

**EEO ANNUAL PUBLIC FILE REPORT
3 Cities Inc.**

This report covers full-time vacancy recruitment for the period of **October 1, 2004 to September 30, 2005**

KXXO-FM Olympia, WA	Address: 3 Cities Inc. P.O. Box 7937 Olympia, WA 98507	Contact Person/Title: Toni Holm, Vice-President
	Telephone Number: 360-943-9937	E-mail Address: tch@mixx96.com

1. Full-Time Job Vacancies Filled

	Job Title	Recruitment Source Referring the Hiree	Recruitment Sources Utilized to Fill the Full-Time Vacancy (See #2: "Recruitment Sources" below)				Referral Source of Interviewees	
			Outreach Organizations	Websites	Advertising	Job Fairs	Referral Source	Number Interviewed
A.	Sales executive 6/3/2004 (AB)	Current employee	All except 21	119	All	All	Current employee -1	1
B.	Sales executive (SM)	Radio ad	All except 21	119	All	All	Radio ad -3	3
C.	Office Manager 9/27/2005 (CS)	craigslist.com	All	119, 120	All	No	Mixx 96.1 website – 8 Craigslist.com – 5 Olympia YWCA – 1 Pierce College -1	15
Total # of Interviewees for full-time job vacancies during the reporting period:								19

2. Recruitment Sources

	Outreach Organizations	Address City, State Zip	Phone #	Email	Did we contact ?	Did they contact us?
1	92nd Mission Support Squadron	220 W Bong Ste 206A Fairchild AFB Spokane, WA 99011	509-24-8313	timothy.early@fairchild.af.mil		Yes
2	American Friends Services	814 40th NE Seattle, WA 98105	206-632-0500	sday@afsc.org	Yes	
3	American Indian Women's Services	606 12th Ave S Seattle, WA 98144	206-329-5917		Yes	
4	American School of Broadcast	915 W Second Ave Ste 5 Spokane, WA 99201	509-535-1010	asbschool@msn.com	Yes	
5	Antioch University	2326 6th Ave Seattle, WA 98121	888-268-4477	dwatts@antioch.seattleu.edu	Yes	
6	Area Agency on Aging	3603 Mud Bay Rd W Ste A Olympia, WA 98502	360-664-2168	rumblfr@dshs.wa.gov	Yes	
7	Asian American Journalist Assoc	c/o King TV 333 Dexter Ave N Seattle, WA 98109	206-448-3853	memberservices@ajaseattle.org	Yes	
8	Asian American Journalists Association	1182 Market St Ste 320 San Francisco, CA 94102	415-346-2051	post@aaja.org	Yes	
9	Bates Technical College	1101 S Yakima Ave Tacoma, WA 98405	253-680-7240	skmiller@bates.ctc.edu	Yes	
10	Bellevue Community College	3000 Landerholm Circle SE Bellevue, CA 98007	425-564-2082	jobs@bcc.ctc.edu	Yes	
11	Brewster Learning Center	PO Box 1637 Brewster, WA 98812	509-689-8031	apotter@esd.wa.gov	Yes	
12	Career Connection	421 N Mullan Rd Spokane, WA 99206	509-928-0423	carcaonn@mindspring.com	Yes	
13	Center for School to Work	1025 W Indiana Ave Spokane, WA 99205	509-456-7660	amillane@esd101.net	Yes	
14	Central Washington University	400 E 8th Ave Ellensburg, WA 98926	509-963-1111	seo@cwu.edu	Yes	
15	Centralia College	600 W Locust Centralia, WA 98531	360-736-9391	hro@centralia.ctc.edu	Yes	

