

**EEO PUBLIC FILE REPORT****Saga Communications - Bellingham dba Cascade Radio Group**

October 1, 2021 - September 30, 2022

Station Employment Unit					
Call Sign	Fac. Id.	Community of License	Call Sign	Fac. Id	Community of License
KGMI AM	34467	Bellingham, WA	KAFE FM	58886	Bellingham, WA
KISM FM	34469	Bellingham, WA	KBAI AM	4633	Bellingham, WA
KPUG AM	58887	Bellingham, WA			

Recruitment Sources			
Source	Contact	Address	Phone
On Air Commercials	Heidi Persson	2219 Yew Street Rd Bellingham WA 98226	(360) 734-9790
Station Websites	Heidi Persson	<a href="http://www.kgmi.com">www.kgmi.com</a>	(360) 734-9790
		<a href="http://www.kism.com">www.kism.com</a>	
		<a href="https://kpug1170.com">https://kpug1170.com</a>	
		<a href="http://www.kafe.com">www.kafe.com</a>	
		<a href="http://www.kbai.com">www.kbai.com</a>	
All Access	Heidi Persson	<a href="http://www.AllAccess.com">www.AllAccess.com</a>	(360) 734-9790
Radio Online	Heidi Persson	2219 Yew Street Rd Bellingham WA 98226	(360) 734-9790
LinkedIn	Heidi Persson	<a href="http://www.linkedin.com">www.linkedin.com</a>	(360) 734-9790
Saga Communications	Teresa Wiley	73 Kercheval Avenue #201 Grosse Point MI 78236	(360) 734-9790
Western Washington University	Heidi Persson	<a href="http://www.wvu.edu/careers/employers">www.wvu.edu/careers/employers</a>	(360) 650-3000
W S A B	Keith Shipman	PO Box 18026 Spokane WA 98228	(360) 705-0774
Employee Referral	David Walker	2219 Yew Street Rd Bellingham WA 98226	(360) 734-9790

<b>Vacancies Filled During Period</b>
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Position Filled Morning Host	Date Filled 08/08/2022	Source	# of Interviewee(s)	Hired
		Employee Referral	1	1
		All Access	2	
Position Filled Production Director	Date Filled 02/07/2022	Source	# of Interviewee(s)	Hired
		Linkedin Post	2	1
		Station Web Site	2	
Position Filled Account Executive (Sales)	Date Filled 08/29/2022	Source	# of Interviewee(s)	Hired
		Station Web Site	4	1
Position Filled News Producer	Date Filled 01/03/2022	Source	# of Interviewee(s)	Hired
		Linkedin Post	3	1
		Radio Ad	3	
Position Filled Promotions Director	Date Filled 02/28/2022	Source	# of Interviewee(s)	Hired
		Linkedin Post	2	1
		Radio Ad	2	

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## Outreach Activities:

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

January 2022 - March 2022

Student Internship/Western Washington University

The General Manager of Cascade Radio Group partnered with the Western Washington University Department of Journalism to provide a 180 hour first quarter student internship with our News/Talk radio station, KGMI. We provided training and mentorship that taught the processes and duties required to gather, write, record and produce local news. Additionally, the intern was provided the opportunity to direct and produce a daily talk show and to write and update news stories for the KGMI website and social media platforms.

February 24, 2022

W S A B Political Broadcasting Webinar

Cascade Radio Group General Manager, Heidi Persson, and Business Manager, Merlee Williams attended a Zoom meeting prepared by the W S A B. Topics discussed were equal time, lowest unit rate, issue ads, political file maintenance, FCC political consent decrees, as well as the most recent FCC revisions to the political broadcasting rules. Fletcher, Heald & Hildreth attorneys Frank Montero and Sara Hinkle accompanied by the FCC's own Political Broadcasting team Bobby Baker, Gary Schonman and Siman Nilsson presented.

March 16, 2022

Angel of the Winds Casino Job Fair

Cascade Radio Group General Manager, Heidi Persson, participated in a community job fair held at the Angel of the Winds Casino Resort. The job fair took place from 10 am until 2 pm and featured participation from 30 local businesses. We ran an on-air radio schedule promoting the event and our attendance for two weeks prior, and also posted on all five station Facebook pages prior to the day of the event.

April, 2022

W S A B Political File Webinar

Cascade Radio Group General Manager, Heidi Persson, and Business Manager, Merlee Williams attended a Zoom meeting prepared by the W S A B. Topics to be discussed included when and where to upload what documents in station political files and the most recent FCC revisions to the political file rules.

August 22, 2022

All Staff Presentation on "Programming in an Age of Indecency"

The General Manager and Department Heads of Cascade Radio Group provided an informative and educational presentation regarding current FCC laws, potential fines and the definition of "indecency" as it applies to on-air content. The presentation was done with the entire staff and then the Departments Heads incorporated on-going discussion to generate top of mind awareness as part of their department meetings.

Ongoing Annually

Mentoring Program

The Cascade Radio Group continued its training and mentoring programs for the staff. These programs enable any employee of the radio station to acquire skills that could qualify them for a higher-level position, either in another department or in their current department. This training is designed for each employee's needs and desires. We encourage all staff to participate in learning new skills to enhance their career potential.