

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 22, 2019– September 21, 2020.

1) **Employment Unit:** Premier Broadcasters, Incorporated.

2) **Unit Members (Stations and Communities of License):** KITI (AM), & K263BS-FM Centralia-Chehalis, WA
KITI-FM, Winlock, WA

3) **EEO Contact Information for Employment Unit:**

Mailing Address: KITI AM/FM 1133 Kresky Avenue Centralia WA 98531	Telephone Number: 360.736.1355x7
	Contact Person/Title: Matt Shannon, Station Manager
	E-mail Address: mshannon@live95.com

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
(a) Sales Representative	Employee Referral
(b) Sales Representative	Facebook

Stations KITI(AM) and KITI-FM Equal Opportunity Employers.

5a) Job Title: Sales Representative

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Washington State Association Of Broadcasters	Keith Shipman	P.O. Box 11341 Tacoma WA 98411	360-705-0774	0	No
Live95.com/1420kiti.com	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	0	No
Walk-in	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	3	No
South Puget Sound Community College	Job Center	2011 Mottman Road SW Olympia WA 9812	360-596-5239	0	No
Oregon Association of Broadcasters	Keith Shipman	13500 SW Pacific Highway, #58-225 Portland OR, 97223	503-443-2299	0	No
Live 95's Facebook Page	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	2	No
The Chronicle Newspaper & Chronline.com	Amanda Curry	321 North Pearl Street Centralia WA 98531	360-736-3311	0	No
On-air advertising from Live 95 & KITI	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	2	No
Employee referrals	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	1	No
Worksource Lewis County	Christina Chestnut	151 N.W Hampe Way Chehalis WA 98532	360-748-2360	0	No

Stations KITI(AM) and KITI-FM Equal Opportunity Employers.

5b) Job Title: Sales Representative

Referral Source(s) of Hire: Facebook

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Washington State Association Of Broadcasters	Keith Shipman	P.O. Box 11341 Tacoma WA 98411	360-705-0774	0	No
Live95.com/1420kiti.com	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	0	No
Walk-in	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	1	No
South Puget Sound Community College	Job Center	2011 Mottman Road SW Olympia WA 9812	360-596-5239	0	No
Oregon Association of Broadcasters	Keith Shipman	13500 SW Pacific Highway, #58-225 Portland OR, 97223	503-443-2299	0	No
Live 95's Facebook Page	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	8	No
The Chronicle Newspaper & Chronline.com	Amanda Curry	321 North Pearl Street Centralia WA 98531	360-736-3311	0	No
On-air advertising from Live 95 & KITI	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	5	No
Employee referrals	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	0	No
Worksource Lewis County	Christina Chestnut	151 N.W Hampe Way Chehalis WA 98532	360-748-2360	0	No

Stations KITI(AM) and KITI-FM Equal Opportunity Employers.

6) **Total # of Interviewees Referred:** For the period from September 22, 2019, through September 21, 2020 this Employment Unit interviewed 22 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Job Fair.

- KITI-AM & FM's Station Manager was unable to attend the Centralia College Job Fair for 2020, as Covid-19 restrictions canceled the event. Annually, this is the only Job Fair that occurs in all of Lewis County. The Job Fair is expected to return in 2021.

(b) Initiative: Programs Sponsored by Education Institutions Relating to Career Opportunities in Broadcasting.

- KITI-AM & FM provide Job Shadowing opportunities to local high school students on an on-going basis, throughout the year. Through the job shadowing experience, the students are provided information regarding production duties, station logging, sales, and the day-to-day operations of a radio station. The students also learn about career opportunities in broadcasting. One student participated in this during the reporting period.

(c) Initiative: Participate in Events Sponsored by Organizations Representing Groups Present in the Community

- KITI-AM & FM's Station Manager participated in this year's annual Rotary/Trio Mentorship Day, on February 5th, 2020. One local High School student toured the facilities of the stations. Through the experience, the student was provided information regarding on-air work, and production duties. KITI-AM & FM's Station Manager also answered the student's questions regarding career opportunities in radio, as well as the broadcast industry in general.

(d) Initiative: Internship program

- KITI-AM & FM have an ongoing an internship program open to college students, and interested individuals. Participants acquire knowledge of the skills and attributes required for employment in broadcasting. The program provides a broad overview of the different departments in the radio station and the associated responsibilities. The program allows interns to get firsthand knowledge of the functions of a radio station and exposure to the skills necessary for employment in the broadcast industry as they make their career selections. Specifically, the interns gain experience dealing with the ongoing operation of a radio station, gain experience in working with station staff in community outreach programs and gain on-air experience. One person participated in the program during the reporting period.