	Outreach Organizations	Address City, State Zip	Phone #	Email	Did we contact ?	Did they contact us?
16	Centro Latino Services	1208 S 10th St Tacoma, WA 98405	253-572-1717	reception@centrolatino-ser.org	Yes	
17	City University	11900 NE 1 st St Bellevue, WA 98004	800-426-5596	info@cityu.edu	Yes	
18	Clark College	1800 E McLoughlin Blvd Vancouver, WA 98663	360-992-2154	swilliams@clark.edu	Yes	
19	Clover Park Technical College	4500 Steilacoom Blvd SW Lakewood, WA 98499	253-589-5533	anne.mauch@cptc.edu	Yes	
20	Commission on Hispanic Affairs	1210 Eastside St SE Olympia, WA 98501	360-753-3159	hispanic@cha.wa.gov	Yes	
21	Community Action Council of Lewis Mason and Thurston Counties	6604 Martin Way E Olympia Wa 98516	360-438-1100	Gary Kaufman <gary@roadsendllamas.com>		Yes
22	DSHS Vocational Rehabilitation	20311 52nd Ave W #201 Lynnwood, WA 98036	425-673-3180		Yes	
23	DSHS/ Community Worksource	1100 S Main Colville, WA 99114	509-685-5600		Yes	
24	Eastern Washington University	526 5th St Cheney, WA 99004	509-359-2292	hr@mail.ewu.edu	Yes	
25	Edmonds Community College	20000 68th Ave W Lynnwood, WA 98036	425-640-1400	info@edcc.edu	Yes	
26	Everett Community College	801 Wetmore Ave Everett, WA 98201	425-388-9100	rhansen@everettcc.edu	Yes	
27	The Evergreen State College	Career Planning 2700 Evergreen Parkway NW Olympia, WA 98505	360-866-6000		Yes	
28	Gonzaga University	E 502 Boone Ave Spokane, WA 99258	509-323-4231	careercenter@gonzaga.edu	Yes	
29	Goodwill Industries Tacoma	714 S 27th St Tacoma, WA 98409	800-584-7980	rcorak@tacomagoodwill.org	Yes	
30	Grays Harbor College	1620 Edward P Smith Dr Aberdeen, WA 98520	360-533-7220		Yes	
31	Green River Community College	12401 SE 320th St Auburn, WA 98002	253-833-9111	hr@greenriver.edu	Yes	
31	Heritage College	3240 Fort Rd Toppenish, WA 98948	509-576-1484		Yes	
33	Highline Community College	2400 S2240th St Des Moines, WA 98198	206-878-2137	jobs@highline.edu	Yes	

	Outreach Organizations	Address City, State Zip	Phone #	Email	Did we contact ?	Did they contact us?
34	Individual Development Center	1020 E John St Ste 101 Seattle, WA 98102	206-329-0600		Yes	
35	Indochinese Culture & Service Center	1724 E 44th St Tacoma, WA 98404	253-473-5666		Yes	
36	International Examiner	622 S Washington Seattle, WA 98104	206-624-3925		Yes	
37	Jameston S'Klallam Tribe	1033 Old Blyn Hwy Sequim, WA 98382	360-681-4627	pnelson@jamestowntribe.org	Yes	
38	KAFE FM	2219 Yew St Rd Bellingham, WA 98229	866-234-5233		Yes	
39	KAOS FM	2700 Evergreen Parkway NW Olympia, WA 98505	360-866-6000	kaos@evergreen.edu	Yes	
40	KBOO FM	20 SE 8th Portland, OR 97214	503-231-8032	program@kboo.org	Yes	
41	KBTC FM	2320 S 19th St Tacoma, WA 98405	253-680-7700	jnyman@bates.ctc.edu	Yes	
42	KCED FM	600 W Locust St Centralia, WA 98531	360-736-9391	hro@centralia.ctc.edu	Yes	
43	KEWU FM	MS 104 Cheney, WA 99004	509-359-2381	hr@mail.ewu.edu	Yes	
44	KGRG FM	12401 SE 320th St Auburn, WA 98092	253-833-9111	programming@kgrg.com	Yes	
45	KGTS FM	Walla Walla College 205 College Ave College Place, WA 99324	800-355-4757		Yes	
46	KMIH FM	9100 SE 42nd Mercer Island, WA 98040	206-236-3296	info@x104.fm	Yes	
47	KNHC FM	10750 30th Ave NE Seattle, WA 98125	206-421-8989		Yes	
48	Korea Central Dailey News	13749 Midvale Ave N Seattle, WA 98133			Yes	
49	KSFC FM	2319 N Monroe St Spokane, WA 99205	800-328-5729		Yes	
50	KUGS FM	410 Viking Union Bldg Bellingham, WA 98225	360-650-5847	director@kugs.org	Yes	
51	KUPS FM	1500 N Warner Tacoma, WA 98416	253-879-3288	kupsprogramming@ups.edu	Yes	

