

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 22, 2022 – September 21, 2023.

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) Full time sales associate	Employee referral

5) Job Title: Full time sales associate 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)
Employee referral This hire was made under exigent circumstances	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	1	No

6) Total # of Interviewees Referred: For the period from September 22, 2022 through September 21, 2023, this Employment Unit interviewed 1 interviewee for 1 full-time job.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting.

- KITI-AM & FM provide Job Shadowing opportunities to students on an ongoing basis throughout the year. Through the job shadowing experience, 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. During this reporting period, one student participated in the program.

(b) Initiative: Participation in Events Sponsored by Organizations Representing Groups Present in the Community

- KITI-AM & FM’s Station Manager participated in the Rotary/Trio Mentorship Day (conducted in cooperation with Centralia College) on February 16, 2023. One local high school student toured the facilities of the stations and was mentored for several hours. Through the experience, the student was provided information regarding on-air work and production duties, and any questions they had were answered.

(c) Initiative: Internship program

- KITI-AM & FM have an ongoing 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 stations 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. During this reporting period, the station hosted one intern.

(d) Initiative: Management Level EEO Training

- On September 21, 2023, the Employment Unit’s Station Manager reviewed the FCC's EEO FAQ ("EEO Frequently Asked Questions") at <https://www.fcc.gov/enforcement/eb-eeo/eo-frequently-asked-questions>. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies.

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

(e) Initiative: Job Fair.

- The Centralia College Job for 2023 was cancelled. This is the only Job Fair that occurs in all of Lewis County. The job fair is expected to return in 2024, in which case the employment unit plans to participate.