

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: 10/01/15 to 09/30/16

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KRWM-FM.Business Manager	02/02/2016	Internal,National,S Except for: 2239	2085
KRWM-FM.Digital Marketing Coordinator	03/31/2016	Internal,National,S	2024
KRWM-FM.Hubbard Radio Seattle Videographer	09/06/2016	Internal,National,P	2178
KRWM-FM.KRWM Account Executive-Job Share	02/02/2016	Internal,National,P Except for: 2239	2082
KRWM-FM.Traffic Assistant	03/31/2016	Internal,National,S	2024
KRWM-FM.WARM 106.9 Account Executive	08/27/2016	Internal,National,P	369
KRWM-FM.WARM 106.9 FM Program Director	01/06/2016	Internal,National,P Except for: 2239	2085
KRWM-FM.WARM 106.9 Marketing/Promotions Director	09/06/2016	Internal,National,P	2085
KRWM-FM.WARM 106.9 Promotion Coordinator	09/12/2016	Internal,National,S	2085
KRWM-FM.WARM Morning Show Producer	06/29/2016	Internal,National,P	2015
KQMV-FM.Digital Account Executive	10/28/2015	Internal,National,P Except for: 2185 2186	2091
KQMV-FM.MOVIn 92.5/KQMV Account Executive	03/31/2016	Internal,National,P Except for: 254 2186 2239	369
KVRQ-FM.Rock 98.9 On-Air / Asst. Program Director	08/27/2016	Internal,National,P	2015
KVRQ-FM.Rock 98.9 On-Air Talent	09/26/2016	Internal,National,P	2082
KVRQ-FM.Rock 98.9 Program Director	06/29/2016	Internal,National,P	2082

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	2	2015	9	2024	7	2056	1
2059	2	2082	9	2085	14	2086	1
2091	3	2093	24	2113	1	2178	1
2186	5						

List of Recruitment Sources that requested postings

2043 2116 2120 2185

Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	Current: 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082 01/07/16: 912 INACTIVE 913 INACTIVE
National	Current: 255 452 487 644 657 1092 2239 11/17/15: 254 ADDED 06/20/16: 2254 ADDED 02/04/16: 254 INACTIVE 01/12/16: 1843 INACTIVE 2239 ADDED
P=Professional	Current: 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 10/28/15: 2186 ADDED 10/23/15: 2185 ADDED
Paid	Current: 2013 2113 2185 10/23/15: 2185 ADDED
S=Support	Current: 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 10/23/15: 2185 ADDED

T=Technical **Current:** 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
10/28/15: 2186 ADDED
10/23/15: 2185 ADDED

Recruitment Sources

ID	Source	ID	Source	ID	Source
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Rahsaan Harris (202) 637-4494	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 Dixie Hansen (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	657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	865	KAAL-TV 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Cassandra Jones (505) 243-4411
905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888	911	Hubbard Radio Twin Cities 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
913	KTMY-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	1092	Broadcast Engineering 9800 Metcalf Overland Park, KS 66212 Jennifer Shafer (913) 967-1732	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776
1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1843	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowski (202) 895-5000
1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102	1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000	1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Liz Luptak (312) 946-1019
2013	Publication NA NA, WA 12345 NA (123) 123-1234	2014	Community Organization-General NA NA, WA 12345 NA (123) 123-1234	2015	Employee-Current NA NA, WA 11111 Employee (999) 999-9999
2019	Job Fair NA NA, WA 12345 Self (123) 123-1234	2024	Self Inquiry NA NA, WA 11111 NA (999) 999-9999	2025	Emma L. Bowen Foundation 524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545
2030	Art Institute of Seattle 2601 Elliott Ave Seattle, WA 98121 Chris Rudd (206) 239-2307	2033	Asian American Journalists Assn. 333 Dexter Ave. N. Seattle, WA 98109 Lori Matsukawa (206) 448-3853	2034	Boulevard Consulting Group P.O. Box 31150 Spokane, WA 99223 Dan Petek (509) 328-7307
2037	Centro Latino 1208 S 10th Street Tacoma, WA 98405 Kate Smith (253) 572-7717	2041	Division of Vocational Rehabilitation 12063 15th Ave. NE Seattle, WA 98125 Lorrie Moe (206) 368-4538	2042	Employment Clearinghouse NAB 1771 N Street NW Washington, DC 20036 Karen Hunter (202) 429-5498
2043	Everett Community College 801 Wetmore Ave. Everett, WA 98201 Nidia Alqeeq (425) 388-9100	2045	Lake Washington Technical College 11605 132nd Ave NE Kirkland, WA 98034 Kate Conant (425) 739-8132	2046	Seattle Community College District 9600 College Way N Seattle, WA 98103 Kelly D. (206) 527-7656