	Outreach Organizations	Address City, State Zip	Phone #	Email	Did we contact ?	Did they contact us?
52	KVTI FM	4500 Steilacoom Blvd SW Tacoma, WA 98499	253-589-5884	j-91fm@cptc.edu	Yes	
53	KWCW FM	200 E Boyer Walla Walla, WA 99362	509-527-5285		Yes	
54	KWRS FM	Whitworth College Spokane, WA 99251	509-464-1929	kwrsfm@whitwroth.edu	Yes	
55	Lacey Library	500 College Ave SE Lacey, WA 98503	360-491-3860		Yes	
56	Lower Columbia Community College	1600 Maple St Longview, WA 98632	360-442-2330	jkrause@lcc.ctc.edu	Yes	
57	Mattawa Opportunities	403 Boundary Mattawa, WA 99394	509-932-4045	mledezma@esd.wa.gov	Yes	
58	Metropolitan Development Council	721 S Fawcett Ave #201 Tacoma, WA 98402	253-383-3921		Yes	
59	MLK Jr. Family Outreach Center	845 S Sherman Spokane, WA 99202	509-455-8722	mlk@mlkspokane.com	Yes	
60	N Seattle Community College	6900 College Way N Seattle, WA 98103	206-528-3600		Yes	
61	NAACP-Tacoma	917 Martin Luther King Jr. Way Tacoma, WA 98405	253-272-0357		Yes	
62	National Assoc of Asian American	PO Box 14344 Seattle, WA 98104	425-450-4882	pr@naaapseattle.org	Yes	
63	National Assoc. of Black Journalists	1117 Journalism Bldg College Park, MD 20742	310-314-9166		Yes	
64	National Hispanic Media Coalition	1000 National Press Bldg Washington, DC 20045	888-346-6245	nahj@nahj.org	Yes	
65	National Hispanic Media Coalition	2514 S Grand Ave Los Angeles, CA 90007	213-746-6988		Yes	
66	Native American Journalists Association	555 Dakota St Vermillion, SD 57069		info@naja.com	Yes	
67	Native American Public Telecommunications	PO Box 83111 Lincoln, NE 68501	402-472-3522	native@unl.edu	Yes	
68	Naval Station Everett	13919 45th Ave NE Marysville, WA 98271	425-304-5124	dorothy.kennedy@navy.mil	Yes	
69	Neighborhood House	905 Spruce St Seattle, WA 98104	206-461-8430	robertap@nhwa.org	Yes	
70	Nisqually Indian Tribe	4820 She-Nah-Num Dr SE Olympia, WA 98513	360-456-5221		Yes	

	Outreach Organizations	Address City, State Zip	Phone #	Email	Did we contact ?	Did they contact us?
71	Northwest Ethnic News	305 Harrison St Ste 322 Seattle, WA 98109	206-443-1410		Yes	
72	Northwest Public Radio	PO Box 642530 Pullman, WA 99164	800-842-8991	nwpr@wsu.edu	Yes	
73	Olympic College	1600 Chester Ave Bremerton, WA 98310	360-475-7304		Yes	
74	Pacific Mountain Workforce	719 Sleater-Kinney Rd SE Ste 200 Lacey, WA 98503	360-786-5586	grindsp@co.thurston.wa.us	Yes	
75	Pierce College	9401 Farwest Dr SW Lakewood, WA 98498	253-964-6500	humanres@pierce.ctc.edu	Yes	
76	Quinault Indian Nation	PO Box 189 Tahloh, WA 98587	360-276-8211		Yes	
77	Radio & Television News Directors	1600 K St NW Washington, DC 20006	202-296-3192		Yes	
78	Seattle Advertising Federation	PO Box 58530 Seattle, WA 98133	206-448-4481		Yes	
79	Seattle Central Community College	1701 Broadway Seattle, WA 98122	206-587-6998	kakato@sccd.ctc.edu	Yes	
80	Seattle Chinese Post	412 Maynard Ave S Seattle, WA 98104	206-223-5559		Yes	
81	Seattle Indian Center	611 12th Ave S Ste 300 Seattle, WA 98144	206-329-8700	sic_employment@qwest.net	Yes	
82	Shoreline Community College	16101 Greenwood Ave N Shoreline, WA 98133	206-546-4101	scchr@shoreline.edu	Yes	
83	Skagit Valley College	2405 College Way E Mount Vernon, WA 98273	360-416-7600	career.employment@skagit.edu	Yes	
84	SkillSource	233 N Chelan Wenatchee, WA 99801	509-663-3091	dave@skillsource.org	Yes	
85	Skokomish Indian Tribe	N Tribal Center Rd Skokomish, WA 98584	360-426-4232	tuwadug1@skokomish.org	Yes	
86	South Seattle Community College	6000 16th Ave SW Seattle, WA 98106	206-764-5300	jobs@sccd.ctc.edu	Yes	
87	Spokane Community College	1810 N Greene St Spokane, WA 99217	509-533-7249	cdoyle@scc.spokane.edu	Yes	
88	Spokane Falls CC	3410 S Fort George Wright Dr Spokane, WA 99224	509-533-3682	karend@sfcc.spokane.cc.wa.us	Yes	
89	South Puget Sound	2011 Mottman Rd SW	360-754-7711	jobline@spscc.ctc.edu	Yes	

