

# FCC EEO Combined Public File Report

For the Reporting Period: 10/01/2019 to 09/30/2020

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 Producer/Board Operator(20-1011)	02/14/2020	379, 1450, 1753, 2053, 2058, 2059, 2090, 2101, 2120, 2226, 3000, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3023, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 3056, 3057, 3059, 3060, 3061, 3062, 5000	5000, 5000
KNUC-FM.KNUC On-Air Talent/NON-POSTED(20-1114)	03/30/2020	9000	2226
KQMV-FM.MOVin 92.5 FT Promotion Coordinator(19-1438)	10/23/2019	379, 1450, 1753, 2053, 2058, 2059, 2090, 2101, 2120, 2226, 3000, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3023, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 5000	5000
KQMV-FM.MOVin 92.5 FT Executive Producer(19-1469)	12/03/2019	379, 1450, 1753, 2053, 2058, 2059, 2090, 2101, 2120, 2226, 3000, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3023, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 5000	5000
KQMV-FM."Vice President, Market Manager"(19-1602)	05/13/2020	379, 1443, 1450, 1753, 2053, 2058, 2059, 2090, 2101, 2120, 2226, 3000, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3023, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 3056, 3057, 3059, 3060, 3061, 3062, 5000	5000
KQMV-FM.Chief Engineer(20-1111)	03/30/2020	379, 1450, 1753, 2053, 2058, 2059, 2090, 2101, 2120, 2226, 3000, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3023, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 3056, 3057, 3059, 3060, 3061, 3062, 5000	2226
KQMV-FM.Digital Product and Design Manager(20-1123)	05/27/2020	379, 1450, 1753, 2053, 2058, 2059, 2090, 2101, 2120, 2226, 3000, 3015, 3017, 3018, 3019, 3020, 3021, 3022, 3023, 3025, 3026, 3027, 3028, 3029, 3030, 3031, 3056, 3057, 3059, 3060, 3061, 3062, 5000	2226
KQMV-FM.Producer(20-1131)	06/01/2020	9000	2226

## 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	1
1450	Indeed.com	Austin Texas,		16
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 Tacoma Washington, 98405	Shirl Gilbert 2533832007	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
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
2120	*Sanford Brown College	645 Andover Park W Seattle Washington, 98188	Pandora Neiland	0
2226	Employee Referral			12

3000	HBI Career Site		5
3015	University of Washington	Communications Building, 50 University of Washington Seattle Washington, 98195	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
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
3056	Brigham Young University Provo Utah, 84602	0
3057	Eastern Washington University 526 5th St Cheney Washington, 99004	0
3059	Pacific University 2043 College Way Forest Grove Oregon, 97116	0
3060	University of Portland 5000 N Willamette Blvd Portland Oregon, 97203	0
3061	Whitworth University 300 W Hawthorne Rd Spokane Washington, 99251	0
3062	Willamette University 900 State St Salem Oregon, 97301	0
5000	Internal	8
9000	Exigent Circumstance 3415 University Avenue St. Paul Minnesota, 55114	0

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Hubbard Radio Next Gen Leadership Program	Dan Seeman and Mike Frederick	09/24/2019-06/01/2020	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, Hubbard Radio Seattle market selected two (2) employees to participate in the program.
KQMV Social Media Internship Program	KQMV Program Director	10/01/2019-03/15/2020	KQMV offered a social media internship throughout the year. The selected interns

assisted with social media and web posts.  
Internships are completed for college credit.

Marketing Promotions  
Internships

Marketing Directors

10/01/2019-  
09/30/2020

Hubbard Radio Seattle offered promotions internships year round at all radio stations. The internships focus on marketing and promotions and are completed for college credit.

Seattle University Marketing  
Class

Andrea Holtan

02/11/2020-  
02/11/2020

The Hubbard Radio Seattle Digital Sales Manager was a guest lecturer for Marketing Class #3540 at Seattle University. Specifically they discussed e-commerce and how it influences consumers.

Seattle University Marketing  
Class

Andrea Holtan

02/26/2020-  
02/26/2020

The Hubbard Radio Seattle Digital Sales Manager was a guest lecturer for Marketing Class #5230 at Seattle University. The focus of the class was on how to establish what a business needs for marketing.