

EEO Public File Report

KNHC-FM Seattle, WA

October 1 2018 – September 30, 2019

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Office Specialist III - 260	6/20/2019	7/5/2019	C89.5 Jobs Page and/or on-air announcements		
				Indeed		
				LinkedIn		
				Government Jobs	1	
				Seattle Public Schools Careers Website	3	1
Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Broadcast Specialist, Operations	6/7/2019	6/16/2019	C89.5 Jobs Page and/or on-air announcements	1	1
				Corporation for Public Broadcasting Jobs Page	1	
				Facebook		
				LinkedIn		
				Government Jobs	1	
				Seattle Public Schools Careers Website		
				Washington Association of Broadcasters		
				PN Mace – personally identifiable information available to FCC upon request		
				M Pencheva – personally identifiable information available to FCC upon request		

				B Ridings – personally identifiable information available to FCC upon request		
Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Corporate Support Representative	2/1/2019	2/15/2019	C89.5 Jobs Page and/or on-air announcements	2	1
				All Access Seattle Broadcast Jobs website		
Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Corporate Support Representative	12/26/2018	1/15/2019	C89.5 Jobs Page and/or on-air announcements	2	0
Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Corporate Support Representative	10/5/2018	11/1/2018	Public Radio Association of Development Officers Listserv		
				Greater Public JobLine for Public Media		
				C89.5 Jobs Page and/or on-air announcements	2	1
				LinkedIn		
				PN Mace – personally identifiable information available to FCC upon request		
				M Pencheva – personally identifiable information available to FCC upon request		
				B Ridings – personally identifiable information available to FCC upon request		
Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired

Commented [FHJ1]:

Commented [FHJ2]:

1	Corporate Support Representative	8/8/2018	9/10/2018	Public Radio Association of Development Officers Listserv		
				governmentjobs.com		
				C89.5 Jobs Page and/or on-air announcements	2	1
				LinkedIn		
				Word of mouth	1	
				PN Mace – personally identifiable information available to FCC upon request		
				M Pencheva – personally identifiable information available to FCC upon request		
				B Ridings – personally identifiable information available to FCC upon request		

Recruitment Source	Contact	Total Interviewed	Entitled to Notification
Seattle Public Schools Human Resources Department	HR Director PO Box 34165, Seattle, WA 98124 206-252-0215 hr@seattleschools.org		
Public Radio Association of Development Officers Listserv	Sarah McDaniel, PRADO President smcdanies@wsu.edu		
LinkedIn	(auto posted by Seattle Public Schools)		
Indeed	(auto posted by Seattle Public Schools)		
Current Newspaper & current.org	Classified Advertising Manager 6930 Carroll Ave #625, Takoma Park, MD 20912 301-270-7240		
Jobs Page, CPB	Corporation for Public Broadcasting 401 9 th Street NW, Washington, DC 20004 202-879-9600		
Government Jobs Web Page	Governmentjobs.com (auto posted by Seattle Public Schools)		
Traffic Director's Guild of America	Larry Keene tdga@cox.net 949-429-7063		
Greater Public Jobline	Leah Manners lmanners@greaterpublic.org		
C89.5 Website Jobs Page and/or on-air announcements	Harmony Gonty, Webmaster hlgonty@seattleschools.org		
Parker N. Mace	1711 211 Pl NE, Sammamish, WA 98074 pnmace@yahoo.com 425-417-9680		Yes

Mirela Pencheva	Mirela.pencheva@kingcounty.gov		Yes
Brittany Ridings	Brittany.ridings@gmail.com or 206-390-5736		Yes
All Access Website for Broadcast Jobs			

KNHC has five (5) full-time employees and is therefore required to complete two categories of longer-term initiatives every two years.

Longer-Term Recruitment Initiatives Implemented During Previous Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	September, 2018 – June, 2019	Long Term Internship for BRIDGES student	KNHC served as an internship location for a student enrolled in the BRIDGES program. Students in this program are experiencing real work in the career of their choice.	Introduction and mentorship in preparation and performance of a daily on-air shift. Introduction and mentorship in operational tasks related to basic engineering for the radio station.	Harmony Gonty, Instructor Drew Baily, Morning Host Jon McDaniel, Program Director Matt Cohn, Engineering Volunteer
2	September 2018 – January 2019	Education of High School Students, Fall Semester	KNHC provided an introductory education of broadcast careers to 26 students at Nathan Hale High School	Introduction to general topics in electronic media and specific topics in radio broadcasting	Brian Babinec, Instructor
2	September 2018 – January 2019	Education of High School Students, Fall Semester	KNHC provided hands-on education in broadcast careers to 10 students at Nathan Hale High School	Hands-on training in on-air presentation, production, news announcing, writing, and general station operations.	Harmony Gonty, Instructor Jon McDaniel, Program Director Drew Bailey, Morning Host