Outreach Organizations	Address City, State Zip	Phone #	Email	Did we contact ?	Did they contact us?
90 Community College Squaxin Island Tribe	Olympia, WA 98502 70 SE SE Squaxin Ln Shelton, WA 98584	360-427-8071	ppuhn@squaxin.nsn.us	Yes	
91 St Martin's College	5300 Pacific Ave SE Lacey, WA 98503	360-491-4700	hr@stmartin.edu	Yes	
92 Tacoma Community College	6501 S 19th Tacoma, WA 98466	253-566-5000	hr@tacomacc.edu	Yes	
93 Tacoma Community House	1314 S L St Tacoma, WA 98405	253-383-3951	ccarbono@tchouline.org	Yes	
94 The Puyallup Tribe	2209 E 32nd St Tacoma, WA 98404	253-593-0254		Yes	
95 The Refugee Center	711 State Ave NE Olympia, WA 98501	360-754-7197		Yes	
96 University of Puget Sound	1500 N Warner St Tacoma, WA 98416	253-879-3369	ces@ups.edu	Yes	
97 Urban League - Tacoma	2550 S Yakima Tacoma, WA 98405	253-383-2007	front-desk@tacomaurbanleague.org	Yes	
98 Vadis Worksource Affiliate	1701 Elm St Sumner, WA 98390	253-863-5173	info@vadis.org	Yes	
99 Walla Walla Community College	500 Tausick Way Walla Walla, WA 99362	509-527-4215	ron.langrell@po.ww.cc.wa.us	Yes	
100 Washington South Asian Council	18317 151st Ct SE Renton, WA 98032			Yes	
101 Washington Vocational Services	22316 70th Ave W Ste D Mountlake Terrace, WA 98043	425-774-3338	fclarke@wvs.org	Yes	
102 Washington Women's Employment	3516 S 47 th St #205 University Place, WA 98409	253-474-9933	deborahh@wwee.org	Yes	
103 Washington Women's Employment	1209 Central Ave S Kent, WA 98032	253-859-3718	info@wwee.org	Yes	
104 Wenatchee Valley College	1300 Fifth St Wenatchee, WA 99801	509-682-6890	vrodriguez@wvc.edu	Yes	
105 West Central Community College	1605 N Belt Spokane, WA 99205	509-326-9540	westcentralcommunitycenter@yahoo.com	Yes	
106 WorkSource Aberdeen	PO Box 1747 Aberdeen, WA 98520	360-538-2340	rschmidt@ghctc.org	Yes	
107 Worksource Auburn	2707 I St NE Auburn, WA 98002	253-833-0102	tschafer@esd.wa.gov	Yes	

Outreach Organizations	Address City, State Zip	Phone #	Email	Did we contact ?	Did they contact us?
108 WorkSource Bellevue	3000 Landerholm Circle SE #B231 Bellevue, WA 98007	425-564-2279		Yes	
109 WorkSource Downtown Seattle	2024 Third Ave Seattle, WA 98121	206-436-8600	pdavis@ymcaworks.org	Yes	
110 WorkSource Lewis County	PO Box 1187 Chehalis, WA 98532	360-740-2360	lstevens@eds.wa.gov	Yes	
111 WorkSource Pierce	10107 S Tacoma Way Bldg A2 Lakewood, WA 98499	253-589-6311	worksourcepierce@eds.wa.gov	Yes	
112 WorkSource Shelton	PO Box 1428 Shelton, WA 98584	360-427-2242	dcsmith2@esd.wa.gov	Yes	
113 Worksource Wahkiakum	PO Box W Longview, WA 98632	360-578-4234	dbarry@esd.wa.gov	Yes	
114 WWIETP	3701Sixth Ave #4 Tacoma, WA 98406	253-879-9066	wwietp@msn.ocm	Yes	
115 Yakima Indian Agency	PO Box 151 Toppenish, WA 98948	509-865-2255		Yes	
116 Yakima Valley Community College	1015 S 16th Ave Yakima, WA 98902	509-335-4521	hrs@wsu.edu	Yes	
117 YWCA	220 Union Ave SE Olympia, WA 98501	360-357-6609	ywcaofolympia@olywa.net	Yes	
118 YWCA	16601 NE 80th St Redmond, WA 98052	425-556-1352	cchristi@ymcaworks.org	Yes	
119 YWCA	405 Broadway Tacoma, WA 98402	253-272-4181	ktautfest@ywcapiercecounty.org	Yes	

