

Jodesha Broadcasting, Inc

EEO PUBLIC FILE REPORT

Period October 1, 2016 to September 30, 2017

This Report covers the following employment units:

Call Sign	Facility ID	Class of Station	Community of License	LMA
KSWW	60544	FM C3	Montesano, WA	NO
KBKW	33623	AM C	Aberdeen, WA	NO
KJET	78160	FM C2	South Bend, WA	NO
KANY	166011	FMC3	Ocean Shores, WA	NO

A. Full Time Hires

JOB TITLE	DATE FILLED	TOTAL # OF INTERVIEWS	RECRUITMENT SOURCES UTILIZED	RECRUITMENT SOURCE REFERRING HIREE
ACCOUNT REP.	5/17/17	6	1, 3, 12, 13,14	12

*see attached recruitment source list

B. The total number of persons interviewed for all full-time positions during the period covered by this report was: 6

RECRUITMENT SOURCES USED IN REPORTING PERIOD	NUMBER OF PERSONS INTERVIEWED BY SOURCE
AdAbilities (Lucy Rice)	2
On Air announcements	2
Social Media	2

C. Outreach Activities October 1, 2016- September 30, 2017

	TYPE OF RECRUITMENT ACTIVITIES	DESCRIPTION OF ACTIVITY
1	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	1)Rab webinars 2) Jodesha Broadcasting is a <i>sponsor</i> of Leadership of GH. Leadership of GH is an annual program. Jodesha sends a staff member through the 9 month program. From Sep. 2016-May 2017, marketing consultant Melanie Bell, attended the training program.

2	Participated in event or program designed to help disseminate information about careers in broadcasting	Jodesha Broadcasting has an agreement with the Boy Scouts local chapter to allow the troops to tour the stations and job shadow to learn about a Broadcasting career. The boys scouts receive a badge for completing this task
3	Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	<p>1) Production Manager and Sales Manager attended Aberdeen High School Career Day on November 17, 2016. Manager's where career speakers, discussing the various positions in broadcasting, as well as future opportunities and changes in the industry, and conducted a question and answer period for the students.</p> <p>2) Hoquiam High School Career Fair-Production Manger and an Account Representative attend day long career fair on Dec. 9 2017. They discussed their job description and took questions from the students and teachers.</p> <p>3) Miller Jr. High Career Day. June 2nd . Program Director and Sales Manager attended and presented "Broadcasting as a Career" to Junior High Students.</p> <p>4)Stevens Elementary Community Career Day- Production Manager and General Manager attended the Community Career Day. Talk with students about employment in radio. 10/20/16</p> <p>5) Robert Gray Elementary held a Career day on June 9th, 2017. Programming Director and Sales Rep attended and talked with the students about the importance of school for a career in broadcasting.</p>
4	EEO Awareness	President and hiring manager participated in a annual meeting detailing hiring and training and reviewed protocols for compliance. Meeting was held on October 15th.
5	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	<p>1) Broadcasting/Multimedia Technology Advisory Committee put on by the Aberdeen School District Career and Technical Education Board. Tuesday, May 9th 2017. Station Manager, Production Manager, and Production Assistant attended. This program is designed to assist with Aberdeen High School's radio station.</p> <p>2)Washington Business Week Every year, President, of Jodesha Broadcasting, and a Senior Account Executive participates in the week-long program at Aberdeen High School, teaching over 200 high school juniors about real-world issues in business, with one of the fictional companies being sponsored by Jodesha Broadcasting.</p> <p>3) Senior Marketing consultant and General Manager participated in the NAIFA talking with members of the Business community about the future of Careers in Broadcasting. March 13^h, 2013.</p> <p>4) Support of High School Programs and Students. President of Jodesha has been involved for the last 15 years supporting Aberdeen High School students who have an interest in Radio Broadcasting.</p>
6	Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	1) March 18, 2017 the stations Sponsored and participated in Expo Grays Harbor/Trade Show and Job Fair, sponsored by Aberdeen High School. General Manager and Program Manger participated in the daylong event, providing information and answering questions regarding careers in the Broadcasting field.

Narrative Statement

We feel our outreach efforts have been effective due to the responses we have received. As we have gone out to Career days, trade shows, and schools with information on career opportunities, we have had many requests for internships, job shadowing and inquiries about job openings.

We at Jodesha Broadcasting have made it a priority to educate and assist members of the community so they may acquire skills needed for broadcast employment.

JODESHA BROADCASTING, INC
P.O. Box 1198
Aberdeen, WA 98520

RECRUITMENT SOURCE LIST

1. Washington State Association of Broadcasters Job Bank
Attn: Mark Allen, President
724 Columbia St. NW Suite 310
Olympia, WA 98501
(360) 705-0774 Tel
(360) 705-0873 Fax
2. South Beach Bulletin
Attn:
PO Box 1395
Westport, WA 98595
360-268-0736
3. The Daily World
Attn: Advertising Manager
315 South Michigan Street
Aberdeen, WA 98520
(360) 532-4000
4. East County News
Attn:
315 S Michigan St,
Aberdeen, WA 98520
(360) 532-4000
5. WorkSource Grays Harbor
Attn: Ron Schmidt
511 W. Heron Street
Aberdeen, WA 98520
(360) 538-2340
6. Grays Harbor College
Attn: Brad Duffy, Communication Instructor
1620 Edward P. Smith Drive
Aberdeen, WA 98520
(360) 538-4218 Tel
(360) 538-4298 Fax

7. Clover Park Technical College
Radio Broadcast Department
Attn: John Mangen
4500 Steilacoom Blvd. S.W.
Lakewood, WA 98499
(253) 589-5884 Tel
(253) 589-5797 Fax
8. The Vidette
Attn:
109 W Marcy Ave
Montesano, WA 98563
(360) 249-3311
9. Bates Technical College
1101 South Yakima Avenue
Tacoma, WA 98405
(253) 680-7240 Tel
(253) 680-7001 Fax
10. North Coast News
Attn:
668 Ocean Shores Blvd NW # E
Ocean Shores
(360) 289-2441
11. Washington State University
WSU Career Track job posting
(509) 335-9107
careers.wsu.edu
12. On-air announcements
Jodesha Broadcasting, Inc
1520 Simpson Avenue
P. O. Box 1198
Aberdeen, WA 98520
13. AdAbillies-Lucy Rice
Lucy Rice lucy@itmakessalessense.com
14. Social Media
Facebook-Grays Harbor Career Seekers