3	September 2018 – January 2019	Work Based Learning Skill Center Program, Fall Semester	KNHC provided hands-on advanced education in broadcast careers to 3 students enrolled in Seattle Public Schools	Hands-on training in on-air presentation, production, news announcing, writing, and general station operations	June Fox, General Manager Jon McDaniel, Program Director Drew Bailey, Morning Host
4	October 25, 2018 @ 10:00AM	College Broadcaster's Conference	Led session about skills for radio to college-aged students	Lead session, "Non-commercial Program Underwriting" to 30 students	June Fox, General Manager Don Martin, Attorney
5	December 12, 2018	NHHS Prospective Student Night	Introduction to all 8 th grade students about the ability to enroll in Electronic Media Class at NHHS	Presenter	NHHS Guidance Staff June Fox, General Manager Harmony Gonty, Instructor Ody Ortiz, Graduate
6	December 3 – 20, 2018	Health class Podcast partnership	KNHC provided hands on instruction and mentorship to 21 students in Nathan Hale High School health classes to produce podcasts	Host and Mentor with use of facilities	June Fox, General Manager
7	January 2019 – June 2019	Education of high School Students, Spring Semester	KNHC provided an introductory education of broadcast careers to 5 students at Nathan Hale High School	Introduction to general topics in electronic media and specific topics in radio broadcasting	Brian Babinec, Instructor
8	January 2019 – June 2019	Education of High School Students, Spring Semester	KNHC provided hands-on education in broadcast careers to 15 students at Nathan Hale High School	Hands-on training in on-air presentation, production, news, announcing, writing, and general station operations.	Harmony Gonty, Instructor Jon McDaniel, Program Director Drew Bailey, Morning Host
9	January 2019 – June 2019	Work Based Learning Skill Center Program, Spring Semester	KNHC provided hands-on advanced education in broadcast careers to 2 students enrolled in Seattle Public Schools	Hands-on training in on-air presentation, production, news announcing, writing, and general station operations.	June Fox, General Manager Drew Bailey, Morning Host

10	April 17, 2019	NHHS Future Family Night	Introduction to 8 th grade students about the ability to enroll in Electronic Media Class at NHHS	Presenter	NHHC Guidance Staff Brian Babinec, Instructor
11	June 6 11, 2019	NHHS incoming freshman night	Introduction to clubs and special classes for incoming freshman to NHHS	Participant	Harmony Gonty, Instructor June Fox, General Manager 3 student staff
12	July 8 – August 2, 2019	Education of current and incoming High School Students	KNHC Provided introductory and hands-on training to 17 students as part of Seattle Public Schools' Summer School Career Academy offerings	Introduction to general topics in electronic media and specific topics in radio broadcasting with hands-on training in writing, editing, announcing and production.	Brian Babinec, Instructor

**Other Initiatives Station Participated in
During Previous Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	On or before October 1, 2018	Sexual Harassment Prevention Training	Online course on preventing harassment in the workplace	All paid staff and student interns attended the training and passed the post-training evaluation.	June Fox, General Manager Emily Marley, Business Manager Bruce Wirth, Membership Director Richard Dalton, Operations Manager Lane Schulz, Traffic Specialist Jon McDaniel, Program Director Harmony Gonty, On-Air Host Drew Bailey, On-Air Host Ben Wyatt, Sponsorship Manager Matt Cohn, On-Air Host Hans Tiejten, Weekend Producer 10 students from the fall semester

2	October 3, 2018	Cultural competence and Racial Bias Training	Online training program on understanding racial bias and strategies to become a more culturally competent manager	Attendee	June Fox, General Manager
3	Between October 2, 2018 and May 1, 2019	Sexual Harassment Prevention Training	Online course on preventing harassment in the workplace	All paid staff and student interns attended the training and passed the post-training evaluation.	15 students from the spring semester Ody Ortiz, Station Liaison Faraz Zarghami, Sales Executive