

**EEO Public File Report 2008-2009**

*The radio stations in the Station Employment Unit are licensed to Saga Broadcasting, LLC, dba Cascade Radio Group.*

**A: Full-Time Vacancies Filled During the Past year**

<u>Job Title</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
1. KGMI News- Reporter/Anchor	10/07/08	Internet Advertisement
2. KAFE Program Director	10/28/08	Employee Referral
3. Sales Acct Exec - Internet	11/03/08	Internet Advertisement
4. Sales Acct. Exec.	02/02/09	Radio Advertisement
5. Sales Acct. Exec.	02/02/09	Radio Advertisement
6. Promotions Director/On-Air Talent	09/16/09	Employee Referral

**B: Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

*See Recruitment Attachment*

**C: Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year:**

  30  

**D: Total Number of Interviewees for all Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:**

*See Addendum D Attachment*

**E: Outreach Activities**

*See Addendum E Attachment*

**2008-2009  
Addendum E  
Outreach Activities**

Activity: **Internship Program**

The Cascade Radio Group has established an Internship Program in conjunction with local colleges and High Schools. This program is designed to assist members of the community to acquire skills needed for broadcast employment.

Internships are available in the following areas:

Sales/ Marketing

On-Air Broadcasting

Production

Promotions

Accounting

Engineering/ Information Technology

All internships are un-paid positions. Credit for College may be granted in conjunction with applicable school curriculums. Successful interns have secured employment within the broadcasting industry.

Activity: **Notifying Community Groups/Solicitation of Requests for Notices**

The Cascade Radio Group continues to make on-air announcements on a weekly basis which alerts qualified groups that they may request to be placed on our job recruitment list which is utilized when a job vacancy is available. The commercial copy explains what steps an organization must take to receive notifications of job vacancies at our stations.

Activity: **Participation in Job Banks**

The Cascade Radio Group regularly list full-time jobs with the WSAB, NAB and local *WorkSource* job banks, as listed on the recruitment referral sources (Add B).

Activity: **Participation in Other Activities**

The Cascade Radio Group regularly participates in **Out-reach efforts**.

The Cascade Radio Group regularly participates in local **Job Fairs** and Career Days. These are usually requests from local high schools and colleges to educate the public about careers in the Broadcasting Industry. This year the CRG participated in:

Career Fair – Whatcom North Rotary Club      4/02/09

Presenters were Ken Witter-KAFE PD, Shawnte Hunter-Sales AE, and Tavis Buchan - Promotions Director. A 30 minute presentation was made by each presenter as to careers available in the broadcasting industry, education required and what it takes to be successful and productive in each area.

The CRG in conjunction with local High Schools, conducts “**Job Shadowing**” whereby students interested in broadcasting may arrange a day with an employee of the radio station. The student may shadow an on-air personality or a promotion director to give them information and insight into jobs in the broadcast industry.

In addition, the CRG regularly invites student groups or civic groups to an **informational tour** of the radio stations and the potential for employment. These tours are designed to inform students of the nature of the broadcasting industry and its participation in the community. The students are introduced to on-air personalities and the jobs available in broadcasting.

**2008-2009**

**Addendum D**

**Recruitment/ Referral Sources Used to Seek Candidates for each Vacancy**

Job Title: **KGMI News- Reporter/Anchor** Position Filled: 10/7/2008 Source: Internet Advertisement

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Telephone</u>	<u># Interviewees</u>
Internet Advertisement	Jackie Cartier	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	2
State/Nat'l Assoc of Broadcasters	Jackie Cartier	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	1

*See Recruitment and Referral Sources*

Job Title: **KAFE Program Director** Position Filled: 10/28/2008 Source: Employee Referral

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Telephone</u>	<u># Interviewees</u>
Internet Advertisement	Rick Staeb	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	4
State/Nat'l Assoc of Broadcasters	Rick Staeb	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	1
Employee Referral	Rick Staeb	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	3
Internal Staff	Rick Staeb	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	2

*See Recruitment and Referral Sources*

Job Title: **Sales Account Exec -Internet** Position Filled: 11/3/2008 Source: Internet Advertisement

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Telephone</u>	<u># Interviewees</u>
Internet Advertisement	Don Kurtis	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	1
Radio Advertisement	Don Kurtis	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	3
Employee Referral	Don Kurtis	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	1

*See Recruitment and Referral Sources*

Job Title: **Sales Account Exec (2)** Position(s) Filled: 2/2/2009 Source: Radio Advertisement  
(2 positions filled from the same recruitment effort) 2/2/2009 Radio Advertisement

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Telephone</u>	<u># Interviewees</u>
Trade Print Advertisement	Don Kurtis	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	1
Radio Advertisement	Don Kurtis	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	5

*See Recruitment and Referral Sources*

Job Title: **Promotions Director/On-Air Talent** Position Filled: 9/16/2009 Source: Employee Referral

<u>Referral Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Telephone</u>	<u># Interviewees</u>
Internet Advertisement	Michael "O'Shea"	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	2
Internal Staff	Michael "O'Shea"	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	3
Employee Referral	Michael "O'Shea"	2219 Yew Street Road	Bellingham, Wa 98229 360-734-9790	1

