

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **September 22, 2017 – September 21, 2018.**

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*	Express Employment
(c) On-air Personality	Allaccess.com

*Filled using the same pool of interviewees.

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
Express Employment Services	Sierra Nikula	407 S. Tower Avenue Chehalis WA 98532	360-330-9050	4	No
Live95.com/1420kiti.com	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	2	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	3	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
Lower Columbia College	John Krause	1600 Maple Street Longview WA 98643	360-442-2331	0	No

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

5b) Job Title: Sales Representative*

Referral Source(s) of Hire: Express Employment

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
Express Employment Services	Sierra Nikula	407 S. Tower Avenue Chehalis WA 98532	360-330-9050	4	No
Live95.com/1420kiti.com	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	2	No
Walk-in/Rehire	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	3	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
Lower Columbia College	John Krause	1600 Maple Street Longview WA 98643	360-442-2331	0	No

5c) Job Title: On air Personality

Referral Source(s) of Hire: Allaccess.com

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	Keith Shipman	P.O. Box 11341	360-705-0774	0	No

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Broadcasters		Tacoma WA 98411			
Live95.com/1420kiti.com	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	1	No
Walk-in/Internal Promotion	Matt Shannon	1133 Kresky Avenue Centralia WA 98531	360-736-1355x7	1	No
Green River Community College	Charlie Harger	2011 Mottman Road SW Olympia WA 9812	360-596-5239	1	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
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
Lower Columbia College	John Krause	1600 Maple Street Longview WA 98643	360-442-2331	0	No
KCED/Centralia College Radio	Wade Fisher	600 Centralia College Boulevard Centralia WA 98531	460-736-9391	1	No
Allaccess.com	Joel Denver	24955 Pacific Coast Highway, C303 Malibu, California 90265	31-0457-6616	24	No

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

6) **Total # of Interviewees Referred:** For the period from September 22, 2017, through September 21, 2018 this Employment Unit interviewed 46 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 May 2nd, 2018. This is the only Job Fair that occurs in all of Lewis County, and our Station Manager met and spoke with over 50 students during the 3 hour event.

(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.

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

- A minimum of once per year, 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 sometimes part of earning a Communications Merit Badge.

(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 student participated in the program during the reporting period.