2051	South Seattle Community College 6000 16th Avenue SW Seattle, WA 98106 Career Center (206) 764-5304	2052	Spokane Community College 1810 N. Greene St. Spokane, WA 99217 Career Services (509) 533-7000	2053	Tacoma Urban League 2550 South Yakima Tacoma, WA 98405 Shirl Gilbert (253) 383-2007
2055	Women's Center 11605 132nd Ave. NE Kirkland, WA 98034 Amy Purcell (425) 739-8100	2056	Green River Community College/KGFRG-AM/FM 12401 SE 320th Auburn, WA 98002 Tom Evans Krause (253) 833-9111	2057	N.A.A.C.P. P.O. Box 22148 Seattle, WA 98122 Lacy Steel (206) 324-6600
2058	Pacific Lutheran University Career Connections Tacoma, WA 98447 Jody Horn (253) 535-8321	2059	Washington State University PO Box 642520 Pullman, WA 99164 Glenn Johnson (509) 335-1556	2060	Bellevue College 3000 Landerholm Circle SE Bellevue, WA 98007 Michael Reese (425) 564-1000
2061	Evergreen State College - CAB 101 2700 Evergreen Pkwy NW Olympia, WA 98505 Ruth Brownstein (360) 867-6888	2062	Pierce College 9401 Farwest Drive SW Tacoma, WA 98467 Agnes Steward (253) 964-6799	2064	Highline Community College 2400 S. 240th St Des Moines, WA 98198 Chris Panganiban (206) 878-3710
2065	Tacoma Community College 6501 South 19th Street Tacoma, WA 98466 R. L. Puebla (253) 566-5000	2066	University of Puget Sound 1500 N Warner St Tacoma, WA 98416 Leah L. Vance (253) 879-3100	2067	Western Washington University 516 High St Bellingham, WA 98225 Aaron Ignac (360) 650-3000
2068	WorkSource Seattle-King County-Eastside Division 3000 Landerholm Circle SE Bellevue, WA 98007 Mary Dolliver (425) 564-2279	2077	DeVry University- Federal Way Campus 3600 South 344th Way Federal Way, WA 98001 Career Services (877) 923-3879	2081	Hubbard Radio-Phoenix 4343 Camelback Road #200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007
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, WA 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	Linkedln 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		

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Fredrick	06/01/2015 - 09/30/2016	In 2015, Hubbard Radio launched 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. At the Hubbard Radio Seattle market, two employees were selected and participated in the annual program.	

KRWM-FM Fall 2015 Promotions Internship	KRWM-FM Promotions & Marketing Director	08/26/2015 - 12/22/2015	KRWM-FM offered a fall internship in the Promotions & Marketing Department. The intern assisted with departmental projects and events. The internship was completed for college credit.	The intern was from Northwest University.
Hubbard Radio Seattle Internships	KRWM, KQMV, KVRQ, KIXI, KKNW Station Staff	10/01/2015 - 09/30/2016	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.
Job Shadows at WARM 106.9	KRWM Station Staff	10/01/2015 - 09/30/2016	On an ongoing basis WARM 106.9 offers high school and college students the opportunity to spend a day in the promotions, production and programming departments, learning about work in radio.	Students were from Central Washington University, Green River Community College, Pacific Lutheran College, Washington State University and Bellevue College.
EEO for Broadcasters - 2015	David Oxenford, Wilkinson Barker Knauer, LLP	10/14/2015 - 10/14/2015	Two managers participated in a webinar on FCC requirements for EEO rules and obligations. The webinar was presented by the Washington State Broadcasters Association.	
Green River Community College Radio Talk	John Knowlton, Mass Media Professor	10/16/2015 - 10/16/2015	A Sales Manager for Hubbard Radio Seattle gave a presentation on the history of radio and new technologies for the future of radio to a media class at Green River Community College. He also talked about job opportunities in radio and at the stations.	
Green River Community College	Tom Evans Krause, Director of Broadcast Operations & Instructor	11/04/2015 - 11/06/2015	Hubbard Radio Seattle's Vice President/Market Manager spent two days at Green River Community College speaking with classes about the radio business. He presented organizational charts of the stations, job responsibilities of the staff, internship and part time job opportunities and the future of radio. He also met with the Hubbard Radio Seattle Scholarship recipient.	After his presentations, three students applied for positions at the stations.
Informational Interview	Student from Phoenix Academy	01/28/2016 - 01/28/2016	A student from Phoenix Academy participated in an informational interview with Hubbard Radio Seattle's Vice President/Market Manager. The student also received a tour and sat in the studio observing talent while on-air.	
Bellevue College Job and Networking Fair	Cathy King	05/11/2016 - 05/11/2016	A Program Director and Sales Manager from Hubbard Radio Seattle participated in Bellevue College's Center for Career Connections & Women's Center annual 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.	
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. At the Hubbard Radio Seattle market, two employees were selected and participated in the annual program.	
Hubbard Radio - National Talent Institute	Jennifer Grimes	06/13/2016 - 06/22/2016	Hubbard Radio Seattle sponsored the National Radio Talent Institute at Central Washington University June 13-22, 2016. 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. Many members of the Hubbard Radio Seattle team lead sessions and provided feedback to attendees.	One student who attended the institute was selected as an intern and was then hired as a part time promotions employee.

Hubbard Radio Seattle - Green River Community College Foundation Scholarship	Tom Krause Evans, Director of Broadcast Operations & Instructor	08/01/2016 - 08/31/2016	Hubbard Radio Seattle LLC donated \$2500 to the Green River Community College Foundation so a scholarship could be awarded 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 data-bbox="646 281 1143 411" style="list-style-type: none">• A second year GRCC student enrolled in the radio broadcasting program• Have a minimum of 2.8 cumulative GPA• Display merit and need• Display a motivation to continue their education
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