WEBSITES							
119	www.mixx96.com						
120	www.craigslist.com						
ADVERTISING							
121	On-Air announcements on KXXO.						
122	External email to Loyal Listener Club						
123	Company-wide email to current staff for promotions and referrals.						
JOB FAIRS, INTERSHIPS							
124	See Supplemental Initiatives below						
OTHER							
125	Current employee Referral						
126	Internal Candidate, promotion from part-time						
127	Job hire from Internship						
128	Broadcast training programs						
129	Unsolicited Resumes/Referral						

3. Supplemental Recruitment Initiatives

Initiatives		Date	Location	Description	Station Employees Involved
1.	Academic internships	1. On-going through the year	KXXO Olympia	KXXO maintains a relationship with local universities and High Schools to allow students academic internships with KXXO in marketing, promotions and music. During reporting period: 1 from University of Washington Tacoma Graduate program in Business Administration, 1 From The Evergreen State College, Masters of Public Administration program	David J. Rauh, General manager/President, John Foster, PD, Toni Holm Station Manager/VP, Sanrica Marquez, Promotions Coordinator
2.	Vocational internships	1. On-going through the year	KXXO Olympia	KXXO maintains a relationship with local vocational technical schools and has trained and employed interns from Clover Park Vocational Technical Institute as radio announcer, producers and remotes technicians and National Broadcast Training School as announcer and a sales executive. 1 student from Clover Park.	John Foster, PD, Toni Holm Station Manager/VP, Brian Butler, General Sales Manager
3.	Work-Study Internships	1. On-going through the year	KXXO Olympia	KXXO maintains work-study positions for students of The Evergreen State College and South Puget Sound Community College in promotions, marketing and production. Positions train students for careers in these areas and in some cases students move into regular employment with KXXO or other stations. 3 students were employed by the station during the reporting period, 2 From The Evergreen State College and 1 from SPSCC.	John Foster, PD, Toni Holm Station Manager/VP, Promotions Coordinator, Sanrica Marquez, Promotions Manager,
4.	Station Tour	11/11/2004	KXXO Studios	Scout group group: 6 Scouts, 3 adults. Tours focus on explaining station operation, and education on various careers available in broadcasting	Tour conducted by David Rauh, President and General Manager
5.	Station Tour	1/11/2005	KXXO Studios	Scout group: 5 scouts, 4 adults. Tours focus on explaining station operation, and education on various careers available in broadcasting	Tour conducted by David Rauh, President and General Manager
6.	Station Tour	1/18/2005	KXXO Studios	Scout group: 6 Scouts, 4 Adults. Tours focus on explaining station operation, and education on various careers available in broadcasting	Tour conducted by David Rauh, President and General Manager
7.	Station Tour	1/27/2005	KXXO Studios	Scout group: 6 scouts, 5 adults. Tours focus on explaining station operation, and education on various careers available in broadcasting	Tour conducted by David Rauh, President and General Manager
8.	Station Tour	2/10/2005	KXXO	Scout group: 8 scouts, 4 adults. Tours focus on	Tour conducted by

Initiatives		Date	Location	Description	Station Employees Involved
			Studios	explaining station operation, and education on various careers available in broadcasting	David Rauh, President and General Manager
9.	Station Tour	2/10/2005	KXXO Studios	Scout group: 8 scouts, 4 adults. Tours focus on explaining station operation, and education on various careers available in broadcasting	Tour conducted by David Rauh, President and General Manager
10.	Station Tour	3/3/2005	KXXO Studios	Scout group: 4 scouts, 5 adults. Tours focus on explaining station operation, and education on various careers available in broadcasting	Tour conducted by David Rauh, President and General Manager
11.	St Martin's College & The Evergreen State College Joint Job Fair	3/30/2005	St. Martin's College campus, Lacey, WA	Annual Job Fair hosted by two local Universities resulted in 2 resumes.	John Foster, PD, Toni Holm Station Manager/VP, Brian Butler, General Sales Manager, David Rauh, General Manager & President
12.	Bates Technical College Diversity Job Fair	5/25/2005	Bates campus, Tacoma, WA	Annual Job Fair at Technical College resulted in 3 resumes for various positions	Toni Holm Station Manager/VP, David Rauh, General Manager & President
13.	South Puget Sound Community College 16th Annual Career Day	5/5/2005	SPSCC campus, Tumwater, WA	Annual Career Day at Community College resulted in 1 resume.	John Foster, PD, Toni Holm Station Manager/VP, Brian Butler, General Sales Manager, David Rauh, General Manager & President