*See Recruitment and Referral Sources*

**TOTAL**

**30**

CoName	SubName	Addr	City	St	Zip	email	Website	Phone
Association For Women In Communications	c/o Pamela Valenzuela	3337 Duke Street	Alexandria	VA	22314	info@womcom.org	www.womcom.org	703-370-7436
Association Of Black Communicators		PO Box 670	Austin	TX	78704			
Association Of Black Media Workers	The Sun	501 N. Calvert	Baltimore	MD	21278			
Bellingham Job Service Center		PO Box 938	Bellingham	WA	98227			
Broadcasting Institute of Maryland	Attn: Office of Career Development	7200 Harford Rd.	Baltimore	MD	21234	mm@bim.org	www.bim.org	800-942-9246
Broadcast Employment Services		PO Box 4116	Oceanside	CA	92052	info@tvjobs.com	www.tvjobs.com	800-374-0119
Broadcasting Training Program		PO Box 67132	Century City	CA	90067		www.thebroadcaster.com	310-652-0271
Emma L. Bowen Foundation For Minority Interests In Medi		1299 Pennsylvania Ave. NW 9th Floor	Washington	DC	20004	phylis.eagle-oldson@corporate.ge.com	www.emmabowenfoundation.com	202-637-4494
Howard School Of Broadcasting		19900 W. 9 Mile Rd.	Southfield	MI	48075		www.specshoward.edu	248-358-9000
International Radio & Television Society		420 Lexington Ave. Ste. 1601	New York	NY	10170		www.irts.org	212-867-6650
Hispanic News Media Association		1420 N. Street N.W.	Washington	DC	20005			
Japanese Americans Citizens League		1765 Sutter Street	San Francisco	CA	94115	jacl@jacl.org	www.jacl.org	415-921-5225
Lummi Tribal Office	Human Resources	2616 Kwina Rd	Bellingham	WA	98226		www.lummi-nsn.org	360-384-1489
Mt Vernon Job Services Center		PO Box 160	Mt Vernon	WA	98273			
National Association of Black College Broadcasters		PO Box 3191	Atlanta	GA	30302			
National Association of Black Journalists		8701-A Adelphi Rd.	Adelphi	MD	20783		www.nabj.org	301-445-7100
National Association of Broadcasters	Employment Clearing House	1771 "N" Street, NW	Washington	DC	20036-2891	nab@nab.org	www.nab.org	202-429-5300
National Association of Hispanic Journalists	1000 National Press Building	529 14th Street NW, Ste. 1000	Washington	DC	20045	iroman@nahj.org	www.unityjournalists.org	202-662-7145
National Association of Media Women Inc.		157 West 126th St.	New York	NY	10027			
National Hispanic Media Coalition	Alex Nogales	55 S. Grand Ave.	Pasadena	CA	91105	info@nhmc.org	www.nhmc.org	626-792-6462
National Lesbian & Gay Journalists Association	Angie Young	1420 K Street NW, Ste. 910	Washington	DC	20005	info@nljja.org	www.nljja.org	202-588-9888
National Urban League	Attn: Dept. of Human Resources	120 Wall Street, 8th Floor	New York	NY	10005	info@nul.org	www.nul.org	212-558-5300
Ntl. Assoc. for the Advancement of Colored People		105 14th Street	Seattle	WA	98122			
National Black Chamber of Commerce		1350 Connecticut Ave. Ste. 405	Washington	DC	20036	info@nationalbcc.org	www.nationalbcc.org	202-466-6888
Nebraska Educational Telecommunications		1800 N. 33rd St.	Lincoln	NE	68503-1409			
NW Indian College	NW Indian Center	2522 Kwina Rd	Bellingham	WA	98226		www.nwic.edu	360-676-2772
RNR Magazine		10100 Santa Monica Blvd, 5th Floor	Los Angeles	CA	90067		www.allaccess.com	310-53-4330
Unity: Journalists of Color		7950 Jones Branch Drive	McLean	VA	22107	info@unityjournalists.org	www.unityjournalists.org	703-854-3585
WA State University	Affirmative Action & Special Program	225 French Administration Bld.	Pullman	WA	99164		www.wsu.edu	
Washington State Association of Broadcasters		724 Columbia St. N.W. Suite 310	Olympia	WA	98501-1249		www.wsab.org	360-705-0774
Western WA University	Office of Minority Affairs	516 High Street	Bellingham	WA	98225		www.wvu.edu	360-650-3000
Women in Communications	University of WA	144 Communications Bldg., DS-20	Seattle	WA	98195			
YWCA Bellingham	YMCA	1026 N. Forest St.	Bellingham	WA	98225	ywca@ywcabellingham.org	www.ywca.org	360-734-4820
SagaCommunications.com	Angela Parks	73 Kercheval Avenue, Ste 201	Grosse Pointe	MI	48236	aparks@sagacomm.com	www.sagacommunications.com	313-886-7070
Worksource Whatcom- gotoworksource.com		101 Prospect Street	Bellingham	WA	98227			360-676-1521
KAFE FM Website		2219 Yew Street Road	Bellingham	WA	98229	ken@KAFE.com	www.KAFE.com	360-734-9790
KISM FM Website		2219 Yew Street Road	Bellingham	WA	98229	dooley@KISM.com	www.KISM.com	360-734-9790
KGMI AM Website		2219 Yew Street Road	Bellingham	WA	98229	jackie@KGMI.com	www.KGMI.com	360-734-9790
KPUG AM Website		2219 Yew Street Road	Bellingham	WA	98229	doug@KPUG.com	www.KPUG1170.com	360-734-9790
KBAI AM Website		2219 Yew Street Road	Bellingham	WA	98229	doug@KPUG.com	www.930KBAI.com	360-734-9790

**Fax**

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212-867-6653
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301-445-7101
202-429-4199
202-662-7144
626-792-6051
202-588-1818
202-466-4918
360-392-4333
310-203-8727
703-854-3586
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