

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **September 22, 2013 – September 21, 2014.**

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

2) **Unit Members (Stations and Communities of License):** **KITI (AM), 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	Live 95 on-air ad
(b)	Sales Representative	Live95.com

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

5a) Job Title: Sales Representative

Referral Source(s) of Hire: Live 95 on-air ad

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Lower Columbia College	John Krause	1600 Maple Street Longview WA 98632	360-442-2331	0	No
Live95.com/1420kiti.com	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	9	No
Walk-in	Derek Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x11	2	No
South Puget Sound Community College	Job Center	2011 Mottman Road SW Olympia WA 9812	360-596-5239	0	No
Oregon Association of Broadcasters	Bill Johnstone	7150 S.W. Hampton Street, Suite 240 Portland OR, 97223-8366	503-443-2299	1	No
WorkSource Lewis County	Brenda O'Connor	151 N.E. Hampe Way Chehalis WA 98532	360-740-6889	4	No
Pierce College	Career Center	9401 Farwest Drive Lakewood WA 98020	253-964-6651	0	No
Centralia College Job Fair	Wade Fisher	600 West Locust Street Centralia WA 98531	360-736-9391	18	No
Washington Association Of Broadcasters	Char Myers	724 Columbia Street, Suite 310 Olympia WA 98501	360-705-0774	0	No
On-air advertising from Live 95 & KITI	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	9	No
Mediarecruiter.com	"Art"	9457 S. University Blvd #303 Highlands Ranch CO 80126	303-400-5150	0	No
The Chronicle Newspaper & Chronline.com	Amanda	321 North Pearl Street Centralia WA 98531	360-736-3311	5	No
Live 95's Facebook Page	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	2	No

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5b) Job Title: Sales Representative

Referral Source(s) of Hire: Live95.com

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Lower Columbia College	John Krause	1600 Maple Street Longview WA 98632	360-442-2331	0	No
Live95.com/1420kiti.com	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	4	No
Walk-in	Derek Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x11	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	Bill Johnstone	7150 S.W. Hampton Street, Suite 240 Portland OR, 97223-8366	503-443-2299	0	No
WorkSource Lewis County	Brenda O'Connor	151 N.E. Hampe Way Chehalis WA 98532	360-740-6889	3	No
Pierce College	Career Center	9401 Farwest Drive Lakewood WA 98020	253-964-6651	0	No
Centralia College Job Fair	Wade Fisher	600 West Locust Street Centralia WA 98531	360-736-9391	16	No
Washington Association Of Broadcasters	Char Myers	724 Columbia Street, Suite 310 Olympia WA 98501	360-705-0774	0	No
On-air advertising from Live 95 & KITI	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	7	No
The Chronicle Newspaper & Chronline.com	Amanda	321 North Pearl Street Centralia WA 98531	360-736-3311	3	No
Live 95's Facebook Page	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	2	No

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6) **Total # of Interviewees Referred:** For the period from September 22, 2013, through September 21, 2014, this Employment Unit interviewed 88 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 attended the Centralia College Job Fair on April 30th, 2014. The event was coordinated by the Centralia College Student Job Center, and was held on that day from 10am to 1pm. KITI-AM & FM's Station Manager met with numerous students and adults, and discussed the availability, possibilities, and requirements of employment in the radio broadcast industry.

(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 were 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.
- KITI-AM & FM's Program Director attended the WINLOCK MIDDLE SCHOOL CAREER DAY on May 16th, 2014. The event was coordinated by the school, and was held in the gymnasium that day from 8:45am to 10:30am. KITI-AM & FM's Program Director met with numerous students, and discussed the availability, possibilities and requirements of employment in the radio broadcast industry.

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

- A minimum of once per quarter, KITI-AM & FM's Station Manager takes local Boy/Cub/Girl Scout Troops on guided tours of our facility. Den Masters encourage the children to ask questions about how to become a broadcaster, and the different jobs at a radio station. This is often part of earning a Communications Merit Badge.

(d) Initiative: Internship Program

- KITI-AM & FM have an ongoing an internship program open to college students. One student per quarter acquires 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. Two college students participated in the program during the reporting period: one in the Fall Quarter of 2013, and another in the Spring Quarter of 2014.

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