, WA 98007	425-564-5605
Institute for Extended Learning	Dawn Hitchens	Life Skills/ Women's Prg 3305 W. Fort Wright Dr. MS-3090, Spokane, WA 99224-5228	509-279-6061
Washington Women's Employment & Education	Deborah Howell	3516 S. 47th St. #205, University Place, WA 98409	253-474-9933
Washington Women's Employment & Education	Regina Mosby-Conn	1209 Central Ave. S., Kent, WA 98032	253-859-3718
YWCA - Pathways for Women	Attn: Director	6027 - 208th St. SW, Lynnwood, WA 98036	425-774-9843
YWCA - Pierce County	Karin White Tautfest	405 Broadway, Tacoma, WA 98402	253-272-4181
YWCA - Spokane	Melanie Wilson	Our Sisters Closet, 829 W. Broadway, Spokane, WA 99201	509-326-1190
YWCA - Family Village	Carole Christianson	Eastside Employment Center, 16601 NE 80th St., Redmond, WA 98052	425-556-1352
Bates Technical College	Shirley K. Miller & Bob Traufler	1101 S. Yakima Ave., Tacoma, WA 98405-4895	253-680-7240
Clover Park Technical College	John Mangan & Vicky Burford	Radio Broadcast Department, 4500 Steilacoom Blvd. SW, Lakewood, WA 98499-4098	253-589-5884
Edmonds Community College	Angel Vogt	Career Action Center, 20000 - 68th Ave. W, Lynnwood, WA 98036	425-640-1256
Gonzaga University	Marlin R. Clark	The Career Center, E. 502 Boone Ave, Spokane, WA 99258	509-3234231
Grays Harbor College	Ron Schmidt	Riverview Education Center, 600 Washington St., Raymond, WA 98520	360-875-9470
Green River Community College	Karen Brasch	Career Planning & Placement, 12401 SE 320th St., Auburn, WA 98002	253-833-9111
Pierce College	Maritza Baida-Medina & Susan Cable	Multicultural Student Services, 9401 Far west Dr. SW, Lakewood, WA 98498-1999	253-964-6524

Seattle Central Community College	Karen Kato	Coop Educational & Career Placement, 1701 Broadway, Seattle, WA 98122	206-587-6998
Shoreline Community College	Ann Ludwig	Career Employment Series, 16101 Greenwood Ave. N., Shoreline, WA 98133	206-546-4610
Skagit Valley College	Linda Broadgate	Career & Employment Services, 2405 E. College Way, Mount Vernon, WA 98273	360-416-7743
Clark College	Maxine Mitchell	1800 E. McLoughlin Blvd., Vanouwer, WA 98663	360-992-2239
Work source - Auburn	Tina Schafer	2707 "I" St. NE, Auburn, WA 98002	253-804-1177
Work source - Bellevue CC	Customer Service	3000 Landerholm Circle SE #B231, Bellevue, WA 98007- 6484	425-564-2279
Work source - Clallam County	Edie Dozier	228 W. First St. Ste A, Port Angeles, WA 98362-2639	360-667-4728
Work source - Columbia Basin	Tiffany Scott	Business Services, 815 N. Kellogg St. Ste D, Kennewick, WA 99336	509-734-5941
Work source - Columbia Gorge	Ann Goranson-Salas	107 W. Jewett Blvd, White Salmon, WA 98672	800-511-7388
Work source - Colville	Kerry Burkey	956 S. Main, Ste B, Colville, WA 99114	509-685-6158
Work source - Cowitz/Wahkiakum East	Erin Chambers	PO Box 29, Kelso, WA 98626	360-577-2250
Workhouse - Cowitz/Wahkiakum West	Debby Barry	PO Box 2129, Longview, WA 98632	360-425-3430
Work source - Everett	Matt Bench	3201 Smith Ave., Ste 114, Everett, WA 98201	425-258-6300
Work source - Goldendale	Anne Goranso-Salas	116 E. Main, Goldendale, WA 98620	509-773-5503
Work source - Grays Harbor	Mariae Brillante	PO Box 1747, Aberdeen, WA 98520	360-538-2340
Work source - Jefferson County	Lori Lloyd	207 W. Patison, Shold Business Park, Port Hadlock, WA 98339	360-379-5036
Work source - Kitsap County	Charmaine Scott	1211 Bay St., Port Orchard, WA 98366	360-473-2159
Work source - Kittitas County	Bob Darby	413 N. Main St., Ellensburg, WA 98926	509-925-5311
Work source - Lakewood	Donald Sparks	10107 S. Tacoma Way, Bldg A #2, Lakewood, WA 98499	253-589-7119
Work source - Lewis County	Lee Stevens	PO Box 1187, Chehalis, WA 98532	360-740-2360
Work source - Long Beach	Marie Brillante	PO Box 876, Long Beach, WA 98631	360-642-6213
Work source - Lynnwood	Debbie Corn	20311 - 52nd Ave W Ste 300, Lynnwood, WA 98036	425-673-3300
Work source - Mason county	Roberta Newell	PO Box 9765, Shelton, WA 98594	360-427-2241
Work source - Moses Lake	Steve Allen	1616 S. Pioneer Way, Moses Lake, WA 98837	509-766-4104
Work source - Mount Vernon	Christopher Mietus	301 Valley Mall Way, Ste 110, Mt., Vernon, WA 98273	360-416-3502
Work source - North Seattle	Marilyn Dahl	12550 Aurora Ave N., Seattle, WA 98133	206-440-2500
Work source - Okanogan County	Erin Mundinger	PO Box 3759, Omak, WA 98841	509-826-7545
Work source -Sky Valley	Alan Hafey	19705 State Route 2 Monroe, WA 98272	360-794-1358
Work source - Spokane	Frankie Arteaga	130 S. Arthur St., Spokane, WA 99202	509-532-3190
Work source - Pierce County	Tony Wright	1305 Tacoma Ave S. Ste 201, Tacoma, WA 98402	253-593-7300
Work source - Pullman	Myrna Haring	350 SE Fairmont Rd #2, Pullman, WA 99163-5500	509-332-6549

### Mapleton Business Managers

Mapleton Medford	Able Gonzales	<a href="mailto:agonzalez@radiomedford.com">agonzalez@radiomedford.com</a>
Mapleton Merced	Jan Brawley	<a href="mailto:jbrawley@radiomerced.com">jbrawley@radiomerced.com</a>
Mapleton Chico	Linda Patterson	<a href="mailto:lpatterson@radiochicocomm.com">lpatterson@radiochicocomm.com</a>
Mapleton Monterey Bay	Rachel Ybarra	<a href="mailto:rybarra@radiomontereybay.com">rybarra@radiomontereybay.com</a>
Mapleton Redding	Jill Fontana	<a href="mailto:jfontana@reddingradio.com">jfontana@reddingradio.com</a>