EEO PUBLIC FILE REPORT

Saga Broadcasting, LLC – Bellingham dba Pacific Northwest Media Group

October 1, 2024 – September 30, 2025

Station Employment Unit

Call Sign	Fac. ID.	Community of License
KGMI AM	34467	Bellingham, WA
KISM FM	34469	Bellingham, WA
KPUG AM	58887	Bellingham, WA
KAFE FM	58886	Bellingham, WA

Recruitment Sources

Source	Contact	Address	Phone

Full-Time Vacancies Filled During Period: None

Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year: 0

Total Number of Interviewees for all Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources: 0

Outreach Activities -

Activity: **Event Sponsored by Educational Institution**

The Pacific Northwest Media Group attended the College Broadcasters Inc. Convention held October 23 – 26, 2024. During the convention, several of our team members participated in a panel discussion covering the many facets of running a local radio station – including programming, sales, and management. Representing PNW Media Group on the panel were: General Manager – Heidi Persson, Operations Manager – Joe Teehan, Brand Managers – Scott Less and Scotty VanDryver, and Media Advisor – Victor Gotelaere.

Activity: **Job Bank and Internet Outreach**

The Pacific Northwest Media Group owns and runs a regional employment and job fair website called Hire Me WA (hiremewa.com) with the purpose to connect to Washington State job seekers with employers through job fairs, postings, and hiring events. The audience are job seekers in Washington State and employers looking to hire locally. It is an employment resource and job fair promotion website targeted specifically to Washington State. Along with the website the Pacific Northwest Media Groups five radio stations run promos year around to promote the Hire Me WA website to business owners for posting jobs to the job board and promos to promote and bring to the attention of individuals looking for job openings in the area.

Activity: **Mentoring Program**

The Pacific Northwest Media 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.

Activity: **Internship Program**

The Pacific Northwest Media Group has established an Internship Program in conjunction with local colleges and High Schools. This program is designed to assist members of the community to acquire skills needed for broadcast employment. Internships are available in the following areas: Sales/Marketing / On-Air Broadcasting / Production / Promotions. Internships are unpaid positions. Credit for College is granted in conjunction with applicable school curriculums. Successful interns have secured employment within the broadcasting industry, many securing positions with the Pacific Northwest Media Group after their completion of studies.

Activity: **Participation in Other Activities**

The Pacific Northwest Media Group regularly participates in Out-reach efforts. Job Shadowing The PNW Media Group in conjunction with local High Schools and Community Colleges, conducts "Job Shadowing" whereby students interested in broadcasting may arrange a day with an employee of the radio station. The student may shadow an on-air personality, News reporter or Editor In Chief to give them information and insight into jobs in the broadcast industry. Informational

Tours The PNW Media Group regularly invites student groups or civic groups for an informational tour of the radio stations and the potential for employment. These tours are designed to inform students of the nature of the broadcasting industry and its participation in the community. The students are introduced to on-air personalities and the jobs available in broadcasting.

Activity: **Provide Training to management level personnel to ensure EEO and prevent discrimination**

The Pacific Northwest Media Group continues to ensure EEO and prevent discrimination through the following means:

1. Our EEO Poster is posted in a high traffic/visible area of the office for all employees to see.
2. The company EEO policy is stated on Page 7 of the employee handbook that all employees receive upon hire and also receive when the handbook is revised. (Latest version August 26, 2019)
3. All Employees, both full-time and part-time go through a series of training videos each year concerning Anti-harassment and Anti-discrimination prevention.