

2014 ANNUAL EEO PUBLIC FILE REPORT

Sea Mar Community Health Centers

Station(s):	KKMO AM
Community(ies) of License:	TACOMA, WA
Reporting Period:	OCT 2013 – SEP 2014
No. of Full-time Employees:	5 – 10
Small Market Exemption:	No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

*Hosted at least one **job fair**.*

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

*Participated in **job banks, internet***

programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

*Established a **mentoring** program for station personnel.*

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting*

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

- Fiestas Patrias (Sept 13th and 14th of 2014). The station was present at Fiestas Patrias, an event organized by Sea Mar to celebrate Mexican and other Latin American countries Independence. Discussing health, cultural, and educational issues, had a program with musical and cultural shows. Different sponsors and vendors were presents in the event. KKMO was present at a booth within Fiestas Patrias, which was always staffed by all full time staff members. KKMO was also responsible for presenting the entertainment portion of the event. In this capacity, were able to inform people about careers in broadcasting through our presence at the event, and our availability for questions.
- Latinos Unidos. A community issues and public health program that operates each Saturday from 12:00 pm – 1:00 pm on KKMO-AM. This program is run by a combination of KKMO and Sea Mar staff (including our KKMO Production and Programming staff members). It discusses community issues, including education and career opportunities. Within this context, it disseminates information about careers in broadcasting to our listeners.
- Hablando con El Consulado (Consul of Mexico in Seattle). The Consul of Mexico has a program with KKMO-AM each week on Wednesday that our DJs (On Air Personalities) facilitate. Within these programs they discuss issues that pertain to the Consulate- obtaining Mexican identification, registration in schools, traveling internationally etc.

Within this context, the Consul also discusses education and career opportunities available to Latinos in Washington State, including information about careers in broadcasting.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5/23/14	Executive Assistant/Traffic Coordinator	1. Sea Mar General openings website.

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 6

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Sea Mar Community Health website	1
KKMO El Rey website	1
El Rey Radio Station spots	0
Indeed.com	0
Tacoma News Tribune Classifieds Newspaper	0
Facebook page	0
Craigslist	4
Career Builder	0
Backpage	0

RECRUITING SOURCES USED

Job Title of Position: Executive Assistant/Traffic Coordinator

Date of Hire: 5-23/2014

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Sea Mar Community Health website	Y	1040 S Henderson St Seattle WA 98121	Ricardo Sanchez Sea-Mar VP Communication and Educational Services	206 306 4881 http://www.seamar.org ricardosanchez@seamarchc.org
KKMO El Rey website	Y	2201 6 th Avenue Suite 1550 Seattle WA 98121	Jorge Madrazo Sea-Mar VP Community Relations	206 306 4881 http://www.elrey1360seattle.com JorgeMadrazo@seamarchc.org
El Rey Radio Station spots	N	2201 6 th Avenue Suite 1550 Seattle WA 98121	Jorge Madrazo Sea-Mar VP Community Relations	206 306 4881 http://www.elrey1360seattle.com JorgeMadrazo@seamarchc.org
Indeed.com	N			www.indeed.com
Tacoma News Tribune Classifieds Newspaper	N			noreply@the newstribune.com http://tacomanewstribune.adperfect.com/
Facebook page	N	2201 6 th Ave Suite 1550 Seattle WA 98121		https://www.facebook.com/elrey1360seattle
Craigslist	N			https://post.craigslist.org/manager
Career Builder	N			https://www.careerbuilder.com
Backpage	N			http://posting.seattle.backpage.com

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.